

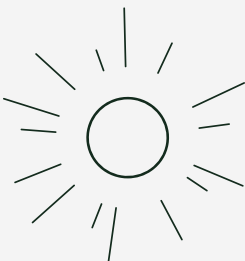
Invenergy

# Impact Report

2022



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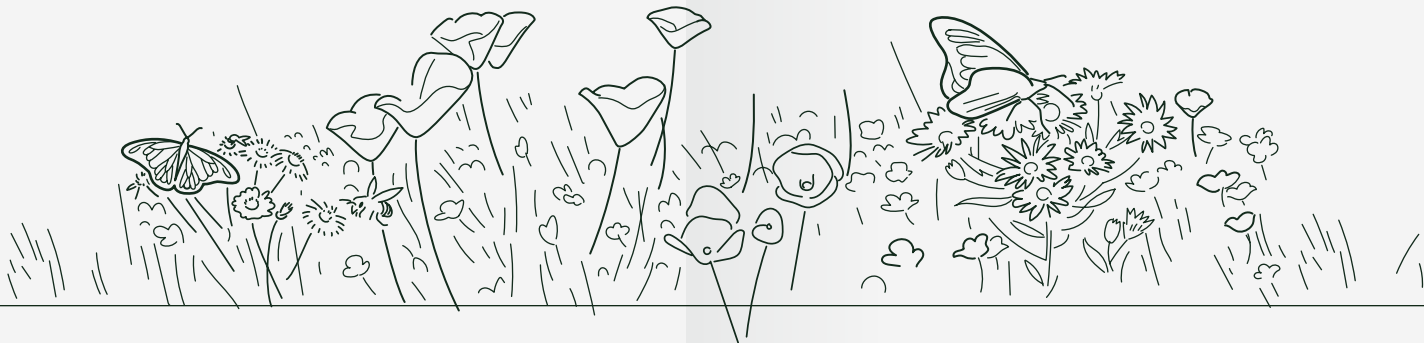
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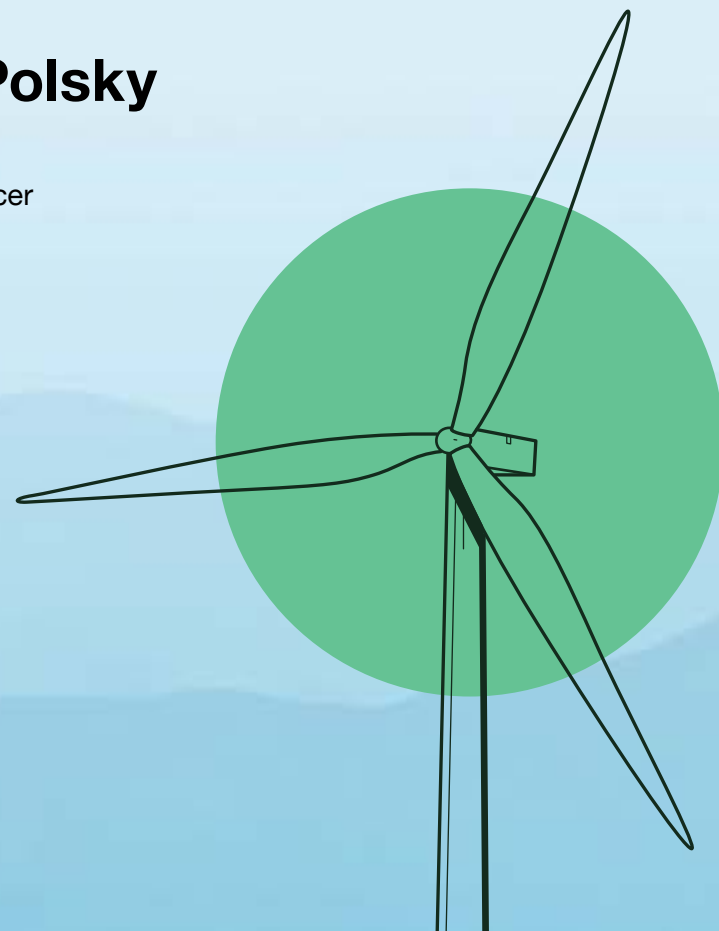
# A lot has changed in the last 20 years, but Invenergy's commitment to the clean energy future and building a sustainable world has remained constant.



**Michael Polsky**

Founder and  
Chief Executive Officer

A handwritten signature of Michael Polsky in black ink.



Invenergy was founded by eight people who all shared a vision that there was a better way to power the future. From acquiring our first natural gas plant in 2003 to today — where we've successfully developed more than 190 clean energy projects comprising eight technologies — we've stayed true to that vision.

In 2022, we celebrated our 20th anniversary and the successful development of 30 gigawatts of clean energy projects in that time. Invenergy-developed projects generate enough energy to power nearly 9 million homes every year. We also added two new technologies to our development portfolio: clean hydrogen and offshore wind.

Our Sauk Valley Hydrogen (IL) project is poised to generate up to 40 tons of clean hydrogen per year using co-located solar when it comes online. Leading Light Wind (NY) and Invenergy California Offshore projects are the only American-led offshore wind developments in the New York Bight and off the central California coast.

While Invenergy had a lot to celebrate this year, 2022 also marked a landmark year for the clean energy industry. The passage of the Inflation Reduction Act (IRA) represented a major step forward in delivering low-cost, clean and reliable power to families, communities and businesses. We're optimistic that a consistent and supportive U.S. policy environment will further enhance our ability to deliver clean energy to homes and businesses, both domestically and internationally.

As the passage of the IRA reflects America's commitment to decarbonize, we at Invenergy recognize our own role in reducing carbon emissions and supporting our mission of "Innovators building a sustainable world." That's why we're proud to make a commitment to achieving Net Zero by 2050, across our entire portfolio. To monitor progress toward this goal, a newly formed internal committee will lead annual Environmental, Social and Governance (ESG) data collection efforts, inclusive of a greenhouse gas emissions inventory. To underscore the significance of this commitment, our Net Zero and ESG goals have been fully integrated into our overarching company goals as a key guiding principle, and we look forward to sharing our continued progress in the years to come.

Read on to learn more about all that we've accomplished in 2022 — **and how we're uniquely positioned to meet the challenges and opportunities of the future.**



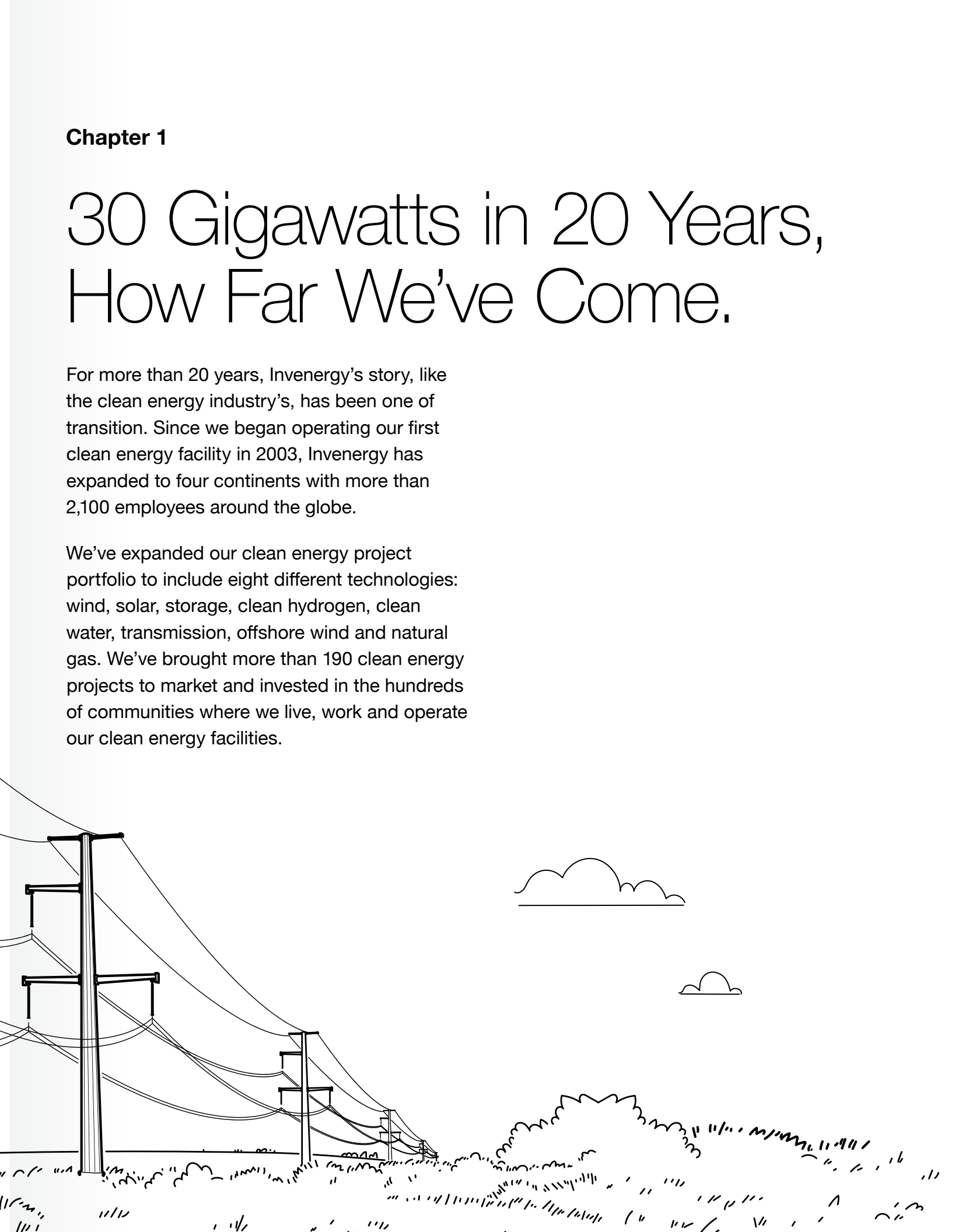
An illustration of a tall, dark green power line tower with multiple cross-arms and insulators. The tower is set against a solid green background. A white vertical stripe runs down the right side of the green area. Thin, curved lines representing power lines extend from the tower towards the right, crossing the white stripe and continuing into the white background area.

## Chapter 1

# 30 Gigawatts in 20 Years, How Far We've Come.

For more than 20 years, Invenergy's story, like the clean energy industry's, has been one of transition. Since we began operating our first clean energy facility in 2003, Invenergy has expanded to four continents with more than 2,100 employees around the globe.

We've expanded our clean energy project portfolio to include eight different technologies: wind, solar, storage, clean hydrogen, clean water, transmission, offshore wind and natural gas. We've brought more than 190 clean energy projects to market and invested in the hundreds of communities where we live, work and operate our clean energy facilities.

An illustration of a power line tower, similar to the one on the left, but set against a white background. A green vertical stripe runs down the left side of the white area. Thin, curved lines representing power lines extend from the tower towards the left, crossing the green stripe and continuing into the green background area. The ground is depicted with simple, sketchy lines representing grass or terrain.

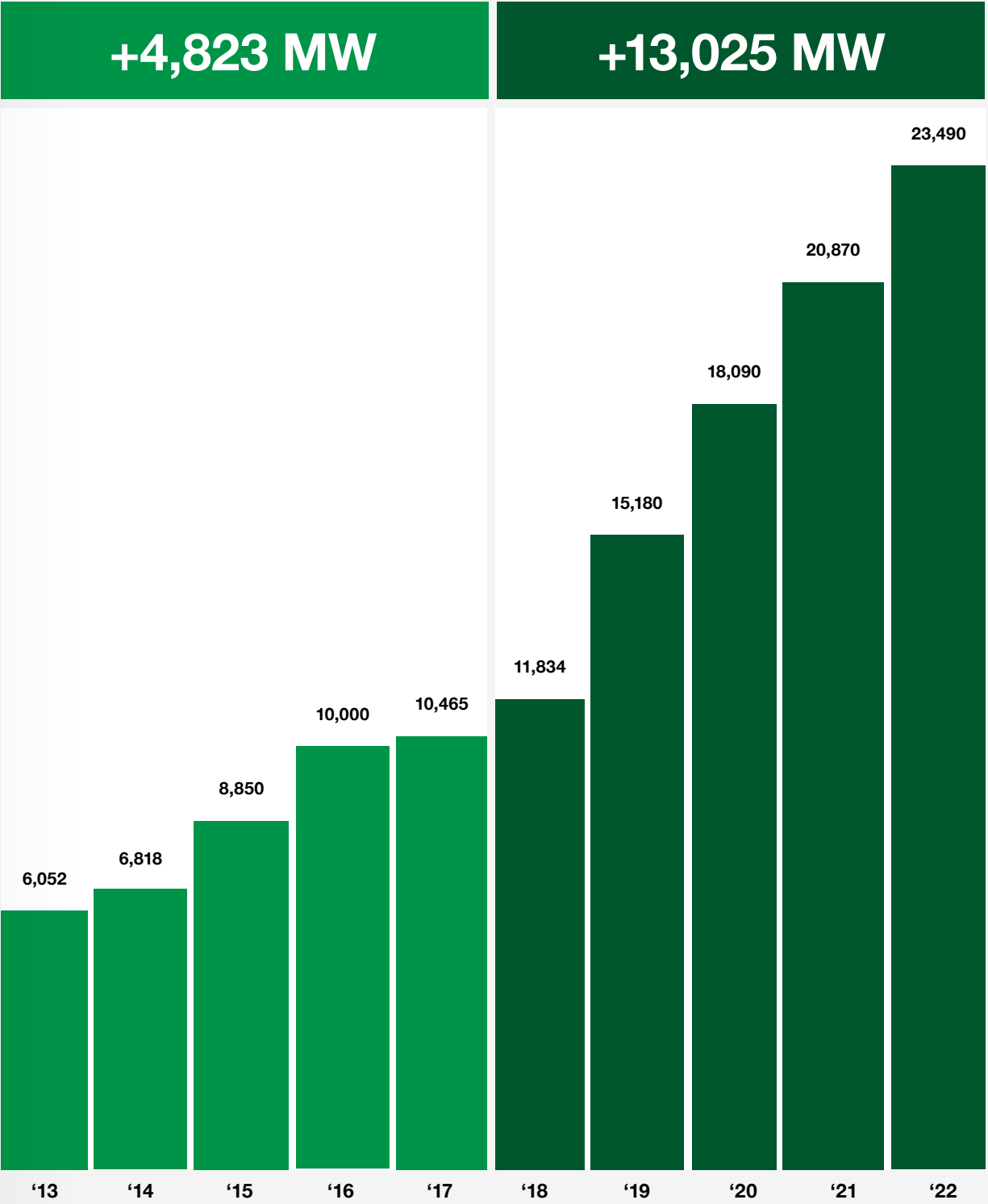
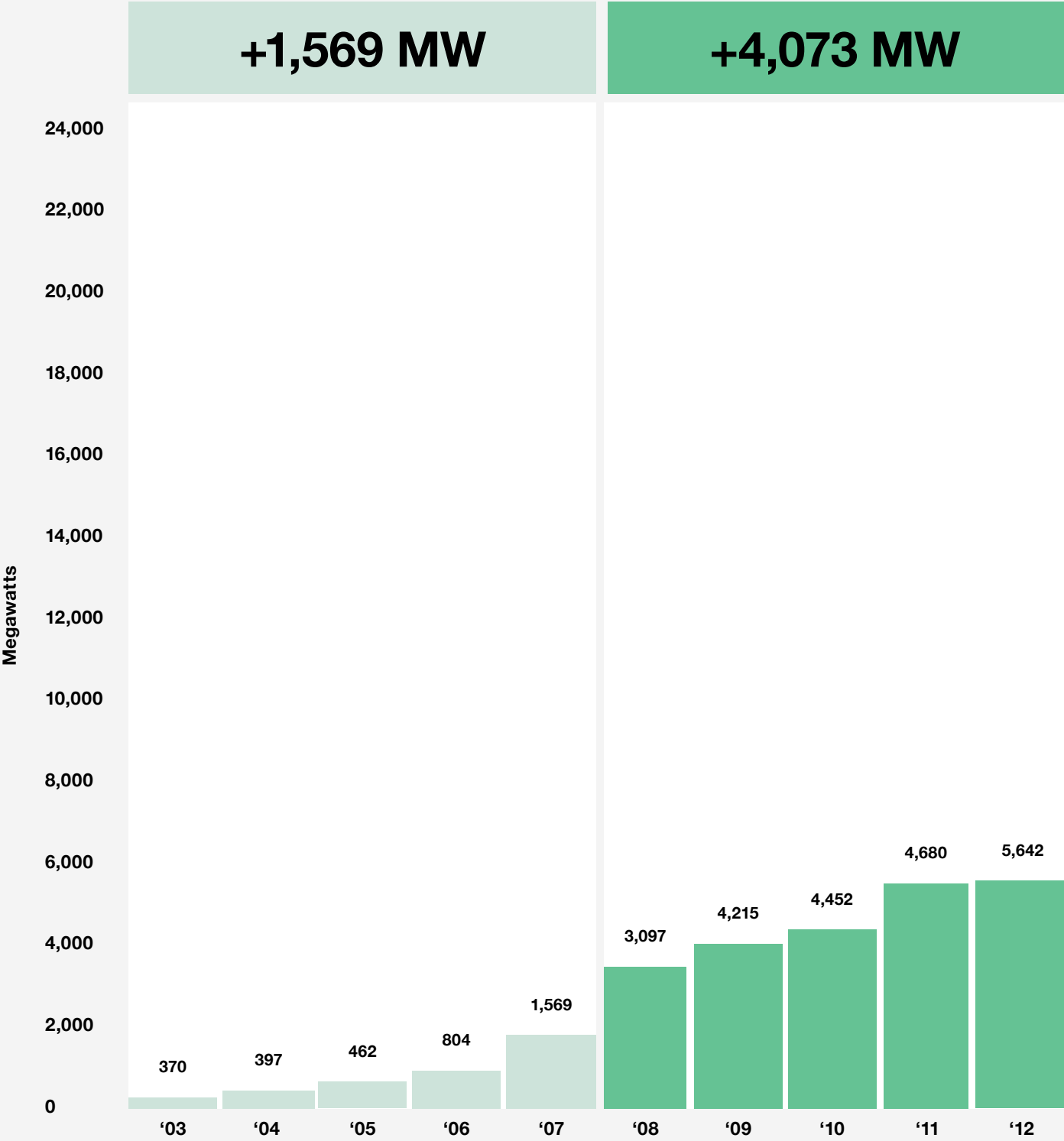
# Celebrating Invenergy's 20th anniversary

In 2022, we celebrated Invenergy's 20 years of accelerating the clean energy transition and reached a major milestone of 30 gigawatts of projects developed. To mark the occasion, we collaborated with Gigawatt Coffee Roasters, a Chicago-based, minority-owned husband-and-wife team, to create a private-labeled "30 Gigawatt" blend made especially for Invenergy. In September, we capped off our anniversary year by gathering more than 800 of our employees across the globe for a special celebration in Chicago.

We're grateful to our partners, customers and employees for helping us live out our mission to be innovators building a sustainable world. We're proud to share with you everything we've accomplished together in 2022.



# Megawatts in operation: 23,490



766  
million

Trees planted  
CO<sub>2</sub> equivalent




9.9  
million

Cars off the road  
CO<sub>2</sub> equivalent



9 million

Homes powered

 = 1 million



Total economic investment  
in home communities:

\$400M

\$224M

Land costs &  
lease payments

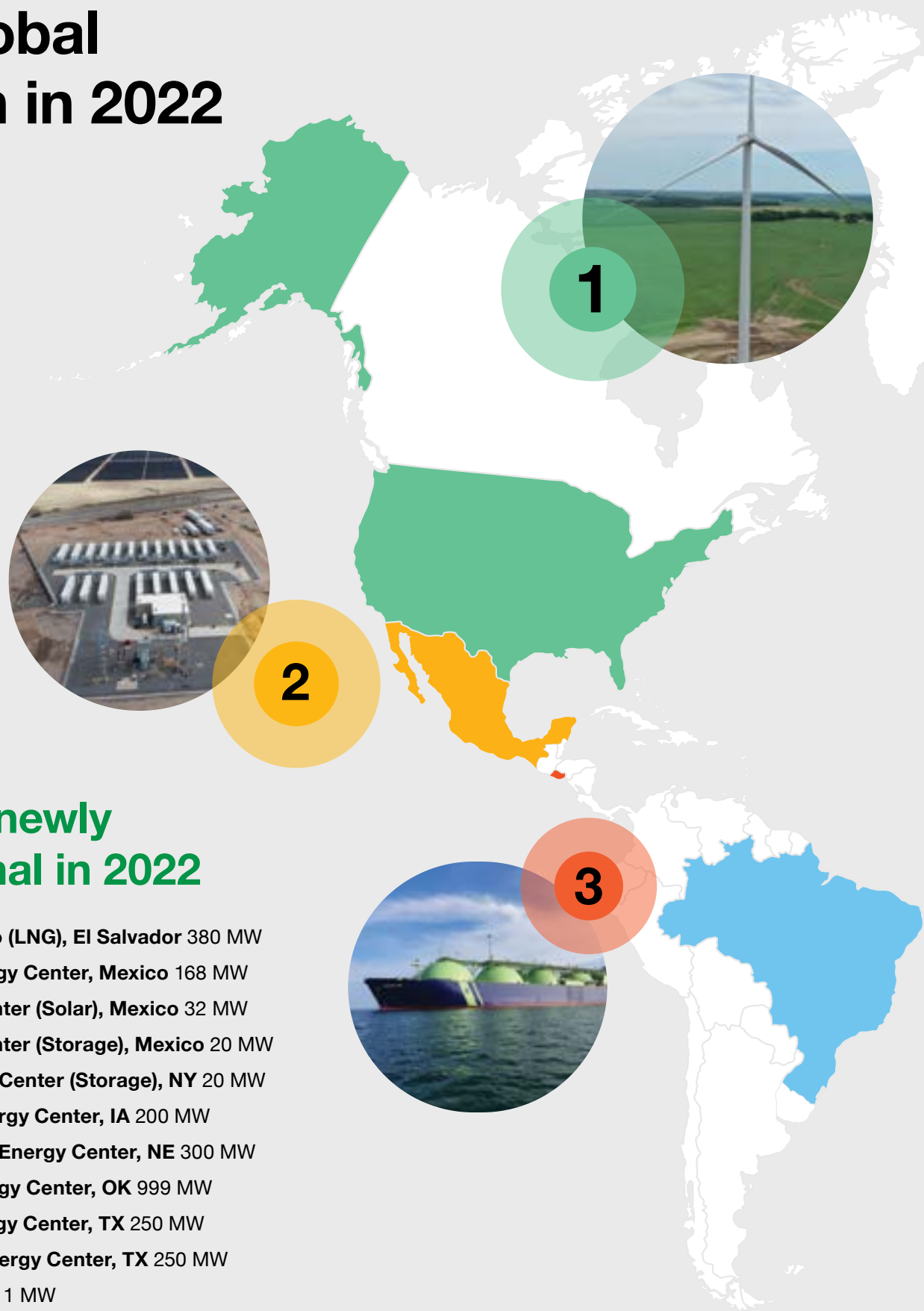
\$69M

State &  
local taxes

\$107M

Wages & benefits

# Our global growth in 2022



## Projects newly operational in 2022

- Energía del Pacífico (LNG), El Salvador 380 MW
- Fenicias Wind Energy Center, Mexico 168 MW
- La Toba Energy Center (Solar), Mexico 32 MW
- La Toba Energy Center (Storage), Mexico 20 MW
- Orangeville Energy Center (Storage), NY 20 MW
- Plymouth Wind Energy Center, IA 200 MW
- Thunderhead Wind Energy Center, NE 300 MW
- Traverse Wind Energy Center, OK 999 MW
- Samson Solar Energy Center, TX 250 MW
- Samson III Solar Energy Center, TX 250 MW
- Westar Storage, KS 1 MW

**1.** In 2022, we added seven projects to our U.S. operating portfolio, and 14 projects to the Invenery Services U.S. portfolio.

**2.** Commercial operations began at Fenicias Wind Energy Center, located in Nuevo Leon, Mexico and La Toba Solar and Storage Energy Center, located in Baja California, Mexico.

**3.** We reached commercial operations for Energía del Pacífico (EDP), an LNG-to-power project located at the Port of Acajutla in El Salvador in May of 2022. This project is providing reliable power to meet up to 30% of El Salvador's energy demand while offsetting 600,000 tons of CO<sub>2</sub> per year.

**4.** The Invenery Services' team and international presence grew exponentially in 2022 with our entry into Brazil and expansion in Spain. We acquired Alísios, a Brazilian company specialized in operating wind farms, and HUSO Renovables, a leading renewables operations and maintenance provider in Spain.



**2,620**  
Megawatts added

**11**  
Projects that went operational

**3,723**  
Construction jobs supported

# Invenergy Services

Invenergy Services is the operations wing of our company, where we operate, maintain and successfully manage all aspects of our own energy centers and those we support on behalf of customers with our owner’s mindset.

The clean energy transition will ultimately rely on a workforce of skilled operations, engineering and maintenance technicians that understand the dynamics of powering the future.

From growing to 17 gigawatts of energy under management to responsibly expanding our global footprint, the Invenergy Services team had an extraordinary year in 2022.



La Toba Energy Center (Storage), Mexico, 20 MW



Samson Solar Energy Center, TX, 250 MW

### International Expansion

Invenergy Services’ team and international presence grew exponentially in 2022, with our entry into Brazil and expansion in Spain. In March 2022, Invenergy Services acquired Alísios, a Brazilian company specialized in major corrective repairs, and transformed it into a full-fledged independent service provider. By adding nearly 50 new employees to our Invenergy Services team, we greatly enhanced our services as a provider of major corrective repairs, operations and maintenance in one of the fastest-growing clean energy markets in the world.

In November 2022, Invenergy Services completed its acquisition of HUSO Renovables, a leading independent service provider in Spain, representing an important step toward extending our clean energy services offering into Spain and the rest of Europe. Through the acquisition of HUSO, we added 240 new employees to the Invenergy Services team.

### Invenergy Services Summit and Brazil Windpower

In October, our inaugural Invenergy Services Summit brought industry leaders together with our internal subject matter experts to discuss the state of the

clean energy business, share exciting updates on new capabilities and identify opportunities for the future.

A few weeks later, we participated in Brazil Windpower where Invenergy’s Lilian Cabral, manager of services business development, led a discussion about operations and maintenance best practices at wind energy centers and how to achieve optimal results in facility operation.

### Meet our Field Services Operations team

Invenergy Services’ field services operations team is the traveling arm of Invenergy Services, moving from project to project to assist site technicians with specialized repairs and operations. The team was formed in 2015 and now comprises more than 60 technicians who have expertise in major component exchanges, as well as complex repairs like pitch-bearing replacements, blade repairs, nacelle swaps and more.

### A year of firsts for Invenergy Services

Amid substantial growth, the Invenergy Services team accomplished several new feats in 2022. Our team added

turbine dismantling, pitch bearing replacements and more to its portfolio of service offerings. Our team in Brazil also completed its first main shaft replacement, a critical repair to help keep wind turbines operating at maximum capacity.

On the solar side of our operations, the Invenergy Services operations engineering team created and implemented our proprietary Tracker Anomaly Detection Algorithm to help identify less efficient solar panel tracker angles. The algorithm helps maximize production at our solar sites, especially on cloudy days when it can be difficult to detect whether a panel’s trajectory is optimized for output.

14 projects

Added in 2022

3.3 GW

Added to portfolio in 2022

17 GW

Surpassed under management

# Invenergy Clean Hydrogen

Invenergy is using our proven track record as a clean energy developer to bring clean hydrogen to the Midwest, Northeast, Gulf Coast, Southwest, and Pacific Northwest. Working with stakeholders around the country, our hydrogen team is using Invenergy’s 20+ years of expertise in clean energy technologies to help catalyze the next generation of hydrogen-based decarbonization options.

### Sauk Valley Hydrogen Center

In early 2023, Invenergy began constructing its first clean hydrogen project, Sauk Valley Hydrogen Center, in Nelson Township, Illinois. This project expands our portfolio in the state to five clean energy technologies. The plant will generate clean hydrogen using power from a dedicated solar facility in addition to renewable grid power. Once operational, Sauk Valley will produce up to 40 tons of carbon-free clean hydrogen annually, with capacity to store up to 400 kilograms of hydrogen on site.

### Midwest Hydrogen Hub (MachH2)

Invenergy is participating in the Midwest Alliance for Clean Hydrogen (MachH2) Hub with a hydrogen production project that will serve regional customers in the second half of this decade. Invenergy’s focus on expanding clean hydrogen partnerships will help catalyze hydrogen transitions for Midwest logistics and other end uses. MachH2 is in the process of applying for funding from the Department of Energy’s Clean Hydrogen Hubs program.

### Producing Hydrogen at Scale

Invenergy’s hydrogen activities extend beyond Department of Energy hubs and reach key regions of the country with customers looking to decarbonize using this molecule. Given the variety of hydrogen end uses, each project is being developed with input from target sectors. Invenergy’s expertise in clean power, as well as our track record of successful partnerships and execution at scale, will be key to meet our hydrogen customers’ needs.



# Invenergy Offshore Wind

With over two decades of experience developing onshore wind, we’re now utilizing this expertise to develop offshore, both at home and abroad. Invenergy is the only American-led company currently developing a multi-project portfolio of offshore wind off both U.S. coastlines. Our projects will cultivate American competitiveness as this burgeoning industry accelerates globally. We’re committed to advancing an equitable and inclusive industry that prioritizes workforce development, the creation of new jobs for hard working Americans, driving economic benefits into local communities, revitalizing coastal infrastructure and supporting the growth of a domestic offshore wind supply chain.

### Leading Light Wind

In February 2022, Invenergy and partners secured an 84,000-acre offshore wind lease in the New York Bight, off the coast of New York and New Jersey. Developed by lead developer Invenergy and co-developer energyRe, Leading Light Wind is building on our track record of innovation in sustainable American infrastructure and impactful community engagement. Financial investors include Blackstone Infrastructure Partners, CDPQ, FirstLight Power and Ullico Infrastructure Fund.

In January 2023, the project submitted a bid into New York State Energy Research and Development Authority’s (NYSERDA) third offshore wind solicitation. If selected, Leading Light Wind will establish a community benefits program with up to \$300 million in funding for stakeholder-directed community empowerment initiatives, building inclusive workforce development programs, accelerating growth of the offshore wind supply chain in New York and pioneering innovative and collaborative environmental research.

### Even Keel Wind

Invenergy secured its second offshore wind lease in December 2022. The more-than-80,000-acre project off the central coast of California, near Morro Bay, doubled Invenergy’s offshore wind development portfolio and offers an exciting opportunity to continue leading the clean energy transition as the only American-led company to secure a lease in this auction. Even Keel Wind will also make use of floating offshore wind technology, a first in the United States.



“

For more than twenty years, Invenergy has leveraged our deep technical expertise to lead the renewable energy transition in the United States and around the world. The U.S. offshore market is the next frontier in the clean energy revolution, and we are proud to have the opportunity to increase American competitiveness in the global offshore market as we build a sustainable world.”

Michael Polsky,  
Founder & Chief Executive Officer

# Invenergy Transmission

We are building the transmission infrastructure to meet critical energy needs across America — from communities and customers to grid operators and governments. And as part of our dedication to ensuring our transmission projects take community input into account and are designed to deliver benefits to the areas they serve, we held more than 50 public outreach meetings in 2022 to gather feedback and understand the perspectives of the communities involved in these projects.

### Grain Belt Express

To deliver energy affordability and reliability across the Midwest and beyond, Invenergy Transmission is developing the Grain Belt Express transmission line. At 5,000 megawatts, it is the highest capacity line in the United States.

Designed to carry affordable, reliable power to millions of homes and businesses across the Midwest, this \$7 billion electric transmission infrastructure project will open access to 100% domestic, clean energy across 800 miles and four states — Kansas, Missouri, Illinois, and Indiana. In 2022, Invenergy selected Siemens Energy as the HVDC technology partner for the first phase of the Grain Belt Express line. This collaboration will equip the line with the latest innovative technology to connect multiple regions of the U.S. grid. The project has also attracted interest from

the Department of Energy, which is considering Grain Belt Express for a loan guarantee.

**Clean Path New York**

Clean Path New York is an \$11 billion clean energy infrastructure project — including 3,800 megawatts of new in-state solar and wind power and 175 miles of state-of-the-art transmission line — that will deliver more than 7.5 million megawatt-hours of emissions-free energy annually downstate and into New York City, along with 8,300 jobs exclusively in the state.

A partnership between Invenergy, New York Power Authority and energyRe will create a reimagined, inclusive energy future in New York by bringing new clean power generation and state-of-the-art transmission together to move the state toward zero-carbon emissions. In 2022, the New York Public Service Commission

approved the contract with Clean Path NY, an important milestone toward the completion of this project.

### New Mexico North Path

Invenergy Transmission is developing an HVDC transmission line that will deliver up to 4,000 megawatts of clean, domestically produced energy from northeastern New Mexico to the Four Corners region, helping power New Mexico and other western states. In 2022, Invenergy advanced engagement with the sovereign Native Nations in central and northwestern New Mexico while also holding a series of public meetings to introduce the project to private landowners and other stakeholders in the eastern portion of the route study area. The project is being developed in partnership with the New Mexico Renewable Energy Transmission Authority (RETA).

4,100+

Miles of transmission and collection lines developed by Invenergy

12,000+

Landowner relationships across Invenergy generation and transmission projects

\$40B

New interconnection, wind and solar investments enabled by Invenergy transmission projects in development

# Reactivate

In January 2022, Invenergy launched Reactivate. Reactivate is a mission-focused renewable energy company that develops, owns and operates renewable energy projects to improve the lives of people in low-to-moderate income (LMI) and energy transition communities across the United States. Its primary focus areas are community solar, small-scale utility solar and next generation projects.

By 2030, Reactivate seeks to develop 3 gigawatts of renewable energy for LMI communities, facilitate workforce training for 2,500 traditionally underserved workers, establish contracts with at least 100 minority- or women-owned businesses, and provide clean energy to 100,000 LMI households, generating \$50 million in energy savings.

In our home state of Illinois, Reactivate has several Illinois Solar for All (ILSFA) community solar projects underway and has partnered with Solstice Power Technologies, a subscriber management company, to spread the benefits of low-cost, renewable energy to income-eligible residents in which subscribers benefit from monthly savings up to 50% on their electric bill.

Reactivate has also partnered with GRID Alternatives, Solar Energy International, Jobs for the Future on the implementation of a nationwide equitable workforce training program called Building Equity in Solar Training™ (B.E.S.T). B.E.S.T will provide skills-based training and certifications for a successful career in the solar, energy storage and electric vehicle charging sectors by responding to industry demands. B.E.S.T is committed to an equity-

driven model to ensure that individuals from underserved or disadvantaged populations or communities have the support they need to enroll, complete training, enter a career with family-sustaining wages and overcome any barriers they may face. Reactivate and local partners, Elevate and Community and Economic Development Association of Cook County, launched their first cohort of individuals in the Chicagoland area in February 2023. The 16-week program will conclude with a graduation ceremony in June 2023.

Reactivate is led by CEO Utopia Hill, who is an Invenergy alumnus. Hill joined Invenergy in 2005 as the company's first minority and female engineer and spent nearly two decades at Invenergy in roles within engineering, procurement and construction. Hill has been involved in more than 10,000 megawatts of renewables projects, including wind, solar, and energy storage. In her time at Invenergy, she co-founded the Affinity Group Black and Brown @ Invenergy, an employee resource group focused on increasing awareness, presence, opportunity, participation and advocacy for people of African ancestry in clean energy careers.

“Part of Invenergy's mission is to build a more sustainable world, and we want to make sure that sustainability is accessible to everyone. Reactivate helps us to work towards that mission by building community solar projects in neighborhoods and developing a pipeline of renewable energy talent from underrepresented backgrounds and communities.”

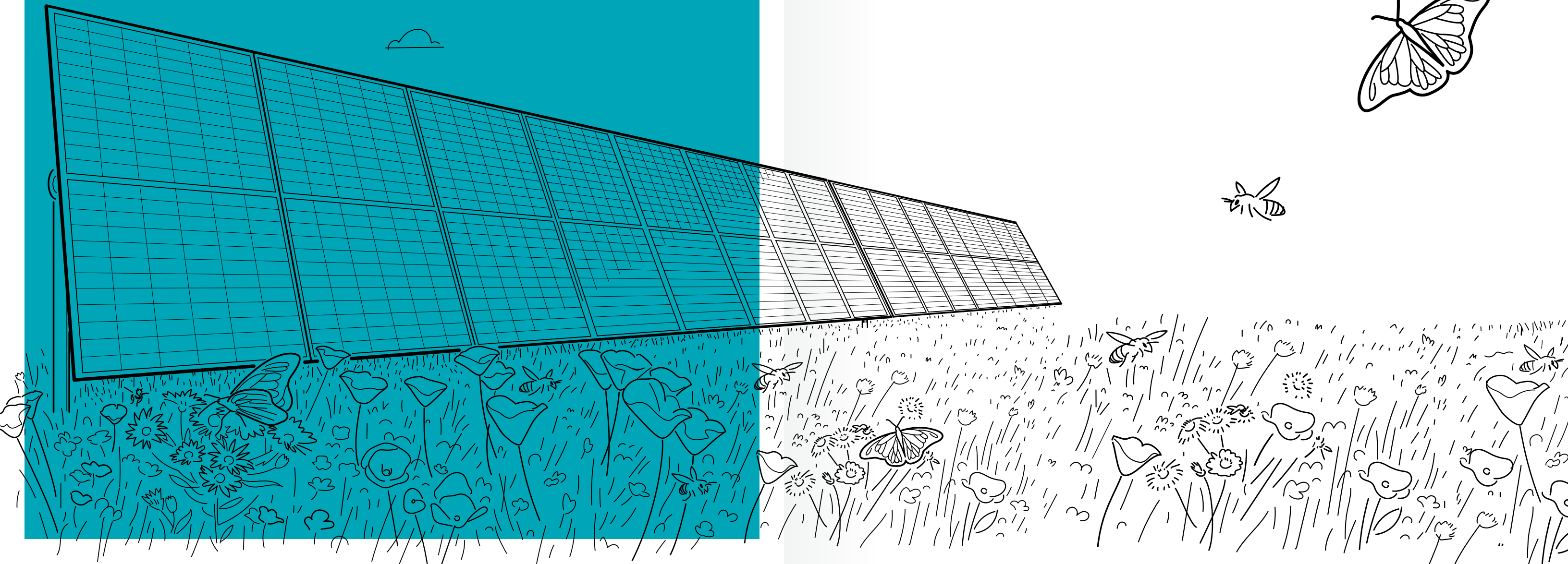
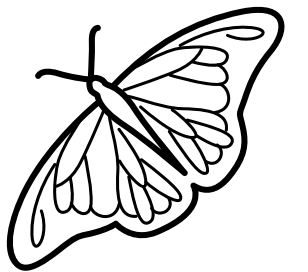
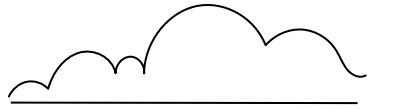
Utopia Hill, CEO, Reactivate



## Chapter 2

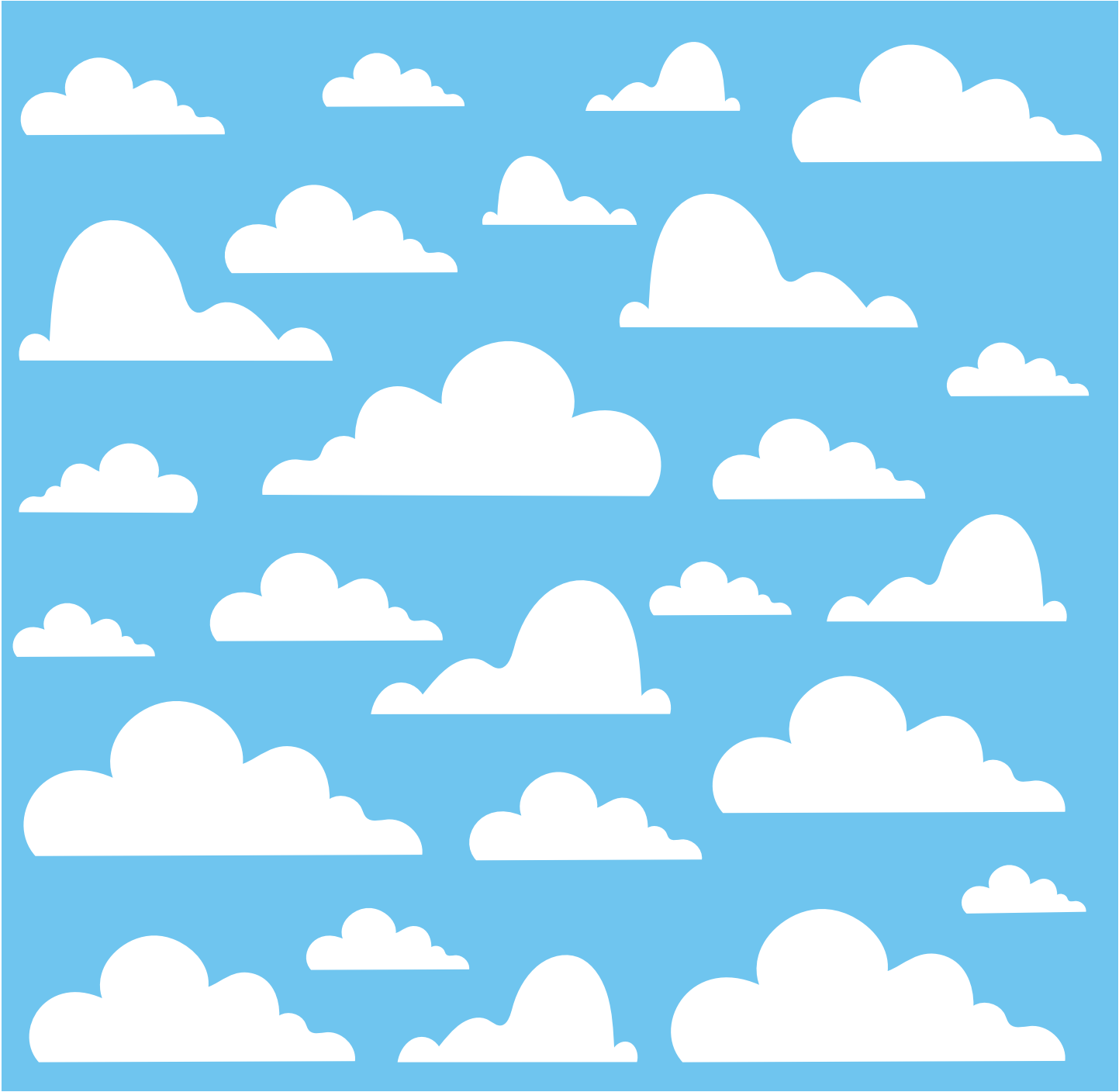
# Advancing Environmental Responsibility

We are committed to advancing the co-existence of our projects with their surrounding environments through development, construction and operations.



50.7 million tons

CO<sub>2</sub> offset



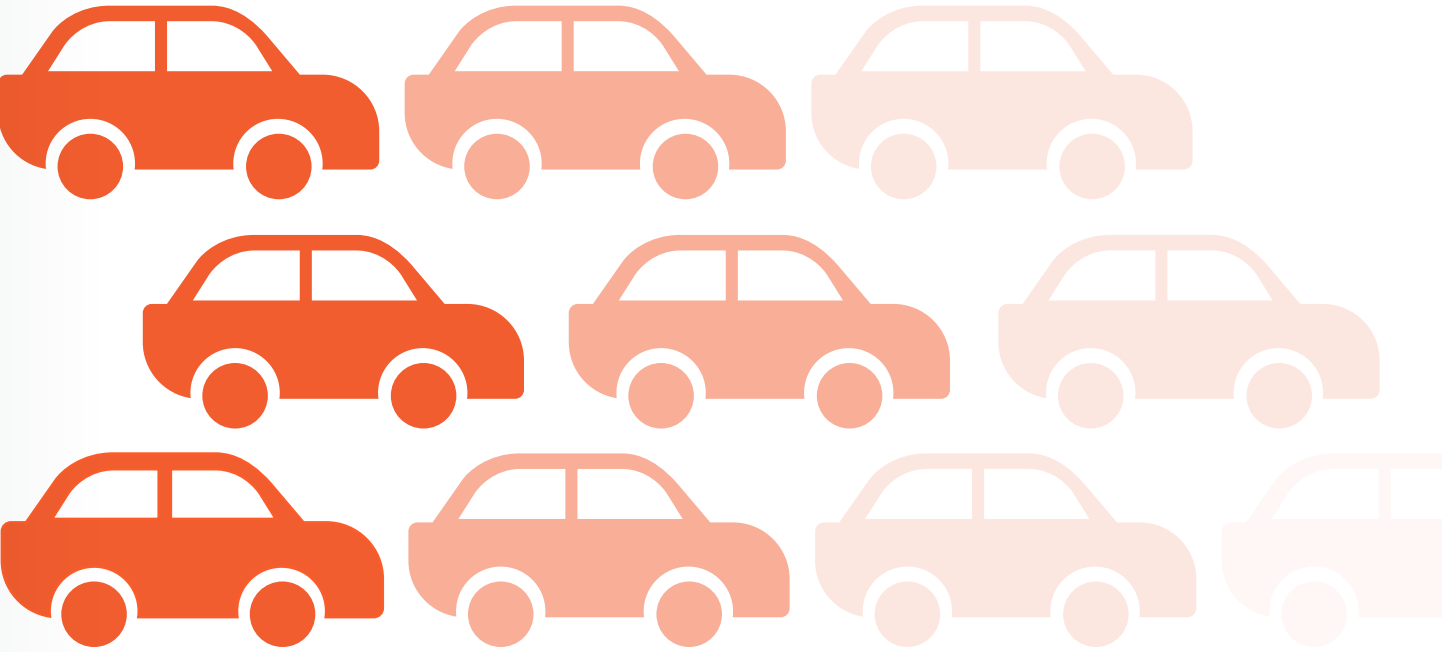
 = 2 million tons



9.9 million

Cars off the road\*  
CO<sub>2</sub> equivalent

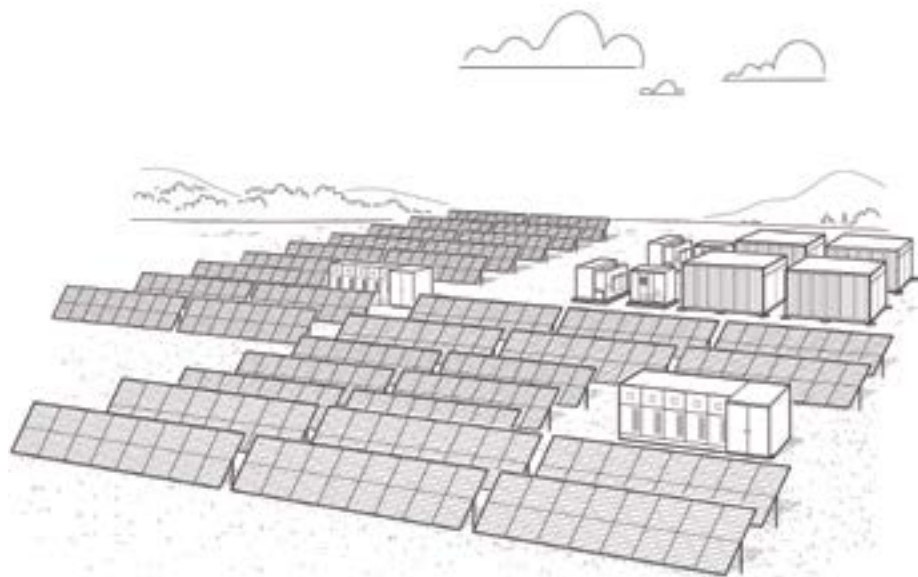
 = 1 million



# Net Zero by 2050

At Invenergy, we are building a sustainable world. For over 20 years, we have led the transition to clean energy, enabling our customers to avoid over 215 million tons of CO<sub>2</sub> emissions. We have accomplished this over the years with a discipline seeking to analyze and minimize impacts on the environment of our project development, construction and operations. We strive to deliver maximum value to our customers — delivering affordable, clean power that reduces their greenhouse gas (GHG) emissions while upholding high standards of our own. However, we know we can push ourselves even further, reducing our GHG impact to net zero<sup>1</sup> (Net Zero) by 2050<sup>2</sup> in line with the ambition of the Paris Agreement.<sup>3</sup>

For the past two years, Invenergy has sent delegations to the annual United Nations Framework Convention on Climate Change Conference of the Parties (COP) to understand global progress towards the Paris Agreement goals and to participate in conversations on the role of private industry in confronting the challenge of climate change. As a leading sustainable energy company with a global view, we are proud to share our plans to reduce our own environmental footprint to net zero. This is the latest milestone in the long history of Invenergy’s clean energy work and we believe it will allow for continual growth and innovation while also helping to ensure a sustainable future.



<sup>1</sup>Net Zero refers to achieving a balance between Invenergy GHG emissions that are produced and removed by 2050, as measured in CO<sub>2</sub>e and inclusive of the GHG emissions identified in the Kyoto Protocol. Only 5 of the 7 GHGs (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, SF<sub>6</sub>) are emitted by Invenergy operations, so those are included in the analysis and reduction targets.  
<sup>2</sup>The achievement of Invenergy’s Net Zero goal is contingent on various factors, including, the availability of supply for certain enabling technologies and components, geologic and legal feasibility of the deployment of decarbonization technologies (e.g., Carbon Capture and Sequestration), and stability of policy and market conditions that make deployment economically feasible.  
<sup>3</sup>The Paris Agreement is an international treaty on climate change adopted by 196 parties at the United Nations Climate Change Conference of the Parties (COP21) in 2015. It aims to limit global warming to below 2 degrees Celsius above pre-industrial levels.  
<sup>4</sup>Scope 3 categories in the inventory include: Purchased Goods & Services, Capital Goods, Fuel & Energy, Business Travel, Employee Commuting, and Leased Assets.  
<sup>5</sup>The First Movers Coalition (FMC), jointly administered by the U.S. Department of State and World Economic Forum, is a voluntary coalition of companies using their purchasing power to create early markets for clean technologies in hard-to-abate sectors, such as steel.

## Our Net Zero goals

Invenergy is working to achieve net zero greenhouse gas emissions by 2050 across our entire portfolio of renewable and clean power assets. After nearly two years of research and analysis, Invenergy has derived long-term and interim targets for greenhouse gas emission reductions along with realistic implementation pathways.

We are focused on reducing our direct and indirect emissions through a combination of emission reduction measures and renewable energy investments. We also will continue working with our suppliers and partners to reduce supply chain emissions, broadening the collective impact of our 2050 target.

## Areas of reduction

Above all, Invenergy gets to work. We are the leading privately held, global developer and operator of sustainable energy solutions. As with all our work, we’ve put a lot of thought into how we’re going to keep our commitment and achieve our goals. Here are a few highlights of what’s in our plan:

**Renewable Energy:** Develop and implement a comprehensive strategy to purchase renewable energy to power our site operations

**Fleet Electrification:** Acquire electric vehicles (EVs) and install charging infrastructure at new sites; transition current fleet of light-duty vehicles to EVs as vehicles retire

**Carbon Capture & Storage (CCS):** Pursue feasible CCS opportunities at our thermal plants

**Fugitive Emissions:** Continue to monitor for equipment leaks and reduce the use of SF<sub>6</sub> and HFCs when feasible

**Methane Reduction:** Work collaboratively with our natural gas suppliers to reduce the carbon intensity of the gas we procure and pursue strategies such as purchasing certified Responsibly Sourced Gas (RSG)

**Supplier Engagement:** Work with suppliers so that 70% by emissions have scope 1 & 2 reduction targets; seek contracts with suppliers with high performance in their reduction strategies

**Green Steel:** Continue engaging with First Movers Coalition<sup>5</sup> and suppliers to achieve pledge of using at least 10% green steel by 2030

# What’s included:

## Scope 1 Emissions

These emissions come from sources owned or controlled by Invenergy.

## Scope 2 Emissions

These are indirect emissions from the consumption of purchased energy.

## Scope 3 Emissions

These are all other material indirect value chain emissions.<sup>4</sup>

How will we hold ourselves accountable?

Since 2021, Invenergy has been completing annual GHG emissions inventories using enterprise-wide data. In its first year, Invenergy worked with a third-party consultant to provide methodological guidance on GHG accounting and calculating an operational baseline. Invenergy has since dedicated internal staff to lead annual

Environmental, Social and Governance (ESG) data collection efforts, inclusive of a GHG emissions inventory, and monitor progress towards our 2050 Net Zero goal.

Invenergy also has established an ESG Committee, comprised of representatives from all Invenergy business lines to provide guidance and multidisciplinary expertise on the implementation of emissions reduction strategies. The ESG

Committee will provide periodic updates to and receive guidance from Invenergy’s senior leadership on performance and strategies. Net Zero and ESG goals broadly have been integrated into overarching company goals, which in turn, result in corporate and employee incentives being aligned with Net Zero and ESG success.

ESG Committee Structure

Invenergy Teams Represented:

- Corporate Finance
- Environmental Compliance & Strategy
- Environmental Health & Safety
- Financial Operations
- Global Risk
- Legal & Compliance

- Operations
- Origination
- People & Culture
- Public Affairs
- Renewable Procurement
- Strategy
- Treasury & Financial Planning

ESG Subcommittees:

- Goals & Performance
- Reporting & Disclosures
- Public Engagement

The path to Net Zero by 2050

Invenergy aims to achieve net zero greenhouse gas emissions by 2050 across our portfolio of renewable and clean power assets, consistent with the milestones below.

These Net Zero targets are based on a 2021 operational baseline, calculated with the support of an external consultant and the technical input of multi-departmental Invenergy staff.<sup>7</sup>



<sup>6</sup>Government incentives for clean technologies continue to be available at sufficient levels and policy, standards, or regulatory changes do not impact our ability to meet targets.  
<sup>7</sup>Invenergy’s Path to Net Zero assumes that: (i) Decarbonization strategies can be implemented without negative impacts to grid reliability; (ii) Decarbonization technologies and tools, such as electric trucks and low carbon fuels, are in adequate supply and meet expected cost reductions; (iii) Geology surrounding thermal plants is suitable for carbon sequestration and projects face no major siting, regulatory or economic constraints; and (iv) Government incentives for clean technologies continue to be available at sufficient levels and policy, standards, or regulatory changes do not impact our ability to meet targets.

# Environmental compliance & strategy

At Invenergy, our environmental commitments include long-term practices to avoid or minimize the impact of our projects on their surrounding landscapes. Through our own experience and alongside the industry, we have identified best practices for construction and operations and have developed policies to ensure our project teams are fully trained and committed to implementing them. We engage with stakeholders and members of local communities to ensure they understand our objectives and processes and, most importantly, given an opportunity to provide input. We also seek partnerships with academic and research communities to make sure we’re aware of the latest tools that can help us be successful in achieving our mission.

## Our in-house experts are leaders in a broad range of environmental areas, including:

- Natural resource management
- Vegetation management
- Federal land management and tribal engagement
- Federal and state policy strategy and engagement

### Vegetation management

In 2022, Invenergy’s vegetation management team added two new members, who bring unique experience in ecological restoration and natural resource management. The team also developed its philosophy, which guides Invenergy’s approach to building its energy facilities:

*The opportunity to develop renewable energy projects on large tracts of land comes with the duty to manage it responsibly, as stewards of the land.*

Invenergy is one of the only utility-scale solar developers that has committed to developing site-specific Vegetation and Soil Management Plans (VSMP) for every solar site it constructs. This industry-leading practice ensures Invenergy’s teams are carefully planning for the establishment of vegetation from the very early stages of development. To confirm successful implementation of its VSMPs, Invenergy has also developed and enacted a thorough vegetation monitoring program.

Additionally, Invenergy hires ecological consultants who conduct on-site soil sampling and gather important information from local landowners and land managers. These consultants help inform the best topsoil management and seeding strategies to foster the quick establishment

of vegetation as well as cost-effective maintenance. To track changes to the soil composition over time and across regions, Invenergy collects soil samples at each of its solar projects using consistent collection and analysis methods.

All of these new approaches are already showing early signs of success. At the Paris Energy Center in Wisconsin, the team planted vegetation prior to construction, a method called pre-seeding, which helped to minimize weed proliferation and soil erosion. This new technique has allowed Invenergy to quickly stabilize the soil and promote the preferred regionally appropriate vegetation. This not only benefits the project’s soil health and water quality, but demonstrates Invenergy’s commitment to the local community of agricultural land managers.

### Avian resource work

Invenergy joined the Avian Power Line Interaction Committee (APLIC) which leads the electric utility industry in protecting avian resources while enhancing reliable energy delivery. As one of the few clean energy developers that are members of APLIC, Invenergy is demonstrating its commitment to the safe design and operation of our transmission lines by participating in these types of important discussions. Our participation in APLIC enables us to meet with industry peers to review the best available science and obtain guidance for implementing minimization methods found within APLIC’s guidance documents. To that end, Invenergy has begun development of a fleetwide Avian Protection Plan which implements APLIC’s Avian Protection Plan Guidelines to reduce the operational and avian risks that result from avian interactions with electric generation and power line facilities.

Continuing our commitment to research that enhances the environmentally-responsible development and operation of our facilities, Invenergy is supporting research on a novel wind turbine rotor painting strategy as a technique to reduce eagle fatalities. The study expands upon and replicates an initial study conducted by researchers in Norway, which found that painting one turbine blade black reduced turbine-related fatalities of an eagle species by 72%.

Invenergy has partnered with study lead PacifiCorp, other members of industry, several federal agencies and Oregon State University on this initiative.

On the solar front, Invenergy has engaged in research projects in New York and the Midwest to monitor how grassland birds utilize solar facilities relative to their usage of the landscape and surrounding areas prior to development. These projects are in

the late stages of planning and are slated to begin gathering data in late 2023 or early 2024.

### Construction best practices

One of the first of its kind among solar developers, Invenergy developed and implemented a comprehensive Construction Environmental Plan in 2022. This plan outlines Invenergy’s environmental expectations for the responsible construction of its solar facilities, ensures our vegetation management strategies are implemented consistently across the projects we develop and provides direction for on-site contractors about stormwater compliance, managing topsoil, wildlife and water resource commitments, and more. We not only hold Invenergy personnel to this standard, but we audit external personnel to ensure full adherence.

### Additional wildlife research & partnerships

To accommodate the movement of terrestrial wildlife living near solar facilities, we launched our Wildlife-Focused Solar Perimeter Fence Guide in 2022. This project planning resource guide was developed by Invenergy’s environmental compliance and strategy team, who conducted a thorough review of the science around fence strategies and wildlife movement. They combined this review with in-depth conversations with engineers, construction managers, operations managers and suppliers to develop the guide’s techniques and specifications. These initiatives exemplify Invenergy’s commitment to making informed decisions using the best-available science, while ensuring that our strategies are practical to implement.

On the research front, Invenergy is partnering with Cornell University on their initiative to create an ecosystem-monitoring network for solar facilities. The



goal of this innovative research is to create a cost-effective way to monitor how native pollinator species utilize solar facilities. In the study, researchers will evaluate how variables like solar facility size, age, design, layout, land-use history and existing vegetation management practices, influence pollinator species interactions. In addition to this research project, Invenergy also continued its commitment to the Department of Energy’s Argonne National Laboratory on its avian-solar impact research using AI technology.

Further demonstrating our commitment to conservation, we increased our involvement with organizations that advocate for the retention of public lands and marine sanctuary habitats. We joined the Public Lands Foundation, an organization that works to keep public lands in public hands. We also sponsored an event for the National Marine Sanctuary Foundation, a group that works to conserve and expand protected waters to foster healthy oceans, coasts and Great Lakes.

# Improving Invenergy’s circular economy

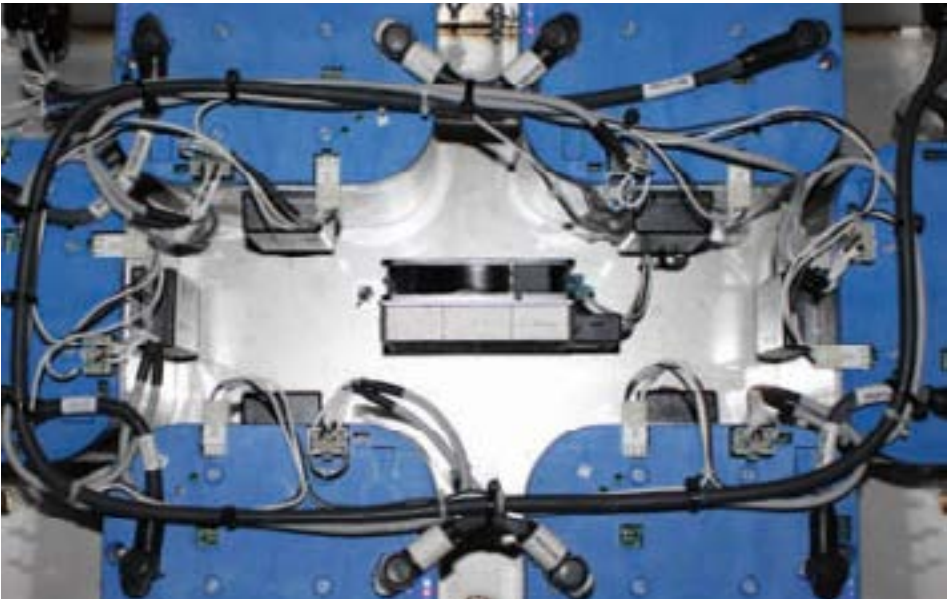
We’re constantly learning and testing new ways to ensure our projects run at the highest-possible efficiency, while exploring ways to reduce and recycle components at their end of life.

## Blade recycling

Invenergy maintains more than 11,000 wind turbine blades across our fleet. Of those, less than 0.1% require replacement each year. Invenergy will consider all viable options for our wind turbine blades at end of life. Can it be repaired? Can it be used to train new technicians? Can it be used at one of our sites for educational opportunities in the community?

Invenergy currently partners with multiple companies to further enhance and diversify our blade recycling capabilities. In 2022, we executed a new blade

recycling agreement with RiverCap, an Ohio-based fiberglass recycling company. RiverCap’s expertise is in decommissioning wind turbines and providing various end-of-life solutions, such as upcycling blade materials into sustainably made furniture. Invenergy continues to recycle blades and develop new relationships with other prospective contractors for recycling services.



## Pilot programs

As innovators building a sustainable world, we continually look for new and better ways to do our work. We furthered that mission in 2022 with a robust slate of pilot programs.

### Performance improvement pilot

We continued work initially started in 2019 at our Grand Ridge Energy Center (266 MW, Wind, IL) and Turkey Track Energy Center (170 MW, Wind, TX) to further enhance the efficiency and output of our wind turbines. By attaching L-shaped brackets to wind turbine blades, we have been able to capture the radial component of wind velocity, allowing us to provide additional torque and therefore power production at certain wind speeds. We expanded the pilot to five more turbines at Grand Ridge in 2022 after reviewing promising initial data.

### Utilizing AI drone images

Using drones during blade inspections allows us to detect defects on the blades, while also ensuring optimal efficiency and safety of our personnel during this process. Because drone footage creates thousands of images that require review, Invenergy is using advanced modeling techniques and leveraging convolutional neural networks for image analysis. Machine learning significantly reduces the amount of time needed to evaluate images and helps identify damage that might otherwise be difficult to detect through human inspection. Invenergy has tried and tested more than 300 models and labeled tens of thousands of images to get to our current model.

Due to the diversity of terrains in which Invenergy operates, a significant amount of data is needed to ensure our model can accurately depict the wind turbine within the drone inspection image. In 2022, we partnered with the University of Chicago’s Data Science Institute for assistance in using image segmentation to remove the background of a blade inspection image and leave only the blade itself for improved evaluation from the model.

### Solar IV curve tracing pilot

Our solar site teams have begun manually tracing IV curves to track solar panel degradation over time. IV curves describe the current (I) and voltage (V) relationship on a solar panel. This is used to benchmark the panel’s performance against a known standard or initial state.

Using this data, we’ll be able to better understand the lifespan of a solar panel and the disparities in how different areas of a solar site age over time. This data will also be critical in any degradation or performance-related warranty claims that we may have to file down the line in project operations. Other benefits include targeted troubleshooting abilities, comparisons between panel manufacturers for quality and longevity and an overall increase in the knowledge base and skill sets within our solar operations.

### Ultracap pilot program

When batteries in a pitch system fail, it can result in a lot of lost energy production and time-consuming work for technicians. To help mitigate this issue, our teams have been phasing out batteries for ultracapacitors, which can last as much as five times longer than current batteries on the market. Ultracapacitors are projected to reduce part usage and battery faults by as much as 80% moving forward.

### Main bearing failure reduction program

Main bearing failures can be costly and disruptive to an energy center’s operations. Invenergy has implemented several measures to minimize this issue at our sites, including changing the operating parameters of our turbines to reduce the amount of time the rollers slide. By reducing slide time, our team has been able to help prolong the life of these bearings and help mitigate failures.

To improve operations further, our team is developing a machine-learning algorithm to detect main bearings that are running hotter than they should be, given operational and environmental factors. Initial results from our pilot project resulted in detection of failing main bearings at least a week earlier than our previous monitoring methods. This algorithm will help our technicians detect bearing issues sooner, put replacement plans in place faster, reduce downtime of any turbines in need of repair and minimize crane mobilizations and labor for site teams.

# Making a difference in the world around us

Building a sustainable world goes beyond developing clean energy projects. We empower our employees with the opportunity to give back to their communities and support environmental stewardship through their own donations, education and volunteer work.



**Invenergy Sustainability Network**

The Invenergy Sustainability Network (ISN) is a platform to engage and educate employees and their extended networks on concepts of sustainability and how we — building on our culture of innovation — can reduce our environmental impacts and encourage environmental responsibility.

**Coffee for a good cause:** Invenergy+ and ISN worked together to sell sustainable coffee tumblers made from recycled coffee grounds and cold brew from North Central College Coffee Lab. Proceeds raised from this fundraiser were donated to the Chicago-based Little Village Environmental Justice Organization.

**Perfecting plant propagation:** ISN hosted a hands-on learning session about plant propagation and plant care. The session walked attendees through a variety of ways to propagate and care for plants, and members brought in their own cuttings to share during the process.



## Honoring Earth Month 2022

01

**Earth Day movie night:** The group hosted an Earth Day film screening of the Patagonia documentary, “Public Trust” and discussed how the film relates to environmental justice and the work we do at Invenergy.

02

**Trust for Public Lands fundraiser:** Throughout Earth Month, ISN hosted a t-shirt fundraiser benefiting the Trust for Public Land, one of our Invenergy Impact Partners. In April 2022, Invenergy hosted the Trust for Public Land at our Chicago headquarters to showcase their approach to analyzing data in relation to equitable park development. They highlighted projects from their Equitable Communities Fund and gave a demo on their Decision Support Tool, which anyone can use to be an environmental activist.

03

**Elevate Lunch & Learn:** ISN and Black & Brown @ Invenergy collaborated on a Lunch & Learn event with Elevate, a Chicago-based nonprofit that seeks to create a just and equitable world in which everyone has clean and affordable heat, power and water in their homes and communities. We heard from COO Delmar Gillus, who presented Elevate’s approach to solving environmental justice issues and how Invenergy can help tackle these problems.



04

**Volunteering with Garfield Park Conservatory:** ISN started the celebration of Earth Month by using their volunteer time off (VTO) to serve at the Garfield Park Conservatory in Chicago. The team worked with conservatory staff to “deadhead” the azalea collection after the spring show, which prevents the plants from going to seed. This helps to maximize their blooms for the flower show each year. In conjunction with Friends of the Park, ISN members formed a Green Team and cleaned up Garfield Park later in the year.



# Appreciating the outdoors

Invernergy employees have a passion for the natural environment and strive to incorporate this passion into our projects, as well as their personal lives.

01

### Community clean-up

The Invernergy Darien Energy Center (250 MW, Solar, WI) team hosted the 2nd annual Darien Solar & Darien Delevan (DD) Rotary Club roadside clean up. Representatives from the Darien team, DD Rotary Club members, DD High School students, and DD Cub Scout Pack 327 cleaned up along East Creek Road in the Town of Darien and afterward received a Walworth County Adopt-a-Highway partner honor.

02

### Fisher livelihood restoration

The Invernergy Energía del Pacífico team has implemented a robust biodiversity monitoring program that includes monitoring the health of native marine and terrestrial life, including sea turtles, mammals, fish and plankton. The team has also been instrumental in protecting nearby artificial reefs to further safeguard the surrounding environment. As part of the environmental compensation measures, as well as to help support local businesses and the livelihoods of local fishermen, the EDP team has donated boats, outboard motors, trucks and various equipment to improve fishing practices.

03

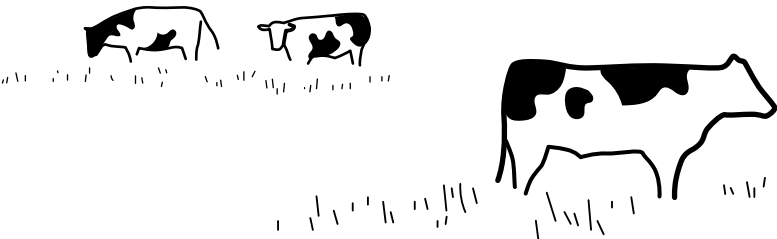
### Where the antelopes roam

Each year, our operating site teams use their volunteer time off to improve the areas near our projects. Judith Gap Energy Center (135 MW, Wind, MT) team has made it a tradition to maintain a section of roadside through the Adopt-a-Highway program. In 2022, they spotted several antelope and sheep grazing near the turbines during the clean-up.

04

### Celebrating spring with Denver Parks & Rec

Members from our Denver office spent a half day cleaning out flower beds for Denver Parks and Recreation at Confluence Park, an urban park encompassing the confluence of Cherry Creek and the South Platte Rivers in Denver's Lower Downtown.

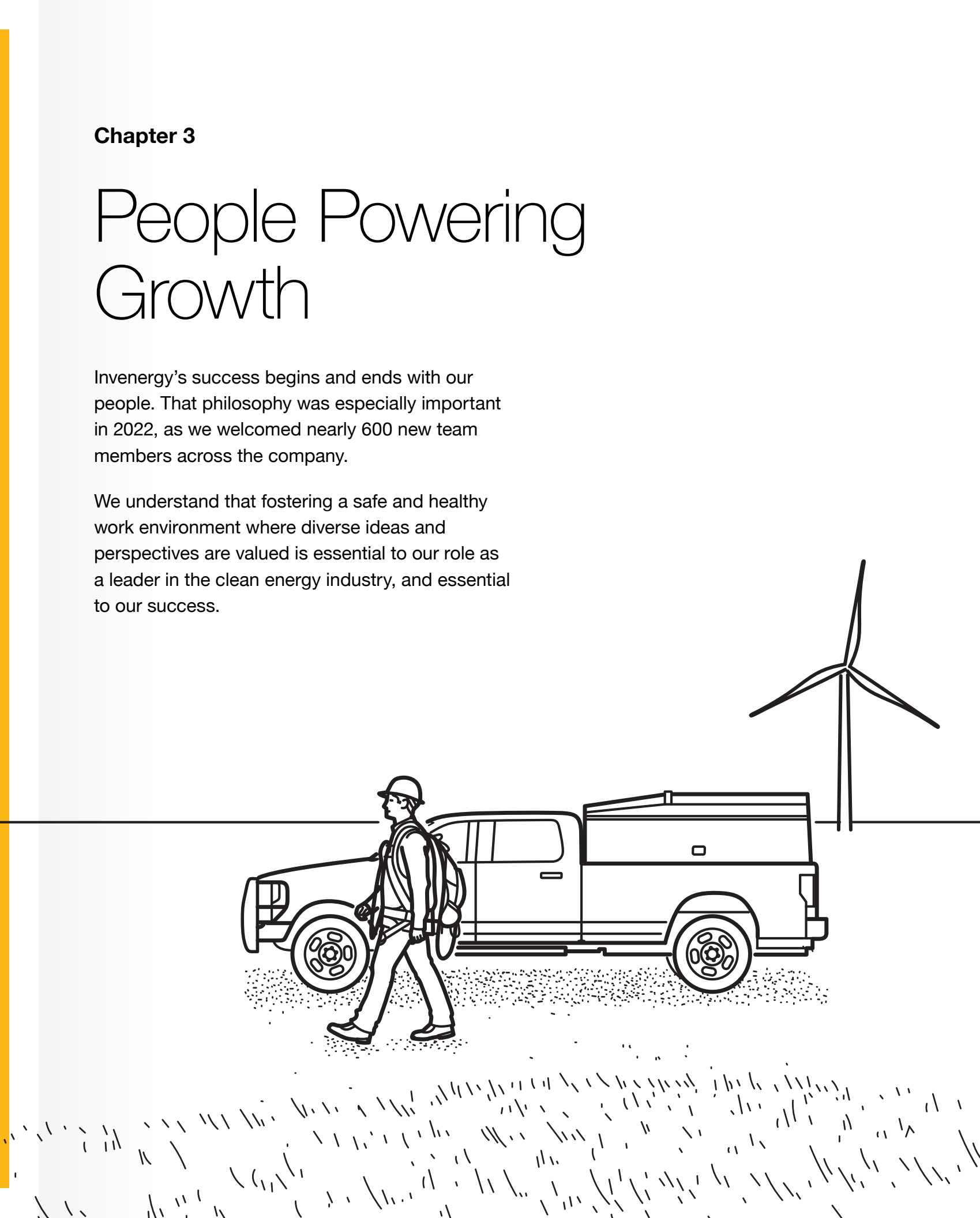


## Chapter 3

# People Powering Growth

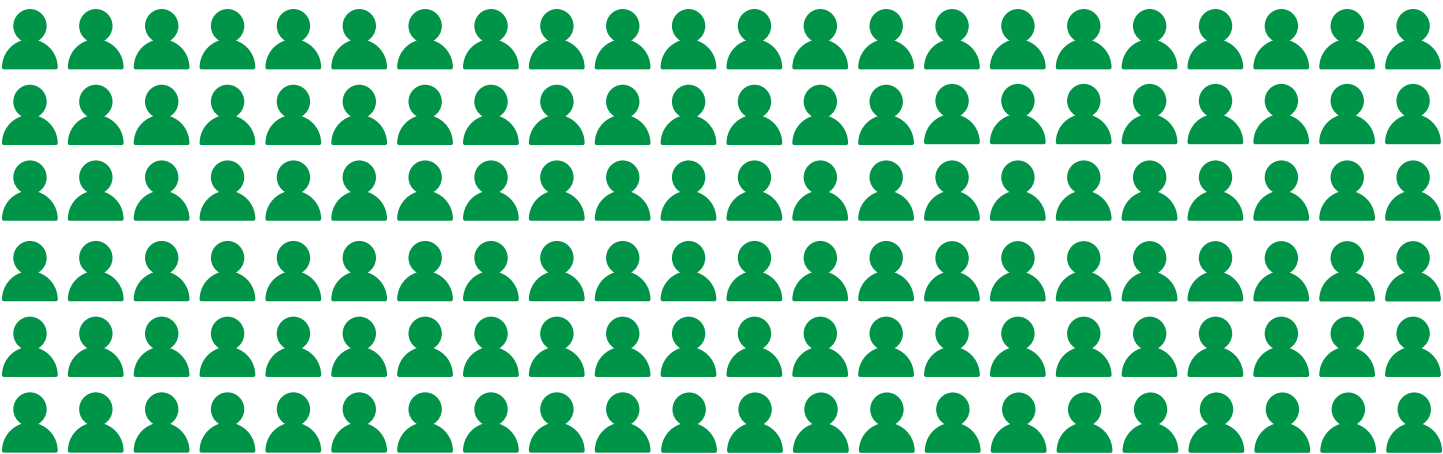
Invenergy's success begins and ends with our people. That philosophy was especially important in 2022, as we welcomed nearly 600 new team members across the company.

We understand that fostering a safe and healthy work environment where diverse ideas and perspectives are valued is essential to our role as a leader in the clean energy industry, and essential to our success.



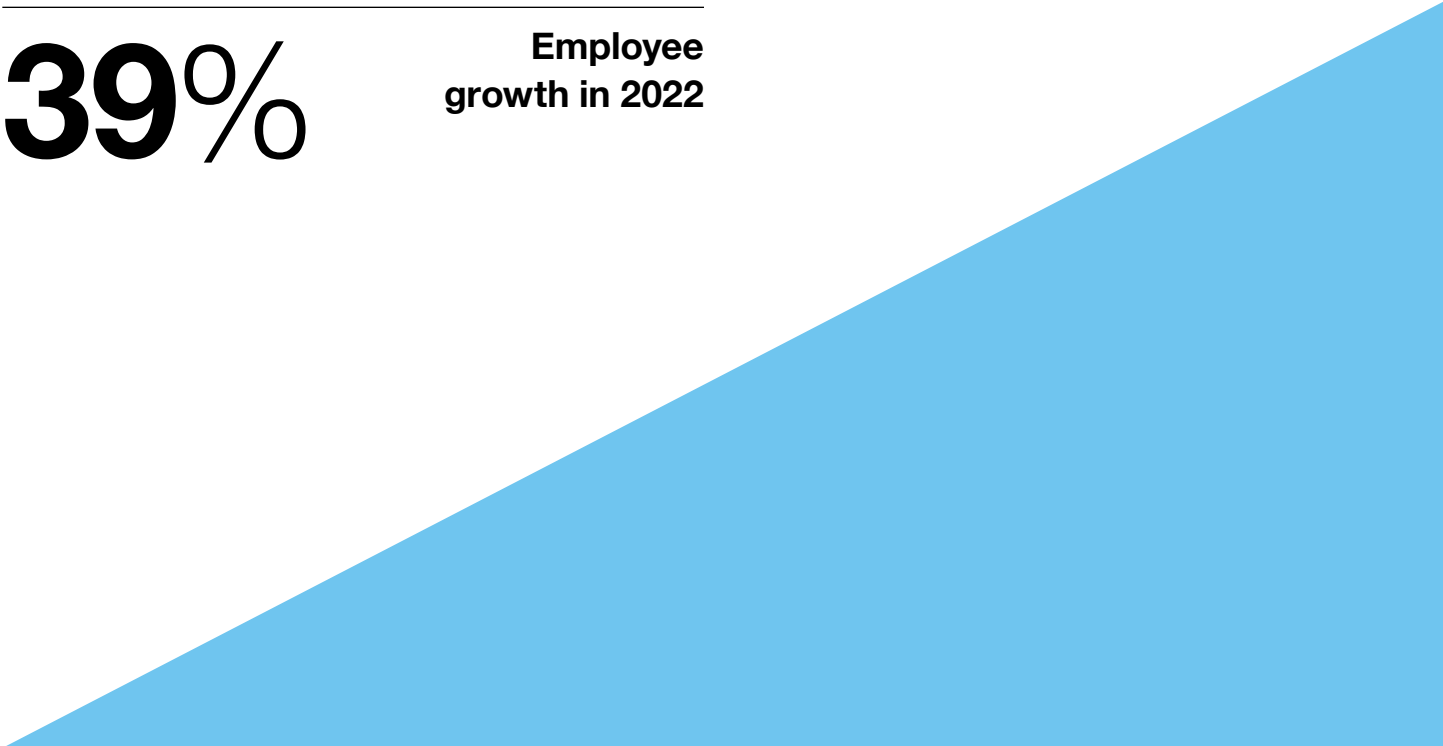
Employees across the globe:

2,135



39%

Employee growth in 2022



51%

New positions filled by internal candidates through promotions and lateral development



12%

International employees



26%

U.S. employees who are women

U.S. hires were women: 26%  
U.S. employees who are women in management positions: 29%

19%

U.S. employees who are people of color

U.S. hires were people of color: 23%  
U.S. employees who are people of color in management positions: 16%

7%

U.S. hires were military veterans

U.S. employees who are military veterans: 8%  
U.S. employees who are military veterans in management positions: 8%

# Employee safety & well-being

Each year we develop initiatives that support the overall wellbeing of our employees, including their physical, mental and financial health. We also place a high priority on employee safety. Climbing a ladder nearly 350 feet high inside a metal tube while carrying 30 pounds of gear is not for the faint of heart. However, for Invenergy’s wind technicians, it’s all in a day’s work. It requires all our personnel to follow the highest safety standards every day, in every way. Across all of our power generation facilities, our commitment to safety is at the forefront of our work.

### Growing our safety expertise

In the past year, we added two important roles to the Invenergy team to further enhance our ability to maintain a safe and secure environment for all personnel:

#### Director of construction safety:

This individual is responsible for the development and implementation of Invenergy’s construction safety systems and programs. This includes ensuring adequate safety staffing for all active projects, performing safety walkdown inspections and assessments of construction sites, assisting with investigations of safety incidents and any corrective or preventive actions, as well as communicating lessons learned.

#### Senior electrical safety specialist:

This individual is responsible for supporting Invenergy initiatives related to electrical safety within the operations team. Working closely with environmental health and safety, training, operations support and engineering, this role reviews programs and policies, creates training content, and is an outlet for questions on electrical safety topics.

#### Safety Commitment Day

Three years ago, Invenergy’s environmental health and safety team initiated Safety Commitment Day, an event that highlights the accomplishments from the past year and looks ahead by setting goals for

the future. In January 2022, Invenergy’s renewables and natural gas operations fleets began the day with an all-hands discussion about safety. This was followed by smaller breakout sessions to further explore important safety themes and review their sites’ safety accomplishments for the year, along with opportunities for continual improvement moving forward. During the 2022 event, Invenergy debuted its Commitment to Safety and Health Policy to further reinforce Invenergy’s safety mindset and help guide our work moving forward.



The Invenergy Services team practicing a safety drill on-site.

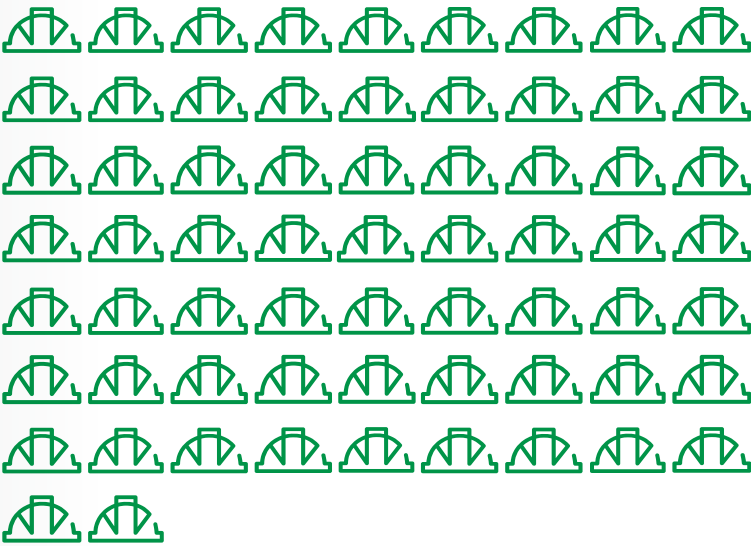
“

From a safety standpoint, you know what you’re going to get with any Invenergy technician — one that is trained up and doing their job safely. We know we can put our technicians up against anyone in the business when it comes to safety.”

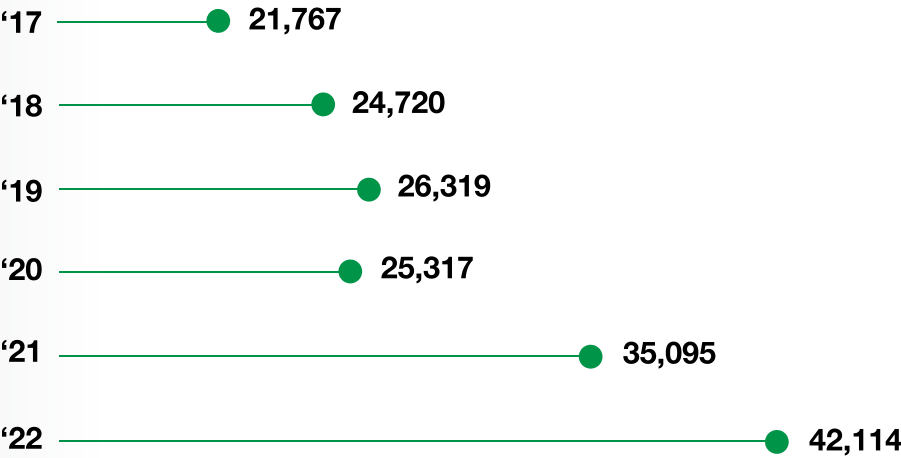
Len Tully,  
Vice President, Environmental Health and Safety

65 hours

Safety training per Invenergy Services employee



## Total fleetwide training hours



### 2022 safety milestones

**Number Three Wind Farm:** In June, the construction teams at the Number Three Wind Farm in New York celebrated 200,000 hours without a safety incident.

**Natural Gas Operations Fleet:** On July 27, our natural gas operations group marked one year without an OSHA-recordable illness or injury across any of our 12 thermal projects.

### Health and wellness

The physical, mental and emotional health of our employees is paramount to our ability to innovate. In late March 2022, we hosted a series of Wellness Week events to provide holistic health resources for our employees to reflect and focus on their physical, financial, social, mental and community well-being.

### 2022 Wellness Week events:

- Group yoga
- Mental health symposia
- Biometric health screenings
- Retirement planning consultations
- An opportunity to give back to the community with a volunteer event at the Greater Chicago Food Depository



Our Chicago team practicing community well-being by volunteering with the Greater Chicago Food Depository

# Diversity, equity & inclusion

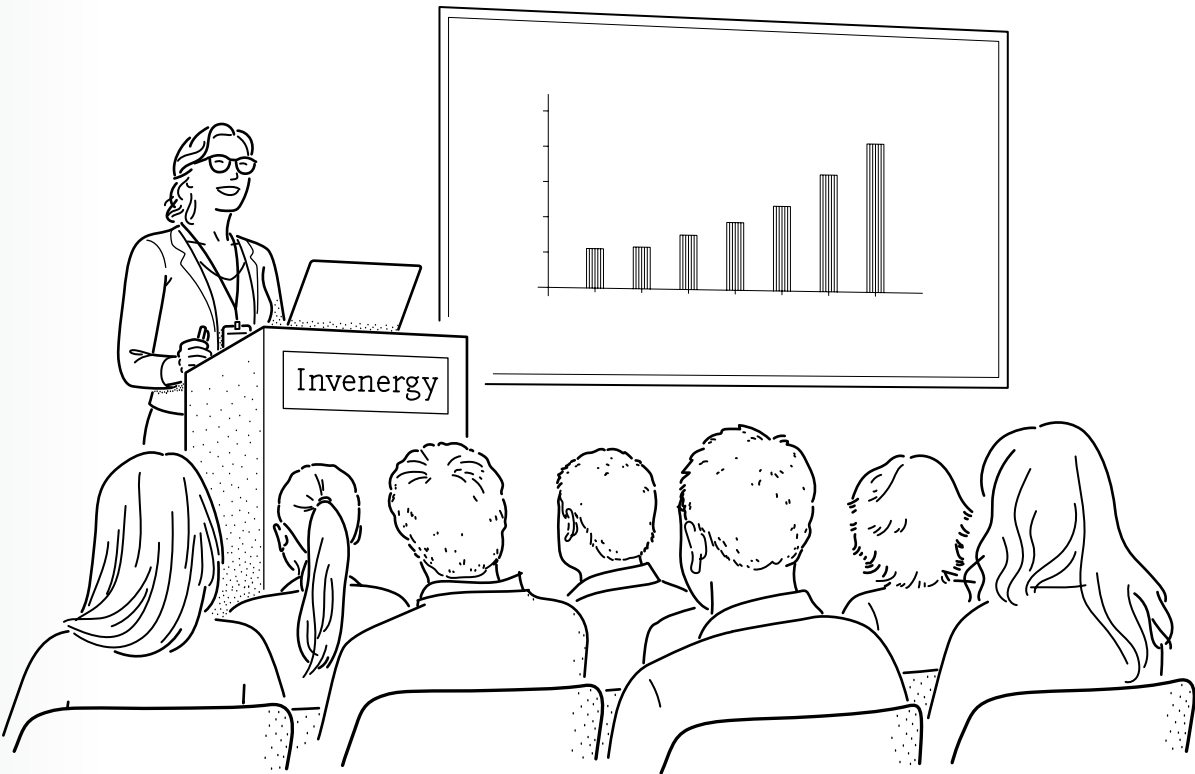
**Invenergy’s diversity, equity and inclusion (DEI) vision statement:**  
We believe that our colleagues power Invenergy’s success and our innovative solutions are generated by the diversity of ideas and perspectives shared by employees who bring their whole selves to work.

Fostering an environment where diverse perspectives are sought, everyone feels included and can grow to their full potential is a responsibility all of us must meet.

We are as committed to becoming a more diverse, equitable and inclusive company as we are to building a sustainable world.

**In 2022, we built a DEI team and roadmap that enabled us to significantly enhance our efforts, guided by seven focus areas:**

- 01 Improve DEI data collection
- 02 Increase diversity in our candidate pool
- 03 Improve inclusive hiring practices
- 04 Create clear promotion standards
- 05 Clearly articulate why Invenergy values diversity, equity and inclusion
- 06 Provide new training programs for employees
- 07 Leverage senior leadership to champion DEI



**Invenergy also completed several important people and culture initiatives this year, including:**

Launching a new competency model outlining Invenergy’s expectations in six critical areas: safety, growth, execution, innovation, integrity and DEI. This model is the foundation of our talent processes, including leadership and employee assessments, development and talent acquisition. In 2022, as part of the performance management system, employees were assessed on how frequently and consistently they demonstrated the DEI behaviors outlined in this new competency model.

Invenergy implemented company-wide bias training which identifies how bias can impact our strategic and tactical decisions. Ninety-five percent of all company employees completed the training in 2022.

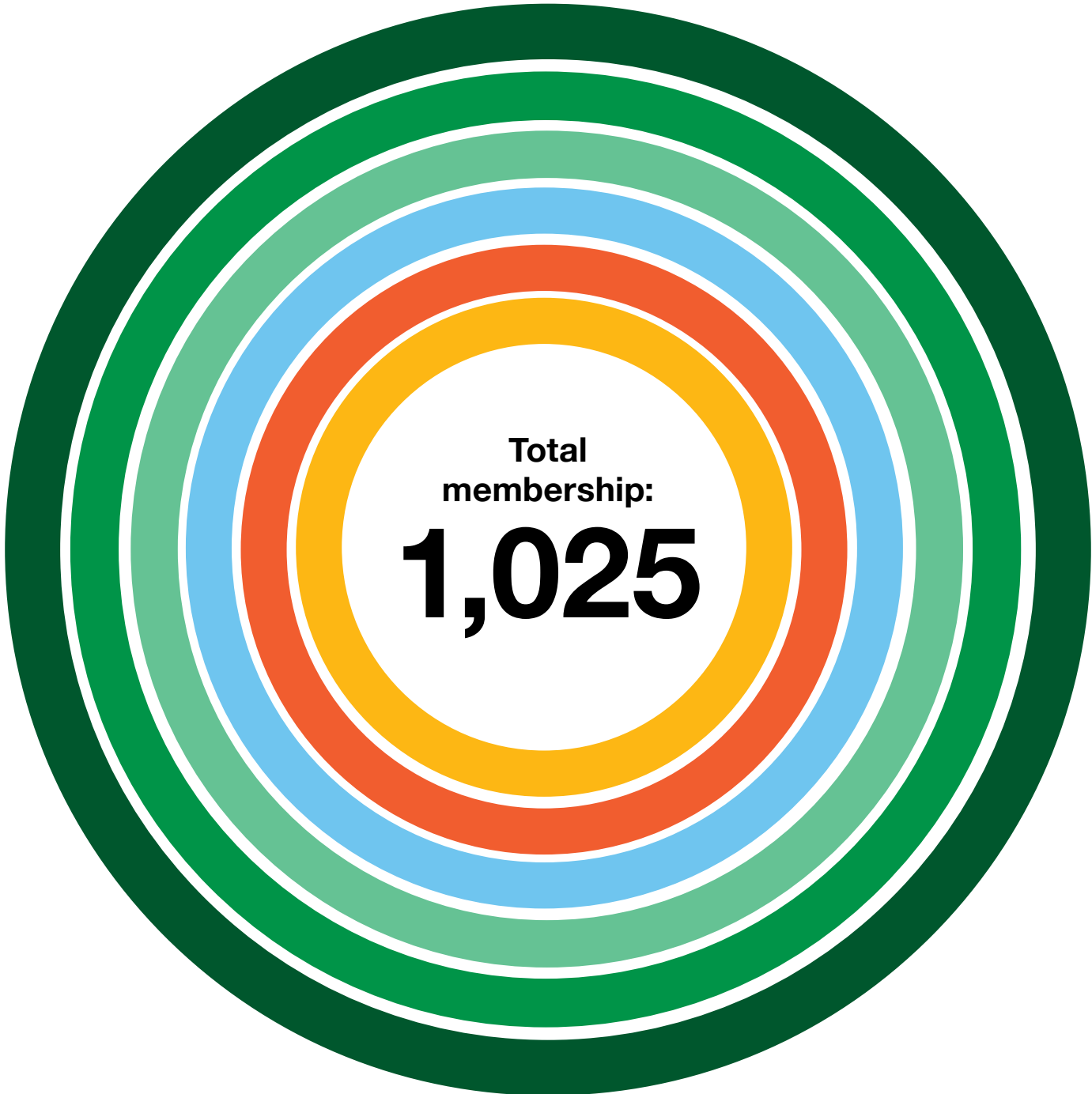
We updated our recruiting policy to integrate best practices in outreach to job boards that focus on providing a more diverse pool of candidates. We also utilized more broadly inclusive hiring panels.

Employee membership in our Affinity Groups grew by 41% in 2022. With the remarkable growth of our employee base, we established a sixth Affinity Group – the New Energy Workers (NEW) Network – which supports employees who are new to Invenergy or to the clean energy industry.

Guided by our DEI vision statement, we continue to execute on our DEI roadmap with actionable steps that advance our commitments.

# Invenergy Affinity Groups

For everyone to perform at their best, they need to feel empowered to bring their authentic selves to work. That’s why we’re focused on making sure every employee feels welcomed and included.



54

Departments represented

25

Operating sites represented

20%

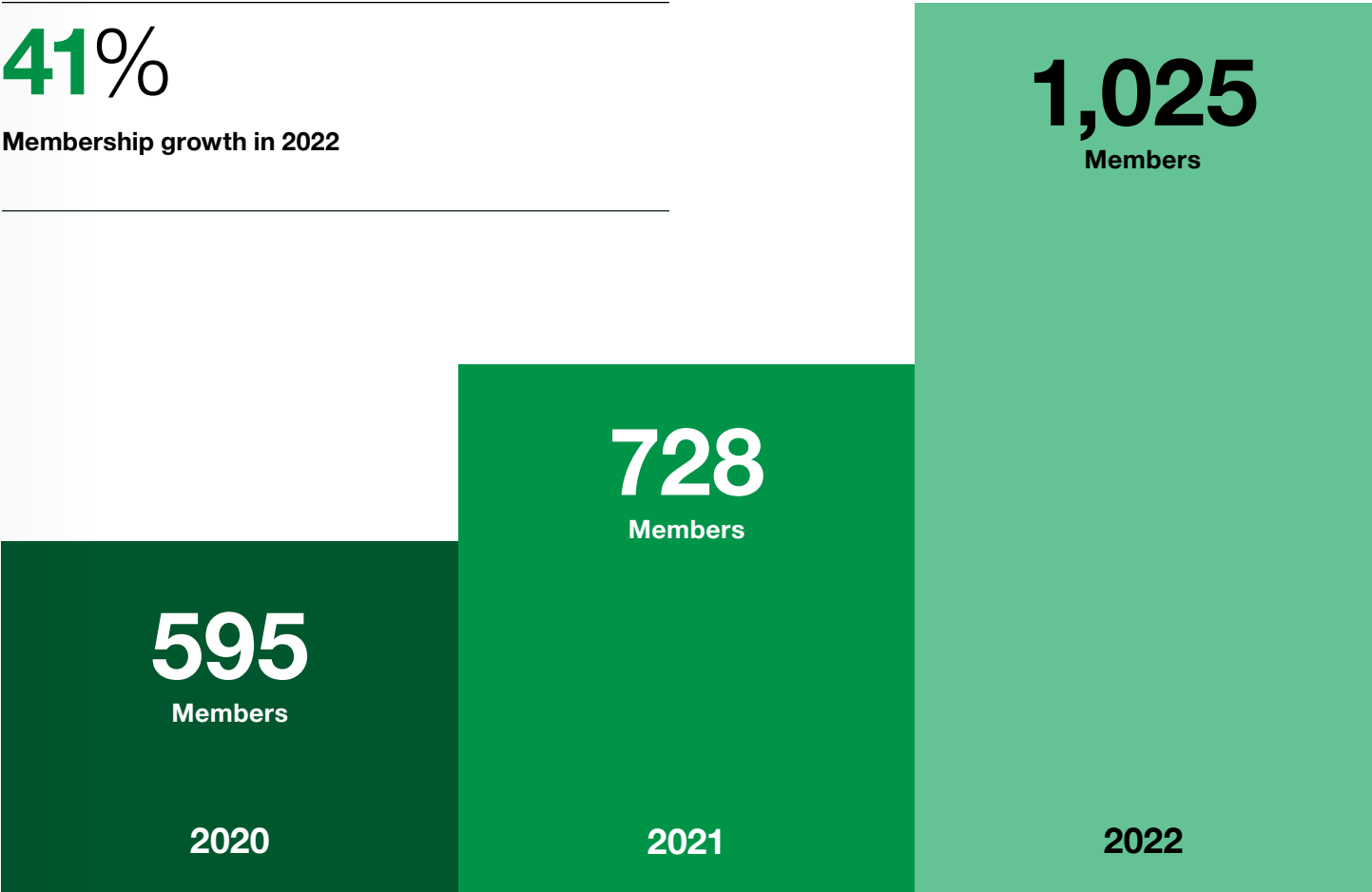
Percent new hires that joined an Affinity Group in 2022

\$18,620

Donations made through fundraisers led by Affinity Groups

41%

Membership growth in 2022




























































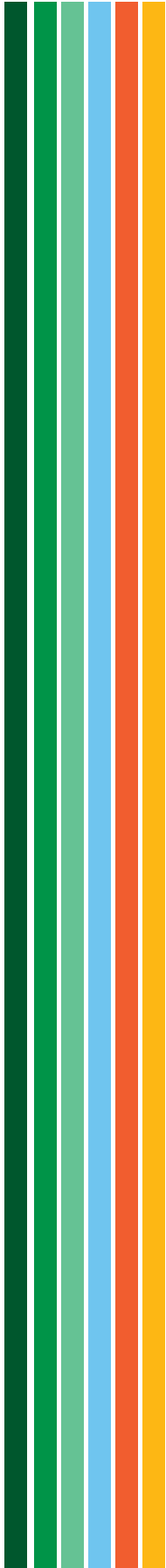















Black & Brown @ Invenergy (BBI) focuses on increasing awareness, presence, opportunity, participation and advocacy for people of African ancestry in sustainable energy careers.

**MLK Day of Service at Nourishing Hope:** Members of our BBI affinity group volunteered at the Nourishing Hope Food Pantry and helped by taking inventory of food supplies and stocking shelves. This organization provides the equivalent of 4 million meals to families in the Chicago area each year.

**BBI movie night:** BBI hosted a screening of the film, “They Are We,” which traces the history of an Afro-Cuban community to their ancestral family in a remote village in Sierra Leone.




**“Watts on the Menu” networking event:** Members of BBI participated in an event with the Chicago Urban League, one of Invenergy’s Impact partners, to discuss contracting opportunities within the clean energy industry for Black professionals. The event also featured representatives of the U.S. Department of Energy, Office of Economic Impact, the Illinois Power Agency and the Illinois Finance Authority to highlight state and federal resources for minority-owned business enterprises.



**Volunteering at Gary Comer Youth Center:** BBI visited the Gary Comer Youth Center in Chicago to educate kids on renewable energy and build solar and wind kits with children that use the youth center’s services. They also discussed the career opportunities available in the field.





# Invenergy+

LGBTQ+ Network

Invenergy+ allows current and prospective Invenergy employees who identify as LGBTQ+, or those who support LGBTQ+ people, to connect on shared experiences and values.

**LGBTQ+ identities in the workplace:**

Invenergy+ hosted a virtual panel on sexual orientation and gender identity in the workplace. This included a speaker discussion and panel of Invenergy employees who discussed their personal experiences.

**Celebrating Pride Month:**

Invenergy+ hosted a virtual Pride Parade, featuring photos of Invenergy employees' Pride celebrations and messages from colleagues explaining why they celebrate this month. They also featured spotlights

on LGBTQ+ colleagues, including details on their background, their role at Invenergy and why they joined Invenergy+. The group also held multiple workshops throughout the month. These included a talk with Howard Brown Health on the history of LGBTQ+ healthcare, a panel with religious leaders of different faiths on religion and identity and a transgender allyship workshop, featuring Joffrey Niessen, an expert on LGBTQ+ issues from the University of Texas.

**NBC News Pride Month spotlight:**

Invenergy's Dan Misch spoke with NBC News about the Netflix series "Heartstopper," the show's LGBTQ+ representation, and how media can help LGBTQ+ individuals process their own experiences with their sexuality.





The Invenergy Veterans Network (IVN) is dedicated to enhancing the professional experience of military veterans within the company. We sincerely thank our veteran employees for their service.

**Recruiting top talent:** One of IVN's goals is to help Invenergy and Invenergy Services recruit top talent from the military. In 2022, IVN helped coordinate sponsorships, events and partnerships that connected us with talented military personnel who have an interest in the clean energy industry. As a result of these recruiting efforts, Invenergy was awarded the U.S. Department of Labor HIRE VETS Gold Medallion, a federal-level veterans employment award that recognizes a company or organizations commitment to veteran hiring, retention and professional development.

**New partnership with Airstreams Renewables:** In August, Invenergy Services announced a first-of-its-kind partnership with Airstreams Renewables to advance training for military veterans in the energy industry. Airstreams Renewables programs help active-duty personnel and veterans transition to civilian life. As part of the Department of Defense SkillBridge program, Airstreams connects service members with industry partners for real-world job training where they gain valuable civilian work experience in the renewable energy sector during their last 180 days of

military service and helps program graduates secure careers in clean energy, telecommunications and other industrial sectors.

**Supporting Veteran-owned businesses:** In support of veteran-owned businesses, IVN led the initiative to switch to Veteran Roasters in our Chicago offices, a coffee supplier that employs veterans recently out of the service.



**Delivering our training for the men and women who served is our way of helping them find careers that can provide for their families in a growing industry and is critical to supporting America's veterans as they transition to civilian life. We look forward to how our partnership with Invenergy will eliminate barriers to participation in our program and help more veterans find careers they can be proud of, as they help the clean power industry to grow."**

**USMC Veteran Dave Schulgen,**  
Airstreams Renewables Founder  
and Chief Executive Officer



691

**Cumulative years of military service by Invenergy employees**

**Veterans Month celebrations:** In honor of National Veterans and Military Families Month, IVN sold breakfast burritos, beanies and ball caps to benefit Rocky Mountain Welcome Center, a nonprofit organization helping Afghan and Ukrainian refugees to resettle across Colorado. IVN also continued its volunteer work with the Fisher House Foundation, which provides free housing for veteran and military families while their loved one is in the hospital. This year, we expanded our Fisher House partnership to include our Denver office. Employees in Chicago and Denver volunteered to help residents during their stays at Fisher House, preparing lunches, painting guest rooms and with general housekeeping or yard work.

**2022 Atlantic Council Veterans Advanced Energy Summit:** Invenergy is the founding sponsor of the Veterans Advanced Energy Summit, which attracts veterans to the industry by highlighting the importance of clean energy to national security. In 2022, Invenergy was a Gold Sponsor of the summit and hosted the opening ceremonies at its Chicago office, including a film screening and networking event with Bunker Labs, which supports veteran entrepreneurs.





The Invenergy Women’s Network (IWN) promotes the development and advancement of women at Invenergy to create a more inclusive workplace. The group facilitates industry outreach, recruiting, workshops and professional development to enhance leadership skills and to attract and retain talented women.

**2022 IWN Award Recipients:** For the eighth year running, employees nominated their colleagues for the IWN awards. These awards recognize nominees for their leadership and for the support they provide to advance careers for women at Invenergy and in the energy industry. Three IWN Awards are given each year. Our 2022 Award winners are below.



**Woman of the Year**

**Julia Kimmerly**  
Vice President, Renewable Development  
  
**Runner-up:**  
Sarah Connelly  
Director, Operations Engineering



**IWN Rising Star**

**Hannah Robinson**  
Associate General Counsel  
  
**Runner-up:**  
Sarah Carroll  
Manager, Renewable Development



**IWN Champion**

**Stefanie Rigglin**  
Associate, Central Assets  
  
**Runner-up:**  
Reine Rambert  
Manager, Global Public Affairs

**The emPOWER mentorship group:** emPOWER, Invenergy’s internal mentorship program, continued to provide professional development opportunities for 320 employees across many of our domestic and international offices. The group provided mentorship pairs with monthly topics on how to deepen relationships, including encouraging male allyship in the workplace and how to effectively give and receive feedback. The group also hosted breakfast events featuring a panel of successful mentorship pairs and a speaker who provided insight on dealing with symptoms of imposter syndrome.



**3rd annual IWN talent show:** IWN hosted its third talent show, where Invenergy staff showed off their talents both in person and virtually. Proceeds from ticket sales benefited The Chocolate Chips Association, whose mission is to instill a passion for science, technology, engineering, entrepreneurship, art and math in young women in elementary and high school, particularly among underrepresented youth in these fields. The talent show raised nearly \$3,400 for the organization.

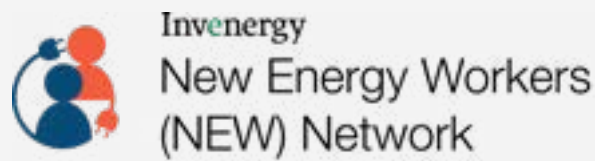


**IWN scholarship support:** IWN members held numerous events to raise money for the Society of Women Engineers (SWE) scholarship program. SWE awards the scholarships to women pursuing bachelor or graduate-level engineering or engineering-related programs.



**Women in Clean Energy and Climate event:** Along with BBI and Invenergy+, IWN hosted a networking event for early-to-mid career professionals looking to advance their careers in the renewable energy industry. The event featured a panel discussion acknowledging the unique challenges faced by women, women of color or LGBTQ+ women in the energy industry.





In November 2022, we launched the New Energy Workers (NEW) Network to provide employees who are newer to their careers or to the energy industry with opportunities to meet people on various teams and create more informal ways to learn about the functions within Invenergy. By the end of 2022, the NEW Network included 100 employees from Chicago, Denver, New York, Arizona, Michigan, Texas and Mexico City. We look forward to sharing more about NEW’s activities in the future.



The Invenergy Sustainability Network (ISN) is a platform to engage and educate employees and their extended networks on the concepts of sustainability and how we — building on our culture of innovation — can reduce our impacts and encourage environmental responsibility. To learn more about ISN, visit [page 32](#).



# Growing together

From Invenergy’s newest employees to our most seasoned leaders, we value coming together to focus on growing personally and professionally — and celebrating our wins. This year, we took advantage of being able to gather in person more often to congratulate our colleagues for their accomplishments and dedication to fostering our culture of innovation.

## Innovators Institute

The Innovators Institute is an opportunity for all Invenergy employees to learn more about the core functions of our business. Highlighting industry trends and best practices, some of the topics covered in 2022 included how energy is traded in the marketplace, the role of our origination and contract teams, the role of our settlements team and an overview on how offshore wind projects are developed.



## Welcoming our 2022 interns

One of the ways we cultivate the next generation of talent in the clean energy industry is through our robust internship program. In 2022, we welcomed 26 interns across the organization — from accounting, finance, legal and development to communications, marketing, origination and regulatory affairs. Last summer, the interns visited our Grand Ridge Energy Center in LaSalle County, Illinois, where they learned about this multi-technology (wind, solar and storage) renewable energy facility.



# Gathering together through the year

Across all of our offices, our colleagues were able to get together again and celebrate holidays, team wins and company milestones.



The Denver team enjoyed a Rockies vs. Cardinals baseball game at Coors Field.



In July, 40 administrative assistants from our renewables and thermal sites attended our inaugural Admin Summit in Chicago.



Our Mexico City team celebrated La Toba Energy Center connecting to the grid.



A group of new Invenergy employees visited our Nelson Energy Center (600 MW, Natural Gas, IL).



Our Chicago team had the chance to visit our colleagues at the Japan regional office.

# Industry leadership & dedication

We have a reputation for leading the charge when it comes to innovation and professionalism, and year after year our colleagues are recognized by the industry for the work they do. We're proud to celebrate our colleague's dedication not only to Invenergy, but to the clean energy field as a whole.



**Meghan Schultz,**  
Executive Vice President &  
Chief Financial Officer

Meghan was named on Tamarindo's 2022 North American Power List, a group that ranks leaders and dealmakers who shape the financial side of the wind industry globally and are based in North America.



**Mary King,**  
Executive Vice President, People and Culture



**Dan Misch,**  
Vice President, Renewables Asset  
Management

Mary and Dan were recognized in Crain's Chicago Business' list of 2022 Notable Veteran Executives. This award acknowledges 30 Chicago veterans with an executive position who have served their country and are now making an impact in their workplace and daily life supporting fellow veterans.



**“**

Since I joined Invenergy, the biggest change I have seen is growth in the company. We were just a few people 20 years ago, and now Invenergy has several plants and offices all over the world.”

**Carey Caruthers,**  
Administrator, Hardee Power Plant  
**20 years**

20 year anniversaries

Carey Caruthers



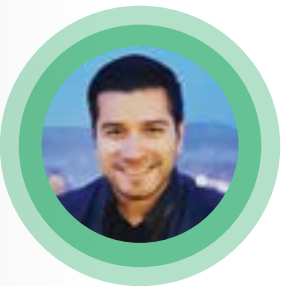
**“**

The biggest change that I've seen in my 15 years is the level of specialty expertise carried throughout the company. Early on, we really didn't know what we didn't know, and we managed to succeed through hard work and perseverance. But over the years our projects and the external business environment have grown increasingly more complicated. To meet those challenges, our internal resources — whether technical, financial or administrative — have grown so much stronger today than they were 15 years ago.”

**Art Fletcher,**  
Executive Vice President, Global Sourcing  
**15 years**

15 year anniversaries

Justin Briley, Timothy Buckley, Jason Carey, Shawn Cook, Ken Drake, Pat Fencil-Bertram, Michael Goldstein, Forrest Hubbard, Brian Jeffery, Daniel Keeton, Christopher Knight, Ron Kraayenbrink, Michael LaGrone, David Marshall, Laura Miner, James Molholm, Freddy Morales, Gary Otkin, Guy Payne, Dean Pichette, Linda Pierce, Jeff Potter, Jackie Roberson, Tracy Robinson, David Rorvig, Daniel Smith, Philip Sofolo, Justin Sullivan



**“**

One of the things that has amazed me the most about Invenergy throughout the 10 years that I have worked here is its ability to adapt and develop new projects and technologies. When I started working at Invenergy, the portfolio mainly focused on three technologies: wind, solar and thermal. Currently, however, the company oversees multiple projects such as storage, LNG-to-power, transmission, water, offshore wind, hydrogen, among other new technologies.”

**Miguel Castro,**  
Senior Project Manager, Engineering and Construction  
**10 years**

10 year anniversaries

David Azari, Ryan Bebout, Linda Bigelow, Matthew Buck, Matthew Carbajal, Kyle Cooper, Dave Crosby, Eric Fiste, Kody Hobbs, Ryan Jump, Shannon Langley, Warren Lantin, Dustin Luensmann, Mike McCabe, Andrew Nigro, Christopher Orzel, Chad Pilcher, Andrew Poulsen, Joe Schagemann, Adam Schrimmscherm, Mark Senkevicius, Nathan Smith, Josiah Stanfill, John Stanger, Mike Tolley, Daniel Wood



## Chapter 4

# Empowering Communities

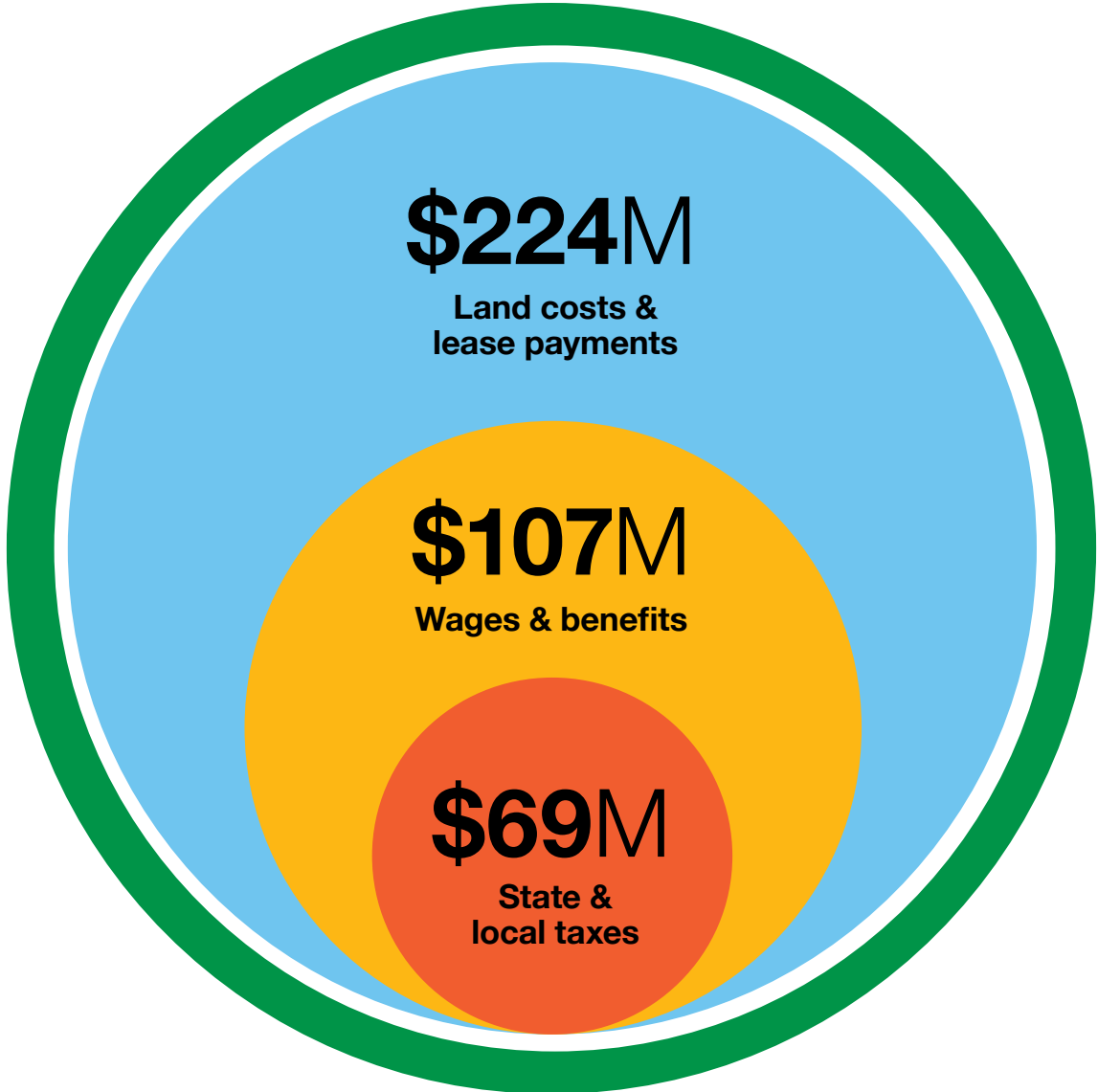
In 2022, our Grain Belt Express transmission project awarded 84 grants to support local businesses, enrich education and safeguard communities' historical legacies.

“Small towns need good community partners, and we are grateful for the Grain Belt Express community grant program. Donations and grants like these will help us save the historic Pospishil Building, which dates to the 1800s and is something for our community to behold.”  
— Delinda Petty, Vice President and Treasurer, Luray Community Foundation in Russell County, KS.

This program is one of many established by Invenergy to support the communities where we live, develop, build, work and operate. In addition to the economic benefits our projects bring through new state and local taxes, wages and benefits and land costs and lease payments, we also establish partnerships with nonprofits who make a difference every day, donate to causes that mean the most to our communities, and volunteer our time to initiatives that further our mission to be innovators building a sustainable world.

Total economic investment in home communities

\$400M  
69% increase from 2021



\$2.7M  
Total cause-based investments  
62% increase from 2021



\$420,000  
Health & EMS



\$717,000  
Environment



\$673,000  
Community



\$51,000  
Veterans



\$903,000  
Education

# Our impact across the globe

Being a good community partner is at the heart of everything we do. As we expanded to new regions across the globe this year, we kept this philosophy top of mind. In regions across the United States, South America and across the Pacific Ocean in Japan, we sponsored activities, held events and provided donations to causes where we live, develop, build, work and operate.



**Colorado:** Our Spring Canyon Energy Center (60 MW, Wind, CO) donated their Invenergy Impact funds to Plateau School’s Bulldog Benchwarmers, an organization that benefits students, teachers, and staff at Peetz’s local pre-K to 12 school. The organization is run by parents, teachers, and community members to support events such as school spirit nights and field trips.



**New Mexico:** Through our development projects in New Mexico, we supported a number of causes in the state throughout 2022. We donated to the All Together New Mexico Fund to support relief efforts for wildfires impacting northern New Mexico communities. To ensure our projects are developed with local needs in mind, we created a community working group for our New Mexico North Path Transmission line. This group comprises representatives from counties near the project and gives community members an opportunity to learn about the project and provide feedback. We are also working with several tribal nations in the area to ensure our projects exist harmoniously with native lands and their surrounding environment.



**Texas:** In July, our Stanton Wind Energy Center (120 MW, Wind, TX) team performed its annual ladder and up-tower rescue drills in partnership with local EMS professionals to enhance our readiness for actual emergencies. Stanton also provides a yearly donation to Martin County EMS to support local fire, medical and emergency services in the area.

The team at Gunsight Mountain Energy Center (120 MW, Wind, TX) celebrated Veteran’s Day with veterans at the Big Spring, Texas Veterans Administration Hospital. The Gunsight team also donated funds to the VA Hospital to provide female veterans and their children with necessary supplies. The team took part in a small parade celebrating those who served and distributed letters written by local 5th and 6th graders thanking the veterans for their service.



**Oklahoma:** In a region where fires are extremely frequent during the dry season, it is increasingly important to ensure local emergency response teams have reliable resources to stop fires quickly and mitigate any damage. This issue hit close to home near Invenergy’s Maverick Wind Energy Center, located in Major County, Oklahoma, when several grass fires occurred in the nearby city of Drummond in early spring of 2022. Invenergy donated funds to purchase a new command vehicle for the Major County Task Force, which will help the county reach emergency situations quickly as well as communicate with firefighters, police and other emergency medical responders.



**Invenergy stepped in and wanted to be a part of the community. They have never faltered on donating to the fire departments. I have done several of these throughout my district, and they are always there. The fires that come through here, it’s every year. We’re going to be looking at another big fire year this year, so this donation is well appreciated.**

**Casey Murdock,**  
State Senator and Rancher from northwest Oklahoma





**Missouri:** When an Invenergy-owned Vestas V150 nacelle was damaged during installation at Atchison Energy Center (300 MW, Wind, MO)<sup>8</sup> a unique opportunity presented itself. The local technical college, Tarkio Tech, was able to use the decommissioned nacelle as a hands-on learning tool for students enrolled in their wind technician program.

Tarkio Tech’s wind technician program provides basic instruction on wind energy technology and prepares students for entry-level wind technician positions. Since its inception in 2019, the program has experienced exponential growth. The donated nacelle enables students to gain familiarity and understanding of all the generating components in a wind turbine, as the unit includes the generator, gearbox, drive train and brake assembly.

In January 2022, Invenergy and Klabenes Construction partnered to deliver the 90-ton nacelle to the college’s campus, where it now sits on a base of concrete for students and passersby to see and learn more about.



**This amazing donation illustrates the commitment that Invenergy has made to our young people and our community,”**

**John Davis,**  
President of Tarkio Technical Institute, Tarkio, Missouri



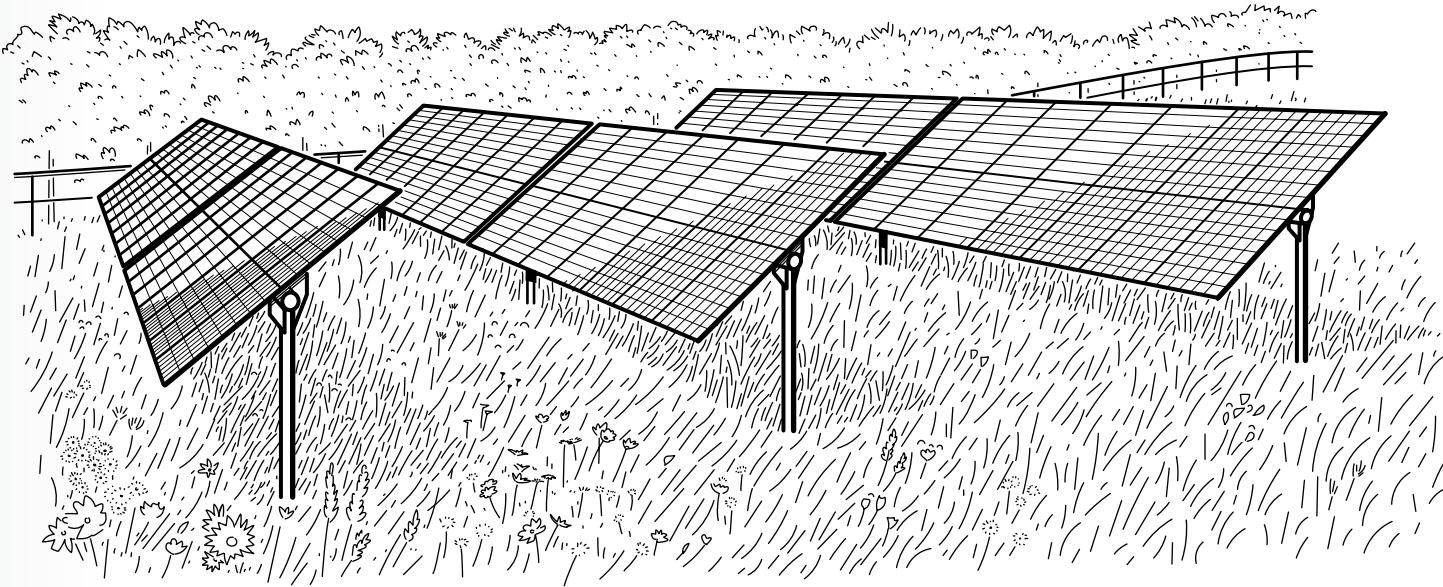
**South Dakota:** Several of our South Dakota wind energy centers — Deuel Harvest, Tatanka Ridge, and Coyote Ridge — sponsored the annual Gary Rodeo, with this year marking its 50th anniversary. Supporting these vibrant communities by bringing people together for an annual tradition, this year’s rodeo was complete with events including calf roping, bull riding, a parade, live music and tractor pulls.

Invenergy’s own Lori Gage, administrative assistant at Tatanka Ridge Wind Energy Center and Coyote Ridge Wind Energy Center, grew up in Gary, South Dakota, and has been attending the rodeo since childhood.



**Since my family has lived in Gary for five generations, I have gotten to be a part of the town’s annual celebration in different aspects my entire life. My father and I both competed in the Gary Rodeo at one time or another, and he was a member of the original Gary Rodeo Association. I have the best childhood memories of attending the rodeo and 3rd of July activities that take place all over town, and it means so much that I have had the opportunity to make sure that my children have those same memories. Without the generosity of companies like Invenergy and our donations, this celebration would cease to exist, as it runs purely on donations and volunteers. Our community is very grateful.”**

**Lori Gage,**  
Administrative Assistant, Tatanka Ridge & Coyote Ridge Wind Energy Centers



**Nebraska:** Our Upstream Energy Center (203 MW, Wind, NE) donated their Invenergy Impact funds to the Warrior Roots Project; a tiered landscape project driven by the local Future Farmers of America (FFA) chapter. This project will teach students about planning and planting gardens. The project will be located near the Neligh-Oakdale football field, beginning with construction in April 2023. Our donation will go towards the foundation of the project, the retaining wall, safety railings and new garden beds.



**Pennsylvania:** For the third year in a row, our Lackawanna Energy Center (1,483 MW, Thermal, PA) participated in an Adopt-a-Veteran drive for their local homeless veteran shelter. The team donated their Invenergy Impact funds to support this cause and organized an employee fundraiser to purchase 30 sets of bedding, towels and toiletry kits as well as other necessities for residents at the shelter.



<sup>8</sup>Now owned by Ameren



**Mexico:** Our La Toba Energy Center (32 MW, Solar) community engagement centered around educational initiatives, creating new curriculum for schools in Ciudad Insurgentes and Municipality of Comondu, both located in the state of Baja California Sur. The courses developed were an English language course, a computer course on the fundamentals of online learning, and an art course that teaches the history and traditions of Mexico through regional dance.

Our Invenergy Mexico team held a job orientation conference for high school students to showcase career paths in renewable energy. The visiting class was able to ask the team about their journeys through higher education and how their experiences and degrees led to working in the industry. High-performing students were also awarded scholarships to encourage them to continue with their studies.



**Uruguay:** In December 2022, 13 students from Colegio Los Robles in Uruguay toured the Campo Palomas Energy Center (70 MW, Wind, UY) and learned about energy generation. At the time of their visit, the students were in the middle of their renewable energy education unit and could see their lessons in action as they toured the wind farm.



**El Salvador:** Throughout development, construction and operations, at least \$10 million USD will be invested in economic and social work in the city of Acajutla, where Energía del Pacífico (EDP) is located, strengthening local communities. To date, the project has made more than \$2 million in investments, including road construction, electrification of local communities, remodeling a community center and infrastructure improvements at seven public schools in Acajutla, including Acajutla Special Education School, Barrio El Campamento Fe y Alegría, Instituto Nacional de Acajutla, Julián Vásquez Rojas, Lizandro Larín Zepeda and Fe y Alegría Los Laureles.

EDP also initiated the Community Women’s City program, which offered 332 services to women across nine surrounding areas in 2022. Services included education about economic autonomy, health and gender-based violence. EDP obtained a special mention as a case study by the International Finance Corporation (IFC) for its successful approach to gender-based violence prevention and response education.





● Canada

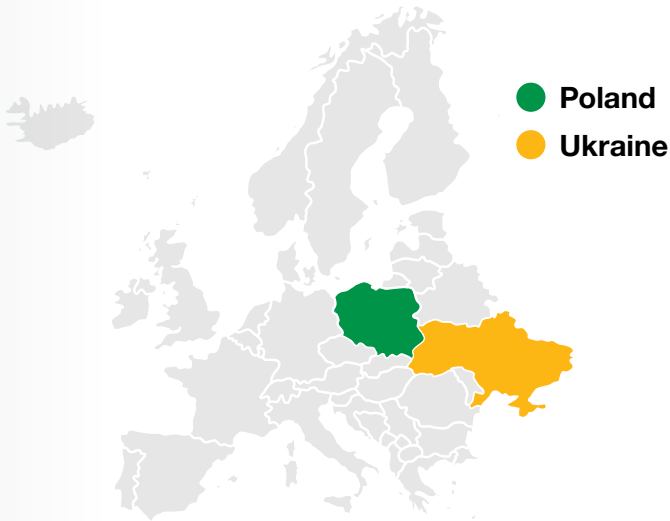
**Canada:** In July, our St. Clair Energy Center (584 MW, Thermal, Ontario) sponsored the Bright's Grove Music Fest, a local charity musical event raising money for Bluewater Health Foundation's Pediatric Diabetes Program. This program helps children with diabetes, both medically and socially, by providing immersive camps and day trips to unique places in Canada. Over 3,500 people attended the event and participants raised \$15,000 for the charity. Invenergy's own operation and maintenance technician at St. Clair played with his band at the event.



● Japan



**Japan:** Our team in Japan continued their work to address hunger in local communities by donating 600 kilograms (1,323 pounds) of rice on behalf of our development project, Inaniwa Wind. The donation benefited three organizations currently aiding communities in need: the Ninohe City Environmental Promotion Division, Kuji City Social Welfare Council, and Omusubi Mura Shokudo, a cafeteria that provides healthy, free or low-cost meals to children.



**Poland:** Launched in 2015, Invenergy's Poland team participates annually in Żyj z Energią (Live with Energy), an initiative that organizes volunteer projects, supports community centers and hosts numerous events each year that promote environmental well-being within the local community. In 2022, Żyj z Energią partnered with first responders, schools and other community institutions to engage and support the community. After soliciting community feedback to understand the most urgent needs, the Poland team donated an automated external defibrillator (AED) for their local volunteer fire department. The fire department used the AED to teach schoolchildren how to provide first aid. Żyj z Energią also supports a children's home within the local community throughout the year, including a Christmas gingerbread competition for the children and an educational outreach for the local senior center to provide information on how we operate our wind farms. Lastly, Żyj z Energią supported and participated in International Wind Day, a three-day festival that included a kite festival, a sailing regatta and a family picnic.

The Poland team also launched a new initiative in 2022 called Łączy nas wiatr (The Wind Connects Us). As part of this effort, the team donated picnic tables and chairs to a neighborhood playground and helped fund a climbing wall for the same playground.



**Ukraine:** The people of Ukraine are facing a major humanitarian crisis affecting their entire population. Invenergy supported one of our Impact Partners, Team Rubicon, an international non-government organization specializing in disaster response, to help the people of Ukraine. Team Rubicon deployed volunteers to Europe and moved into Western Ukraine days after the conflict began to help in hospitals and field clinics. Invenergy and its employees raised more than \$21,000 with a company match to support that effort.

Our Hardee Energy Center (370 MW, Thermal, FL) also used their Invenergy Impact funding to support a family relocating from the Ukraine. They donated funds to Send Me Missions, who helped coordinate housing and resources for the family near Hardee. Our Hardee operations and maintenance manager and our operation and maintenance technician helped with household repairs to prepare a home for the family.

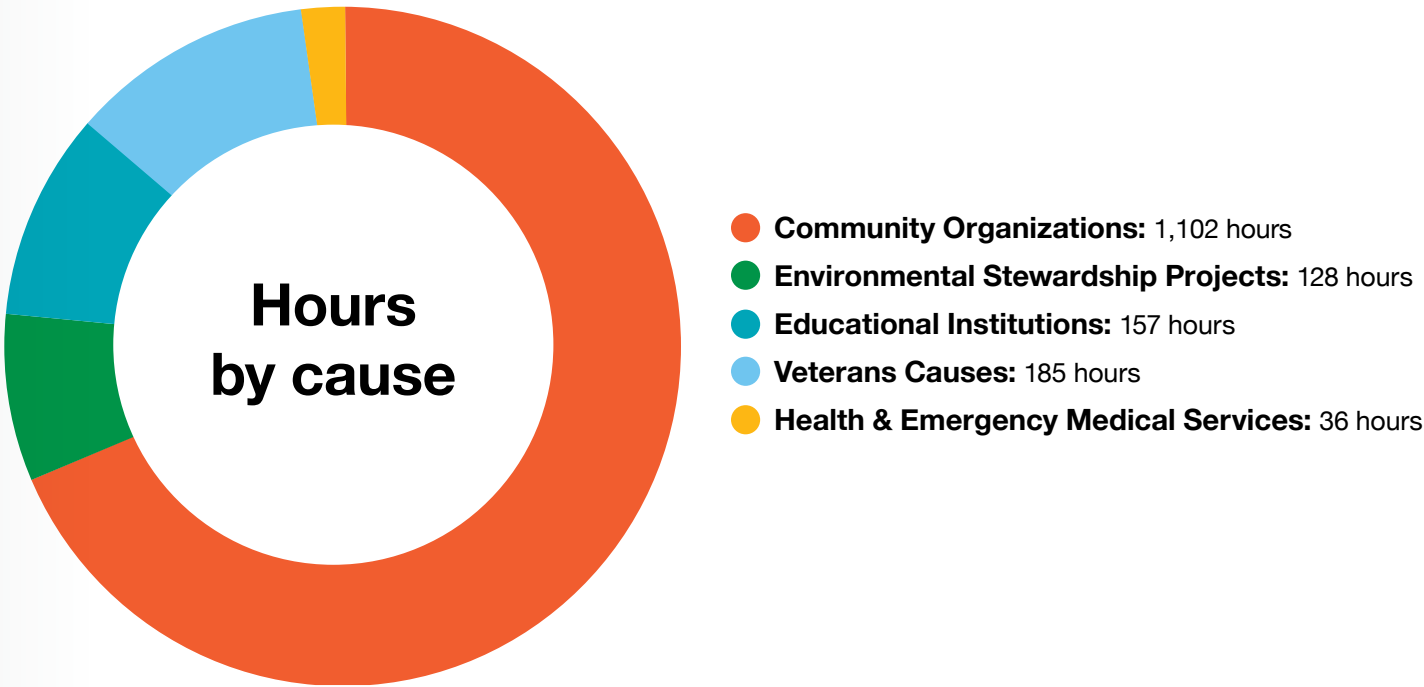
Together, Invenergy, the Polsky Foundation, the Polsky Family, and Invenergy's Polish partners have supported the reconstruction of Ukraine and humanitarian efforts, providing aid to immigrant families faced with societal or economic hardships. Support includes housing for internally displaced persons, the collection of firefighter gear for Ukrainian firefighters and medical aid to the frontlines.

Michael Polsky, is also co-chairing a commission on the economic reconstruction of Ukraine, organized by the Center for Strategic and International Studies (CSIS). The CSIS is a bipartisan, nonprofit policy research organization dedicated to advancing practical ideas to address the world's greatest challenges.

# Our volunteerism

Our volunteer time off (VTO) program allows our teams to dedicate one workday each year to assist nonprofit organizations and give back to their communities. Whether it's volunteering at animal shelters, food banks, or serving on cleanup crews, Invenergy is proud of the positive impact our employees make in the world and in their communities.

1,608 hours  
Volunteer Time Off



Tim Frost, our vice president of thermal operations, was invited to an elementary school near our Hardee Power Plant (370 MW, Thermal, FL) to talk about his career during the Great American Teach-In week.



Giving back at local food banks

Food banks are key organizations aiding the fight against hunger, and in 2022 our employees across many of our offices and operating sites volunteered their time to support this mission.

**Feeding America:** We are a long-time supporter of Feeding America, whose network of over 200 food banks and 60,000 food pantries and local food programs served 5.2 billion meals to those facing hunger in 2022 alone. To celebrate the holiday season, Invenergy donated to Feeding America on behalf of our customers, partners and employees.

**Dickens County Food Pantry:** Every December, McAdoo Energy Center (150 MW, Wind, TX) hosts a food drive to help out the Dickens County Food Pantry. The McAdoo team collected all the food donated from the food drive and helped to load the goods to be distributed to the community.



**Food Bank of the Rockies:** In early December, members of the Invenergy Denver team volunteered at Food Bank of the Rockies, the largest hunger-relief organization in the Rocky Mountain region. They helped bag fresh produce that was delivered to seniors in the area. Alongside other volunteers, the team prepared 865 bags of produce, equivalent to more than 3,800 meals.



Building stronger communities with Habitat for Humanity

Since 2018, our team at Grays Harbor Energy Center (620 MW, Thermal, WA) put their technical and physical skills to the test by using their VTO to build houses with Habitat for Humanity. In 2022, the Grays Harbor team brought their tool bags to the home site and got straight to work. Over the course of five years of volunteering with Habitat as a team, an annual “competition” grew to see who could complete the most tasks at their respective homes. This year, the maintenance and operations teams battled it out to see which team could lay the most siding. Impressively, the whole team was able to lay almost three sides of the house by the end of an eight-hour day.

“I love working with Habitat because it gets us and Invenergy out in the community for an extremely worthy cause.”  
**Tracy Robinson,**  
Administrative Assistant, Grays Harbor Energy Center



Knocking it out of the park during Sox Serve Week

Several members of the Invenergy Chicago team participated in a VTO opportunity hosted by the Chicago White Sox to celebrate “Sox Serve Week.” This week of giving included a series of outreach events involving White Sox players and team personnel. The Invenergy team was tasked with building and painting a playhouse for Metropolitan Family Services, a community nonprofit focused on providing community resources. The playhouse will be placed in Metro Family Services’ “Peace Lot,” a vacant parking lot turned into a nature-themed play area for children in the community. Sox first baseman Andrew Vaughn drew the mountain mural on the playhouse, and the Invenergy team used their artistic skills to paint the remaining areas.



# Our Impact Partners

Invenergy’s Impact program is centered on building intentional relationships that reflect our mission to build a sustainable world, and this year we made significant progress in pursuit of that mission with our 10 Invenergy Impact Partners. As we look back on the impact we made in 2022, one thing is clear: we couldn’t have done it without these nonprofit organizations who are making a difference every day. Thank you to all of our 2022 Impact Partners for the work you do — and for allowing us to be a part of it.



### Chicago Urban League

Chicago Urban League (CUL) works to achieve equity for Black families and communities through social and economic empowerment. We sponsored Invenergy’s Melissa Brinson, senior manager, contracts and one participant from an external organization in CUL’s IMPACT Leadership Development Program, an initiative that strives to narrow racial disparities in leadership positions by developing and supporting emerging Black leaders. In October, Invenergy and Black and Brown @ Invenergy co-hosted “Watts on the Menu: A Clean Energy Transition Networking Event” with CUL at our Chicago headquarters.



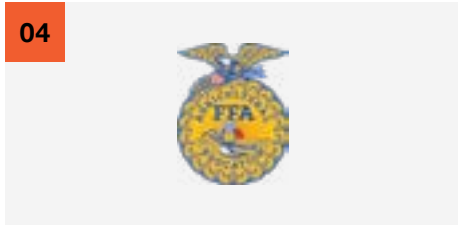
### Evergreen Climate Innovations

In 2010, Invenergy Founder and Chief Executive Officer Michael Polsky founded Evergreen Climate Innovations with Nick Pritzker to build a vibrant clean-tech ecosystem in the Midwest. Evergreen Climate Innovations provides capital and support to entrepreneurs and start-ups as a catalyst to bring critical climate technologies to market. We continued our partnership with Evergreen by supporting their programming and, in July, we hosted Paul Siedler, managing director at Evergreen Climate Innovations, at our Chicago headquarters to lead a lunch and learn with our employees. He discussed the current state of climate tech innovation and future venture capital funding trends.



### Chicago Scholars

Chicago Scholars’ mission is to uniquely select, train and mentor academically ambitious students from under-resourced communities to complete college and become the next generation of leaders in the city. With a common goal to support the next generation of leaders, we worked with Chicago Scholars to establish the Invenergy Scholarship, which was awarded to two students with an interest in pursuing a career in renewable energy. We sponsored Chicago Scholars’ Vibrant Green Futures mainstage event for the second year. In addition, Invenergy became an industry partner for Chicago Scholars’ EMERGE internship program, hosted an EMERGE Growth Lab at our Chicago headquarters in July and welcomed Sabine Ramirez, an undergraduate at Purdue University pursuing an engineering degree, to our intern class.



### National FFA Organization

Since 2018, we’ve supported the National FFA Organization, formerly known as Future Farmers of America, in their mission to give students the opportunity to grow their skills for future careers in agriculture, biology, veterinary medicine, chemistry, engineering, entrepreneurship and more. Even prior to 2018, our operating sites have supported local FFA chapters in their communities through donations and mentorship.

In 2022, Invenergy donated 100 FFA blue jackets to chapters across the country, which for the students who get an opportunity to wear one is a symbol of community, pride and a reminder that they are a part of something bigger than themselves. We also sponsored the biotechnology, environmental service and natural resources systems pathway at the 95th National FFA Convention & Expo. We sponsored 10 Supervised Agricultural Experience (SAE) grants this year, allowing students to experience the diversity of agriculture and natural resources industries and gain exposure to agriculture-related career pathways. Each FFA member is required to complete an SAE throughout their time in the program.



### GRID Alternatives

GRID Alternatives is a nonprofit organization whose mission is to build community-powered solutions to advance economic and environmental justice through renewable energy, especially in communities most impacted by underemployment, pollution and climate change. This year, Invenergy provided financial support to participants in GRID’s Installation Basics Training program, an initiative designed to help individuals develop the relevant skills needed for entry-level solar installation jobs. Our Denver team volunteered with GRID to install a residential solar system.

“The GRID Alternatives team taught us how to install the racking, panels and wiring for the rooftop solar system. Their team was very knowledgeable, kind and passionate about giving back to the communities in our area.”

Sam Bernat,  
Analyst, Origination





KidWind

KidWind is a nonprofit organization that helps teachers and students creatively explore the science, technology and implications of a world powered by renewable energy. They provide free workshops and resources for teachers to incorporate renewable energy lessons into their curriculum.

Throughout the year, we worked with KidWind to host teacher trainings near our development projects. We sponsored a KidWind teacher training near our Sapphire Sky Energy Center (250 MW, Wind, IL) and nearby Madison Area Technical College with a special focus on solar energy, including solar siting and installation processes. Invenergy also sponsored two Colorado teachers to attend the 2022 REcharge Academy, KidWind’s flagship educator training program.



Museum of Science and Industry, Chicago

Through its exhibition work, the Museum of Science and Industry (MSI) aims to inspire people to connect, care and commit to participating in building a dynamic and sustainable future for everyone. Throughout the year, employees from Invenergy’s Chicago office participated at several volunteer events hosted by MSI, like their Black Creativity Career Showcase, part of the museum’s Black Creativity programming during Black History Month.

In June, engineers from our Chicago office volunteered at “Engineer Your Future,” an interactive experience for students to explore careers in the many fields of engineering. We also continued our participation in MSI’s Science Works, where students and parents can connect directly with STEM professionals and learn about their careers.



Team Rubicon

Team Rubicon is a veteran-led humanitarian organization that serves global communities before, during and after disasters and crises. Team Rubicon’s network of volunteers, composed of veterans, first responders and civilians, have launched over 1,100 operations. We supported Team Rubicon International’s humanitarian relief efforts in Ukraine and Invenergy employees raised more than \$21,000 to aid the country.

Invenergy also allocated funding to Team Rubicon disaster relief efforts in October after Hurricane Fiona touched down in Puerto Rico and Hurricane Ian landed in Florida weeks later. Both storms damaged homes, businesses and infrastructure, and Team Rubicon immediately deployed volunteers to help with debris cleanup and home repair. As 2022 came to a close, winter storms and blizzards damaged many communities across the United States. To aid in recovery efforts, we provided additional support to their team who responded to the storms nationwide.



Trust for Public Land

While building clean energy facilities is an important way we invest in a sustainable future, preserving green spaces for the public to enjoy is essential to equitable access to nature. Our partner Trust for Public Land (TPL) is a national nonprofit that works to connect everyone to the benefits and joys of the outdoors.

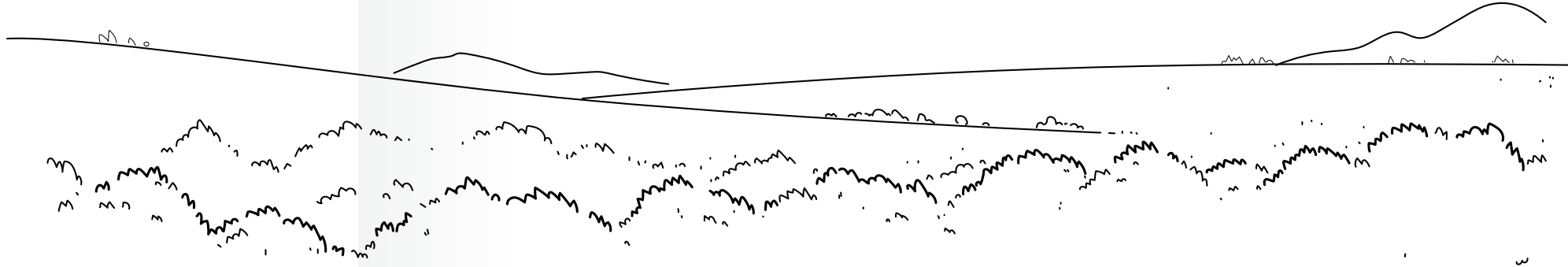
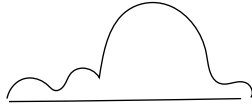
Invenergy provided TPL a gift to help with their project in Chicago’s North Lawndale neighborhood developed through TPL’s Equitable Communities Fund. This project will include the revitalization of the Westside Association for Community Action’s (WACA) basketball court. This project is part of an initiative called Under the Grid, an effort to transform a one-mile stretch of land beneath the CTA’s Pink Line into an art-filled green walkway. To celebrate Earth Month in April, TPL staff joined us for a hybrid in-person and virtual event where they discussed TPL’s approach to data for equitable park development.

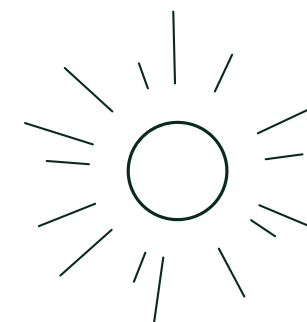


Women in Renewable Industries & Sustainable Energy (WRISE)

We began our relationship with Women of Renewable Industries and Sustainable Energy (WRISE) in 2007 and have expanded our support of their activities over the years. Today, WRISE has a growing grassroots network of more than 15,000 participants and their national programming includes a leadership forum, peer mentoring and webinar series.

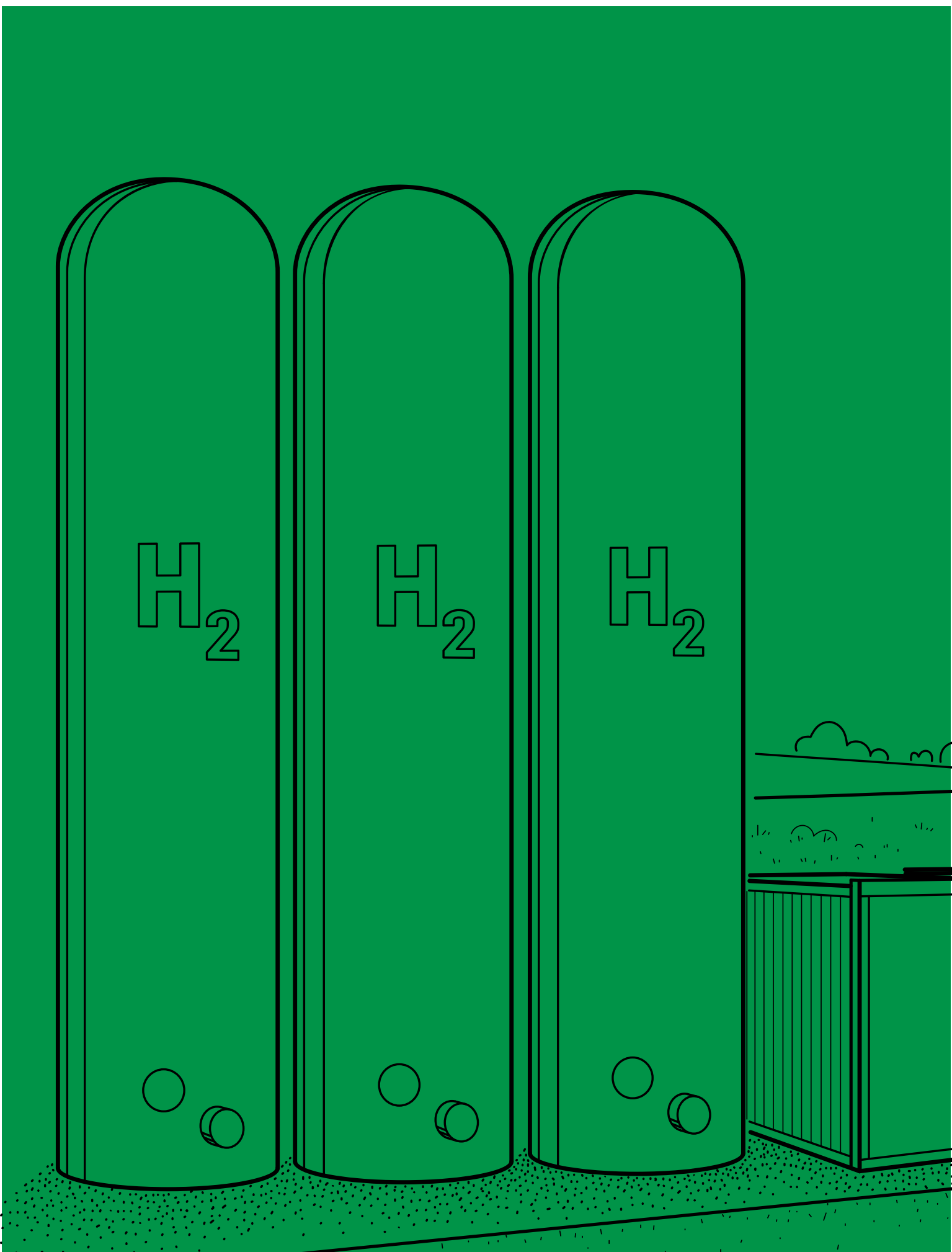
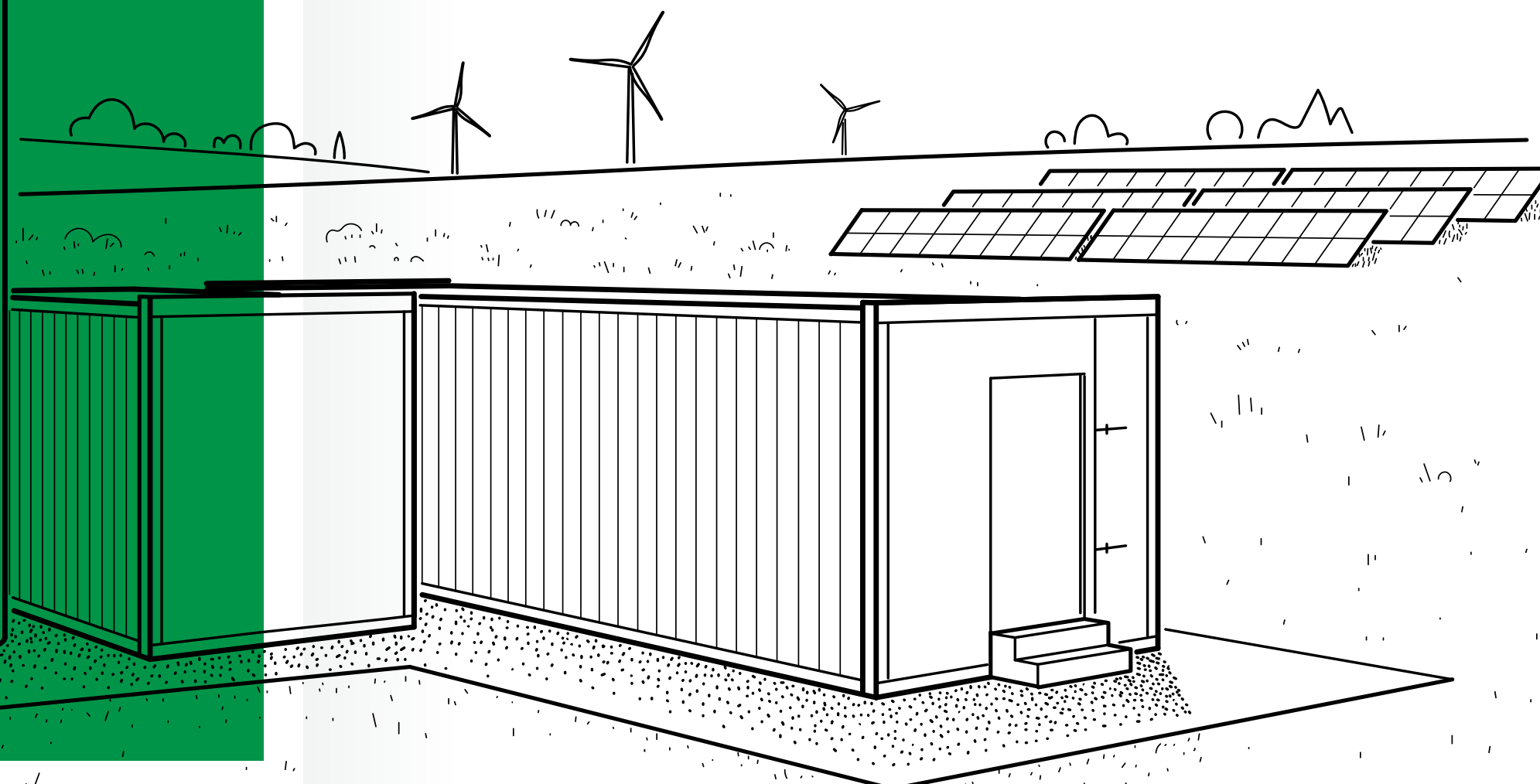
With our partnership, all Invenergy employees receive a complimentary WRISE membership and access to their events. To celebrate Women’s History Month in March, Kristen Graf, WRISE’s former executive director, spoke to our employees about her career and journey as a woman in the renewable energy industry. Graf also spoke to WRISE initiatives that are dedicated to promoting diversity, equity and inclusion both within their organization and across the clean energy industry.





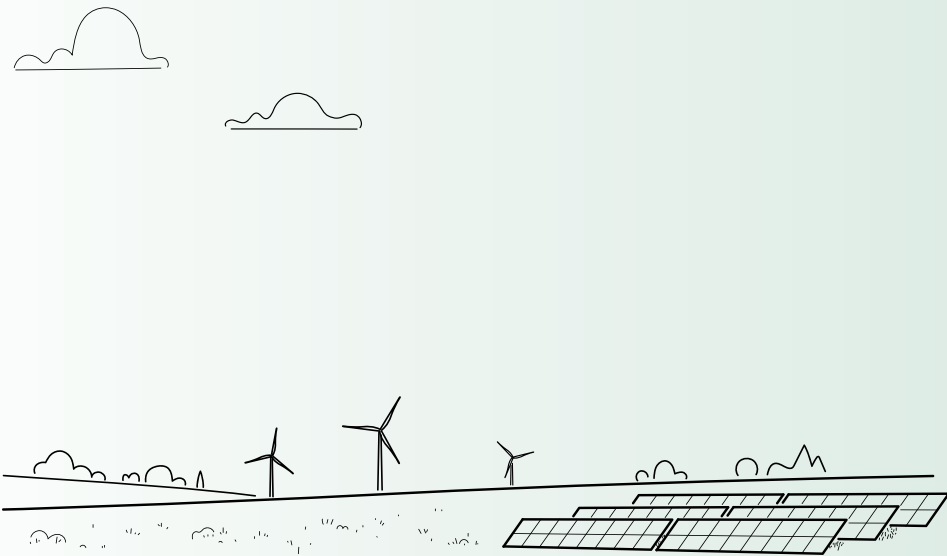
# Looking Ahead

As far as we've come, we know there's so much ahead for Invenergy in 2023 and beyond. Our work in 2022 has us positioned to continue bringing clean energy where it's needed, exploring new technologies and offerings, supporting our employees so they can reach their full potential and sharing the benefits of a clean energy future with our communities, customers and employees.



# About This Report

The 2022 Invenergy Impact Report includes stories and metrics from calendar year 2022, unless otherwise noted.



### 30 Gigawatts in 20 Years, How Far We've Come

Installed capacity, power generation, training and employment figures are from internal accounting, environmental health and safety records, contractor reports and employment records. Invenergy’s project portfolio is defined as all projects under contract, in construction or operating, unless otherwise noted.

Net carbon dioxide emissions offsets are calculated using Invenergy power generation estimates based on site-specific capacity factors as well as external data from the U.S. Energy Information Agency, including:

- **Invenergy owned and operated wind, solar and natural gas lifetime power generation totals by project (MWh)**
- **Invenergy owned and operated wind, solar and natural gas lifetime CO<sub>2</sub> emissions by project (U.S. tons)**

Invenergy data includes all Invenergy-developed and operated assets, including projects the company still owns and operates as well as projects where the company has sold some or all of its equity share. In cases where Invenergy was no longer the project operator as of the beginning of 2022, calculations are based on national generation and emissions averages.

Average U.S. production-weighted emissions intensity (lb/MWh) by power generation source (baseline year aligned with commercial operations per project)

Environmental footprint reductions are collected from internal accounting records and department generated reports. Homes powered values are calculated based on equivalent U.S. homes annually powered.

The following Invenergy press releases include more information related to company announcements in order of mention within the report:

[Invenergy Surpasses 30 Gigawatts of Clean Energy Projects as it Celebrates 20th Anniversary](#)

[Transformative LNG-to-Power Project Lights Up El Salvador, Accelerates Region’s Energy Transition](#)

[Invenergy, empresa global de soluções em energia sustentável, adquire Alísios e passa a operar em projetos eólicos no Brasil](#)

[Invenergy Launches First Green Hydrogen Project, Deploying Ohmium International Solution, Accelerating Clean Energy Transition](#)

[Invenergy and energyRe Secure Offshore Wind Lease Award and Announce Formation of Investor Consortium](#)

[Invenergy Secures Offshore Wind Lease Off Central California Coast](#)

[Lafayette Square and Invenergy Announce Launch of Renewable Energy Joint Venture](#)

[Reactivate Welcomes Invenergy’s Utopia Hill as Head of Engineering, Procurement & Construction](#)

[Reactivate Partners with Trajectory Energy Partners on Portfolio of Illinois Solar For All Projects](#)

### Advancing Environmental Responsibility

Conservation efforts and cause-based investments are collected from internal accounting records and department generated reports.

The annual GHG inventory is calculated based on an Inventory Management

Plan (IMP) that was created by a third-party consultant in accordance with the Greenhouse Gas Protocol. Invenergy included relevant GHGs based on the Kyoto Protocol (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, & SF<sub>6</sub>). The IMP is owned by Invenergy and reviewed annually during and after completion of the yearly GHG inventory. We expect calculations to improve over time as we have access to higher quality activity data. We will also revisit the baseline annually and make adjustments as needed due to methodology changes based on a significance threshold of 5%.

### People Powering Growth

Hiring, military service and workforce diversity metrics are from internal human resources records. Factors for statistics are:

- **Military service is self-reported by U.S. — based employees only.**
- **Workforce diversity statistics are based on self-reported demographics by U.S. based employees only.**

### Empowering Communities

Total home community investments, including wages & benefits, state & local tax payments and payments to landowners, are from internal accounting records and department generated reports. Wages & benefits reflect only energy center employees directly employed by Invenergy and excludes construction contractors and corporate office employees. Cause-based giving is an aggregate of donations and contributions.

We are proud to work with local nonprofits and organizations making a difference. Organizations and their web links referenced in this chapter are listed in order of appearance below.

[Tarkio Technical College, All Together New Mexico Fund, Feeding America,](#)

[Food Bank of the Rockies, Habitat for Humanity, Chicago Scholars Foundation, Chicago Urban League, Evergreen Climate Innovations, National FFA Organization, GRID Alternatives, KidWind, Museum of Science and Industry, Chicago, Team Rubicon, Trust for Public Land, Women in Renewable Industries & Sustainable Energy \(WRISE\)](#)

For additional background, please contact [invenergyimpact@invenergy.com](mailto:invenergyimpact@invenergy.com)

Special thanks to our design partner, Breakout Studio, for bringing Invenergy Impact to life through this report and website. Breakout Studio is a full-service branding agency for companies on a mission. Thanks also to our printing partner, Active, who helped us minimize the environmental impact of printing this report by using 100 percent post-consumer recycled paper with ecosolvent inks.

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