

ENSTALL

empowers  
Impact Report

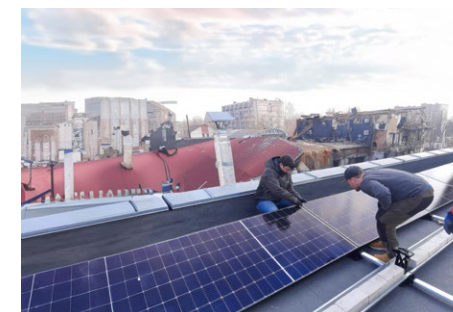


# ENSTALL empowers

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### On the Cover

In the midst of war, Enstall Empowers rushes to deliver crucial electricity to Ukraine. Esdec, a division of Enstall, joins forces with Jouni Penitten to donate racking materials, facilitating the installation of solar electricity on hospitals and schools. Read the full story on page 15.

# Enstall Empowers Support Staff & Board



**Vera Vos**

*Enstall Empowers Founder*

VP Strategic Marketing & Corporate Communications  
Enstall



**Eva van 't Hul**

*Empowers Coordinator*

Strategic Marketing Employee  
Enstall



**Julie Sears**

*Empowers HR Manager*

Human Resources Business Partner  
PanelClaw



**Kalim Azad**

*Board Member*

VP Global Sourcing & Quality  
Enstall



**Jolene Ciosek**

*Board Member*

Marketing Manager  
EcoFasten



**Thijs Lukassen**

*Board Member*

Transport & Freight Coordinator  
Enstall



**Yvonne Meijer**

*Board Member*

Management Assistant  
Blubase



**Amber Lucas**

*Board Member*

Marketing Manager  
IronRidge



**Martijn de Jong**

*Board Member*

Senior Project Buyer  
Enstall



**Susan Stark**

*Board Member*

Senior Manager Training  
IronRidge



**Ronald Geurtsen**

*Board Member*

Customer Service Employee  
CPX

“Thanks to our devoted partnerships and the dedication of our Enstall associates, we’ve been able to amplify our impact. ”



## A year in review

This year was a pivotal year for Enstall Empowers in terms of achievements and advancing the shift toward a clean, solar-powered future. Our parent company, Enstall, went through a powerful re-branding in September of 2023 to become Enstall which impacted Empowers as well. During this period of transformation, we were able to create a concrete foundation for our vision for the future and form our ultimate purpose- to provide the world with solar, sooner.

In 2023, Empowers not only flourished but also reached impressive heights. Setting ambitious goals at the beginning of the year, we not only met but exceeded many of them.

Thanks to our devoted partnerships and the dedication of our Enstall associates, we’ve been able to amplify our impact. From providing Ukraine war victims with everyday necessities to

supporting communities in Hawaii when fires unexpectedly took their homes, we strived to uplift as many lives as possible around the globe.

To further align with our evolving vision, we introduced the “Empower Hours” initiative, allowing our employees dedicated annual hours to step away from work and contribute to the cause of their choice. We eagerly anticipate more colleagues actively joining our mission, empowering them to make a meaningful impact.

With all this to say, I am delighted to share our 2023 Impact Report with you. Thank you to everyone who played a role in turning our dreams into reality this year. Collaboration is truly powerful. I look forward with excitement to what the coming years will bring for Empowers.

**Vera Vos**  
Enstall Empowers Founder  
VP Strategic Marketing & Corporate Communications

# Our milestones

## JANUARY

Enstall Empowers kicked off the new year with our first ever in-person board meeting in the Netherlands. The **Wolfpack Robotics** team proudly won third place in their **STEM-focused** robotics challenge.

## MARCH

Exciting projects such as the **Fundación Tú Más Yo** and helping with the **Emergency Center in Ukraine** came to life in March. We were also excited to begin a partnership with **Grid Alternatives**.

## MAY

We supported **AEOE** with their annual state-wide conference and started a partnership with **e-Cademy**. Enstall received the **World-Class Workplace Award** for our strong employee engagement and admirable culture.

## JULY

We introduced **Empower Hours**, which we plan to roll out in 2024, and watched our **UPBasketball** team succeed. **Techniek voor de Klas** started the new school year with new educational programs and projects.

## SEPTEMBER

We contributed to the **ULEF Walk-A-Thon** to support our youth and traveled to Las Vegas for the **Neighborhood Stabilization Project**, a project by **Hopelink** to reduce poverty around the US.

## NOVEMBER

In November, we sponsored the **Women in Energy Congress** and **Bonds of Courage** in their casino night event. We were also honored to be awarded the **SEIA Silver Certification** for our inclusive **DE&I** efforts in the US.

## FEBRUARY:

We were enthusiastic to begin a partnership with **War Child**, a non-profit helping youth in war zones while completing our **SUM+** project with **TU Delft** to help foster sustainability in urban cities and communities.

## APRIL

Enstall associate **Myllin Saffir** stepped up to help those in need during the power shut-off in **Ukraine**. Many Enstall associates supported his efforts and drove medical and everyday necessities to the border of Ukraine.

## JUNE

In June, we completed **Road 2 Work's** office project and provided them with 12 solar panels. **The Community Project**, **Twende Solar**, and **IronRidge** began a project to provide solar for a school in **Ethiopia**.

## AUGUST

During the devastating wildfires in **Hawaii**, we supported the **Hawaii Solar Energy Association (HSEA)** with their footprint project, helping to install hundreds of solar panels on affected community buildings and homes.

## OCTOBER

Many Enstall colleagues teamed up to raise money for the **Make-A-Wish Business Challenge**. We also started new projects such as **Go Ahead Eagles** and **Rugdekking** and started an exciting partnership with **Rising You** and **SEI**.

## DECEMBER

We wrapped up the year by announcing an promising partnership with the **Honnold Foundation**. To show our appreciation for all of our wonderful employees and partners, we gifted everyone with an **Empowers-themed** puzzle.

2023

2024

PARTNERSHIP WITH:



# Who we are

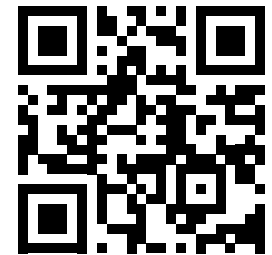
Our parent company, Enstell, oversees a family of seven brands across Europe and the US, specializing in rooftop solar racking and mounting solutions. Our core mission is to accelerate solar installations through a fusion of engineering excellence, cutting-edge software, and unparalleled services.

We recognize that we have a greater role to play in the world beyond financial gain. That's why Enstell Empowers was formed with support from our colleagues and non-profit organizations to make a lasting impact on our planet and the people on it. Our team members are driven by a shared passion for making a positive difference in their communities

and worldwide. Empowers serves as a platform to implement these passions while building a future where solar is accessible to all.

We are committed to leaving behind a world that is highly sustainable and economically just for future generations. This vision propels us to continually broaden our network of solar professionals, partnerships, and advocates for clean energy. By uplifting communities worldwide with solar expertise, access to electricity, education, and employment, we are paving the way for a successful future and a sustainable world for everyone.

**Learn more about  
Empower's goals by  
watching our new video!**



# Solar, sooner

To bring the world solar, sooner, we focus on the empowerment cycle. When people feel capable, independent, and have equal opportunities, it paves the way for a team of sustainable change-makers. We know that many people in the world are not born with the tools and resources needed, which is why we believe it is so important to empower our future generations. When we equip individuals or communities with resources, tools, and knowledge, they gain control of their lives. Whether it's clean energy access or career development, these opportunities foster independence. With increased independence, there comes a greater ability to achieve goals and cultivate more advanced societies. Advanced societies foster more opportunities for clean energy progress which is pivotal for the sustainable development of our planet. In essence, this cycle reflects a positive feedback loop where each stage reinforces and builds upon the others, leading to greater resilience, self-sufficiency, and a more sustainable future.

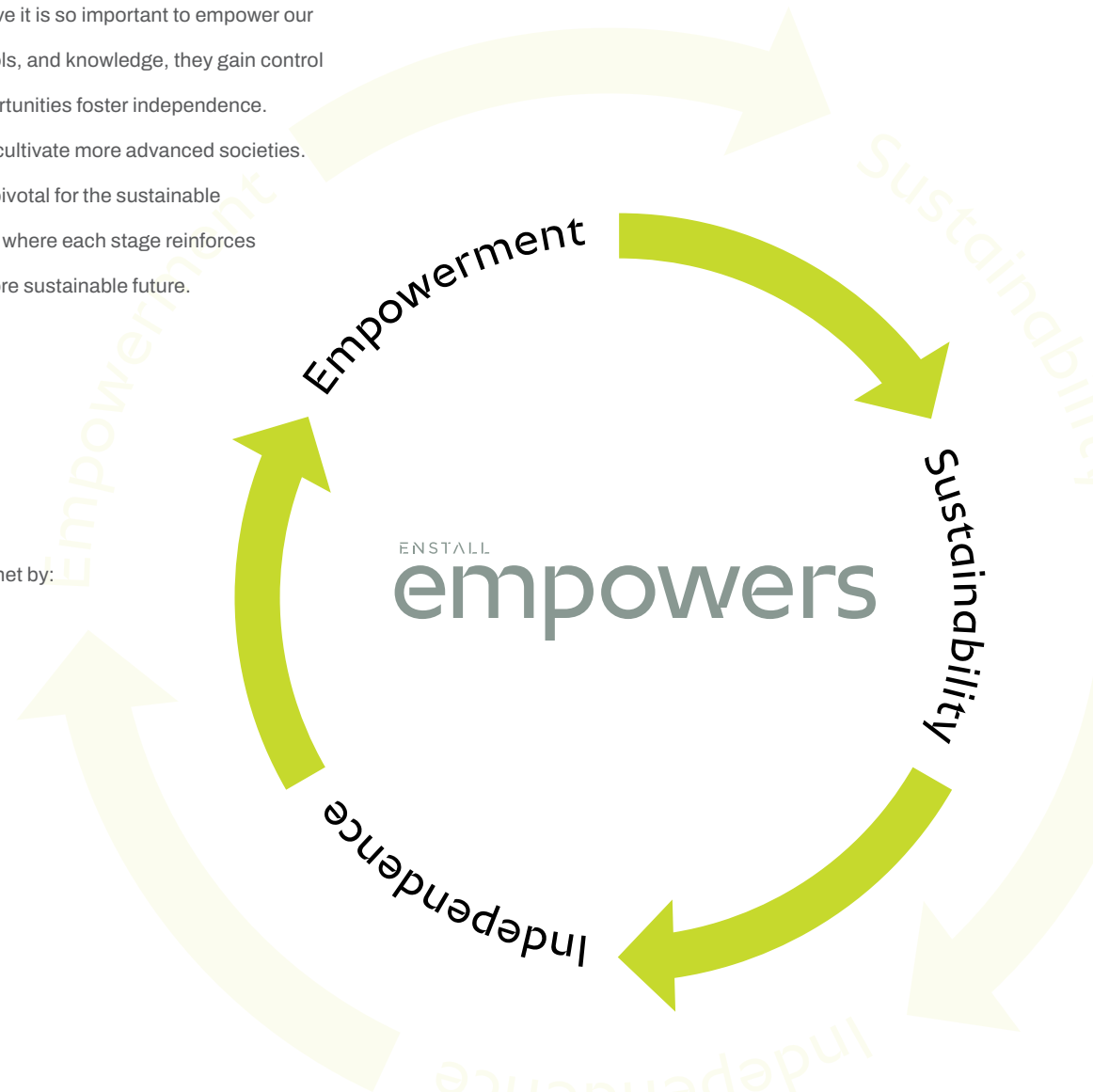
## OUR VISION:

We envision a future with equal access to sustainable energy for everyone.

## OUR MISSION:

We are striving to empower and inspire the next generation to achieve a green planet by:

- Providing sustainability-focused educational and workforce opportunities
- Supporting sustainable community projects
- Providing supportive partnerships with similar organizations who share similar vision, mission, and values to achieve our collective goals.



# What we do

## Professional Development

We offer free solar training to fortify a thriving workforce and amplify overall well-being.

## Solar Projects

Provide easy access to solar-based electricity to strengthen underprivileged communities.

## STEM Education

Nurturing curiosity in future generations with STEM\*, preparing them to drive the solar transition.

\*Science, Technology, Engineering, and Mathematics

## Financial Support

We provide financial aid to contribute towards a more sustainable and equitable world.



# How we do it

## Professional Development

- Reduce global unemployment and poverty rates to pave the way for a brighter future.
- Offer rewarding work, promoting job retention and fulfillment.
- Foster sustainable economic growth through the expansion of the workforce and enhanced access to sustainable energy.
- Advance sustainable living and communities through a new generation of solar experts.

## Solar Projects

- Accelerate the growth of affordable and clean energy access for all.
- Expedite and inspire the progress of sustainable cities through solar adoption.
- Enhance energy independence in less fortunate communities by broadening the access to electricity.
- Minimize pollution and CO2 emissions by reducing the need for fossil fuel consumption.

## STEM Education

- Promote gender equality by ensuring inclusive access to science-based education.
- Achieve sustainable economic growth and reduce poverty rates by fostering an educated youth.
- Empower future generations to ensure they are well-prepared to drive the solar transition forward.
- Encourage research on sustainable development to help build sustainable societies.

## Financial Support

- Reduce the poverty rate in less fortunate communities around the world while fostering economic progress.
- Support causes that combat gender and race inequalities, ensuring equal opportunities for all.
- Provide equitable access to resources by establishing financial inclusion for vulnerable and underprivileged groups.
- Build partnerships to grow our team of solar heroes while multiplying our impact.

# 3088 Installers Trained



## Professional development

### E-CADEMY

E-Cademy is dedicated to developing solar-focused careers for unemployed, underemployed, and returning citizens. Enstall companies PanelClaw and IronRidge proudly donated racking materials to their training centers in Chicago, Massachusetts, and Boston, playing a pivotal role in shaping the next generation of solar installers and contributing to the growth of the solar industry. In Chicago, e-Cademy has a notable track record, with 80% of its graduates finding a job in the solar sector. In 2023, Enstall Empowers' donation helped to train 61 installers of which 50 found a job.



### DE BEROEPENTUIN

At De Beroepentuin, individuals lacking a higher education are given the opportunity to learn a trade in construction or engineering in an accelerated time frame. De Beroepentuin collaborates with companies in their region to determine the career path that will be most beneficial to the individual and their community. This way, municipalities, companies, and the De Beroepentuin team work together to drive the energy transition. Enstall companies Esdec & Blubase support the De Beroepentuin by providing free training materials. This contribution helped De Beroepentuin to train 30 new installers of which 27 are now employed.



# 1454 Panels Installed



## Solar Projects



### THE NEIGHBORHOOD STABILIZATION PROGRAM

Hopelink works to reduce poverty in the United States by offering low-income individuals the opportunities and stability they need. They achieve this through practical financial assistance, effective case management, and instilling hope during critical moments of life crises. In collaboration with Empowers, IronRidge, Sol-up, Meyer Burger, and SolarEdge, Hopelink installed solar systems for three homes, resulting in an immediate reduction in electricity bills for these households. Hopelink annually supports over 64,000 individuals with various programs, providing them with the skills and resources necessary to break free from poverty.



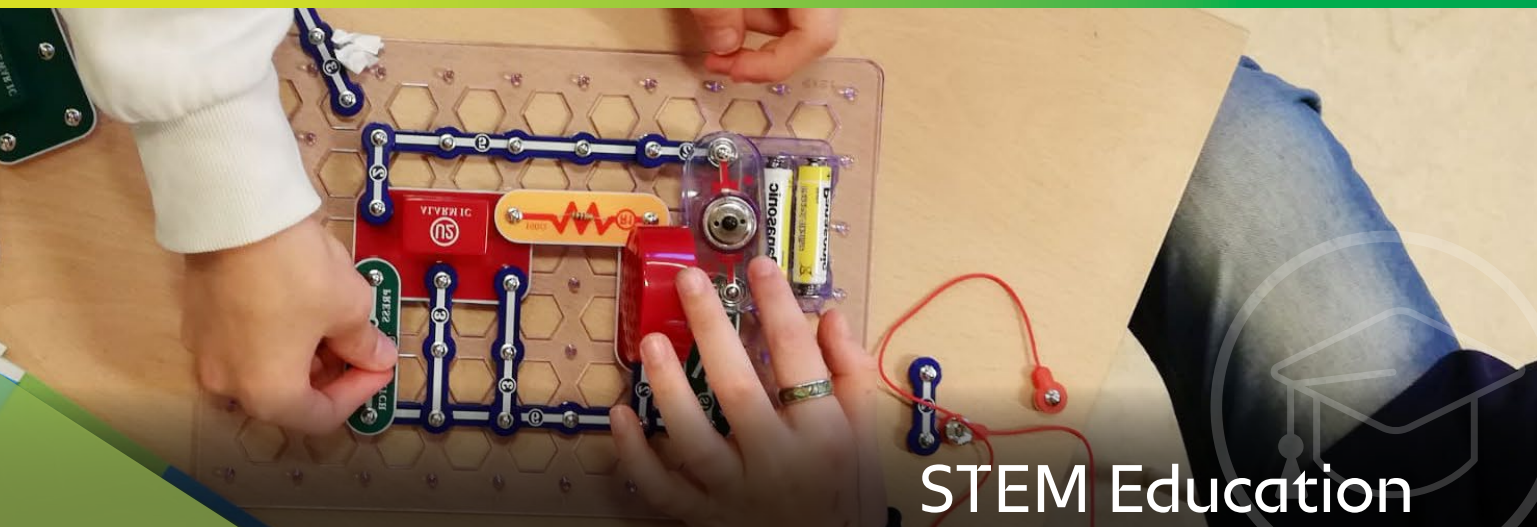
### THE COMMUNITY PROJECT ETHIOPIA

The Community Project and Twende Solar began their journey by connecting American solar professionals with a village in Debre Birhan, Ethiopia. They plan to continue growing this community with the development of a solar powered school in Debre Birhan, providing education to 1,000 children from K-8th grade. In addition to education, the school will be a center to learn more about STEM, foster training opportunities, and provide a garden for improved nutrition. The center will also offer access to electricity, enabling safety, learning, and collaboration. Solar will also fuel their STEM lab and create economic developments with the use of sewing machines and power tools.



# 8421

Kids Educated  
in STEM



## STEM Education

### FUNDACIÓN TÚ MÁS YO

Enstall Empowers and Fundación Tú Más Yo have collaborated to enact positive change for our youth. Through the provision of solar panels and financial support, the children of Platel Cañadas school now have access to a broader and more productive educational environment. Hybrid classrooms were developed and were provided with electric devices such as computers, tablets, television sets, and other electric-powered tools for educational purposes for teachers and students. As a result, 1,196 students, including 492 from low-income communities, have been able to access virtual education across two elementary schools.



### COOLE TECH BOX

Cooler Tech Box offers ready-made curriculum for teaching kids STEM. Companies sponsor these toolkits, which are then delivered to elementary schools of their choosing. The hands-on STEM activities extend beyond teaching science and math; they encourage children to explore real-world applications, spark their creativity, and cultivate skills such as technology literacy, productivity, and social skills. We're committed to fostering STEM in schools until these topics become integrated into the curriculum. In 2023, we provided educational opportunities to 2,500 children through Cooler Tech Box.





**\$29,000**  
in Support to  
Non-Profits

Financial Support

### MAKE-A-WISH BUSINESS CHALLENGE

Make-A-Wish creates life-changing experiences for children with critical illnesses. Enstall companies, Esdec and Blubase, as well as many friends, family, and business partners, donated to make the wishes of Jealey and Sjors come true. “We were able to make a small difference in Jealey’s life, allowing her to experience what it means to just be a child- to play, laugh, and dream. We showed her that the world is full of caring and helping hands. The teams proudly raised €15,695 for Make-A-Wish, making a difference for not only Jealey & Sjors but also for four or five other children who also deserve a bright day. It’s awesome that Empowers makes initiatives like these possible”.



### EMERGENCY CENTER UKRAINE

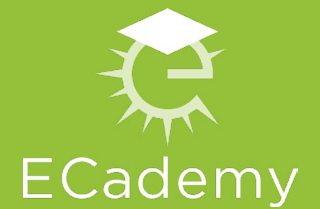
Last March, we received an email from our Nordic Sales Representative. He had a request for a donation of mounting materials for a client. “When I heard in the news about the power shut offs, I knew I had to do something” said Jouni Penttinen. “The Finnish government helped me get materials and equipment into the Ukraine and we started installing solar panels on hospitals and schools. Thanks to Empowers’ donation of Esdec racking materials, we were able to do something.” In 2024, Jouni, with the support of Empowers, will go to Kenya to build a solar system for a maternity center, furthering his efforts to bring clean and reliable energy to vulnerable communities.



ENSTALL

# empowers

Proud of our  
partnerships



# SUSTAINABLE GOALS DEVELOPMENT



## Supporting the United Nation's SDGs

The UN's Sustainable Development Goals (SDGs) form a global compass for universal challenges such as poverty, health, and climate change. We endorse all the SDGs and actively contribute to six SDGs directly. While our current projects make an impact, we recognize the opportunity to contribute to more SDGs in the future. We aspire to create an equitable, inclusive, and sustainable world where everyone can thrive.

For more information on the UN's Sustainable Development Goals, please visit <https://sdgs.un.org/goals>



### INCLUSIVE AND EQUITABLE EDUCATION

Providing inclusive and quality STEM education not only ensures equal chances for all but eliminates gender and wealth disparities and achieves equal access to higher education.



### ACCESS TO RENEWABLE ENERGY

Providing innovative, cutting-edge mounting solutions designed and distributed to the solar industry. Our solutions enabled 10 GW of solar energy infrastructure in 2023.



### SOLAR-POWERED COMMUNITIES

We believe that by providing proper training, education, and resources, we can better prepare the next generation with the essential skills to drive the energy transition.



### DIVERSITY AND GENDER EQUALITY

We work closely with Enstal's DE&I team. As we explore potential partnerships, Empowers assesses their qualifications, prioritizing openness to individuals from diverse backgrounds.



### SUSTAINABLE ECONOMIC GROWTH

Since the founding of Empowers, we've been dedicated to increasing the number of solar installers around the world and we're aiming to increase this number annually.



### STRONG GLOBAL PARTNERSHIPS

Our impact is multiplied with strong global partnerships. The world is more interconnected than ever and together we can create lasting results for our society and environment.

# Diversity Equity & Inclusion

We are committed to fostering and cultivating a culture of Diversity, Equity, and Inclusion. In 2023, a group of US team members launched our DE&I working group to promote diversity and inclusion in our workforce. We believe that the unique qualities, experiences, and talents our employees bring to their work play a crucial role in shaping our culture, reputation, and the future of our planet. By fostering an inclusive environment where everyone feels appreciated and respected for who they are, we inspire each individual to contribute their best and thrive within our organization.

## 2023 DE&I ACCOMPLISHMENTS:

- Attained the 'DEI&J Silver Certification' for our US businesses through SEIA's program.
- Partnered with Encircle, an LGBTQ+ non-profit, to host a humility training for all Enstall associates
- Encouraged the option for pronouns in email signatures and company profiles.
- Launched a nationwide DE&I calendar, ensuring regular updates on upcoming initiatives.
- Established a DE&I Book and Media Club to foster learning and open discussions.
- Currently developing a DE&I learning initiative with Paradigm, set to be implemented in 2024.
- Attended the Women in Energy Congress; Founder Vera Vos spoke on women's role in energy transition.in the energy transition.



Encircle



Women in Energy Congress



*\*Applies to US business units.*





# What comes next

Following the achievements of 2023, it's imperative for us to uphold our momentum in 2024. Our objectives include broadening our educational outreach to engage more children, increasing solar installations around the globe, expanding support to a larger number of individuals in need, and nurturing an environment where our employees can actively contribute to our mission. Each of these pursuits represents a small yet significant step toward our overarching goal of fostering a more sustainable and equitable world.

## WHAT'S ON THE HORIZON

- 8,000 Kids to receive solar-focused education. There is a crucial need to significantly grow the workforce in science and technology. Thanks to our partners, we facilitate STEM education in schools through the use of STEM-focused toys and projects.
- 4,000 Solar installers trained. By offering accessible in-person training and digital learning opportunities, we're cultivating an energy transition workforce. Our goal is to make solar training and job opportunities available to everyone.
- 750 panels installed. We're on a mission to install solar for non-profits, NGOs, and low-income communities. Providing solar to underprivileged groups and non-profits helps cut down their energy expenses, allowing them to allocate funds to where they need it most.
- 2,000 Empower hours. Empower Hours are dedicated hours provided annually to our employees, allowing them to step away from their day-to-day responsibilities and volunteer for a cause they're passionate about.

We've created ambitious objectives to expand our impact and cultivate a greener tomorrow

# The brands of Enstall



ENSTALL  
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# Impact Report

