



2022

BENEFIT REPORT

The change we seek.



SunCommon's 2022 Impact



9.91
megawatts

of clean solar energy
added to our local grid

117,078

MWh generated
by all SunCommon solar
systems this year



503

home batteries
installed



31

businesses

newly running on
local clean energy



871

new solar
homes

This is equal to...



98,192

acres of U.S. forests
sequestering carbon

OR



22.6

wind turbines
running for one year

OR



17,878

cars removed
from the road
for one year

2022 Benefit Statement

It is my opinion that SunCommon has acted in accordance with its general public benefit purpose in all material respects during 2022 and that the Directors and Officers acted in accordance with the Vermont Benefit Corporations Act. The 2022 Benefit Report gives evidence to the work that SunCommon has done in 2022 to support the triple bottom line of people, planet, and profit.



John Kim
SunCommon Benefit Officer

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Explore our past benefit reports at
suncommon.com/certified-b-corporation

Hello there,

2022 marked 10 years of SunCommon impact, using this business as a force for good while addressing the crisis of our changing climate. When we launched SunCommon in 2012, we aspired to be a market solution to climate change, accelerating the transition to our clean energy future. And now 10 years later, SunCommon has installed over 100 megawatts of solar power in our local communities, reducing our dependence on dirty fossil fuels. We're proud of this progress, and yet evidence of our changing climate continues to get louder every day with news of drought, fires, and floods regularly dominating headlines around the world. We want to leave a better future than this for our children. And we want those least responsible for these calamities to stop bearing the brunt of our addiction to burning fossil fuels. These truths continue to compel us in our work every day.



While completing this first decade of SunCommon success and growth, we took a moment to pause and look at our north star: the mission that drives our work and the vision of the world we hope to create. Just as our business has evolved from a group of 16 people working throughout Vermont into a complex organization of over 200 people across multiple states and countries, we felt it was important that the “why” behind our work also evolved to reflect our work and our beliefs today. So this year we reviewed our mission and values to ensure we were living up to our expectations and uniting our customers and staff alike around our shared purpose.

Our Director of Values and Sustainability, a new role for 2022, administered a wonderfully inclusive process, engaging team members from across the company to understand sentiments about our original mission and how it could evolve to propel a united team into the future. The working group unveiled SunCommon's refreshed mission, vision, and values statements at our final All Hands meeting of the year, and I couldn't be more proud:

Our Mission

SunCommon believes business should create positive change and help solve the world's biggest problems. Our mission is to accelerate the transition to solar power in our communities because ensuring a habitable planet is the most important work of our lifetimes.

Our Core Values

Embody Excellence, Maintain Humanity, Prioritize Inclusivity, Cultivate Joy

These statements highlight the urgency that we feel around addressing climate change and the clear role that we each play as individuals and together in our mission-driven business. Mitigating climate change as much as we can to lessen the burden faced by future generations is the work of our generation, and it's a commitment we take seriously. In the pages that follow, you'll see the progress we've made in support of this mission in 2022. The change we seek is large, and we'll continue to evolve, innovate, and accelerate our capacity to drive a transition to clean solar power in our communities.

Thanks for following along,



James Moore

2022



January
Published our first ESG report in partnership with iSun

March
3rd annual Climate Action Film Festival raised \$3,860 for local climate action partners

May
Hired full time position for Diversity, Equity, Inclusion & Justice

June
Hudson Solar founder and SunCommon GM Jeff Irish and SunCommon co-founder and President Duane Peterson both retired



July
Updated rooftop solar system on SunCommon Vermont HQ building to maximize production

August
President Biden signed the Inflation Reduction Act into law



September
Launched first employee resource groups, one for parents, and one for LGBTQ+ employees

October
SunCommon and iSun completed the Ecovadis sustainability scorecard benchmarking our shared ESG programs

November
SunCommon's updated purpose, mission, and values statements released

December
Completed supplier survey pilot to learn more about our vendors' business practices

2023

2022 was a big year for SunCommon, and we had many reasons to celebrate. It was the first full year as part of the iSun family, and we began to see the positive results of integrating our businesses. It was also the year when long awaited federal action to address our climate crisis appeared, in the form of the Inflation Reduction Act. A major win for environmental justice and domestic manufacturing, this bill provides long term stability for the clean energy industry. Meanwhile, SunCommon was forced to adapt to the challenges posed by persistent inflationary pricing for the first time in our history. And amidst all of this, two of our founders, Duane Peterson and Jeff Irish, retired. These two pillars of our business were fundamental in building SunCommon's foundation and will be missed. Despite all this change and newness, we installed 9.9 MW of solar and 503 storage systems across New York and Vermont.

During our first full year as an iSun company, we worked together to strengthen both businesses by leveraging each of our unique strengths. As SunCommon undertook the process of updating our mission, we laid the foundation to expand and apply our environmental, social, and governance (ESG) programs across the entire iSun organization. This work is setting the stage for our next B Corp recertification in 2025 where we're aiming for SunCommon and iSun to certify together as one organization. On the operational side, we also realized better ways of working together by integrating SunCommon's commercial operations and installation into iSun, leveraging their expertise and experience with developing larger scale solar projects.

The strength and certainty that the Federal Inflation Reduction Act will give the entire solar industry is undeniable. The tax credit for solar has been slowly winding down over the last few years, and a major impact of the IRA is to increase and extend this credit to 30% for the next 10 years. Additionally, this credit is now applicable to stand-alone energy storage systems, a big step forward as these systems are widely recognized as a key component to a resilient clean energy grid. The IRA also helps widen solar access by expanding the tax credit to direct payments for non profit organizations, which were previously unable to capitalize on this financial incentive. This is a big opportunity for schools, housing trusts, places of worship, and other community organizations that have largely been blocked from receiving the greatest financial benefits of solar due to outdated incentive structures. There's so much good work to be done here, and we're excited to be a part of it!

Of course, the economic environment isn't always smooth sailing. For the first time in 10 years, we dealt with the effects of inflation across our supply chain and organization. That meant panel and component price increases, major supply shortages, and core equipment supplier exits. These changes reinforced the need to be nimble and to choose good partners in our business, something we're formalizing with our supplier scorecard and supplier code of conduct.

With our founder Duane's departure, we formalized much of our public benefit and social impact work with two new staff positions. Our previously outsourced expertise in Diversity, Equity, Inclusion & Justice training and development has turned into an internal, full time Director of Values and Sustainability. Susannah Bradley is leading this work, and you'll see her stamp on much of our people-related progress. We've created another new role, Senior Manager of Impact and Advocacy, to align our activism and advocacy work with our larger ESG integration efforts with iSun. Jake Elliott is charting these new territories for us, and the results in this annual update speak for themselves.

Additionally, with the departure of Duane and Jeff, we've relaunched our Executive Team, with the addition of Vice President of Operations JoAnn Swapp, as the Guidance Team. This smaller Guidance Team will allow for a more engaged and broader leadership team consisting of managers and directors across the organization to help SunCommon make critical decisions where the work is happening.

We wouldn't have been able to accomplish any of this without our amazing team of SunCommoners and partners, and you'll see investment in these most vital resources in this report. And as always, our work is grounded in and inspired by our mission; we're thrilled to document our progress towards accelerating the transition to solar power in our communities and *ensuring a habitable planet* in the pages that follow.



OUR VALUES & IMPACT PROJECT UPDATES

As a Public Benefit Corporation and Certified B Corp, we will always strive to improve the social and environmental impacts of achieving our business goals. This benefit report highlights internal initiatives that are underway to publicly track our progress.

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	2022 GOAL STATUS	2023 GOALS
<p>Net Zero Commitment</p> <p>SunCommon has doubled down on our environmental mission by committing to net zero operations by 2030, joining the SME Climate Hub along with over 1,000 fellow B Corps.</p>	<p><i>New in 2022</i></p>	<ol style="list-style-type: none"> 1. Publish our path to net zero emissions, allowing us to benchmark our annual emissions reduction progress.
<p>Fleet</p> <p>We have established clear visibility into our fleet's emissions and completed 3 years of EPA greenhouse gas inventories to benchmark both our business revenue and solar installation volume with our carbon emissions. Over the last few years, we have leased or purchased over a dozen electric vehicles for our staff and have placed reservations for electric pickup trucks as well. We expect to receive our first trucks in 2023 to pilot throughout our operations in advance of a larger roll out in the coming years as existing gas-powered trucks retire.</p>	<ul style="list-style-type: none"> ✔ Expand our energy monitoring to more closely track transportation related emissions. ✔ Continue our commitment to the Drive Electric Pledge, avoiding fossil fuel burning vehicles whenever possible. ✘ Acquire our first electric pickup truck. 	<ol style="list-style-type: none"> 1. Complete fleet emissions inventory assessment to plan and publicly share our transition to an all electric fleet. 2. Acquire our first electric pickup truck.

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Facilities

This year, SunCommon's Vermont facility's solar system received a retrofit to maximize solar production powering our Vermont operations.

We've begun a comprehensive assessment of our Kingston, New York facility to understand our capacity to transition this 30,000 square foot office and warehouse space to run on clean energy. This assessment will continue into 2023.

- ✔ Expand energy monitoring and planning for our Waterbury facility to increase solar generation for future electric fleet.
- ☹ Establish a plan to reduce and eliminate carbon emissions at our new Kingston facility.

1. Publish a plan for clean energy procurement to power a growing electric fleet in Vermont.
2. Determine feasibility of long term use of Kingston facility based on challenges of emissions reduction for a building that size.

Supply Chain & Scope 3 Emissions

We launched our first survey to begin deeper engagement with our supply chain, in order to understand our suppliers' emissions and help improve the social and environmental impact of their businesses as well as ours.

- ✔ Begin to engage our suppliers to learn how we can reduce emissions through our supply chain and increase our impact.

1. Engage directly with suppliers to capture scope 3 emissions data.
2. Begin tracking for additional scope 3 measures, including commuting, business travel, and waste.

Fossil Fuel Divestment

In 2022, SunCommon merged our 401k program with the iSun fund which is not divested from fossil fuels. We need to assess the opportunity to divest this fund of fossil fuels assets.

New in 2022

1. Explore what it will take to re-divest our 401k from fossil fuels.
2. Survey our largest vendors on their fossil fuel investments (insurance, banks, credit cards etc.).

In 2022 we established a reporting baseline for our direct and indirect scope 1 (energy consumed by our owned assets) and scope 2 (purchased energy) emissions so that as we implement energy conservation initiatives into our operations, we will be able to track our true environmental impact while we continue to grow and improve.

Business Impact	
2022 Business Revenue	\$39,512,596
Total Solar Installed	9.92 MW
Avoided CO ₂ emissions from new residential solar in year 1	5501 metric tons
Emissions Intensity	
Direct Emissions (Scope 1 & 2)	806 metric tons
CO ₂ Emissions / \$1M Revenue	20.4 metric tons/\$1M
CO ₂ Emissions / MW Installed	81.25 metric tons/MW

Waste Reduction

IMPACT AREA

Waste Monitoring & Reduction

We've run a year-long pilot in Vermont to track our various waste streams, allowing us to set future reduction targets as we aspire for zero landfill operations. We are assessing those results in early 2023 to identify reduction opportunities.

We will expand our waste tracking program to NY in 2023 and aspire to establish reduction targets as well.

2022 GOAL STATUS

✘ Establish waste reduction goals for both our New York and Vermont operations.

2023 GOALS

1. Implement waste reduction goals for Vermont.
2. Implement a waste tracking program in NY.

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Solar Panel Recycling

We've run a year-long pilot in Vermont to track our various waste streams, allowing us to set future reduction targets as we aspire for zero landfill operations. We are assessing those results in early 2023 to identify reduction opportunities.

We will expand our waste tracking program to NY in 2023 and aspire to establish reduction targets as well.

- ✔ Send our first batch of solar panels to be recycled.
- ✔ Run a year long pilot to understand the cost and process involved in responsible end-of-life treatment for solar panels.
- ✘ Advocate at the state level for programs to make solar module recycling accessible for all installers.

1. Document standard operating procedures for solar panel recycling to share internally and with industry partners.
2. Create a Secondhand Module program to donate solar panels returned to SunCommon that still have useful life but are not viable for resale.

2022 Vermont Operations Waste			
Waste Type	Single Stream Recycling	Landfill	Construction Waste
Weight (tons)	13.1	27.5	29.2

SunCommon's warehouse team completed a year of waste tracking to establish benchmarks as we implement waste reduction strategies throughout our operations.

SunCommon New York team during annual Day of Community Service



**CARING FOR
OUR PEOPLE**

SunCommon was founded with a commitment to taking care of our people, and that continues today as we look for ways to nurture our hybrid culture, create great benefits, and keep our people inspired and safe.

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Nurturing Culture

We have surveyed our staff and continued to explore our hybrid work structure. While many folks are working remotely, we know we need to support opportunities for teams to meet regularly in person. We host quarterly in-person 'All Hands' meetings that are attended by some. We also hosted our annual employee solstice celebration in June 2022, a tradition we plan to continue.

Bringing DEIJ expertise onto our staff allowed us to maintain regular programming in 2022 which will continue into 2023.

✔ 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. (Ongoing)

✔ Continue to advance and embed our diversity, equity, inclusion, and justice work into all facets of our company culture. (Ongoing)

1. Host quarterly in-person all-staff meetings and celebrations throughout the year.
2. Host mandatory DEIJ training for all staff throughout 2023. (6hrs over 3 trainings)

Staff Benefits

We combined benefits with iSun to give our staff better options. We transferred to a new health care system with more provider options, including mental health care. We also moved our 401k to a new provider, which opened up access to all employees regardless of age. We expanded benefits with new Financial Education workshops and provided subscriptions to the HeadSpace app to help support our teams' mental health.

We also completed the iSun stock transfer to our employees from the merger.

✔ Explore new benefits to offer to our growing team, for the same cost.

✔ SunCommon's acquisition by iSun included a \$7,500 stock purchase plan for each SunCommoner employed at the time of the 2021 merger, to be finalized in 2022.

1. Continue exploration of more flexible working options such as a 4 day work week or unlimited paid time off for staff.
2. Get Employee Stock Purchase Program up and running.
3. Explore benefits to help our team address personal carbon footprints such as incentives to electrify staff transportation or home heating and cooling.

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Staff Training Program

We rolled out our new operations training program to our full residential, commercial, electrician, warehouse and service teams. We are now finalizing this program with our evaluation teams.

14 employees are in the Electrical Apprenticeship program. We expect 6 to graduate in 2023 to become licensed electricians.

✔ Following our solar installer training model, we will roll out this model of individual training and advancement support to more teams across the company. (Ongoing)

1. Finalize training programs for our solar site evaluation teams and then our SG&A teams like design, project management, sales, finance, and all other roles.
2. Continue to document training programs and offerings.

COVID Safety

Our team's commitment to safety resulted in less than 5 cases of workplace transmission of COVID-19 over the last two years.

As part of that effort, we hosted clinics for vaccination at VT headquarters and gave away tests at flu clinics.

✔ Provide continued care as the pandemic evolves, keeping the safety of our customers, staff, and their families a priority. (Ongoing)

1. Provide continued care as the pandemic evolves, keeping the safety of our customers, staff, and their families a priority.

Operations Safety

SunCommon's safety program provided a cumulative total of 3,011 hours of training for our operations team members.

In 2022, we greatly expanded our safety training offerings:

1. Over 1,000 hours of regular 'ToolBox talk' trainings for our installation teams
2. First Aid Training for 92 staff members
3. OSHA 30 and OSHA 10 Trainings for 55 installers
4. LIFT Trainings for 15 staff members
5. HSI Health and Safety Institute Trainings for over 100 staff members

✔ Expand our operations training programs to minimize staff risk.

1. Provide 4,000 hours of combined training.
2. Hold more in-person/hands-on trainings.
3. Launch a new online training platform.
4. Form a safety committee.

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Mission and Values

In conjunction with our VT business’s 10 year anniversary, we undertook an 8 month long process to update our purpose and mission statements, and to write down our values for the first time. We used an inclusive process that heard from any employee who wanted to weigh in, and the working group included folks from every group at SunCommon to shape the final statements. Once our updated mission took shape, each team in the company wrote their own Values in Action statements to bring the words to life for their own day-to-day work.

New in 2022

1. Cascade the updated mission into job descriptions, yearly impact summaries, and day-to-day work for teams with the final steps of our Values in Action process.

Goal Integration and Accountability

As we move forward with our ESG work, we seek to bring responsibility and accountability more formally to more roles in the team.

New in 2022

1. Add ESG goals into job descriptions for relevant roles.
2. Investigate creating a bonus or reward program tied directly to ESG goals for senior leadership to implement in 2024.

Diversity, Equity, Inclusion & Justice

Our focus on DEIJ in 2022 remained strong as we hired an in-house Director of Values and Sustainability to steward us. We continued with our internal programming and solidified our approach and plan for mandatory training in 2023.

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Internal Training & Communications

We continued our DEIJ learning curriculum which included monthly lunch & learns (9) and bi-monthly ‘Ask Me Anything’ sessions (4). Many were co-hosted by our internal working group, the SunCommon Inclusion Alliance.

We also solidified and launched our DEIJ philosophy and plan.

- ✔ Continue internal training and education, creating greater access for all teams across the company, specifically field based staff. (Ongoing)
- ✔ Maintain consistent internal communications around our DEIJ efforts.
- ✔ Solidify a DEIJ vision statement that is in alignment with SunCommon’s mission.

1. Launch mandatory training for all staff (6 hrs), additional 8 hrs for managers, and additional 16 hrs for senior leaders.
2. Begin internal quarterly updates with the ESG update and retention/recruitment updates.

Hiring & Onboarding

We started a “trailmates” onboarding program to help mentor new staff, and new SunCommon employees now receive “DEIJ 101” as part of the onboarding curriculum. We also continued our partnerships with Vermont Works for Women and NY for Clean Power to support internships.

- ✔ Commit to supporting the green energy talent pipeline in becoming more diverse and equitable. (Ongoing)
- ✔ Update our policies to support more diverse hiring and create a welcoming environment and culture for folks of all identities. (Ongoing)

1. Programatize and formalize diversifying our recruitment process.
2. Review company handbook to support DEIJ policies.

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Internal DEIJ Capacity Building & Structural Improvement

We hired a Values and Sustainability Director to oversee our DEIJ program. One benefit to this has been our ability to incorporate equity principles into our values stream mapping exercise.

One employee completed the IDEAS Generation Roundtable program expanding their DEI competency.

- ✔ Create a clear plan to institutionalize internal DEIJ work, and hire someone to bring this expertise in-house.
- ✔ Provide support and accessibility adjustments to ensure that all DEIJ initiatives are well attended and structured. (Ongoing)

1. Achieve additional DEIJ certificates on HR team.
2. Add all DEIJ training and education to new asynchronous platform, Paylocity.
3. Continue hosting SunCommon Inclusion Alliance meetings and initiatives.

Gender Diversity in Leadership

With the retirement of two men from our executive team, we are now nearly at gender parity on the leadership level with 2 women and 3 men.

- ✘ Continue to work towards gender parity within our executive team following the expected retirement of two members in 2022. (Ongoing)

1. Continue to work towards gender parity in all our management teams, including Director and manager levels, and expand our efforts into other forms of identity diversity.

SunCommon Vermont team during annual Day of Community Service



COMMUNITY IMPACT

IMPACT AREA

2022 GOAL STATUS

2023 GOALS

Advocacy & Activism

SunCommon has engaged in local and national advocacy campaigns informally since our founding. This is part of our DNA and we will continue these efforts into the future. We will work to better engage our customers to expand the impact of our efforts.

New in 2022

1. Advocate to support at least 1 major piece of climate legislation in Vermont, New York and nationally.
2. Increase engagement with SunCommon customers to elevate SunCommon's advocacy efforts.

Annual Giving

We provided donations or community sponsorships of \$107,171 to local organizations throughout our communities, the majority of which are focused on climate-related work.

- ✔ Create specific criteria to support future giving, focusing on climate action and environmental justice.
- ✔ Create an annual budget for mission-aligned giving.

1. Maintain our giving program through 2023.
2. Create an intake process to support clear communication with partners and impact tracking.

Community Service Program

SunCommon held our all-staff community service day in May and planted thousands of trees. We also successfully launched a new community service and advocacy program providing all staff an optional 20 paid hours per year for service activities of their choice.

- ✔ Host another all-company community service day, maximizing team participation.
- ✔ Outline a program to support additional service activities for individuals and teams throughout the year.

1. Create a committee to help facilitate team and individual participation in our new community service program.

IMPACT AREA
2022 GOAL STATUS
2023 GOALS

Supply Chain

We completed a pilot of our supplier engagement survey that we will continue in 2023.

✔ With iSun, launch a supplier engagement survey to guide future engagement and procurement decisions.

1. Expand our supplier engagement to our full supply chain.

Supplier Code of Conduct

With iSun, we have drafted a supplier code of conduct.

✔ Finalize supplier code of conduct to share across our supply chain, maximizing supplier compliance.

1. Include our supplier code of conduct as part of our vendor onboarding process.

Purchasing Guidelines

We created purchasing guidelines in our early years, and ‘voting with our dollars’ has always been a common but unofficial practice. We will standardize and formalize this process in 2023.

✘ Engage SunCommon staff to update values-aligned internal purchasing guidelines.

1. We will engage teams to draft purchasing guidelines in 2023 to support business and community impact goals

Annual All-Staff Community Service Day

Each year, SunCommon pauses our operations for the day in the spirit of community, action, and togetherness. Here’s how we’re doing.

Year	Volunteer Hours	% of Staff Participating
2019	444	72%
2020*	0	0%
2021	678	84%
2022	524	64%

* 2020 community service day cancelled due to COVID-19 shutdown.



iSUN BOARD OF DIRECTORS AND BENEFIT OFFICER

In September 2021, SunCommon was acquired by Williston, Vermont based iSun Inc., adding a residential and commercial solar arm to the broader iSun portfolio.

iSUN BOARD OF DIRECTORS

Claudia M. Meer, *Independent Board Member*

Ms. Meer currently serves as CEO of CoreMax Consulting, Inc., a woman owned clean energy and IT infrastructure consulting firm. Through CoreMax, Ms. Meer serves as a clean energy strategic advisor to two private investment firms and provides strategic consulting services to an array of clean energy businesses. Prior to CoreMax, Ms. Meer was Chief Investment Officer and CFO at AlphaStruxure, an energy-as-a-service joint venture formed by The Carlyle Group and Schneider Electric. Ms. Meer resides in North Bethesda, Maryland with her husband and two children and enjoys sailing, theater, and international travel.

Stewart I. Martin, *Independent Board Member*

Stewart Martin has over 20 years' experience in the Business Insurance industry. Stewart has spent the majority of his career with the Marsh McLennan Agency where he serves as the Executive Vice President and manages the business insurance programs for a number of MMA's largest clients. Prior to his work with MMA, Mr. Martin was an auditing manager for the Gulf Atlantic Management Group and a Sergeant in the US Army 3/36 Armored Division, stationed in Western Germany during the cold war. Mr. Martin has been a member of the iSun board as an independent director since its inception as a public company in 2019. Stewart lives in Fort Lauderdale, Florida with his wife and two children.

Andy Matthy, *Independent Board Member*

Andy Matthy is a long-time renewable industry expert, renewable industry executive recruiter, and corporate financier who has supported the rapid growth of companies within the sector for nearly a decade. Previously the Vice President at Hobbs & Towne, one of the first executive search firms to focus on cleantech, Andy has placed senior executives in many of the leading industry platforms and has built entire teams to best facilitate new-market entry. Previous to his tenure at Hobbs & Towne, Mr. Matthy spent nearly twenty years at Iron Mountain where he built leading teams for finance and renewable energy firms and advised on strategy, compensation, and capital structuring. Andy holds a degree from Kutztown University of Pennsylvania and resides in Philadelphia.

Fred (Kip) Myrick, *Executive Vice President – C&I*

Frederick “Kip” Myrick leads iSun’s Commercial and Industrial division. Under his tenure, the division has become the 3rd largest commercial solar engineering, procurement, and contracting (‘EPC’) firm in the United States as ranked by Solar Power World, a leading industry trade publication. One of iSun’s longest standing employees, Mr. Myrick first joined iSun (then The Peck Electric Company) in 1988 as a Journeyman Electrician. Mr. Myrick has held positions of General Foreman and superintendent, was promoted to a Project Manager in 2005, and became Vice President in 2006. In early 2008, realizing that photovoltaic solar was finally a commercially viable avenue for growth, Mr. Myrick suggested to CEO Jeff Peck that the organization commit resources to such endeavors. Later that year, Kip started the Peck Solar division and has been an indispensable engineer of its growth ever since. Mr. Myrick holds Vermont and Maine Master Electricians Licenses and is also a NABCEP certified Photovoltaic Installation Professional. An avid outdoorsman, Kip resides with his family in Williston, Vermont; his retriever Summer is one of iSun’s most beloved office dogs and is notorious for trash-can surfing.

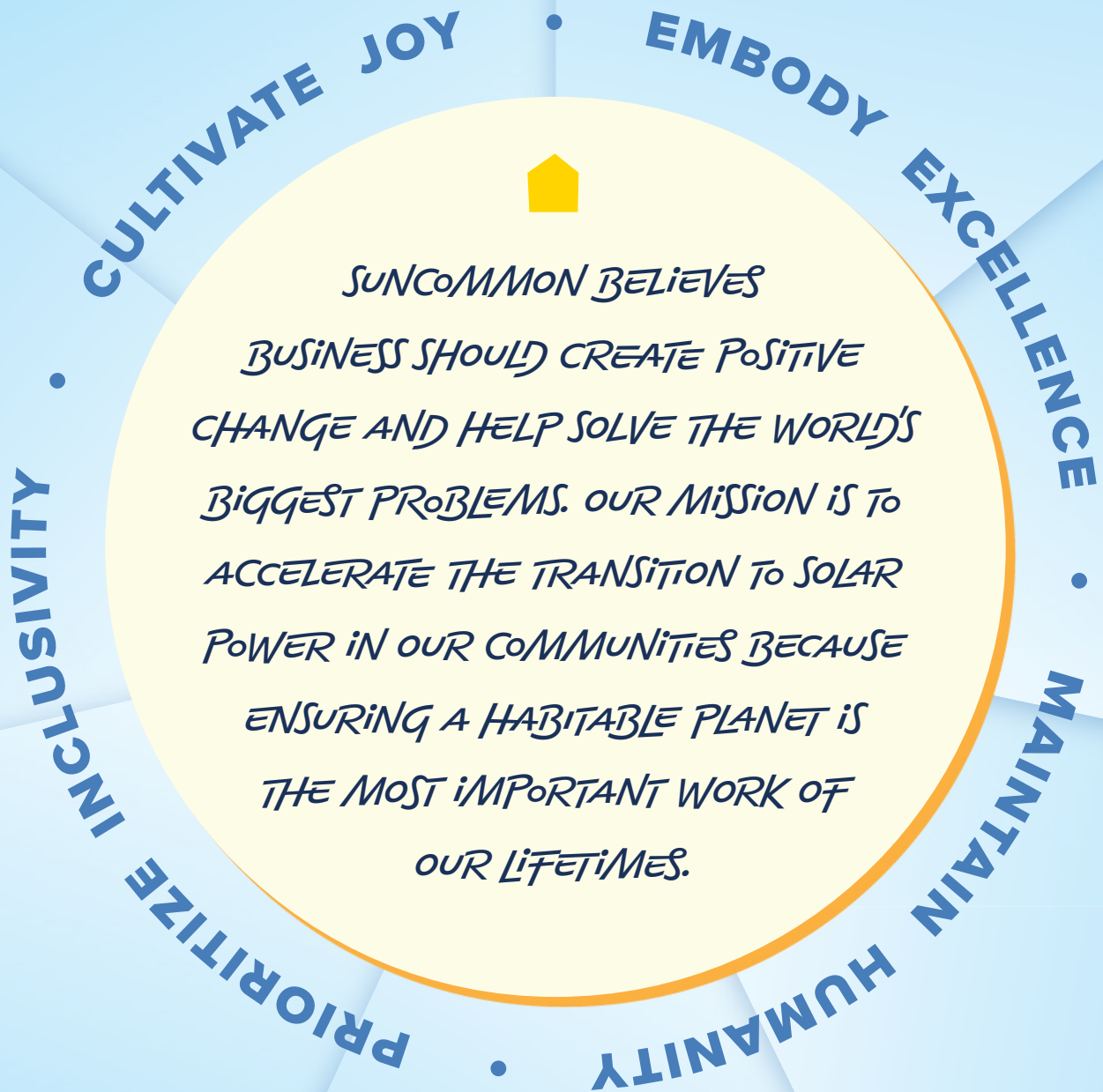
Jeffrey Peck, *Chief Executive Officer, Chairman*

Having grown up in his family’s electrical contracting business, Jeff Peck developed an appreciation for its mission to help local enterprises of all sizes adopt innovative electrical technologies. He purchased the business in the late 90s with ambitions of scaling the business and broadening its impact. At the suggestion of long-time employee Fred ‘Kip’ Myrick, Jeff began evaluating the development of solar arrays as one such strategy. The duo quickly learned that Peck Electric’s experience delivering complex projects such as IBM’s clean-rooms and Vermont’s largest health-care facility perfectly complimented the solar industry’s biggest shortcoming: a need for contractors capable of delivering high-quality work on-time and on-budget. Shortly thereafter, Peck Electric became one of the United States’ largest providers of Solar engineering, procurement, and construction (EPC) services while servicing only the Vermont marketplace. Peck Electric would later become the first organization capable of helping accelerate the adoption of clean, renewable solar energy across each sector of the marketplace, eventually re-branding as iSun (NASDAQ: ISUN). Jeff resides in Williston, Vermont with his wife and three children. In his free time, he enjoys playing men’s league hockey.

SUNCOMMON BENEFIT OFFICER

John Kim

John Kim is currently the Graduate Programs Career Advisor and an Adjunct Faculty member at the University of Vermont's Grossman School of Business where he serves the Sustainable Innovation MBA and Master of Accountancy programs. Prior to that he was the Head of Impact and Strategy at 1Row, a boutique marketing and consulting firm focusing on purpose-driven start-ups, nonprofits, and other ventures. Before this, he spent 10 years in CSR (Corporate Social Responsibility) and ESG (environment/social/governance) roles at The Walt Disney Company and Herman Miller (now MillerKnoll). He also worked at Lipman Hearne, a branding and marketing agency focused on the nonprofit sector, supporting higher education institutions, large foundations, and member associations. Earlier in his career, John served in the Peace Corps in Morocco, worked on food insecurity impacting communities in the Washington, DC area and South Africa, and evaluated programs for the United Nations World Food Programme in Malawi. He's also the creator of the blog, Virtuous Cycle, which highlights changemakers using bikes to do good and serves as an advisor for zero-emissions last-mile delivery company, Coaster Cycles. He received his master's in public policy (MPP) from Georgetown University's McCourt School of Public Policy and his bachelor's from Cornell University. He lives with his family in Montpelier, VT.



This Benefit Report was produced by SunCommon Impact Team members Jake Elliott and Susannah Bradley. It was edited by Eli Windover and designed by Eli Scheer. Photos are provided by Patrick McCormack and Adam Deen.



B Corp Declaration of Interdependence



We envision a global economy that uses business as a force for good. This economy is comprised of a new type of corporation – the B Corporation – which is purpose-driven and creates benefit for all stakeholders, not just shareholders.

As Certified B Corporations and leaders of this emerging economy, we believe:



- » That we must be the change we seek in the world.
- » That all business ought to be conducted as if people and place mattered.
- » That, through their products, practices, and profits, businesses should aspire to do no harm and benefit all.
- » To do so requires that we act with the understanding that we are each dependent upon another and thus responsible for each other and future generations.

