

CLEARresult[®]

2022 Sustainability Report

We change the way people use energy.™





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Letter from the CEO

CLEAResult is celebrating 20 years of making an impact, and 2022 was no exception. We made significant progress toward reaching net zero by reducing our carbon footprint nearly 70%.

We simplified our strategy into three core practices—Energy Efficiency, Energy Transition, and Decarbonization—and expanded our relationships through acquisitions and partnerships that will accelerate our growth for years to come.

It's exciting to watch our teams set goals and knock them out of the park day after day. That's what happened in 2022, and the real-world impact of reaching those goals is huge.

Every time we deliver on our mission, people and the planet benefit.

Our clients and communities rely on us to make energy more equitable and environmentally sustainable, and we're committed to making progress toward those outcomes every day.

We're so grateful to show the world that addressing climate change is possible. Every step counts, and we're thrilled to report that we're on track to do our part.

Rich McBee

President and CEO



67.6%
reduction across
all scopes from
our 2019 baseline

Leading the charge in energy efficiency expertise

We're the largest provider of energy efficiency, energy transition and decarbonization solutions in North America. Our experts show businesses, governments, utilities and residential customers how to make smart energy choices that have the biggest environmental impact.

Our growing impact is thanks in large part to our commitment to put people and the planet first. We strongly believe in the power of diverse perspectives to push the boundaries of innovation. In 2022, we nearly doubled our diverse business partner network, bringing more voices to the table for an even greater impact.

Our principles in practice

Expanding access to cleaner energy choices requires a comprehensive suite of solutions that reduce consumption, maintain reliability and reshape peoples' relationship with the grid.



Energy Efficiency

Our data-driven technology solutions and diverse network of on-the-ground experts put cost-effective climate solutions to work every day by reducing energy use.



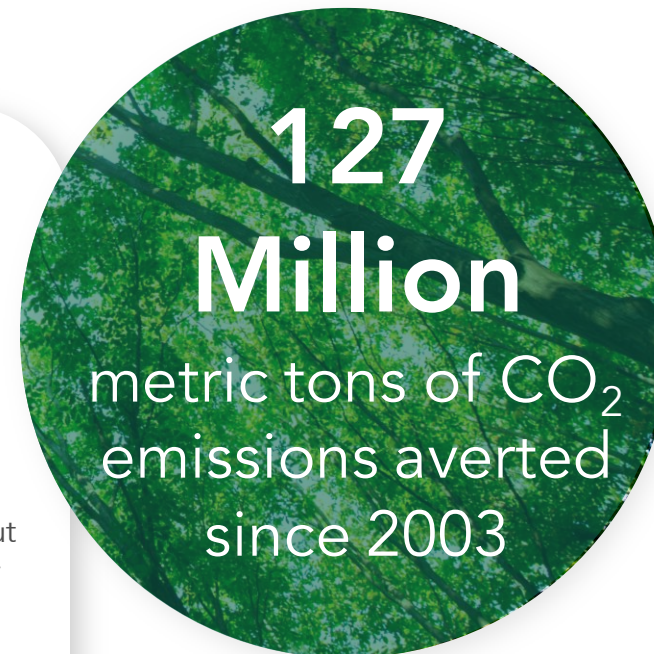
Energy Transition

We accelerate the transition to clean energy alternatives through community-based strategies and comprehensive roadmaps.



Decarbonization

We use best practices in carbon consulting, carbon accounting and carbon engineering to reduce an organization's carbon footprint.



Twenty years of results—and counting.

Our programs have averted 127 million metric tons of CO₂ since 2003. Now, we're excited to see what the next twenty years brings, and we're positioned to change the way people use energy like never before.



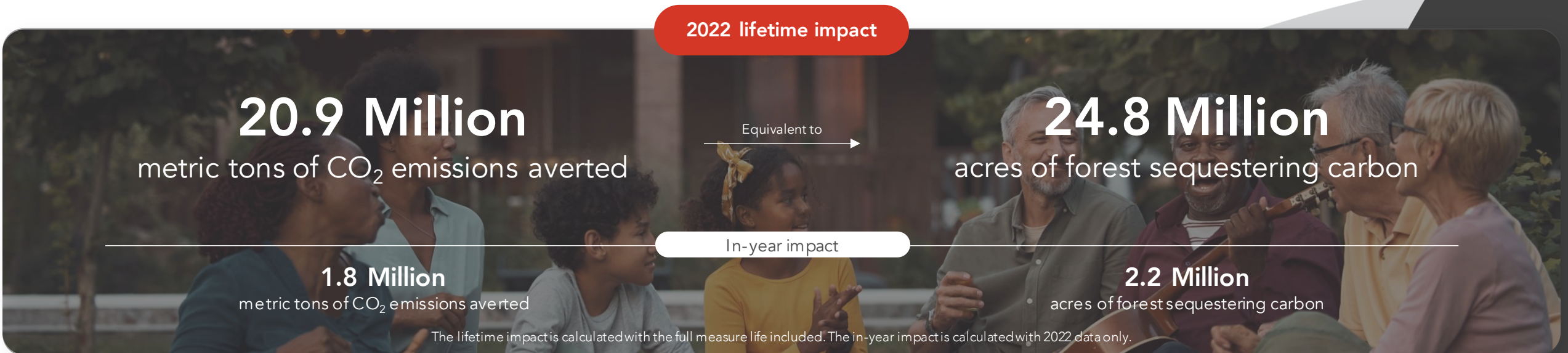
Environmental stewardship





Our 2022 environmental impact

Forging new relationships is expanding our presence faster and farther across North America. We're excited to use our tools and resources to accelerate energy savings for everyone. Here's a snapshot of our collective impact last year:



Environmental impact & growth highlights

CLEAResult acquires ChooseEV

CLEAResult and Virtual Peaker announce partnership

CLEAResult acquires Ecofitt

NY fleet manager program speeds up plans for 285 EVs

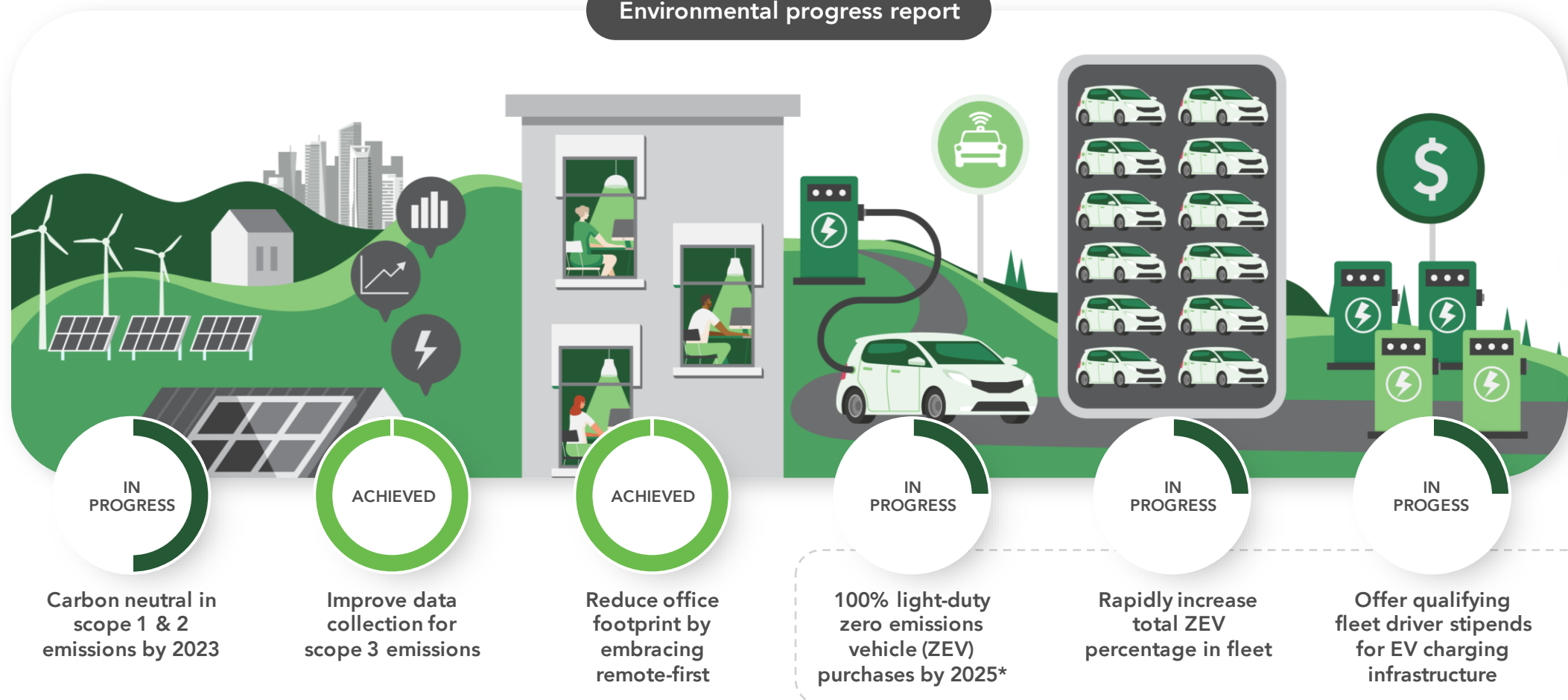
30+ fleet customers
participated in electrification planning cohorts in 2022



The results are in

We're well on our way to becoming net zero by 2025. Last year, we invested in systems to measure and manage our scope 3 emissions and implemented organizational efficiencies across the board. Here are some of the ways we pushed for progress:

Environmental progress report



2023 focus

- Measure the footprint of our acquisitions
- Complete a thorough materiality assessment that includes the impact of electric and hybrid fleet vehicles, purchased goods and more
- Review and address barriers to fleet electrification
- Reduce emissions from electricity and natural gas use at offices
- Continue to improve data collection and expand energy conservation efforts

Global supply chain and charging infrastructure challenges slowed our transition to ZEVs in 2022. This year, we will review our goals and make plans to accelerate our progress.

Reducing our footprint

Our total greenhouse gas emissions from all three scopes for 2022 were 59,060 tons of CO₂e—a **67.6% reduction from our 2019 baseline.***

We achieved this success by making deliberate operational efficiencies. The most notable reductions were in electricity and gas emissions, which dropped from 6,727 tons of CO₂e in 2021 to 2,171 tons of CO₂e in 2022.

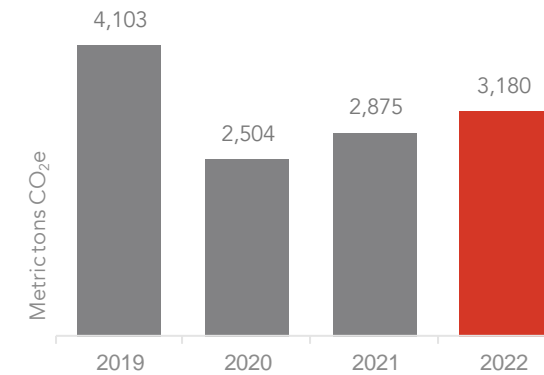
Scope 1	Scope 2
5,147 metric tons CO ₂ e in 2022	959 metric tons CO ₂ e in 2022
9,797 metric tons CO ₂ e in 2019	3,107 metric tons CO ₂ e in 2019
52.7% ↓ reduction from our 2019 baseline	

Scope 1 | Direct emissions from owned or controlled sources

Fleet and rental vehicle emissions

22%

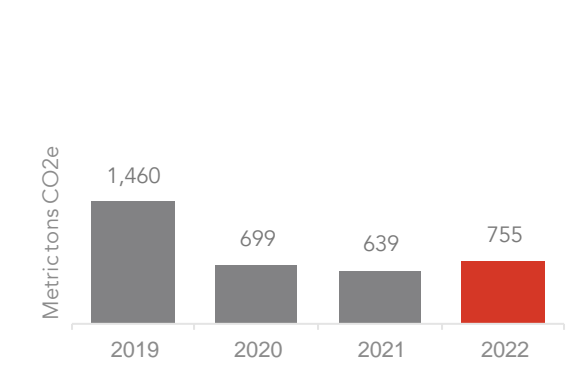
lower than 2019



Personal vehicle emissions

48%

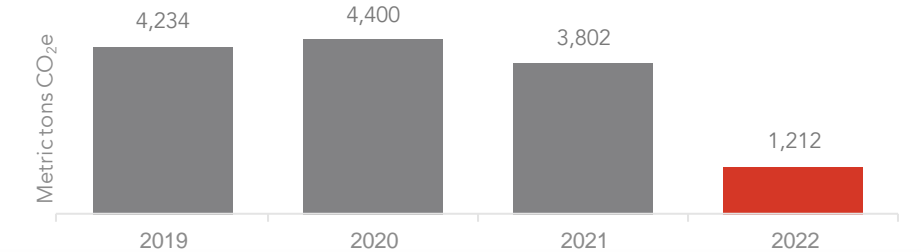
lower than 2019



Natural gas usage

71%

lower than 2019

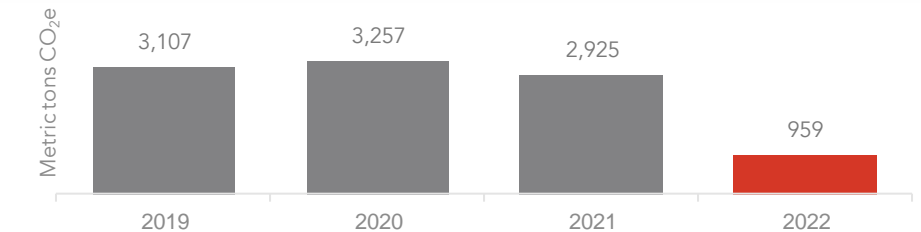


Scope 2 | Indirect emissions from generation of purchased energy

Electricity usage

69%

lower than 2019



Measurements do not include our mid-year acquisitions

*Impact is measured against our 2019 baseline due to the irregular conditions created by the pandemic in 2020 and 2021.

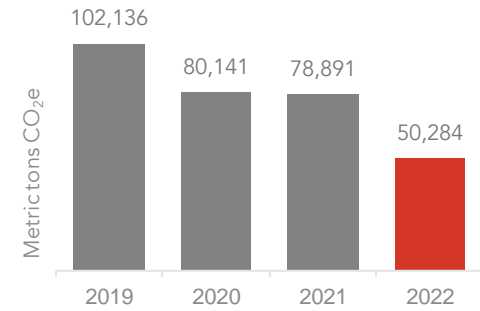
Reducing our footprint

Scope 3 | Indirect emissions

Purchased goods and services

51%

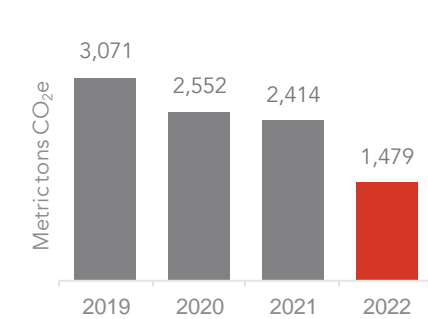
lower than 2019



Fuel and energy-related activities

52%

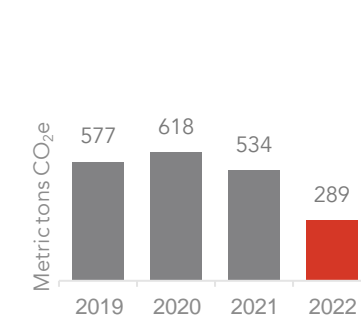
lower than 2019



Upstream transportation and distribution

50%

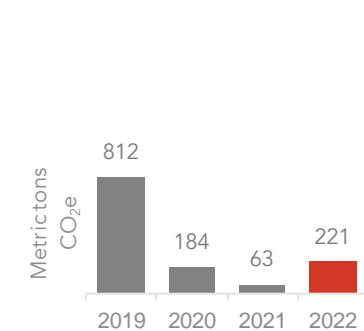
lower than 2019



Business travel

73%

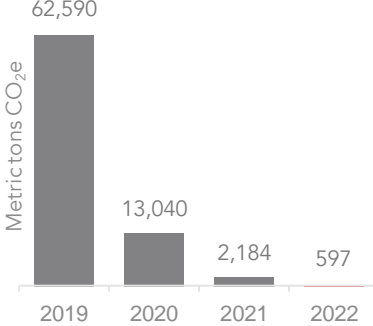
lower than 2019



Employee commuting

99%

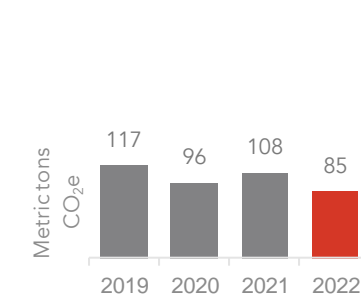
lower than 2019



Downstream transportation and distribution

27%

lower than 2019



Last year, we embraced a remote-first approach and saw a **99% decrease** in employee commuting and significant reductions in our carbon footprint. In fact, we achieved a **68.7% reduction in scope 3 emissions from our 2019 baseline.***

Scope 3

52,954
metric tons CO₂e
in 2022

169,302
metric tons CO₂e in 2019

68.7% ↓
reduction from our 2019 baseline

Measurements do not include our mid-year acquisitions
*Impact is measured against our 2019 baseline due to the irregular conditions created by the pandemic in 2020 and 2021.



Social responsibility





Our 2022 social impact

Improving the lives of our community members is a privilege. **9.6% of the programs in our portfolio are dedicated to helping income-eligible households.** We're focused on ensuring equitable program design is easy to implement and recognized as integral to our shared success.

2022 Lifetime impact

\$9.6 Billion

savings to customers on energy bills

\$210 Million

savings to income-eligible customers on energy bills

In-year impact

\$758 Million


savings to customers on energy bills


\$16.3 Million

savings to income-eligible customers on energy bills

The lifetime impact is calculated with the full measure life included. The in-year impact is calculated with 2022 data only.

Equity impact story highlights and learnings

Multifamily EV charging project granted \$2 million 

Healthier Homes Program: Energy and healthcare sectors unite 

Launch of income-verification tool: CLEAResult ATLAS™ Qualify 

Tennessee Home Uplift Program: Prioritizing LMI households 



Equity in action spotlights

"It's exciting to see how they transformed my house into such a cozy place so quickly."

Carlos
Home Uplift participant

Tennessee Home Uplift Program

Customers who qualify for the Home Uplift program received valuable energy efficiency and weatherization upgrades. Participants were extremely pleased with the monthly savings and felt a large impact on their lives.

93 net promoter score	1361 homes improved	6.08 GWh total energy savings	4,472 kWh average savings per home
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Healthier Homes in Michigan

Our award-winning Healthier Homes program pairs energy efficiency with home health improvements that aim to reduce environmental triggers and maintain better air quality indoors for customers with qualifying respiratory issues.

In 2022, we lowered the total program cost per home by 20%. This enables us to scale at an even faster pace.

2,014,954 MCF
lifetime natural gas savings

158,440 MWh
Life time electricity savings

3,400+
Assessments of income-qualified residents annually

"I can't begin to thank the Healthier Homes Program enough. They have been so helpful at improving the air quality in homes of asthmatics and have significantly reduced patients' visits to urgent care. Thank you so much!"

W. Paling
RRT/AE-C, Asthma Disease Management

Equity in action spotlights

Multifamily EV Charging Project

The California Energy Commission awarded us a \$2 million grant to help speed up affordable access to electric vehicle charging infrastructure. We're working directly with community partners, residents and property managers to educate all stakeholders on the full value that charging ports bring to their community.

This project will deploy at least 100 Level 2 EV charging ports to serve 300 multifamily households. We estimate that **70% of the housing units receiving access to charging** through this project will be affordable housing, **exceeding the grant's goal of 50%.**

CLEAResult ATLAS™ Qualify launch

We brought automation to income-verification so administrators can run their energy efficiency programs more effectively. It's currently in several markets with multiple clients focused on increasing moderate-income program participation.

How we measure success:

- ✓ Reductions in time to serve customers
- ✓ Achieving participation goals
- ✓ Number of automatically validated customers

"The new ATLAS™ Qualify tool provides an ideal experience to customers, including the opportunity to choose a primary language for all their interactions, such as English, Spanish or Portuguese."

Julia Dineen
Program Manager

Diverse partners program

Our Diverse Partners Program helps our strategic partners with everything from finding office space and managing inventory to meeting insurance requirements and receiving favorable payment terms.

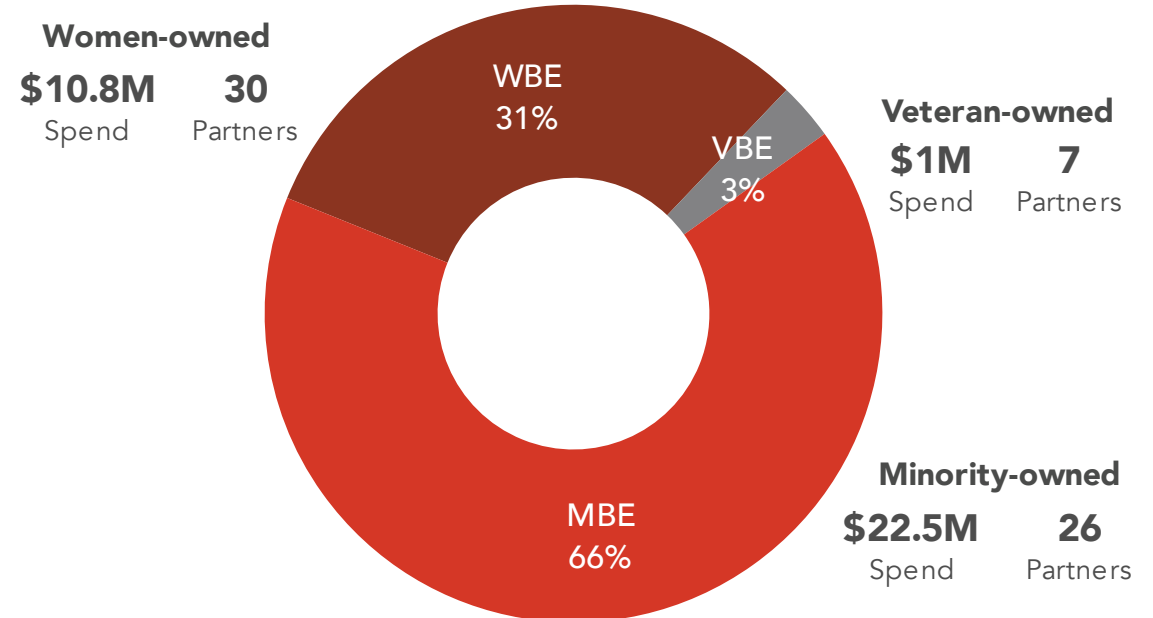
We invested in the right partners—and it shows.

In 2022, we **increased our spend by over \$34 million** and nearly **doubled our diverse business partner network**.

“Building a more equitable world means investing in the communities we serve. We’re dedicated to creating a diverse network where everyone has a seat at the table.”

Sylvester Johnson
 Director of Partnership
 Supplier Diversity

2022 Spend with Diverse Business Enterprises



Data only represents partners with spend in 2022.

\$34.3M

Increased diverse spend

19%

Increased spend with minority-owned companies

131%

Increased spend with veteran-owned companies

\$92M

Total spend with minority-, women- and veteran-owned businesses in the past 3 years

114

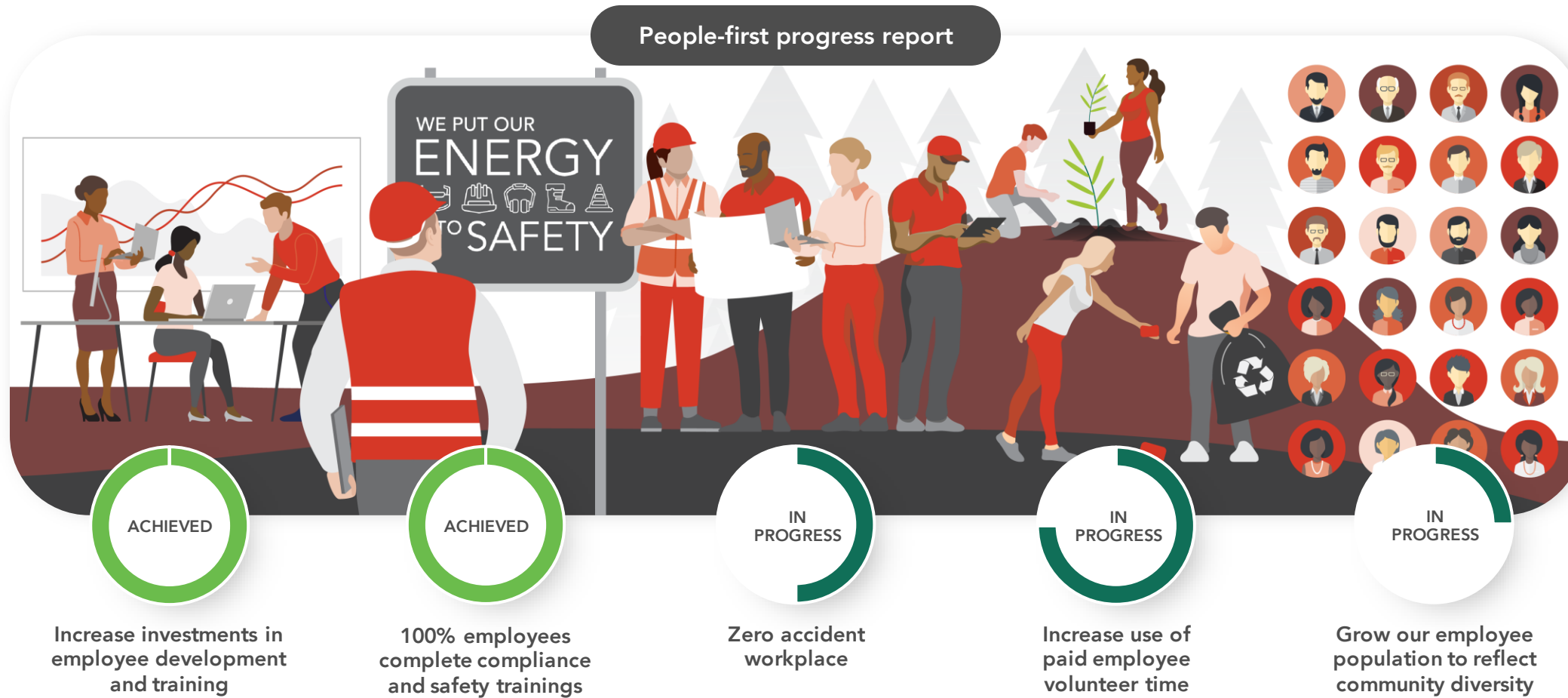
Total active diverse business partners in program network



People, culture and values



People-first progress report



2023 focus

- Zero accident workplace
- Pay transparency and internal talent mobility
- Employee diversity, inclusion and belonging
- Diversity in Action (DNA) group impact and member participation
- Core values: Respect, Accountability and Transparency

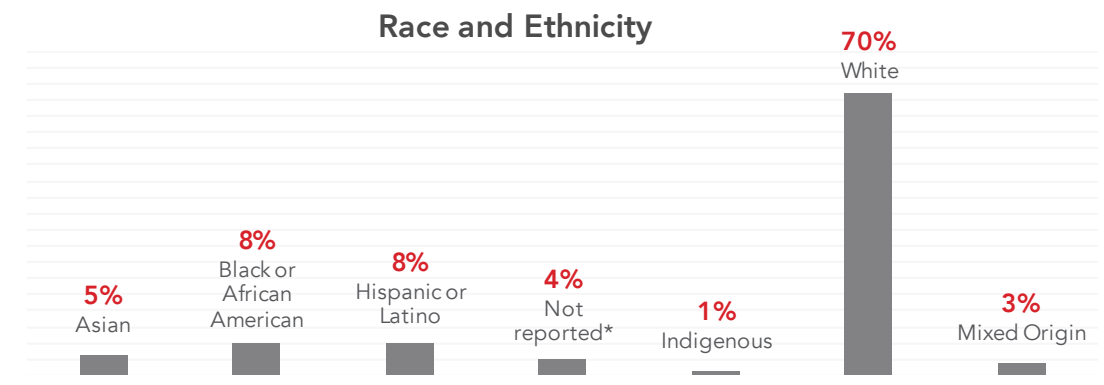
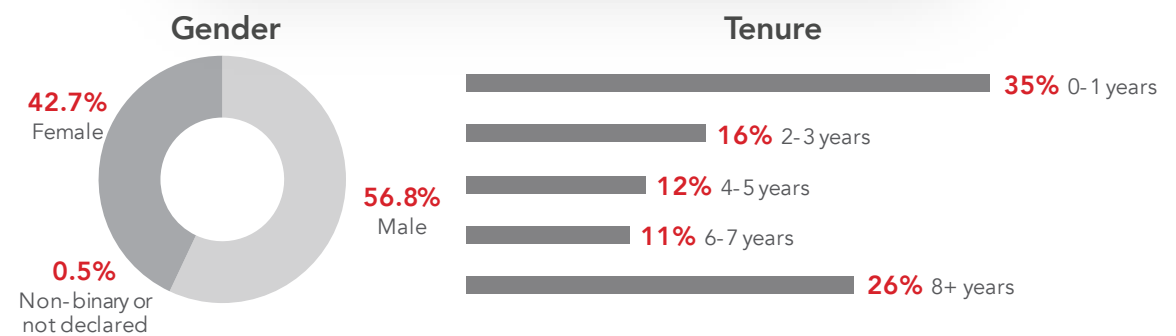
Increase investments in employee development and training	ACHIEVED
100% employees complete compliance and safety trainings	ACHIEVED
Zero accident workplace	IN PROGRESS
Increase use of paid employee volunteer time	IN PROGRESS
Grow our employee population to reflect community diversity	IN PROGRESS

Launch Program Manager Excellence Program	○
Launch People Manager development program	○
Launch specialized safety training library	○
100% completion of annual objective setting	○
100% trained on code of conduct	○
100% completion of safety training	○
100% trained on information privacy and cyber security threats	○
Educate all employees on how to improve inclusion and belonging	◐
Continue to build pay transparency and internal talent mobility	◐
Expand annual internship programs	○
Create new paths to connect with passionate climate innovators	◐
Track progress toward employee diversity goals with 2022 as our baseline	○
Expand diverse recruiting networks	◐
Support further growth and development of our Diversity in Action employee resource groups	○

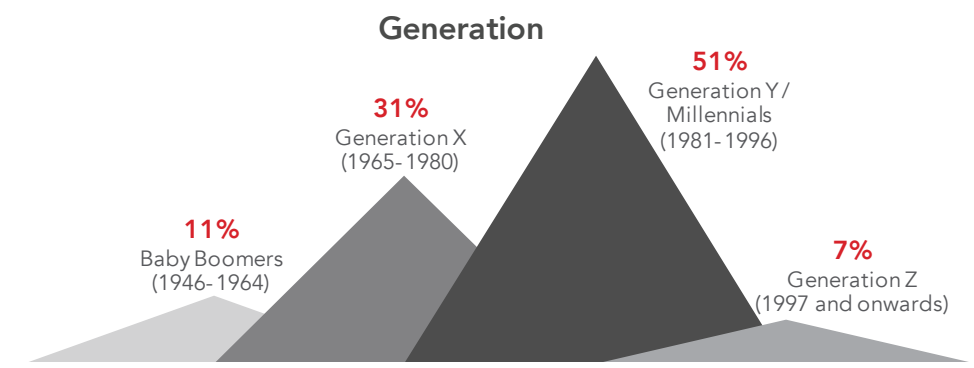
Inclusion meets innovation

We're growing our teams in a way that reflects the diversity of the communities we serve. Last year, we had a 27% increase in overall hires year-over-year, and **significant hiring increases in women (59%), veteran (133%), and black, indigenous, and people of color (84%).**

What's more, there was a **5% increase in ethnic diversity and a 2% increase in women** among our total workforce. Plus, we're proud to report we had a **2% increase in women and a 1% increase in ethnic diversity** among our leadership.



*Employee chose not to report or resides in a country where data has not been collected.



Note: These data points reflect a snapshot of our employee population in 2022.

Putting people first

Employee satisfaction is at the core of our company's success. We're proud to provide perks that put people and the planet first.

Perks of being a pioneer

12 weeks of paid parental leave for all employees to allow for time to care for and bond with their newborn, adopted or placed child.

We offer valuable resources for living through our Employee Assistance Program:

- ✓ Work/life assistance (i.e., childcare, school research, etc.)
- ✓ Legal services
- ✓ Emotional wellbeing support
- ✓ Financial services
- ✓ Online resources

New 2022 employee benefits

Launch of **BeWell @CLEAResult**: Wellness incentive program that provided up to \$90 for eligible employees who completed a Health Risk Assessment, Preventative Care Screening and Annual Wellness/Physician checkup visit.

In 2022, employees participating in BeWell collectively earned

\$36,340

Our remote-first approach offers employee flexibility and further supports our sustainability efforts. Employees who do commute via bicycle, walking or public transit are eligible to earn additional sustainable commuting benefits.

Employee-led resource groups

We're committed to creating a consistently safe, respectful, inclusive, and equitable employee experience where diversity thrives, and all feel proud to belong.

Our Diversity in Action (DNA) groups were established by employees to foster closer connections and career growth. These groups play an essential role in ensuring everyone is represented and respected as their authentic selves. Each group publishes annual goals and hosts heritage and awareness months to educate team members companywide.

DEI in our DNA

CREW BLACK @WORK ID(EA)

VPC PRIDE VETERANS FOR SUCCESS!

TESTIMONIALS

“The ‘aha moment’ where the conversation changes and we’re all now inspired to make equitable change for ourselves and others, those moments are both my what, and my why.”

Amber R., ID(EA) Leader

“The feeling of community and belonging has been the most rewarding part of being a DNA group member.”

Susan C., Pride Leader

“The DNA community provides opportunities for belonging, advocacy, and sharing in safe spaces where every member’s voice is heard and where all members can be their authentic selves.”

KerriAnn L., CREW Leader

“We now have a platform to share our stories and experiences, as well as a place to provide support and encouragement while we learn from one another.”

Andrenika W., Black@Work Leader



450+
Total employee membership



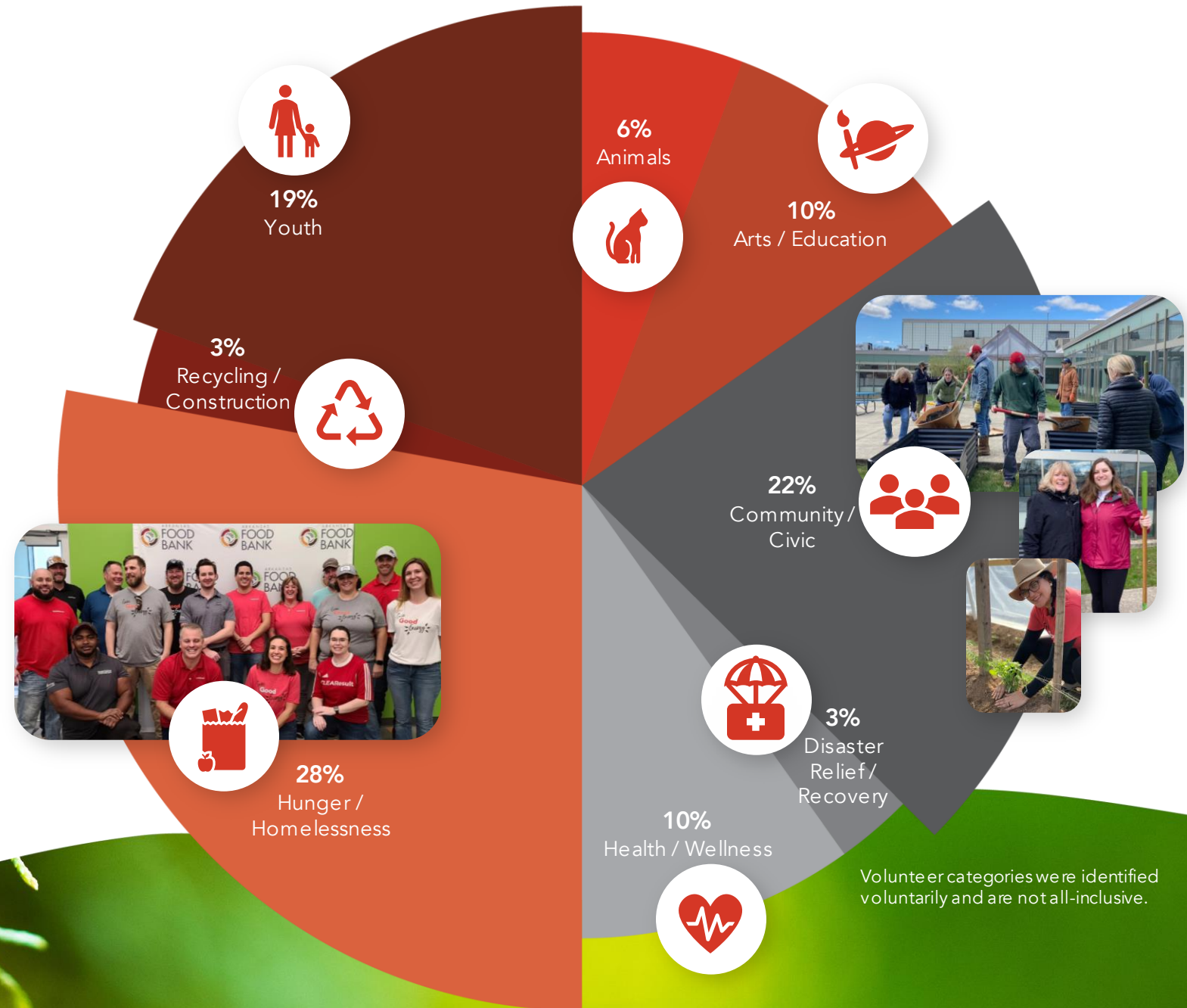
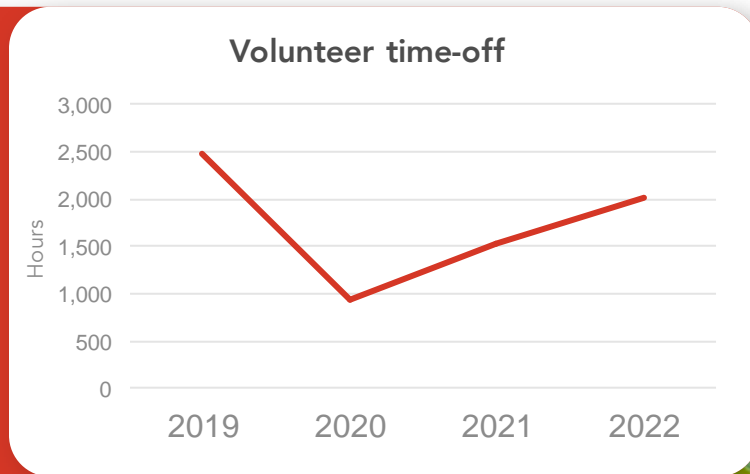
8+
Companywide events

More helping hands

We offer our full- and part-time employees paid time off to volunteer with a US 501(c)(3) nonprofit or a registered Canadian charity or nonprofit.

Our employees spent over 2,000 hours volunteering in 2022, **resulting in a 31.4% year-over-year increase**. This significant jump in participation reflects our commitment to promoting a culture of volunteerism.

31.4%
increase in
volunteer
time reported



Volunteer categories were identified voluntarily and are not all-inclusive.

A culture of safety

We provide a robust safety training program to all employees and curate it for their specific roles and responsibilities.

Safety-first updates:

- ✓ **Expanded our safety training** by adding “SafetySkills” content
- ✓ **Held a company-wide safety motto contest**, and the winner was *“We put our energy into safety”*
- ✓ **Updated safety mission** and safety committee membership structure

Safety-first initiatives:

- ✓ **Monthly safety bulletins** to highlight known hazards
- ✓ **Incident reporting improvements** that make reporting near-misses easier, helping us learn about the hazards field staff encounter and protect their safety in the future
- ✓ **Launched fleet compliance task force** to ensure all our drivers meet necessary compliance criteria

WE PUT OUR
ENERGY

 INTO **SAFETY**

“We’re committed to a zero-accident workplace.

We’re going above and beyond to make sure employees understand they can and should walk away from any unsafe situation.”

Rich McBee
 CEO





Accountable by design

We pioneer measurable, positive social and environmental impact alongside competitive financial returns.

EXECUTIVE LEADERSHIP TEAM

Our executive team determines our company strategy and sets priorities. They are accountable for our financial and talent management plans as well as improving sustainability in our operations.

BOARD OF DIRECTORS

Our board of directors is comprised of members of Texas Pacific Group (TPG), their middle market and growth equity investment platform TPG Growth, and its multi-sector global impact investing strategy, The Rise Fund. The Rise Fund invests in companies driving measurable social and environmental impact alongside business performance and strong returns.

BUSINESS ETHICS COMMITTEE

This committee establishes standards of ethical behavior throughout CLEAResult and ensures compliance to the Code of Conduct. This committee is responsible for communicating the Code of Conduct to employees and for providing oversight of investigations and their outcomes. In the event of noncompliance, CLEAResult is committed to holding the responsible person(s) accountable, applying the appropriate disciplinary process, and reporting violations to proper authorities, as appropriate. The CLEAResult Business Ethics Committee members are the Chief Executive Officer, Chief Financial Officer, Chief People Officer and Chief Legal Officer.

DATA PROTECTION AND PRIVACY

We are committed to ensuring the security of all our confidential business information and that of our clients and contractors. We train all employees annually on our IT Security Awareness and Privacy approach, plus host our [Privacy Policy](#) online that describes how we collect, use, and share personal information from or about the users of our websites. This is a collaborative document that is drafted and updated by our Legal, IT and Marketing teams as needed. We also have internal IT policies dedicated to information security, acceptable use, asset management, record retention, physical access, remote work and more to ensure security across the board.

TRAINING AND COMPLIANCE

We are committed to acting with integrity, accountability and safety in everything we do. Our conduct reflects our mission, purpose and core values. We encourage employees to report ethical concerns and provide a service by which they can anonymously report any business behavior or activity they consider questionable. All employees are required to complete an annual training and review of our Business Ethics and Anti-corruption policies.

ACCOUNTABILITY AND REFERENCES

This document represents our impact and sustainability results for the fiscal year beginning January 1, 2022, through December 31, 2022. We followed the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard to identify, gather and assess our data.




Questions?

We'd love to hear from you!

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