

Inovateus Solar

2020

Sustainability Report



Inovateus Solar Stewardship & Sustainable Practices



building a brilliant tomorrow™

www.inovateus.com

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A Note from our Chairman of the Board

For those who haven't met me, my name is Tim Sutherland, and I'm honored to have become the chairman of the board of Inovateus Solar. I am also the founder of Middleburg Capital Development, which recently invested in Inovateus. Perhaps you know Inovateus Co-founder and CEO, T.J. Kanczuzewski, a thought leader in the solar industry for over 13 years. His character, business practices, and environmental stewardship exemplify a common desire between us to practice sustainable businesses and protect and sustain the bounty of the Earth. As the chairman of Inovateus, I look forward to working together with T.J. as CEO, so that together we can make a difference for our stakeholders while also benefiting our environment.

Having been involved in the energy sector since 1972, I am excited to be involved with Inovateus, a firm I recognized as possessing excellent project fulfillment capabilities and a distinctly authentic customer care culture. I was drawn to T.J.'s leadership and management, as well as Inovateus' people, who believe in the mission of "Building a Brilliant Tomorrow" through scalable yet sustainable growth. Upon joining the board, it became clear that Inovateus' capabilities were on par with core competencies of a major player in the transition of the energy sector to clean, sustainable power.

Perhaps most importantly, the entire team possesses a strong desire to simultaneously act as an industry leader in sustainable practices. Tyler Kanczuzewski, our VP of Sustainability, uses his diverse background sustainably, which has already made significant progress toward reducing our environmental impact, often while saving money for our customers.

On a personal note, I want to emphasize the need for responsible growth in the clean energy sector. I have seen unbridled and irresponsible expansion in different markets and countries. We should not deceive ourselves that we may be immune from repeating those same mistakes. Clean energy, and particularly solar, stands at a pivotal moment here in a new decade.

What impresses me most about the Inovateus team is their desire to inspire confidence in renewable energy through their integrity, honesty, and the highest quality work. Crucially, this scope of work incorporates informed environmental stewardship practices.

In my role at Inovateus, I will strive to be a good steward and continue to ensure that sustainability remains an important feature of our brand. We will continue to lead by example with zero-waste construction, planting bee and pollinator ground cover, designing for sustainable land use, and making Inovateus operations carbon neutral by 2025. Sustainable solar development is a benefit to our company, our customers, and to the communities we serve.

Sincerely,

Tim Sutherland

Chairman of the Board, Inovateus Solar



Inovateus CEO, T.J. Kanczuzewski and Chairman of the Board, Tim Sutherland

Inovateus Solar's Stewardship Mission

Stewardship and sustainability continue to lay the foundation for positive solutions to make the world a better place and provide opportunities for future generations to thrive. Inovateus' core values of passion, engagement, ambition, creativity, and esprit de corps spell the word "PEACE," and those values are central to making decisions and bringing positivity, harmony, and balance to Inovateus Solar. Inovateus team members strive to live in balance with the natural world, reduce negative environmental impacts like biodiversity loss and pollution, and to be stewards for cultivating more sustainable habits. Whether it is the products sold, projects built, buildings powered and operated, partnerships and teaming agreements formed, or employee behaviors encouraged, Inovateus Solar strives to think and act in a socially and environmentally responsible way.



The Inovateus stewardship vision aligns with many of the 17 Sustainable Development Goals that were established by the United Nations in 2015, during the 2030 Agenda for Sustainable Development. These goals provide a blueprint of peace and prosperity for the planet.

The Stewardship Mission focuses on three key areas:

01. RESOURCE PRESERVATION

Eliminating waste going to landfills and preserving Earth's precious and finite resources are extremely important initiatives at Inovateus. Whether it is potential waste at job sites, buildings, or anywhere else, extra measures go into finding a use for all material that would otherwise be wasted. Resource preservation includes reducing consumption, respecting Earth's resources, recycling, reusing, and reinventing waste. Responsible usage and reduced consumption of goods and resources are highly encouraged internally at Inovateus, as well as externally with all partners.

02. ENERGY INTELLIGENCE

For Inovateus, being "energy intelligent" means reducing negative carbon footprints (GHG emissions) by conserving energy and using it wisely. In turn, energy conservation and efficiency produces capital gains through energy savings, and has a net positive impact on the environment.

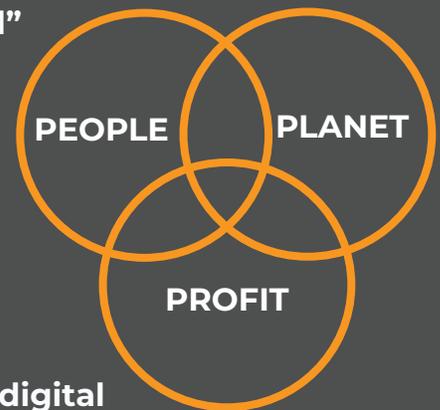
03. VITALITY OF LIFE

Creating a culture of safety, health, wellness, and innovation for all leads to more vitality for the Inovateus team, as well as the community. It creates a more sustainable ecosystem that contributes to a more positive future, and a more brilliant tomorrow! To be a steward and act sustainably, Inovateus team members believe the foundation starts with an individual balance of safety, health, wellness, and giving back. That balance creates vitality and opportunities to innovate and improve as a community.

People, Planet, & Profit

2020's global pandemic brought about a new challenge for Inovateus and the solar industry. Virtually no one, or any organization, was prepared for COVID-19. Many lives were lost, businesses were shut down, jobs lost, and our lifestyles and routines have entirely changed. During times like these, life may be more about survival and adaptation to a new reality. The mind, body, and spirit of people and organizations have been deeply impacted. However, with darkness, there is always light, and positive outcomes. Some positive impacts for organizations like Inovateus include:

- **Creating organizational risk and/or disaster plans**
- **Developing back-to-work plans for the “new normal” world**
- **Improving safety, health, and wellness plans**
- **Reducing carbon footprints due to less traveling/ transportation**
- **Better use of virtual/digital tech (tools of the trade)**
- **Donating to first responders and charities in need**
- **Eliminating paper invoicing and transitioning to all-digital payments and accounts receivable processing**



When Inovateus thinks about business survival, financial sustainability is essential, because without recurring revenue and profits, there is no business. During the last decade of solar development and construction, Inovateus has achieved that stability, allowing the team to allocate stewardship and sustainability resources toward environmental protection, economic opportunities, and equality of life. Another way to think about this concept is through a phrase coined by John Elkington: “people, planet and profits,” a “triple bottom line.”

Elkington's idea of the triple bottom line is for businesses and organizations to think more intelligently about the purpose of their existence. Businesses and organizations are learning that they must make their people and the planet on which they perform their business a priority. Having a balance between the three is critical to survive and thrive. At Inovateus, the same is true, and the team is learning every day how to continuously improve.

Key Sustainability Metrics: Executive Summary

With 390 years of combined solar expertise, the Inovateus Solar crew was hard at work in 2020 building and developing a number of projects simultaneously. At the end of 2020, they reached a record 500 megawatts (MWdc) of solar energy installed or under development. With the onset of a global pandemic, it would have seemed that U.S. solar installations and market growth would have declined drastically, but in fact the opposite was true. The market maintained steady growth as renewable energy demands increased (see Solar Energy Industry Overview).

2020 was the start of a new decade, with new goals and major milestones to hit. Many organizations are trying to get to carbon neutrality or 100% renewable energy, which bodes well for the solar industry. Here are the sustainability metrics of four critical areas of focus that align with the Inovateus stewardship roadmap vision to 2025:

FOUR CRITICAL AREAS OF FOCUS

CONSTRUCTION WASTE

The zero waste construction initiative, which was launched in 2019, grew substantially in 2020. By the end of the year, Inovateus reached a two-year total of **67.5 tons** (mainly wood and cardboard) of recycled shipping and packaging materials from all construction sites.



POLLINATOR HABITAT PLANTED/DEVELOPED

Pollinator habitat planting was another important initiative implemented in 2019. So far, the Inovateus team has planted or developed **182.75 acres** of pollinator habitat.



TOTAL MEGAWATTS OF RENEWABLE ENERGY BUILT/DEVELOPED

Inovateus reached a record **500 MWdc** of solar energy provided, and is well on its way to hitting a gigawatt (1,000 MWdc) of solar energy built or developed by 2025.



SUSTAINABLE EDUCATIONAL RESOURCES

Thought leadership, education, sustainability, and promoting positive change in the solar industry is an Inovateus priority. Since 2019, Inovateus has delivered **43 educational resources** (blogs, articles, webinars, and podcasts).

2020 Strategic Objectives: Deep Dive

The Inovateus Solar 2020 sustainability objectives were originally developed by the Stewardship team in close coordination with the Leadership team, the board, as well as feedback from the entire company. Continued sustainability progress has been made in a number of the sustainability triple bottom line areas that align with the Inovateus stewardship roadmap vision to 2025:

Environmental (Planet)

- **Construction Waste** The zero waste construction initiative, which was launched in 2019, grew substantially in 2020. By the end of the year, Inovateus reached a two-year total of 67.5 tons of recycled shipping and packaging materials from all construction sites. We were able to achieve zero construction waste for half of all projects.
- **Pollinator Habitat Planted or Under Development** Pollinator habitat planting was another important initiative implemented in 2019. So far, the Inovateus team has planted or developed 182.75 acres of pollinator habitat that has been planted or is under development. We were also able to develop a pollinator case study for future learning.
- Recycled over 100 solar modules with module recycling organization
- Reduced water waste at all facilities and job sites
- Increased recycling rates at all facilities, reduced printing, and used more eco-friendly products
- Initiated new team sustainability challenge
- Reduced carbon footprint from air traffic and transportation



Economic (Profit)

Total Megawatts of Renewable Energy Built/Developed Inovateus reached a record 500 MWdc of solar energy that has been built or is under development since 2008, and is well on its way to achieving a gigawatt (1,000 MWdc) of solar energy installed or developed by 2025

- Obtained Green Purchasing Procurement Certification
- Improved use of virtual and digital technologies to maximize efficiency of company operations
- Eliminated paper invoicing with transition to all-digital payments and accounts receivable processing

Social & Equality (People)

Sustainable Educational Resources

Thought leadership, education, sustainability, and promoting positive change in the solar industry is an Inovateus priority. Since 2019, Inovateus has delivered 43 educational resources (blogs, articles, webinars, and podcasts).

- Established sustainability design awards for partners that improve their sustainability efforts and reduce their carbon footprint
- Improving health, safety, and wellness plans
- Donated to COVID first responders and local charities in need

Ongoing Objectives with Completion Slated for 2021

- Establish “Eco-fund” for ecological programs, costs, and reinvestment savings
- Calculate company carbon footprint and determine carbon mitigation and reduction strategies for the future
- Finalize Master Sustainability Plan
- Create organizational risk and business resilience plans



Most Sustainable Solar Farm in the Country?



Inovateus has learned that practicing enhanced sustainability efforts across all projects is not adding costs, but is actually saving the company money and having a greater positive impact on the planet.



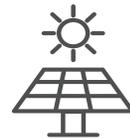
Inovateus Solar

EPC/Builder



Sol Systems

Developer



54 acre, 12.1 MWdc solar array

Project Size



U of I Nexttracker tracker racking system that moves with the sun for optimal production



U of I site during construction

1. Project Goals

To achieve the goals outlined in the University of Illinois 2015 Climate Action Plan (ICap). “Clean energy will now support 10% of the school’s expected 2050 electricity demand, reaching a goal originally set for 2025. The array adds to an already impressive renewable energy portfolio at the university and moves the campus closer to achieving its pledge of carbon neutrality and building resilience to climate change within the local community,” said Dr. Mohamed Attalla, Executive Director of Facilities & Services. The university will also retain all of the Renewable Energy Certificates produced by the array.

2. Energy Savings

The project was financed, delivered, and is owned by Sol Systems, which will sell all the energy under a power purchase agreement to the university at a fixed price over a 20-year term. In addition to the long-term fixed rate, which hedges the university against future utility price uncertainty, the agreement allows the university to go solar with no upfront costs, with an expected \$300,000 in savings for the university in the first year alone.

3. Clean Energy Production

Compared with other U.S. universities, the University of Illinois ranks No. 3 by its annual purchase of more than 27,000 megawatt-hours (MWh) of renewable energy, and 20,000 MWh comes from Solar Farm 2.0. The project is expected to offset the annual electricity equivalent of powering approximately 2,000 homes a year, almost 10% of the university’s power needs.

4. Waste Diverted & Recycled

90,000 lbs/45 tons of potential waste was diverted from landfills. Inovateus worked with local waste management groups to recycle nearly 94% of the project’s construction packaging, plastics, wood pallets, and other refuse. “The zero construction waste initiative is one of our important sustainability goals that we share with our partners and customers. To be more environmentally responsible, we are constantly critiquing the way we do business and build solar projects, minimizing our footprint on the planet,” said Tyler Kanczuzewski, VP of Marketing and Sustainability for Inovateus.

5. Pollinator/ Wildlife Habitat

While producing renewable energy for the campus, Solar Farm 2.0 will also act as a significant resilient landscape and pollinator habitat that will have native plantings located throughout the array. Once completed, the site will also serve as a demonstration site for pollinator-friendly solar arrays, following the requirements of the state's Pollinator-Friendly Solar Site Act (Illinois Public Act 100-1022).

The seed mix planned for use under the panels includes 17 plants, such as little bluestem, side oats grama, purple prairie clover, black-eyed Susan, long-headed coneflower, and others. These plants will be complemented by a recently installed landscaped buffer on the southern edge of the solar farm, along Curtis Road. This will support the university's continued recognition as a Bee Campus USA by the Xerces Society.

6. Optimal System Design

The Solar Farm 2.0 design features 31,122 bifacial PV modules, with 26 units comprising each of the 1,197 strings. Bifacial solar panels take in energy from both sides of the panel, using light reflected from the ground for greater efficiency. "To deliver a project that features bifacial modules on single-axis trackers and a native pollinator habitat is a unique opportunity and is a model for the industry," said Jeff Miller, Senior Director of Business Development for Sol Customer Solutions, the joint venture between Sol Systems and Capital Dynamics, which is financing, owning, and operating the system. "Inovateus is just the kind of construction partner that we look to for setting a high bar in sustainable business practices and innovative work."

7. Education & Vitality

Contributing industrial expertise to research projects or special events and making data available for analytics are key objectives of the university's Facilities & Services Strategic Plan 2019–2023. Faculty have already identified research projects that will use the Solar Farm 2.0 installation, primarily related to the pollinator-supportive plants under and around the panels. Sol Systems and Inovateus worked with students through the university's sustainability minor program to assess the carbon footprint of Solar Farm 2.0 from sourcing to installation. The reports produced by the student groups as part of their capstone are being used by Sol Systems to assess potential sustainability improvements to all future projects.

Sustainable Solar Development

6 Best Practices

01. Design & Engineering

Optimal System Design & Performance

Step 1: Produce more power per square foot, leading to smaller project footprint

Production of the maximum kilowatt hours for every system Inovateus works on is the top priority. The Inovateus engineering team consistently meets or exceeds production projections in system design. Long-standing supplier relationships allow Inovateus to design systems with components projected to be available to the market at project Notice to Proceed (NTP). These include a variety of tracker options for racking highly optimized inverter power (VAR power and frequency regulation), energy storage, and very efficient, high wattage or bifacial solar models. By implementing these options, project costs are fully optimized, and Inovateus can provide PV production at the best possible dollar-per-kWh in comparison with industry standards.

Equipment Developments 2020 saw several big shifts toward more optimal PV design at Inovateus. The team designed and began construction on arrays with bifacial modules, trackers, and two ballasted arrays on capped landfills.

Cable Quantities Reduced In the interest of reducing wire lengths and cable costs, several arrays were built with centralized string inverters rather than dispersing them throughout the array itself. By distributing combiner boxes throughout the array instead, Inovateus saved significant amounts of PV wire, and because the runs from combiners to inverters are DC instead of AC, the team eliminated an entire phase's worth of cable. Also, with the inverters located immediately next to switchgears, cables between those pieces of equipment are significantly shortened.

An Evolving Process inovateus is looking into above-ground wire management. This would: 1) reduce ground disturbance; 2) reduce labor intensity; 3) reduce installation time by at least 10%; and 4) reduce wire size because we could use the free air cable sizing table in the National Electric Code. Inovateus is in the process of becoming a subject matter expert in the areas of modeling systems with bifacial modules, trackers, and designing more projects with energy storage.



University of Illinois Solar Farm with racking that tracks the sun for optimal power



16 Chint Power (US) inverters ready to begin producing power in Illinois

02. Procurement, & Administration

Sustainable Supply Chain, Smart Logistics, & Processes

Step 2: Source equipment responsibly and push for more efficient processes to reduce project footprint

Green Purchasing Certification For Inovateus to meet its sustainable mission with both short-term and long-term goals, it will require buy-in from all departments. In December 2020, Inovateus' Director of Procurement, Jefferson Gerwig, received his Certified Green Purchasing Professional accreditation from the American Purchasing Society. The two-part course underlined how achieving sustainability goals come in tandem with cost savings. With procurement playing a leadership role in cost savings, the course demonstrated the ways that cost savings measures already in place can also achieve sustainability goals as well. Whether through the three R's (reduce, reuse, recycle), energy conservation efforts, new green construction methods, or a whole host of additional sustainability agenda items, procurement can make a significant contribution in both cost saving and sustainability efforts.

With the so-called Green Revolution rapidly in motion, businesses of all sizes are relying on their procurement teams to drive sustainability throughout their supply chains and communicate corporate social responsibility standards with suppliers. One of Jefferson's top goals for 2021 is to collaborate with others in writing and implementing a Green Purchasing Sustainability Plan for Inovateus. The plan will be as practical and applicable as possible, with intrinsic cost savings means embedded. The plan will require input from micro stakeholders such as customers, employees, and suppliers, as well as macro stakeholders, such as the environment, community, and our economy.

Environmental Management System (EMS) 2020 was the start of another new journey, following and abiding by the ISO (International Organization for Standardization) 14001:2015 Environmental Management System. The company is seeking to manage environmental practices more systematically, as well as follow the new environmental policy statement that was recently implemented. Going more digital, traveling smart, efficient shipping and packaging are all important when it comes to stewardship and sustainability. Reducing time, resources, and environmental impacts all at the same time is a triple win.



Jefferson Gerwig –
Director of Procurement,
Certified Professional
Purchasing Manager,
Certified Green
Purchasing Professional,
Certified Purchasing
Professional

03. Construction

Zero Waste, Excellence in Safety & Quality Initiative

Step 3: Send less waste to landfills, maximize recycling & practice excellence in safety & quality

The Inovateus construction team is leading the solar industry in waste stream management and recycling practices. Repurposing as much shipping and packaging material as possible (wood, cardboard/paper, plastic, and metals) is critical. Customers or partners can also help recover material, reduce site waste, and strive to have a zero waste job site. Economics and infrastructures are improving nationally for waste management, and more recycling organizations are offering solutions that are becoming increasingly cost effective (especially as raw material pricing increases).



Warehouse manager, Earl Stewart, shredding banding from a site to be recycled



Different waste streams being separated for recycling at the University of Illinois site

Inovateus Zero Waste Job Site Initiative Stepped Plan

1. Assess and Strategize
2. Educate Labor Force
3. Manage and Separate Materials Streams
4. Collection Process
5. Plan Logistics and Transport Waste
6. Manage Damaged Equipment
7. Share Savings with Stakeholders

Definition of Zero Waste

The U.S. Conference of Mayors defines zero waste as having the following principles

- Extended Producer Responsibility and Product Redesign
- Reduce Waste, Toxicity, Consumption, and Packaging
- Repair, Reuse, and Donate
- Recycle
- Compost
- Down Cycle and Beneficial Reuse
- Waste-Based Energy as Disposal
- Landfill Waste as Disposal

Safety and Quality Certifications and Compliance

Safety and quality are both extremely critical when it comes to sustainable solar development. On the next page are examples of Inovateus certifications in safety initiatives.

Certifications and Compliance

- Safety Management Group - Experience Modification Rate (EMR)
 - Interstate:
 - Effective Date 12-19-20/21: .87
 - Effective Date 12-19-19/20: .85
 - Effective Date 12-19-18/19: .85
- NABCEP Certified
- NAFI Certified
- NEC (National Electric Code) Compliant
- OSHA Compliant

Job Site Safety

- Our team has developed our own Safety & Quality Manual following the elements of ISO 90001
- It is company policy that at the commencement of a construction project, a safety procedure review meeting will be held to develop a Site-Specific Safety Manual. This manual addresses all potential hazards of the project.



Safety Word of the Day:

- It is company policy that all meetings, whether in the office or on the job-site, are started off with the safety word of the day.
- The SWOD evolved from project meetings with customers, where working safe is most important, and starting off with a safety message is number one on the agenda.

04. Vegetation Management

Planting Eco-Friendly Pollinators, & Limited Soil or Tree Removal

Step 4: Plant an eco-friendly habitat supporting bees and butterflies, wildlife, and all of nature

Through strategic partners, Inovateus has implemented pollinator habitat and eco-friendly site development options that are proven to reduce long-term O&M costs. Additionally, proper vegetation reduces average on-site temperatures, increasing module efficiency and system production. Site maintenance benefits of these initiatives include significantly less mowing and vegetation control, as well as reduced usage of herbicides and pesticides. The environmental enhancement benefits to communities are highly valuable, especially through the support of at-risk bee populations. The Inovateus team is excited to contribute to healthier agricultural ecosystems and increase economic value for the communities it operates in. Practice of limited soil and tree removal at all construction sites is also a high priority.



Rendering of Pollinator Habitat at Logansport

Environmental Impact By providing habitat for bees, butterflies, insects, and other wildlife, pollinator plants help support nature. Also, the habitat can sequester more carbon, help with stormwater run-off, and promote soil health. Pollinator habitats also significantly reduce fertilizer, herbicide, and pesticide applications, resulting in improved water and soil quality.

Agricultural/Economic Support Not only can beekeepers keep hives inside and near these solar pollinator fields to make honey and other bee products, by bringing in more pollinating insects to a region, crop yields grow at nearby agricultural fields.

Aesthetics Pollinators make the solar farm look more beautiful and colorful, enhancing the clean energy curb appeal for the community.

Operations and Maintenance The pollinator habitat decreases the ground temperatures slightly under the solar panels, helping them to work more efficiently and actually produce more power. Also, it decreases system maintenance costs, because you don't have to mow nearly as much.

Marketing and Community Engagement The project is a great way to educate the community about the benefits of solar and pollinators, and the positive environmental impacts for the planet.

Project Maintenance (O&M) 05. & End-of-Life Planning

End-of-Life Cycle Planning and Sustainable Decommissioning

Step 5: Perform eco-friendly handling of solar equipment that is damaged or that has reached its end of life

In an effort to keep solar PV one of the cleanest and more ecological options for energy, Inovateus can perform decommissioning of any solar array, including site restoration and responsible recycling or repurposing equipment that has reached its end of life. Any material or product still operational that can be feasibly repurposed without great modification will be used in the best way possible. Any nonfunctional or nonviable equipment that is recyclable will be recycled to the highest extent feasible. Landfill contribution will be kept to an absolute minimum.



Panels that were recycled from a damaged site in Indiana

Maintenance (O&M) Maintaining a project over its 25-plus year lifetime is also extremely important. The better maintenance and care a solar system receives, the longer it will last, and better the system will perform. Solar developers, builders, and system owners can work together to monitor the solar performance and maintain the best and most efficient solar array.

06. Project Vitality

Community Engagement & Education

Step 6: Share knowledge with all

Community engagement and education is vastly important and helps create peace and prosperity. Solar's benefits are immense and embody stewardship and sustainability. The more people who can learn about those benefits, the better our planet will be.



Inovateus team member, Jorge Varela educating students from Montessori School



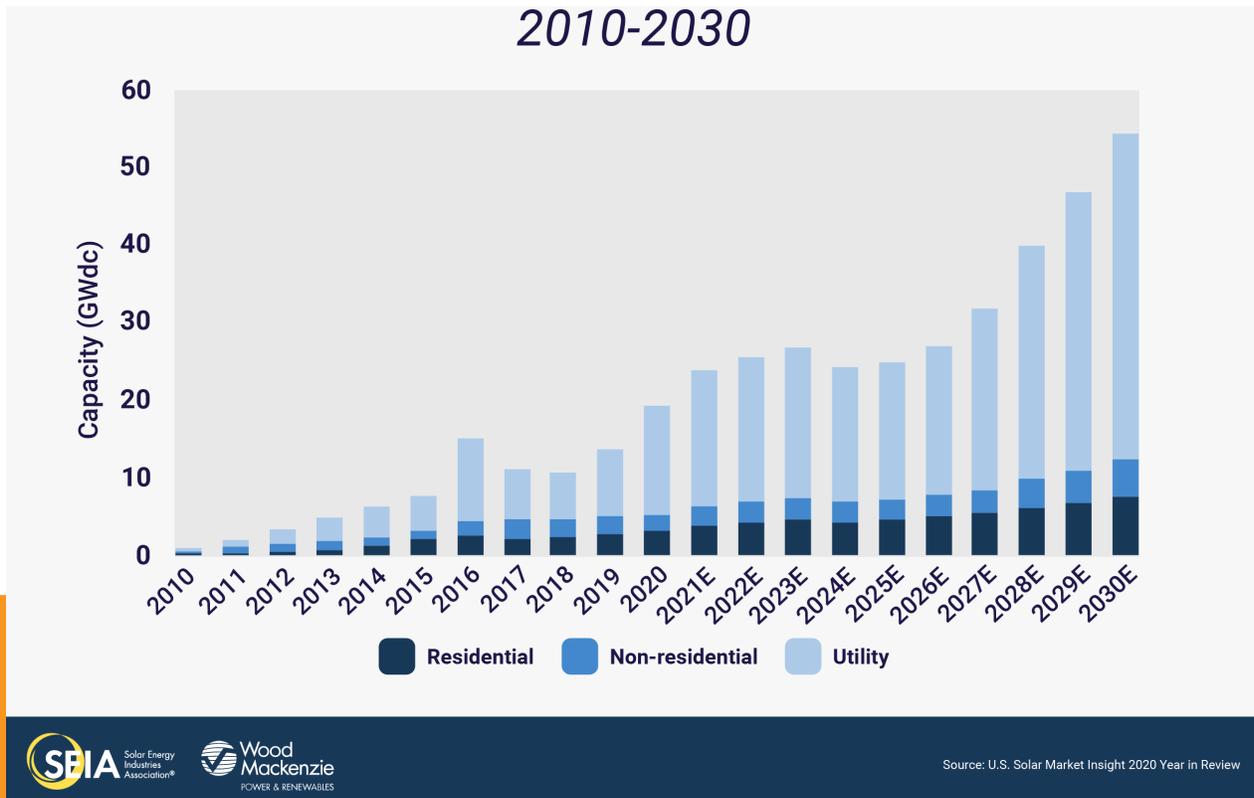
Inovateus team member, Timothy Powers, presenting to the Rushville Future Farmers of America class

Local Labor The growth in the solar industry provides more opportunities for jobs, especially locally and regionally. Inovateus strives to hire local labor forces whenever possible to maximize community impact and contribute to solar project vitality.

Case Studies The final piece that brings everything together in terms of project vitality is the creation of case studies. If a project embodies our Inovateus stewardship principles and sustainable best practices, and is a champion of sustainable solar development, it's important to tell the world about those efforts. Writing case studies and sharing them should encourage others to continually improve, innovate, and strive to be more sustainable.

Solar Energy Industry Overview

The solar industry experienced strong growth in 2020, despite initial concerns that the COVID-19 pandemic would severely hinder the healthy pre-pandemic solar market. The U.S. solar industry installed 19.2 gigawatts (GW) of solar in 2020. This was the second consecutive year that solar was the No. 1 new energy source, accounting for nearly 43% of all new energy connecting to the grid. The industry’s remarkable ability to pivot in response to the pandemic’s impact to supply chains, labor, and business travel demonstrated a remarkable resilience in a relatively young industry. The Inovateus team designed and developed over 73 MWdc among a total of 10 projects, marking our second highest annual capacity installed during our 13 years in operations.



Analysts expect the solar market to have another record-breaking year in 2021, with 22.5 GW coming online. Over the next five years, the industry is expected to build 125 GW, with the majority of this being utility-scale solar.

Advocacy, Partnerships, & Membership

Inovateus team members, led by Research and Policy Associate Tim Powers, participated in over 30 solar lobbying virtual meetings and calls in 2020. These meetings focused on federal, state, and local solar policy, which equally impact the development and accessibility of solar power.

Indiana Senators Mike Braun and Todd Young in particular showed keen interest in understanding the finer points of our industry and how Hoosiers from both the public and private sectors stand to reap a wide range of benefits from the growth of clean energy in Indiana and the Midwest. In the fall of 2020, Tim joined Hoosier solar advocates who provided Sen. Braun a tour of an Indiana school's solar array. Inovateus leads an average of 10 solar tours per year, and these hands-on learning experiences have proven to be a highly effective method of education.

Inovateus and the solar industry at large celebrated a major policy success with Congress' extension of the Solar Investment Tax Credit in late December, providing much needed confidence and predictability heading into 2021 and beyond.

Inovateus also lobbied at the statehouse level across the Midwest, and we expect to continue our solar advocacy efforts in 2021. Each year, solar-related legislation numbers are in the hundreds across nearly every state. We're grateful for state-level trade partners such as Indiana Distributed Generation, Michigan Energy Innovation Business Council, the Indiana and Michigan chambers of commerce, and Environmental Entrepreneurs, all of which provide crucial support to our efforts to increase access to solar power.



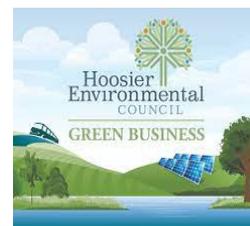
Inovateus team member, Timothy Powers, touring Kokomo with a group of Ball State students

Inovateus Joins SEIA Board

In early 2021, Inovateus leadership undertook a major growth initiative by formally joining the SEIA board of directors. The new position provides a unique platform for Inovateus’ T.J. Kanczuzewski, Nathan Vogel, Tim Powers, and other team members to advocate for increased access to clean energy. The board is composed of veterans who work cohesively toward significant increases in access to solar energy.

Inovateus is an active participant on many of SEIA’s working groups and committees. This includes the Circular Economy working group, which provides sustainability initiatives and best practices to members such as Inovateus with substantial corporate stewardship goals. A major issue the industry is seeking to address is end-of-life tactics needed to properly recycle PV materials when arrays are decommissioned.

Inovateus has a number of great partnerships and memberships that contribute to and support the mission of building a brilliant tomorrow. Here are some of those key organizations, across the Midwest and beyond:



Inovateus Solar's 2021 Objectives

The Inovateus Solar 2021 objectives were developed by the Stewardship Team in close coordination with the Leadership Team, the board, and the entire company. These objectives directly impact and align with the company's top three sustainable business goals that will be achieved by 2025.



Carbon inventory (GHG analysis) finalization and begin the process of selecting carbon offset

Certification analysis, qualification, and selection

Environmental Management System 14001 (through ISO) or B Corp Certification through B Lab

50% of all solar-acres self-developed planted with pollinator habitat

75% of all construction sites practicing the zero waste initiative

Implement and standardize Environmental Policy Statement on all self-developed projects

Launch team sustainability challenge and award winners

Deliver a minimum of 10 sustainability educational resources (blogs, webinars, white papers)

Put in place Green Purchasing Plan

Vision to 2025



The forward vision for Inovateus is to be a leader in stewardship and sustainable practices, and to make a strong and lasting impact on the planet, especially in the current decade. Inovateus believes that the climate is changing, and that humans are having a detrimental impact through various poor environmental practices. The good news is that if these poor environmental practices are altered to be more steward-like and sustainable, negative impacts like carbon emissions and accumulation of waste or pollution can be reversed. Inovateus will continue to follow the newly formed sustainability plan, and will strive to achieve these three major goals by 2025:

01.

One gigawatt total of solar and solar + storage delivered to the energy market by 2025

2020 status: 500 MW

02.

Carbon neutral operations by 2025, with a net positive impact on the planet

2020 status: Finalizing carbon inventory and reviewing mitigation options

03.

Become a renewable energy industry thought leader and educator, and grow stewardship and sustainable practices across the U.S. and the Planet

2020 status: A minimum of 10 sustainability educational resources per year

Sustainability Roots

The sustainability roots of Inovateus Solar began in 2006 through the vision and passion of key founders Tom Kanczuzewski, George Howard, Ph.D., and T.J. Kanczuzewski. The late Tom Kanczuzewski was an entrepreneur who wanted to build a socially responsible company that could help supply the forthcoming demand of renewable energy in the United States. George Howard, a world-renowned psychologist, author, and professor emeritus at the University of Notre Dame, was determined to educate the marketplace and positively impact the thinking behind energy consumption.

Among his efforts to renewable energy, George wrote “Stan Ovshinsky and the Hydrogen Economy: Creating a Better World”: a biography about a renewable energy pioneer who dedicated his life to delivering sustainable technology. T.J. Kanczuzewski, a young business mind, was determined to construct a business plan that combined the research, success, and vision of Tom and George. This included the R&D efforts led by Nathan Vogel at Inovateus Development, a green construction and real estate startup led by Tom Kanczuzewski. At that time, Nathan compiled a sustainable energy matrix that would eventually lead the group to solar energy, which could be adapted within the current electrical infrastructure in the U.S. In October 2008, Inovateus Solar was founded with the mission to provide solar electricity for its clients while joining the ranks of the energy revolution. George, T.J., and Nathan remain active with the company today.

Building a Brilliant Tomorrow is the mission and purpose that fueled the formation of Inovateus Solar and now propels its efforts into the future. Brilliant means a bright, smart, and cleaner world powered by renewable energy. Inovateus Solar specializes in the development, design, construction, and financing of solar energy and storage projects. As the energy sector evolves and technologies improve, Inovateus Solar will support the development of newer and more advanced renewable sources that are ecologically mindful.

The core values for the company are passion, engagement, ambition, creativity, and esprit de corps (PEACE). Stewardship and sustainability fit within each of these core values and are exemplified through the work of the company and its employees. As the late Tom Kanczuzewski vowed, “We must promote the solution.”



Tom Kanczuzewski | George Howard | Stan Ovshinsky |
Iris Ovshinsky | Nathan Vogel | John Cernak

Continuing the Sustainability Journey

Inovateus believes that growing a positive work culture happens over time, and with patience. A commitment to stewardship and sustainability lays the foundation, and a unified team working toward a common goal paves a roadway to the right culture. The right culture is one where everyone is happy, able to grow, and plays a role in making their company and their world a better place.

Teamwork is the name of the game at Inovateus. Team = Together Everyone Achieves More. Add some determination, grit, and continuous education, and anything is possible, especially if people are positioned correctly on the organizational chart.

Our stewardship team is satisfied with the improvements made and the overall objectives achieved. However, we can do even better in 2021, and we will do better.

Business and life is about constantly improving and raising the bar. For us, that means doing more business while having less impact on our environment. We are excited to make gains this year, to help the industry become more sustainable, and encourage business leaders to join us on this journey!

**Sincere regards,
Inovateus Stewardship Team**



Inovateus team members picking up trash for Earth Day 2020



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