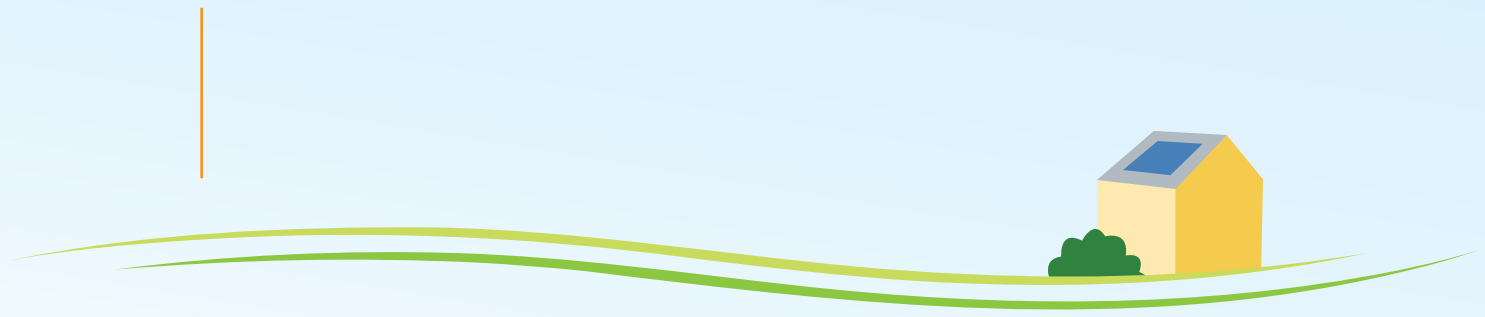




**2021**  
BENEFIT  
REPORT  
**The change we seek.**



2012

# SunCommon turns 10!

2022

**69,202**

**metric tons of CO<sub>2</sub>**

offset by solar from  
SunCommon

**100+**

**megawatts**

of clean solar energy  
added to our local grid

**200**

**clean energy workers**

employed in Vermont  
and New York

**15,050**

**equivalent cars**

removed from the  
road for one year

**321**

**businesses**

running on local  
clean energy

**84,785**

**acres of U.S. forests**

sequestering carbon

**9,544**

**families**

solarized by  
SunCommon to date

**Celebrating a decade of impact!**



### **2021 Benefit Statement**

It is my opinion that SunCommon has acted in accordance with its general public benefit purpose in all material respects during 2021 and that the Directors and Officers acted in accordance with the Vermont Benefit Corporations Act. The 2021 Benefit Report gives evidence to the work that SunCommon has done in 2021 to support the triple bottom line of people, planet and profit.

Katie Langrock  
*SunCommon Benefit Director*

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**Hello there,**

We're excited to report once again on SunCommon's ongoing commitment to use the power of business for good.

Our underlying theory of change is simple: repower our economy with clean energy that ends the burning of carbon-polluting fuels. The more solar power we build and our customers produce, the better. And the more we build, the more revenue we generate to fuel our ability to do more, hire additional wonderful folks, and delight more customers on their clean energy journeys.

And HOW we do all that - attending to the triple bottom line of People, Planet, and Profit - matters. We're committed to using every business decision as an opportunity to further our values and acknowledge our obligation to minimize the harms we create while maximizing the good we can do. This report seeks to describe what we've accomplished, where we've fallen short, and the work we have ahead of us.

We'll celebrate SunCommon's 10th birthday in 2022, which is a really joyous milestone, yet the climate crisis continues to rage. The effects of human-imposed changes to our atmosphere are worse now than when our business started. And if that weren't enough of a challenge, the COVID-19 pandemic extending into its second year made our work even harder.

We are, however, extremely proud that SunCommon has not only survived the pandemic so far but actually thrived. Our employees pivoted amazingly, adapting business processes to operate safely and remotely. SunCommoners working from home increased their productivity; skipped the time, expense and carbon-pollution of daily commutes; and enjoyed greater work flexibility and life balance. As a result, SunCommon actually installed more solar in 2021 than we did pre-pandemic in 2019. As the contagion eases, we'll apply those lessons to how we work better going forward.

As the business stabilized in 2021, we re-invigorated the employee engagement teams: the Inclusioneers (advancing Diversity, Equity, Inclusion, and Justice) and the BTeam (focusing on environmental sustainability). With the expert guidance of outside DEIJ consultants, SunCommon embarked on a coherent and sustained effort to confront white supremacy. We strive to be a welcoming workplace, a supportive community partner, and a voice for change, all while knowing that we have a great



deal of work to do to achieve these goals. Efforts to reduce our carbon-pollution and waste stream also got underway in 2021, and we even reprised a bit of community service, like in the days before COVID. We look forward to accelerating all of that in the years ahead.

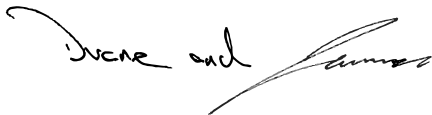
As 2021 began, our Board of Directors and Advisors told us to again think big about our clean energy mission and encouraged us to imagine what's next in the arc of this beautiful business. We embarked on a strategic inquiry by connecting with peer companies, business partners, investors, and banks. We found that the mood was upbeat about renewables, capital markets were flush and ready to invest in our sector, and federal policy was poised to re-engage. It was time to shine.

Our priorities for SunCommon's next phase meant we needed to connect to a larger organization with enough resources to fuel our plans: to bring consumer-financing in-house, innovate additional product offerings, and expand our territory. As such, we reached out to Jeff Peck, whose former role as SunCommon's installation partner allowed us to launch and grow, and imagined how we again could combine our efforts to greater good.

The resulting merger of SunCommon into iSun is ideal on every level. We're now part of a clean energy platform that provides utility, industrial, commercial and residential solar. With access to growth-capital, our investors received solid returns and our employees received additional career opportunities as well as cash bonuses and shares in their new business. And iSun was drawn to our values-led business approach, committed to becoming a certified BCorp with our help.

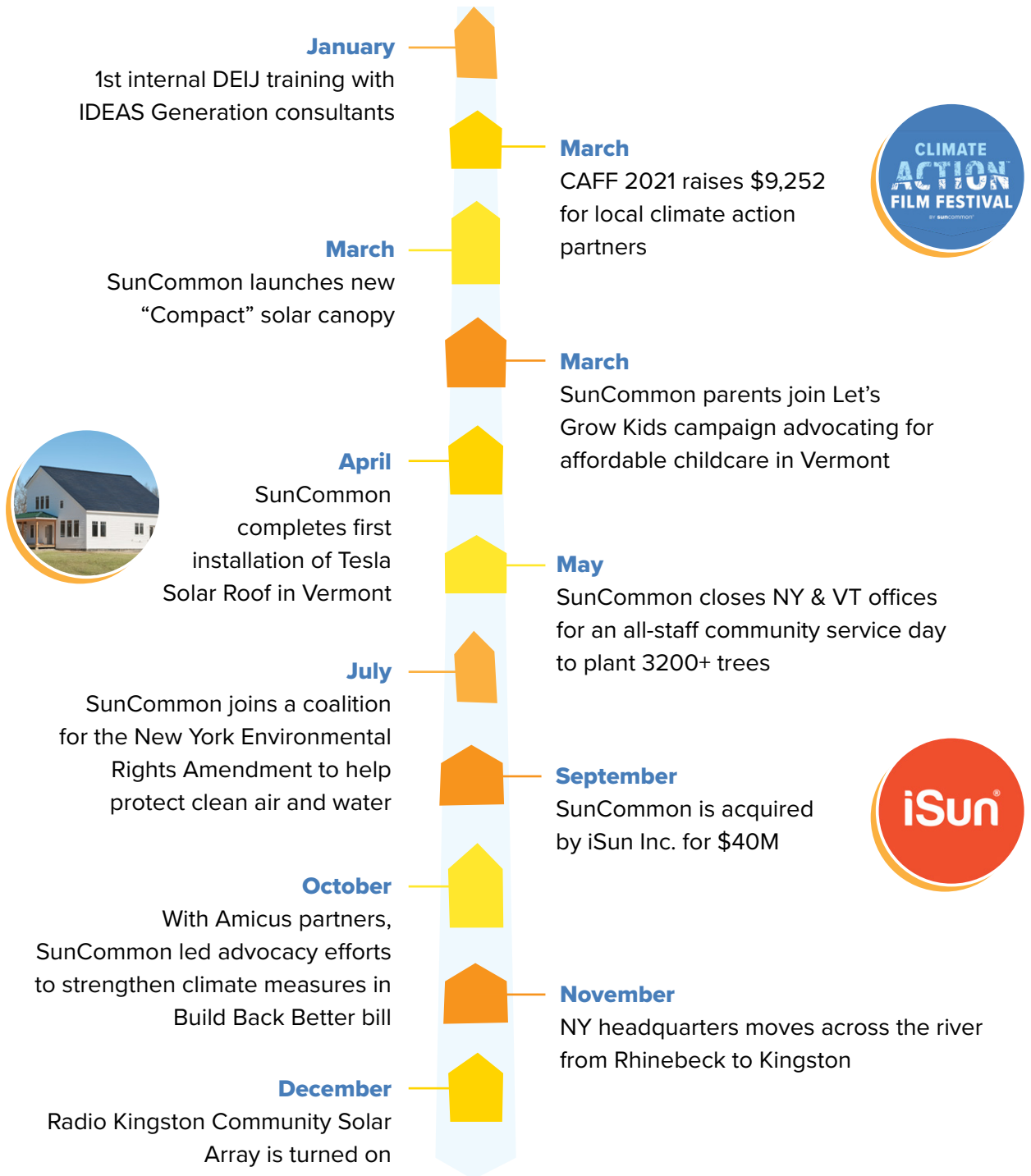
So 2021 was another "quite a year" for SunCommon. We more-than-survived the pandemic, our amazing employees pivoted to new ways of doing business, more customers were delighted with clean energy than before the pandemic, meaningful social justice and environmental protection efforts resumed, and we joined a new and larger partner to accelerate all of this in 2022 and beyond. Whew!

It's an honor to get to do this work,



Duane Peterson II and James Moore

# 2021



# 2022

**Definitions: Public Benefit Corporation and Certified B Corporation**

We were founded as a **Public Benefit Corporation** certified by the state of Vermont establishing that our very purpose is to use our business for good. Driven by our mission to dramatically increase the adoption of clean energy, we must assess our success not only by our financial returns but also by our ability to do right by our employees, the communities in which we operate, and the habitats that sustain life on our beautiful planet. This will not change through growth, acquisition, or market-led pressures. **This annual report is required to provide an update on how we're doing in meeting those goals.**

Our certification as a **B Corp** requires that we complete a rigorous third party assessment every three years administered by the non profit B Lab. This assessment allows us to review our performance and set goals for ongoing improvement while engaging with a global community of like-minded businesses to share learnings and best practices. Our B Corp scores are displayed below, and our progress and goals towards an even brighter future are shared throughout this annual report.

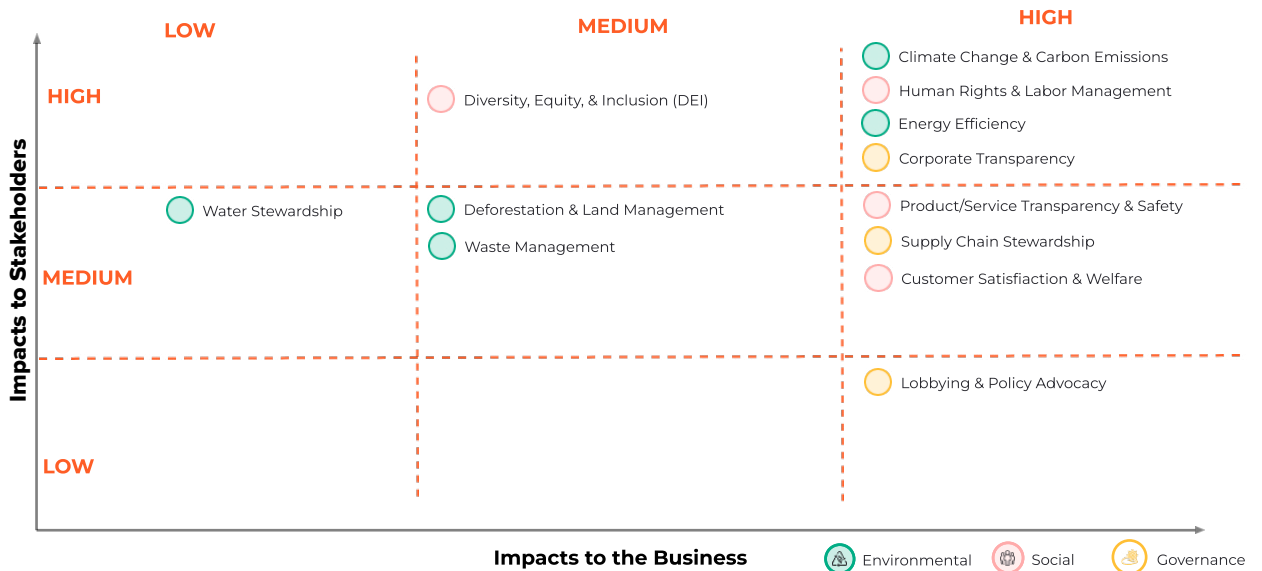
**B Impact Assessment Results**

Impact Area	2021 Score	% of possible points earned	Median Score for U.S. B Corps	Change since 2017	2017 Score	2014 Score
Governance	16.4	81%	7.2	+0.4	16	21.6
Workers	26	63%	17.8	+4.6	21.4	26.1
Community	19.7	48%	13.5	-0.2	19.9	27.2
Environment	41.8	53%	16	-5.1	46.9	37.8
Customers	2.2	3%	30.3	+2.2	0	0
<b>Total</b>	<b>106.1</b>		<b>84.2</b>	<b>+1.9</b>	<b>104.2</b>	<b>112.7</b>

## Prioritizing our work

In late 2021 in partnership with iSun, we completed a materiality assessment to engage over 4,000 iSun and SunCommon stakeholders including staff, customers, partners, vendors and investors. The assessment consisted of a questionnaire and one-on-one interviews. We assessed the results (in the graph below) and have used them, along with opportunity areas prioritized by our internal BTeam, in order to establish our goals for 2022 and beyond.

### Materiality Assessment







CARING  
FOR OUR  
PLANET

## Clean Energy Installations

SunCommon’s purpose is to address our climate crisis by dramatically increasing the adoption of solar power for Vermont and New York households and businesses. Included in our mission of transitioning to a clean energy economy is reducing the environmental impact throughout our own business operations.

### How much solar have we installed?

Year	Residential Systems	Residential KW	Comm. & CSA Solar Systems	Commercial & CSA KW	Batteries Installed
2021	926	7,270	39	3,128	501
2020	638	6,440	27	3,290	252
2019	809	6,991	23	6,029	305
2018	670	5,256	16	2,149	32
2017	807	5,633	16	2,006	-
2016	502	3,521	8	874	-
2015	550	3,559	12	2,450	-
2014	482	3,069	7	1,420	-
2013	461	2,705	1	171	-
2012	146	818	-	-	-
<b>Total</b>	<b>6,424</b>	<b>45,265</b>	<b>137</b>	<b>20,327</b>	<b>1,090</b>



“More than 99% of the time, when solar is producing energy at our homes and businesses, we’re turning off dirty power plants in New England. We’re burning less fossil fuel. And we’re protecting the health of our communities.”

**JAMES MOORE**, *SunCommon co-founder*

## Our Clean Energy Products

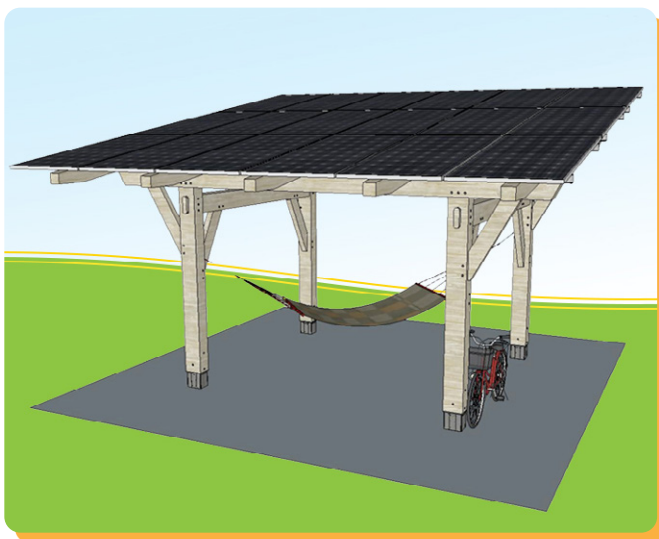
### RESIDENTIAL SOLAR

#### Roof and Ground Mounted Solar

Residential solar installations continue to be the largest segment of our business. For those with a sunny rooftop, it generally makes the most sense to put solar panels right on the roof. About 75% of our residential customers go this route. For those who can't or don't want solar on their roof, a ground system is a great option for the other 25%.

#### Solar Canopy

A subset of households interested in ground-mounted solar choose to go with SunCommon's timber-framed Solar Canopy, attracted by its beauty and the multi-functional space it provides.



#### **NEW!** Canopy Compact

In 2021, we began offering our smallest Solar Canopy, the Canopy Compact, with capacity to park one vehicle underneath. Our customers love the aesthetics and functionality of the Canopy and wanted a smaller option. Some didn't have the space, while others had lower power needs and didn't want to over-produce. We were delighted to add this smaller version to our line-up in order to meet the needs of more customers.



**NEW!** **Tesla Solar Roof**

In April 2021, after a year of training and preparation, SunCommon installed our first Tesla Solar Roof. While regular panels can visually blend into your roof, Tesla's Solar Roof tiles are the roof itself. We're thrilled about the possibilities it can open up, especially in hard-to-permit towns that have difficult aesthetics requirements. We're proud to be the first and only installer in both Vermont and New York that is authorized to offer this game-changing product. We were able to install a dozen systems in this inaugural year, and we will continue to hone our ability to install TSRs at the highest quality for the best price.

**Battery Storage**

SunCommon has continued growing this segment of our business with about 25% of our customers now choosing to include battery storage in their home solar systems. And many happy customers are now coming back to add batteries to their existing solar systems. Energy storage brings peace of mind to a homeowner in the form of (clean) backup electricity in the event of a power outage, while also providing important infrastructure resiliency to our local electrical grids. In 2021, we increased our storage business almost 100% year-over-year and significantly expanded the offering in NY state.

## COMMERCIAL SOLAR

We have steadily increased the growth of our commercial solar business since 2016. This year we helped farms, food hubs, schools, breweries, a salvage yard, a nut roaster, and a radio station go solar, among others. 31 businesses in total. Businesses' electricity costs are substantial, so solar not only provides tangible savings for their bottom line but also supports their environmental goals. Our commercial solar program offers businesses of all sizes the opportunity to combine state and federal incentives with federal accelerated depreciation to save thousands on their electric bills. Most businesses are seeing a 300% return of their investment through this program!



*Solar Canopy, Lawson's Finest Liquids, Vermont*

## COMMUNITY SOLAR

We strategically scaled back our Community Solar program in 2020 as we believe the best community solar projects are modest in scale, from a few hundred kW to a megawatt or two. Policy shifts at the state level in both Vermont and New York have made it challenging for us to develop projects of our ideal scale while also providing savings for our customers. There is still interest in building these projects, and we will continue to explore options of how we can innovate to build viable projects. One such success in 2021 was with Radio Kingston




in Ulster County, NY. This 410 kW solar project will power the community-centered radio station, passing surplus energy along to 10 local community organizations. It is our hope that with the increased urgency of climate change and a desire for more clean energy across the region, we will be able to build more of these projects in the future. In the meantime, we will advocate for improved policy at the state and national level to remove the barriers to community solar access.



*CSA, Red Hook, NY*

## Emissions Reduction

In 2021, we expanded our existing processes to better track the carbon emissions across our operations, setting us up to establish specific reduction targets in 2022. For the greatest impact, we are focusing on emissions from our fleet, facilities, and supply chain.

Impact Area	Progress to Date	2022 Goals
Fleet	 <p>In 2019 SunCommon created a Drive Electric Pledge. It states that we pledge not to purchase or lease any fossil fuel burning vehicles as long as there are viable electric alternatives. Since this program began, we have leased or purchased over a dozen electric vehicles for our staff and have made reservations for our first electric pickup truck.</p>	<ol style="list-style-type: none"> <li>1. Expand our energy monitoring to more closely track transportation related emissions.</li> <li>2. Continue our commitment to the Drive Electric Pledge, avoiding fossil fuel burning vehicles whenever possible.</li> <li>3. Acquire our first electric pickup truck, charting the path towards an all-electric fleet.</li> </ol>
Facilities	 <p><b>Vermont:</b> SunCommon's Waterbury office was designed as a net energy positive building; however, increased EV charging is now cutting into that energy surplus.</p> <p><b>New York:</b> In 2021, we left our net zero building in Rhinebeck and moved into a new facility in Kingston, not yet powered with clean energy.</p>	<ol style="list-style-type: none"> <li>1. Expand energy monitoring of our Waterbury facility and increase capacity to provide clean energy to our growing EV fleet.</li> <li>2. Establish a plan to reduce and eliminate carbon emissions at our new Kingston facility.</li> </ol>
Supply Chain	 <p>In 2021, we launched a supply chain engagement program to assess the environmental, social and governance related impact of our suppliers.</p>	<ol style="list-style-type: none"> <li>1. Launch our first supplier survey to capture and report on our suppliers commitment to emissions reduction.</li> </ol>

## Waste Reduction

As a leading solar engineering, procurement, and construction outfit, our business operations inevitably create waste. In addition to our construction waste, we are now tracking our electronic waste (specifically solar modules that are either past their useful life or damaged). It is our goal to continually improve our waste management and reduce landfill material.



*Solar module recycling, Kingston, NY*

Impact Area	Progress to Date	2022 Goals
Waste Monitoring & Reduction	 <p>In 2021, we began tracking our waste material to set future reduction targets as we aspire to a zero landfill commitment.</p>	<ol style="list-style-type: none"> <li>1. Establish waste reduction goals for both our New York and Vermont operations.</li> </ol>
Solar Panel Recycling	 <p>We are now tracking the number of solar panels that are past their useful life or damaged by various causes. We have begun assessing potential partners in solar panel recycling to ensure responsible end-of-life treatment.</p>	<ol style="list-style-type: none"> <li>1. Send our first batch of solar panels to be recycled and run a year long pilot to understand the costs and process involved in responsible end-of-life treatment for solar panels.</li> <li>2. Advocate at the state level for programs to make solar module recycling accessible for all installers.</li> </ol>



# CARING FOR OUR COMMUNITY



## Further impact through our supply chain

We believe that who we work with matters when considering how our business relationships impact our social and environmental missions. In 2021, SunCommon spent over \$20 million on everything from health insurance for our employees to the nuts and bolts that attach solar panels to the roof. When spending this money, we have a choice of who we purchase from. This year we established a program to more intentionally guide company purchases, collaborate across our supply chain, and encourage other businesses to improve their own environmental, social, and governance related practices.


Impact Area	Progress to Date	2022 Goals
Supply Chain	 We outlined our supplier engagement strategy in 2021 and launched our first stakeholder materiality assessment.	1. With iSun, launch more supplier engagement surveys to guide future engagement and procurement decisions.
Supplier Code of Conduct	 With iSun, we have drafted a supplier code of conduct.	1. Finalize supplier code of conduct to share across our supply chain, maximizing supplier compliance.
Purchasing Guidelines	 We created purchasing guidelines in our early years, and ‘voting with our dollars’ has always been a common but unofficial practice.	1. Engage SunCommon staff to update values-aligned internal purchasing guidelines.

## SunCommon Giving

Over the years we've donated some of our revenue to support various organizations, causes, and events in our local communities. As the volume of requests has increased over the years, we've realized that we can expand our mission impact even more through our giving. In 2021, we began to clearly outline a program to help guide internal decisions around giving with a clear focus on partnership with others addressing our climate crisis.



*Holiday giving campaign check presentation to the Vermont Technical College Adult Continuing Education for green jobs training.*

Impact Area	2021 Action	2022 Goals
Annual Giving	 <p>We donated \$36,442 to local organizations working to address climate change and environmental justice in our local communities.</p>	<ol style="list-style-type: none"> <li>1. Create specific criteria to support future giving, focusing on climate action and environmental justice.</li> <li>2. Create an annual budget for mission-aligned giving.</li> </ol>

## SunCommon Community Service

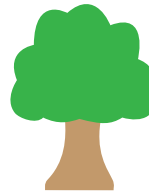
After a year in which we were not able to safely gather with our full team, our all-staff community service day in May 2021 was just the right medicine. We planted over 3,200 trees in less than four hours, as well as built a pergola and a new nursery at local community gardens. We also hosted two service activities with local VT and NY food bank partners to expand the impact of our annual Holiday Giving Campaign.



*Tree planting community service day, 2021*



### Service Hours




### Trees Planted



### Staff Participation

	Service Hours	Trees Planted	Staff Participation
2021	678	3,200	84%
2020	-	-	-
2019	444	1,200	72%






Impact Area	2021 Action	2022 Goals
Volunteer Program	 Planted over 3,200 trees, and built pergola and nursery at community gardens. Also hosted two smaller sessions with Holiday Giving partners.	<ol style="list-style-type: none"> <li>1. Host another all company community service day, maximizing team participation.</li> <li>2. Outline a program to support additional community service activities for individual teams throughout the year.</li> </ol>



# CARING FOR OUR PEOPLE

## People

We started 2021 with 168 SunCommoners and closed out the year as a team of 206. We continue to grow and develop our teams, providing meaningful work for individuals in New York and Vermont. Roughly 70% of our team operates out of Vermont, 27% in New York, and we now have 8 team members working remotely in locations as far as North Carolina and Honduras.

Impact Area	2021 Impact	2022 Goals
Nurturing Culture	 <p>We continue to experience the strain on our company culture as a result of ongoing remote working conditions. We attempted a soft return to in-person connection prior to the arrival of new delta and omicron variants.</p>	<ol style="list-style-type: none"> <li>1. Establish a permanent hybrid work structure to meet the long term needs of our people and the business while creating intentional time for in-person meetings and team-wide connection.</li> <li>2. Continue to advance and embed our diversity, equity, inclusion and justice work into all facets of our company culture.</li> </ol>
Staff Benefits	 <p>We continue to support our staff with benefits including fully paid health care &amp; dental premiums, paid family leave, and student loan forgiveness support. Our staff retirement fund surpassed \$5M in assets and remains fully divested from fossil fuels.</p>	<ol style="list-style-type: none"> <li>1. Explore new benefits to offer our growing team, for the same cost.</li> <li>2. SunCommon's acquisition by iSun included a \$7,500 stock purchase plan for each SunCommon-er employed at the time of the 2021 merger. To be finalized in 2022.</li> </ol>
Installer Training Program	 <p>We piloted a training program for our solar installation team, allowing each individual a clear path for career advancement.</p>	Roll out this model of individual training and advancement support to more teams across the company.
COVID-19 Safety	 <p>Our team's commitment to safety resulted in ZERO cases of workplace transmission of COVID-19 over the last two years.</p>	Continued care as the pandemic evolves, keeping the safety of our customers, staff, and their families a priority.
Operations Safety	 <p>SunCommon's safety program completed 358 hours of training for our operations team.</p>	Expand our operations training programs to minimize staff risk.

## Diversity, Equity, Inclusion, & Justice


We know that a transition to clean energy must recognize the harmful systems created by the fossil fuel industry and ensure their effects are not reiterated within the new clean energy infrastructure we are working to create.

We are actively following environmental justice thought leaders within the framework of the Just Transition, emphasizing the intersectionality of social justice and environmental justice. In late 2020, we partnered with a DEI consulting organization then called Inclusion NextWork (now called IDEAS Generation) that surveyed our team, formalized our goals, and created a plan with us.




While we made some progress in 2021, we still have a ways go. Nationwide, the solar industry is predominantly white and male. SunCommon unfortunately falls in line with this trend. We see it, and we are continuing to focus on gender balance across all departments, particularly in our traditionally male dominated operations department.

### Staff Gender Diversity

	Male	Female	Non-binary	Total
Non-Managers	131	31	2	164
Managers	29	13	0	42
<b>Total</b>	<b>160</b>	<b>44</b>	<b>2</b>	<b>206</b>

Impact Area	2021 Progress	2022 Goals
Internal Training & Comms	 <p>We launched an organization-wide DEI learning curriculum which included monthly lunch &amp; learns (8), bi-monthly 'Ask Me Anything' sessions (4), and several additional bi-monthly workshops for staff. SunCommon's executive team also received 25 hours of DEI coaching.</p>	<ol style="list-style-type: none"> <li>1. Continue internal training and education, creating greater access for all teams across the company, specifically field based staff.</li> <li>2. Maintain consistent internal communications around our DEI efforts.</li> <li>3. Solidify a DEI vision statement that is in alignment with SunCommon's mission.</li> </ol>









## Diversity, Equity, Inclusion, & Justice *(continued)*

Impact Area	2021 Progress	2022 Goals
Hiring & Onboarding	 <ul style="list-style-type: none"> <li>• We revised our processes to mitigate bias and work towards a more equitable hiring process.</li> <li>• New SunCommon staff received “DEIJ 101” as part of onboarding curriculum.</li> <li>• We updated job descriptions for new roles to incorporate inclusive language and remove coded terminology.</li> </ul>	<ol style="list-style-type: none"> <li>1. Commit to supporting the green energy talent pipeline in becoming more diverse and equitable.</li> <li>2. Continue to update our policies to support more diverse hiring and create a welcoming environment and culture for folks of all identities.</li> </ol>
Gender Diversity in Leadership	 <p>4 women joined our senior leadership team as Director of Engineering, VP of Operations, and HR Managers in VT &amp; NY.</p>	<ol style="list-style-type: none"> <li>1. Continue to work towards gender parity within our executive team following the expected retirement of two members in 2022.</li> </ol>
Internal DEIJ Capacity Building & Structural Improvement	 <ul style="list-style-type: none"> <li>• Relaunched employee led ‘Inclusioners’ team.</li> <li>• 3 SunCommon colleagues completed INW’s 6-month IDEAS Roundtable program.</li> <li>• Analyzed customer engagement platforms and surveys to better align with DEIJ principles.</li> <li>• Drafted a series of multi-year Key Performance Indicators to keep SunCommon accountable to its DEIJ commitments.</li> <li>• Proposed a series of sustainability options to further DEIJ at SunCommon going forward (currently under review).</li> </ul>	<ol style="list-style-type: none"> <li>1. Create a clear plan to institutionalize internal DEIJ function, and hire someone to create in-house capacity.</li> <li>2. Provide support and accessibility adjustments to ensure that all DEIJ initiatives are well attended and structured.</li> </ol>

## Advocacy & Activism

The world’s leading climate scientists have warned that we need urgent and unprecedented action to keep global temperature rise to a maximum of 1.5°C. Without such action we will experience significantly worse droughts, floods, biodiversity loss, and extreme weather, disrupting life as we know it. As such, we need a full overhaul of our electricity production and distribution systems, which will in turn require organizing and coordination at both the federal and state levels.

SunCommon is regularly engaging in policy discussion wherever we believe we can make an impact, as well as supporting social issues that will directly benefit our staff, their families, and our local communities. Below is some of the advocacy work we were part of in 2021.

Impact Area	2021 Action	With our partners:
<b>Planet:</b> Grassroots Climate Action	The 2021 Climate Action Film Festival raised over \$9,000 to support our grassroots climate action partners in their local direct advocacy work.	 
<b>Planet:</b> NY State Climate Bill	With NYSBC and other local NY businesses, SunCommon supported NY Renews in their advocacy to pass the Climate & Community Investment Act to fund NY State’s landmark climate bill, the CLCPA.	 
<b>Planet:</b> Environmental Rights Amendment	SunCommon joined EANY to advocate for an amendment to the NY State constitution adding protections to New York’s clean air and water.	
<b>Planet:</b> Build Back Better Bill	Along with our national partners at Amicus Solar Cooperative, we successfully advocated for increased access to solar within the proposed Build Back Better Bill.	
<b>People:</b> Affordable Childcare	SunCommon staff joined Let’s Grow Kids to support the bill that advanced affordable childcare in Vermont.	
<b>People:</b> Gender Pay Equity	SunCommon supported Change The Story in the launch of their “Leaders for Equity and Equal Pay (LEEP) Toolkit” to advance gender pay equity initiatives.	



SunCommon is governed by a six-member Board of Directors and supported by an additional three-member Board of Advisors. They convene for quarterly in-person meetings with additional engagements as useful. The role of the Board of Directors is to approve SunCommon's business plan and budget, and to set the compensation of the Company's Co-Presidents.

## Directors



**Duane Peterson, Co-President**

Duane is a social entrepreneur with an eclectic 35-year career in socially responsible business, campaign management, government service and community involvement. He chose Vermont, moving his family here in 1996 to work at Ben & Jerry's as Chief of Stuff for 12 years tasked with executing Ben Cohen's creative vision. He and James managed the successful campaign to retire the Vermont Yankee nuclear reactor. Committed to sharing what he's learned, he serves on the Board of Vermont Businesses for Social Responsibility (VBSR), Vermont Public Interest Research Group (VPIRG), and University of Vermont School of the Environment & Natural Resources, and is a member of the national Social Venture Circle.



**James Moore, Co-President**

James has dedicated his professional career to helping create a clean energy future. He worked in Washington State, Connecticut, Florida, New Jersey, Washington D.C., New Hampshire, and New Mexico before moving to Vermont in 2004. James directed VPIRG's Clean Energy Program and co-directed, with Duane, the successful VPIRG Energy Project.



**Jeff Irish, Vice President & General Manager in Kingston**

Jeff founded and for 15 years operated Hudson Solar, the premier solar business in New York's Hudson Valley. Prior to that, he held executive positions at General Electric over 15 years. He's a Professional Engineer with an MBA from Harvard. Jeff is a recognized authority on New York renewable energy regulatory & compliance. Following our 2018 acquisition of Hudson Solar, Jeff joined SunCommon's Board of Directors and Executive Team. Duane, James, and Jeff together own 64% of SunCommon shares and elect four of the six Board members.

**Katie Langrock**, *Benefit Director*

Katie is the Chief Operating Officer at Vermont Teddy Bear. Before that, she was an early employee at Staples, opening its #19 store. SunCommon benefits from Katie's deep experience in growth phase business development, operations, supply chain and customer service. As the company's designated Benefit Director, Ms. Langrock is legally required to offer her opinion as to whether SunCommon provided a public benefit during the year covered by this annual report (see inset to Table of Contents). As an Independent Director, Ms. Langrock was granted stock options totaling .5% of the then-outstanding shares in 2014, vested over four years. She received another .5% in 2021 bringing her in line with her other directors.

**Marianne Barton**

Marianne is an attorney with 4 decades of experience in clean energy and environmental conservation. She is a partner at Catalyst Clean Energy Finance which has created \$130 million in project finance, including a \$35 million finance facility for SunCommon's innovative Community Solar program. Among other things, Marianne was an entrepreneur and adjunct faculty member at Marlboro College MBA program and Vermont Law School. As an Independent Director, Ms. Barton was granted stock options totaling 1.0% of the then-outstanding shares in 2015, vested over four years.

**TJ Whalen**

TJ is a Managing Partner at FreshTracks Capital, Vermont's premier venture capital firm and significant investor in SunCommon. TJ joined our Board in 2015 when he was Chief of Strategy at Green Mountain Coffee Roasters/Keurig, after a 12-year career there including heading Marketing & Sales. Its market cap was \$170 million when he began and \$14 billion at his departure. He brings expertise in strategy, growth phase business management, and capitalization. As an Independent Director, Mr. Whalen was granted stock options totaling 1.0% of the then-outstanding shares in 2015, vested over four years.

## Advisors



### **Ben Cohen**

Ben co-founded Ben & Jerry's and pioneered its values-led business practices. His innovative marketing engaged the company on progressive issues and campaigns that produced meaningful change while building the iconic values-based brand. Ben was central to the creation of the national networks Businesses for Social Responsibility (VBSR) and Social Venture Network. Ben chairs the Stamp Stampede to rid our democracy of the influence of special interest money in politics.



### **Cairn Cross**

Cairn is a co-founder of FreshTracks Capital and serves as a Managing Director of its Funds. He serves on the boards of FreshTracks's portfolio companies Vermont Teddy Bear, NEHP, and NativeEnergy. Cairn was formerly the Chair of the Board for the EatingWell Media Group which was sold to Meredith Corporation in 2011. Cairn spent the 1990s in strategic and financial consultancy to Vermont banks and growth businesses such as Otter Creek Industries, Green Mountain Coffee Roasters, Merchants Bank, Howard Bank and Vermont National Bank.



### **Mathew Rubin**

Mathew is the President of Spruce Mountain Design and developer and operator of renewable energy projects including the Winooski One Hydroelectric Project. Matt is an outspoken practitioner of environmental sustainability from food production to electric generation, and consults on hydro projects in New England and globally. He was a founding member of Vermont Businesses for Social Responsibility (VBSR) and serves on the boards of Renewable Energy Vermont, the Vermont Independent Power Producers Association, and VTDigger.

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# Business as a force for good.



SunCommon believes that joining a community of companies where all are striving to do better can widen our collective impact.

As a certified B Corp, SunCommon's business practices are assessed by an independent third-party non profit, B Lab. Even in a global pandemic, the B Corp movement is thriving. In 2021 alone, more than 6,000 businesses submitted applications for certification to join the existing community of 4,500 certified B Corps operating around the world. On average, only about 1 in 20 businesses that complete the assessment earns B Corp certification. The average score of businesses completing the assessment is 51; a passing score to receive certification is 80; the median for all certified B Corps is 95. SunCommon earned our recertification in 2021, increasing our score to 106.1.



In addition, SunCommon is organized as a Benefit Corporation, requiring our Directors to consider the business's impact on people, planet and profit — and prohibiting shareholders from litigating should they feel we prioritized other stakeholders over their financial returns.

There are over 4,750 Benefit Corporations.

Put those together, and SunCommon is among only 219 businesses globally that are both Benefit Corporations and certified B Corps.



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