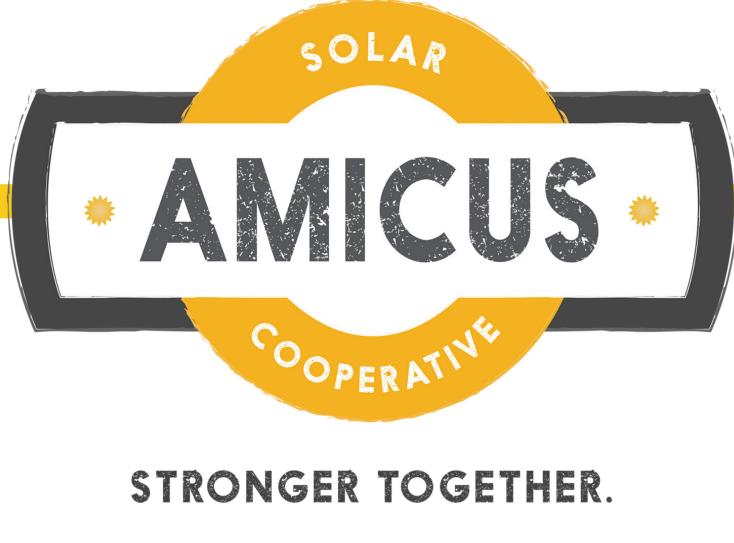
Amicus Solar Cooperative

2023 Public Benefit Report





A public benefit corporation is a for profit corporation or domestic cooperative that is intended to produce one

What is a Public Benefit Corporation?

or more public benefits and to operate in a responsible and sustainable manner. What is a public benefit?

Section 7-101-503(2), C.R.S., defines public benefit as 'one or more positive effects or reduction of negative effects on one or more categories of persons, entities, communities, or interests other than shareholders in their capacities as shareholders, including effects of an artistic, charitable, cultural, economic, educational, environmental, literary, medical, religious, scientific, or technological nature.

ADVOCACY

A big step toward cleaner air, water, and reducing carbon emissions. The Amicus policy committee volunteered over 500 hours in 2022 to ensure

the voices of small-to-medium sized solar energy businesses were heard by members of Congress and the Biden Administration. Our efforts were additive to a broader industry push for historic climate legislation and U.S. clean tech industrial policy, which was accomplished primarily with the passage of the Inflation Reduction Act of 2022 ("IRA"). The solar energy investment tax credit ("ITC") was first established in 2005. While we have historically seen ITC extensions, they have mainly been a few years at a time, which makes it very challenging as a small business to provide long-term employment and professional career development opportunities for our teams. With the IRA, the tax credits are now in effect either until the later of 2032, or until U.S. electricity sector carbon dioxide emissions are equal to or below 25% of 2022 levels, which analysts feel could be 30-40 years from now (Wood Mackenzie, Mar 2023). This long-term tax credit certainty provides the necessary market stability Amicus and our members need to invest the necessary time and treasure to meet our climate goals and rise to the challenge of mitigating climate change. Amicus is especially excited about the tax incentives in the IRA to support low-to-moderate income households, communities impacted by fossil-fuel extraction, and non-profit organizations. Amicus is actively planning for how our members may best serve these communities across the country.

Collaboration and Sustainability Amicus comprises 75 member companies ranging in size from 10 to 420 employees.

Small Business Support + Environmental Impact

2022, we provided the members vibrant spaces for learning such as focus groups and workshops while addressing topics such as HR policies, supply chain issues, IT infrastructure, forecasting and financial benchmarking. We gathered together for retreats, held bi-weekly calls and maintained an online forum platform for members to continually support each other on the dynamic path of small business ownership. Amicus member's solar PV installations totaled 937 MW in 2022. This is equivalent to offsetting carbon emissions from burning 1.2 billion pounds of coal.

Combined, Amicus members employ over 4,000 solar energy and storage professionals

a critical path to our members becoming more resilient and enduring businesses. In

across 50 states, D.C., Puerto Rico, and western Canada. Amicus believes collaboration is

completed our most current B Impact Assessment (BIA) in 2022. The BIA is a thorough assessment administered by the nonprofit entity <u>B Lab</u>. Used as a

As a certified B Corporation, Amicus

Community Impact

Assessment of Public Benefit

impact management tool, this assessment measures our impact performance as a company in the following areas: environment, community, customers, suppliers, employees, and all other stakeholders. With our dedication to accountability and transparency, the publication of these scores allows us the

comprehensive social and environmental

ability to benchmark our impact with other B Corp businesses throughout the world. The BIA is scored out of 200 total available points, with a mean score for an 'ordinary' company of 50.9 and a minimum score for B Corp certification of 80. When Amicus first certified in 2015, we scored 83.8, then recertified in 2017 with a score of 103.5. In 2022, we were excited to be recognized for the additional benefits we're providing

multiple stakeholders by receiving a score

community, environment, and customers.

Based on the B Impact

assessment, Amicus Solar

Cooperative earned an overall

for ordinary businesses who

complete the assessment is

currently 50.9.

score of 125.2. The median score

of 125.2. Amicus improved in all the BIA

categories of governance, workers,





125.2 Overall B Impact Score

50.9 Median Score for Ordinary

80 Qualifies for B Corp

Certification

Businesses

125.2

Overall B Impact Score

Previous Overall B Impact Scores 2017 Overall B Impact Score 103.5 2015 Overall B Impact Score 83.8



Certified

Justice, Equity, Diversity, and Inclusion (JEDI) Amicus recognizes working for justice, equity,

community zoom calls, inviting employees from all our member companies to participate. We coconspired to improve workforce equity conditions like adequate bathroom facilities for women in the field, providing paid time off to vote in November, and ways to authentically commemorate and celebrate annual events like Pride Month and Juneteenth.

diversity and inclusion is a lifelong journey. To quote

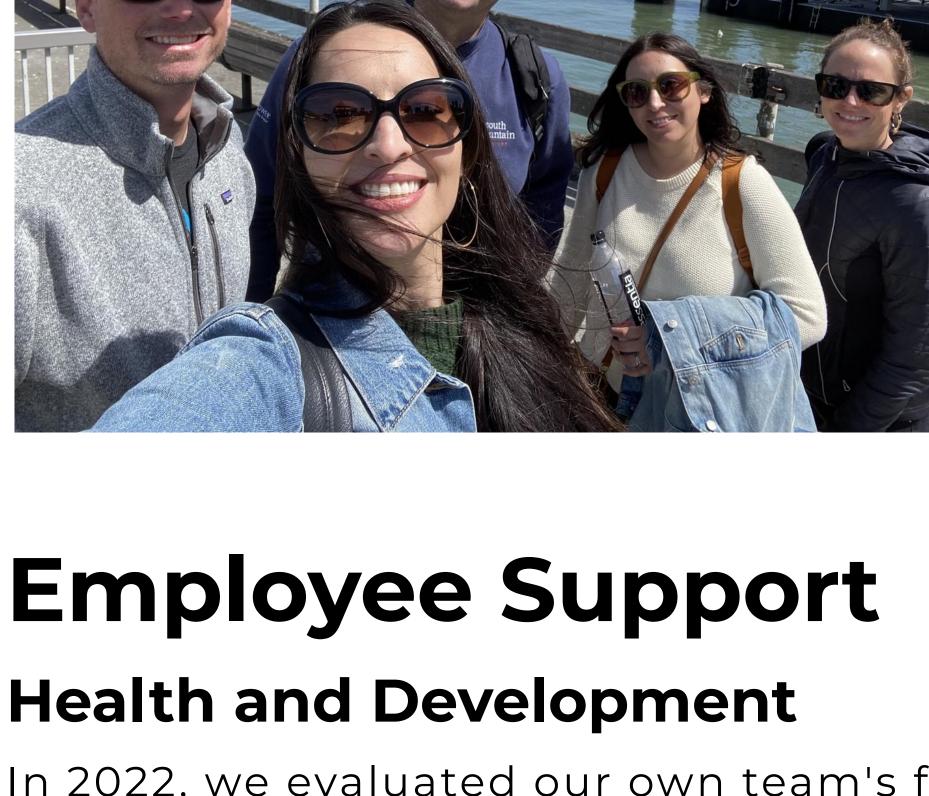
the Equal Justice Initiative, we must remain hopeful

must be courageous because peace requires bravery.

We must be persistent because justice is a constant

because hopelessness is the enemy of justice. We

struggle. In 2022, Amicus held monthly JEDI



In 2022, we evaluated our own team's financial security, career development and satisfaction. We believe that a healthy team is paramount to a healthy company. After researching and discussing various options, we chose to implement a profit

transparent and Amicus ensures any difference in compensation is a function of job scope without gender or racial bias. A highlight of 2022 was all the women on our team attending the B-Corp Champions Retreat in Philadelphia, whose theme was Humanity @ Work with plenaries on co-creating climate justice and centering racial equity, as well as multiple breakout sessions to build relationships across fellow B Corps.

sharing program. This model was the best fit for the structure of our small team. The

Amicus team is 75% women and 50% women-of-color. All salaries are fully

Together with our employees, cooperative members and industry partners, we are continuously working together to achieve an equitable and more sustainable world.

In cooperation,

Amicus Solar Cooperative

a public benefit corporation

Ruby, Myrian, Johanna, Rob and Stephen

