

Statement of Commitment to Justice, Equity, Diversity, and Inclusion

Pivot Energy commits to understanding and embedding the principles of Justice, Equity, Diversity and Inclusion (JEDI) into our internal and business operations. We approach this work with determination and with humility. We commit to being honest with our staff and partners, seeking feedback, owning our mistakes, and being accountable, in an effort to continuously make progress. We define these terms as such:

- Justice - Investing substantial resources into a clean energy transition that serves those who have historically been excluded and under resourced, placing significant attention on bringing the benefits to households and families with the largest energy burdens
- Equity - Correcting systemic prejudices that prevent equal opportunity for career development, influence, and fair compensation
- Diversity - Prioritizing representative diversity, and empowering diversity of thought
- Inclusion - Cultivating a workplace culture of mutual respect, where all employees find belonging

Impactful Projects

Pivot is accelerating an equitable shift to clean energy in communities throughout the nation by developing, financing, and servicing renewable energy projects. Pivot aims to be a leader in socially impactful and responsible solar and energy storage development, ensuring our projects deliver meaningful benefits to the communities where we operate.

We aim to bring a JEDI lens to our project development work by engaging in inclusive community outreach practices, developing projects that reduce energy burden for income-limited families, and including community investment funds to support local energy equity and diverse workforce development programs. We also work with corporate entities to build out projects and products that drive social impact. We advocate for policy efforts at the federal and state level to increase equitable access to solar energy and the benefits it can deliver.

Internal Operations

Internally, we are proactively developing and maintaining an inclusive culture, rooted in mutual respect, that supports a workforce of different generations, races, gender identities, sexual orientations, ability statuses, religions, and cultures to work collaboratively together for greater impact. We seek to build a team that invests in relationship building, celebrates each other's successes, and makes space for the unique contributions and working styles people bring into Pivot.

Pivot invests in company-wide trainings, assessments, and programs to advance internal inclusion and equity practices, such as employee allyship building, cross-cultural communications, and equitable hiring and management protocols to increasingly recognize bias and ensure mutual respect and belonging.

Goals and Commitments

Pivot's JEDI vision is to be recognized for:

- Driving social impact and energy equity through our business operations and policy work, as measured by megawatt (MW) capacity of income-qualified solar subscriptions and corporate projects that include social impact components, among other metrics to be determined.

- Building an industry-leading culture of inclusivity, where diversity is celebrated and employee engagement is high, measured by an annual engagement survey and cultural assessment.
- Attracting and retaining a diverse workforce through results-driven, equity-focused hiring, learning and development, and talent management programs, as measured by the demographic data of our internal staff and of our vendors.
- Partnering with organizations that are equally focused on increasing diversity and equity in the solar industry, and driving social impact, as measured by the quantity of community partners, and total amount of community investment deployed annually.

Transparent Reporting and Accountability Metrics

We measure our efforts to build an inclusive and engaged culture through an annual cultural assessment and demographic data capture. We will commit to sharing a summary of this data annually in our ESG report as an accountability and transparency measure.