



Environmental, Social, and  
Governance Impact Report  
**2022**



# Introduction

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At Omnidian, we recognize the immediate need for risk-free and reliable renewable energy for everyone in order to combat the climate crisis. That need, along with our guiding values, are the bedrock of Omnidian’s mission, operations, and strategy. We believe that renewable energy should be accessible to all, and that everyone deserves peace of mind.

We believe in moving through the world mindfully, ensuring we’re leaving things better than we found them. This means operating with integrity and transparency at all levels, making the decision to take care of our employees, and providing best-in-class solar monitoring and maintenance to our customers.



# A Message from our CEO

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We are proud to present our second annual ESG Report outlining our continuing progress toward our ESG-based initiatives:

- **E (Environmental):** carbon emissions, water and waste management, raw material sourcing, climate change vulnerability
- **S (Social):** diversity, equity, and inclusion, labor management, and community relations
- **G (Governance):** board governance, business ethics, intellectual property protection, and data privacy and security

We have spoken with stakeholders across our entire team to assess and report on our progress which we believe is an important indicator of our overall health. This report also signals our future impact on our key constituencies: our co-workers, communities, clients, and the capital markets which support us. We believe our ESG initiatives make us a better place to work and better corporate citizens.

Our ability to provide this important report is driven by our teams, their deep commitment to our communities, and to our vision to be a partner for a sustainable future. For us, a sustainable future means not only for our planet, but also for our team members, their families, and our communities.

Mostly, we want to thank our team for making this possible.

Sincerely,

Mark Liffmann

Chief Executive Officer

# Omnidian Values



## **We Delight Our Clients**

*We delight our clients by solving real problems our clients are experiencing in the real world -- and by removing friction and roadblocks in our clients' journey with Omnidian.*

## **We Trust Our Teammates**

*We trust our teammates to ask for help fast, identify opportunities, and respond quickly. Together, we win.*

## **We Mentor and Invest in Our Most Valuable Resource: Our People**

*Our employees are our most valuable resource, so we invest in their professional and personal growth, provide formal and informal mentorship, and prioritize internal candidates for opportunities.*

## **We Reward Results**

*We know it takes collaboration and the courage to speak up to drive great results, faster than the competition. We reward thoughtful collaboration, courage, and measurable results.*

## **We Treat Everyone with Dignity and Respect**

*Both inside Omnidian and outside our company.*

## **We Behave Ethically and Honestly**

*We are honest and truthful in all of our dealings and we do not deliberately mislead or deceive others by misrepresentations, overstatement, partial truths, selective omissions, or any other means.*

# Omnidian's Mission

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We protect and  
accelerate investments  
in clean energy through  
passionate teams,  
innovative technology,  
and an amazing  
customer experience.



# Team Omnidian Highlights

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- **June 2018** - Omnidian voted Washington State's 2nd Best Small Company to Work For by Seattle Business Magazine
- **December 2019** – Omnidian acquires PV Pros Commercial Operations and Maintenance business
- **April 2020** - Omnidian joined the Amicus Solar O&M Cooperative as a Marquee Member
- **May 2020** - Omnidian named one of Tracxn's Emerging Start Ups for Renewable Energy Tech
- **June 2020** - Omnidian partners with National Grid Partners
- **March 2021** – Omnidian is featured on the front cover of Utility Tech Outlook magazine and is named one of the “Top 10 Solar Energy Tech Companies 2021.”
- **April 2021** - Omnidian voted GeekWire Workplace of the Year Award Finalist
- **August 2021** - Omnidian raises \$35M in Series B Fundraising
- **March 2022** – Omnidian obtained B-Corp Certification
- **July 2022** - Omnidian voted the Best Midsized Company to Work For by Seattle Business Magazine, the *fifth* year in a row to make the Top 100 list
- **October 2022** – Omnidian named BBB Torch Award for Ethics Finalist

# Omnidian's Approach to ESG

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Omnidian is committed to environmental sustainability, positive social impact, and responsible and ethical corporate governance. Our commitment to these principles guides the Environmental, Social, and Governance (ESG) goals and initiatives set by Omnidian and they are informed by the values and mission that serve as the bedrock of Omnidian's culture and operations.

As codified in Omnidian's Corporate ESG Policy, Omnidian's ESG Committee sets our ESG targets and scores our progress on ESG initiatives, which impacts the bonuses of all employees but especially our executive leadership. Our ESG Committee, as well as both internal and external stakeholders, ensures that Omnidian remains accountable to our employees, our partners, our investors, and our communities.

We view our ESG Impact through a variety of metrics, focused in the following key areas:

- The impact of Omnidian's services on our clients and the environment
- The impact of Omnidian's corporate governance and business practices
- The impact of Omnidian's internal operations and corporate culture on the diversity of thought, sense of belonging, and the wellbeing of our employees
- The impact of our citizenship programs in the communities where we operate

# ESG Focus Areas

ESG Focus Area	Description
<b>GHG Reduction</b>	Proactive monitoring and maintenance of distributed energy generators to minimize downtime and energy loss
<b>Renewable Energy Acceleration</b>	De-risk renewable energy investment through performance assurance
<b>Omnidian Operations</b>	Sustainable and profitable business operations with minimal carbon pollution, ethical e-waste management, and low environmental impact
<b>Technology Innovation</b>	Development and deployment of impactful energy monitoring and alerting software for distributed energy generators
<b>Climate Risk</b>	Prepare for and insulate against climate and environmental risks to our business and customers
<b>ESG Committee</b>	Driving ESG implementation, assessment, and accountability across all levels at Omnidian
<b>Values, Ethics, and Conduct</b>	Adherence to Omnidian Values, a strong code of conduct, and ethical, transparent leadership at all levels
<b>Compensation and Incentives</b>	Dignified and competitive wages and substantial equity for all employees to incentivize long tenures at Omnidian
<b>Risk Management</b>	Strong digital security and data privacy policies to protect our platform and our clients
<b>Omnidian Board Composition</b>	Diverse board membership to bring a variety of expertise, experience, and guidance to the table
<b>People and Culture</b>	Fostering a diverse, inclusive, and rewarding work environment to drive high employee satisfaction and upward mobility
<b>Community Engagement</b>	Working within the Seattle community and abroad to make positive impacts and lasting relationships
<b>Omnidian Services</b>	Rapid response and best-in-class service to protect our customers' investments in renewable energy
<b>Customers and Clients</b>	Providing the best customer experience possible by eliminating roadblocks and providing peace of mind
<b>Suppliers and Partners</b>	Equitable, profitable partnerships with local and regional service partners across the country



# Employee Spotlight

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## **Lina Garada**

Portfolio Operations Manager

COLOR Magazine's POWER 40 Under 40

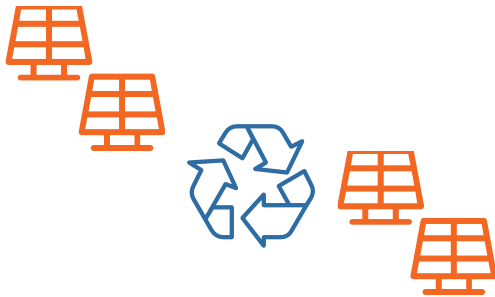
Omnidian since: February 2020

*“It was pretty early on in my adolescence that I experienced the truly beautiful and awing notion of community unlike any other. Being the first class of Hokies to enter post [April 16th](#), the stage was set on a global scale of what could be accomplished when people come together, collaborated, and lived both kindly and boldly. Pair that with a designer’s curiosity; love for the outdoors; an MS diagnosis; and acceptance of one’s humble beginnings, and boom! You have the perfect playground for exploration. From that moment on it was simply about remembering to pass the baton, staying curious, and dreaming big.*”

*Some shenanigans I have been lucky enough to experience firsthand: the evolution and ability to advocate for social equity in a quickly developing RVA; learn paddling and the impact of rivers in our ecosystems and urban planning; biking across the country for MS awareness with [Bike the US for MS](#) while simultaneously learning just how vast and different the US really was; helping rebrand MS through Ironman 70.3 racing alongside [MeatFight](#) while striving to hit my biggest [fundraising](#) goal to date yet; and most recently, joining forces with [Nicole Ver Kuilen](#) to participate in a [Cotopaxi](#) photoshoot and help advocate for disability awareness. Stoked to see what the bigger PNW playground has in store and beyond lucky to work for an organization that supports one’s full self.”*

**- Lina Garada**

# Employee Spotlight



## **Kate Collardson**

Sr. Manager, Residential Operations

Omnidian since: October 2021

*“The solar industry has built itself on a renewable technology and has claimed, therefore, to be a “sustainable” industry. On a closer look, one finds that our industry has a lot of work to do to become truly sustainable. Current practices with End-of-Life solar equipment fall short of the mark.*

*I have devoted my volunteer time to working to create a more sustainable industry by creating a website ([SolarRecycle.org](https://solarrecycle.org)) that provides information about recycling as well as options for selling or donating used equipment that can be used again in another setting. I hope that this work will lead the industry toward a circular economy, a critical step to being truly sustainable.*

*In addition to creating a more sustainable Solar industry, I'm passionate about expanding gender inclusion within Omnidian and the industry. I was able to speak on a Diversity, Equity, and Inclusion panel regarding gender inclusion and I worked with Omnidian's WeGu team and LGBTQ+ Affinity Group to make our website's employee page more inclusive towards gender minorities and genderqueer people”*

**- Kate Collardson**

# Omnidian Alumni Spotlight

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## **Adam Powers**

Omnidian Alumni

Key Tech Labs



*“Throughout my life, I have been deeply involved in advocating for the environment and social justice. The solar industry has always been the perfect intersection of these two passions for me. I have always dreamed of installing solar systems on land owned by BIPOC communities to empower them. Thanks to Omnidian, this dream has become a reality. During my time at Omnidian, I received incredible support both within and outside of my role at the company. However, the tragic murder of George Floyd compelled me to dedicate more of my time to community work. This led me to establish the Civic Action Committee within Omnidian, a group focused on supporting BIPOC nonprofits at the forefront of the social justice movement. In 2020, our main focus was assisting BIPOC farms with their land and helping organizations like Diamonds in the Rough Foundation develop their business plans. The Civic Action Committee even helped with the development of a small solar microgrid in our garden space at Shark Garden, which we use for irrigation, greenhouse equipment, and powering our garden events. We also provided support for the inaugural Burien Solar Punk Festival, a vibrant celebration of progress and hope. Looking back on my time at Omnidian, I am grateful for the unwavering support they continue to show me and the causes I represent, even after my departure.”*

**- Adam Powers**

# Environmental Impact

Omnidian is committed to avoiding carbon emissions through proactive solar maintenance and ensuring that systems under our management operate at peak performance. As the amount of assets under Omnidian's management grows, Omnidian aims to continuously improve the net carbon offset by Omnidian's service offering, field operations, and workforce environmental impact.

During 2022, Omnidian's services led to an additional 53,110 MWh of solar power to be generated in the US. That solar energy generation was equivalent to 37,638 Metric Tons of CO<sub>2</sub>e offset and represents a 70% improvement in carbon offset compared to 2021. Omnidian has also worked to energize approximately 2,450 KW of stranded solar assets that were left incomplete due to installer bankruptcy since 2020.

**53,109,892 kWh of Clean Energy**

**37,638** Metric Tons of  
Carbon Offset

**398** Metric Tons of CO<sub>2</sub>e  
in Scope 1 & 2 Emissions

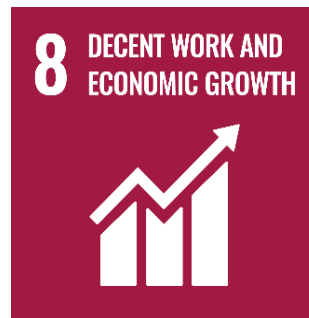
**70% increase** in CO<sub>2</sub>e  
offset between 2021  
and 2022

**1.5 GW** of Solar  
Under Management

# UN Sustainable Development Goals

The Climate Crisis is a global threat and requires ambitious goals that the global community can work toward. As a citizen of the world, Omnidian is committed to doing our part to achieve the [United Nations Sustainable Development Goals](#) by 2030. We support the Sustainable Development Goals directly through our work to protect, expand, and democratize renewable energy, and through our actions as a company, by paying all of our employees well above a living wage and signing [America's All in Pledge](#).

## SUSTAINABLE DEVELOPMENT GOALS



[UN SDG Guidelines](#)

# UN Sustainable Development Goals

## 7 AFFORDABLE AND CLEAN ENERGY



- Omnidian's mission is to protect investments in and expand the adoption of solar energy
- Omnidian's core offering is the maintenance of solar energy systems, with over **53,109 MWh** of renewable energy attributed to Omnidian's services in 2022

## 8 DECENT WORK AND ECONOMIC GROWTH



- Omnidian's entry level starting wage is valued at \$20/hour USD or higher, in addition to annual bonuses and equity for all employees
- Omnidian hired **102** Full-Time Employees in 2022

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Omnidian has received funding from the Department of Energy to develop our cutting-edge renewable energy software
- Omnidian obtained Permission to Operate for approximately **2.4 MW** of stranded solar installations

## 11 SUSTAINABLE CITIES AND COMMUNITIES



- Omnidian serves both residential and commercial scale renewable energy projects, most of which are located in urban areas -- furthering the electrification of energy needs within cities and communities

## 13 CLIMATE ACTION



- Omnidian is advancing the rapid adoption of clean energy and shift from fossil fuels
- Fighting the climate crisis is at the core of Omnidian's mission and informs our business practices

# Governance

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Omnidian was originally founded by Mark Liffmann, David Kenny, and Raymond Szylo, who are now our Chief Executive Officer, Chief Operating Officer, and Chief Strategy Officer, respectively. Soon to join the executive leadership team was Brad Davis as Chief Marketing Officer, Leah Kyle as Head of Human Resources and Talent, Caroline Bec Cox as Chief Financial Officer, Jeff Berg as Sr. Vice President, Engineering, Cedric Brehaut as Sr. Vice President, Products, and Teresa Denver as Sr. Vice President, Sales and Customer Success.

In addition to Omnidian’s executive leadership team, Omnidian is guided by our Board of Directors. Our board is comprised of seven seats: the Series Seed Director, the Series A Director, the Series B Director, the Joint Director, one open seat, and two Directors representing the holders of Common Stock, including Omnidian’s CEO Mark Liffmann.



# Governance

One of Omnidian's core values is that we behave ethically and honestly, which is why Omnidian has implemented a strong Code of Conduct and Anti-Harassment & Discrimination Policy that all employees are trained on and agree to at hiring. We undergo annual Diversity, Equity, and Inclusion training and create the space for our employees to speak candidly about their experiences and barriers to success. We believe that behaving ethically and honestly also means protecting the information we've been trusted with, which is why we have a clear data privacy policy and regularly train our team on our data and information security policies.

At Omnidian, we lead by example and we understand that from the founders to the newest hires, we all deserve a dignified work environment where our value is recognized. That's why all Omnidian full-time employees receive full benefits, including equity and bonuses, and our CEO to Entry Pay ratio is just **5.5:1**.





# Employee Benefits

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At Omnidian, we understand that our mission is only as strong as the team working to achieve it. We believe that our employees come first, and that they should feel satisfied, energized, and fulfilled by their work at Omnidian.

## **Employee Benefits:**

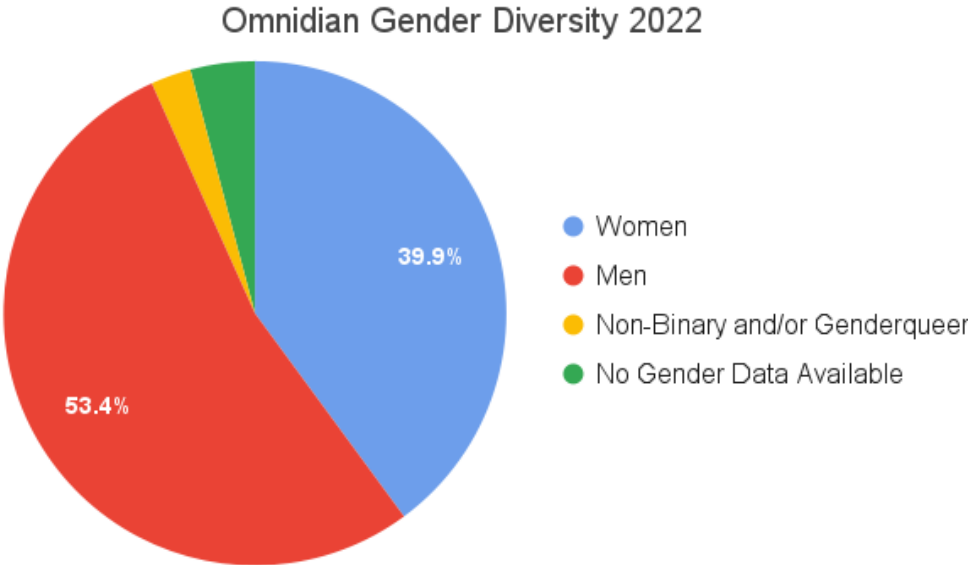
- Omnidian offers competitive compensation, equity, self-managed Paid Time Off, and bonuses to all full-time employees. The most entry level hourly compensation starts at \$20 per hour.
- We cover 100% of employee insurance premiums, including vision, dental, life insurance, and supplemental insurance
- We offer 4 weeks of paid Parental & Caregiver Leave to all Omnidian employees
- We believe that employee growth and development is essential -- In 2022, 50% of tenured employees received a promotion or new role.
- Omnidian has created transparent career tracks for all teams, and we offer management training for all prospective people managers.
- For tenured Omnidian employees of 4 years or more, Omnidian offers 4 - 8 weeks of paid sabbatical leave.
- We maintain an office environment that is dog friendly, collaborative, welcoming, and safe – and we offer an unlimited public transit pass help maintain accessibility.
- Omnidian is a remote-first company and offers flexibility for all employees regarding their work location and hours. More than 90% of Omnidian employees are fully remote!

# Employee Demographics

Omnidian’s goal since inception has been to create a team that truly represents the diversity of the world. As a company whose mission is motivated by the climate crisis, we want to ensure our team has a global perspective, with as many lived experiences and stakeholders as possible.

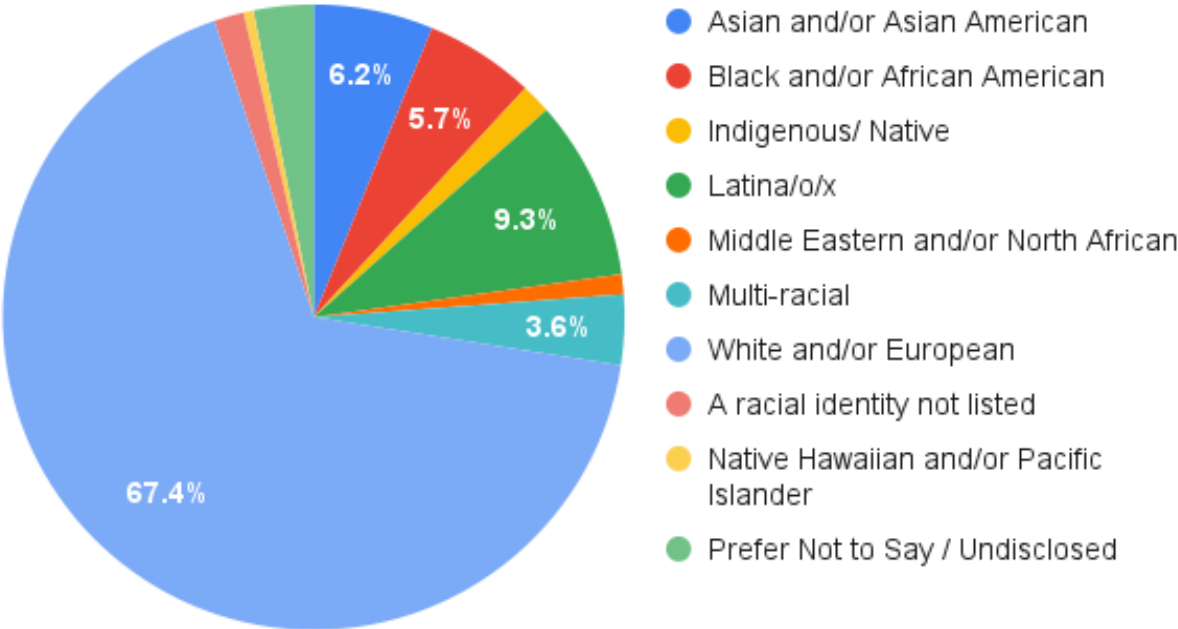
As our team has grown, we have become more diverse every year, in terms of gender, racial background, country of origin, and sexual orientation. While our industry has historically been overrepresented by white men, Omnidian is approaching true gender equity within our company and our leadership.

We’re ensuring gender and racial equity within Omnidian through equitable hiring practices, structured career pathing, mentorship, and prioritizing internal employee growth. We also believe in transparency of our demographic data, so we make our anonymized demographic metrics available to all employees.

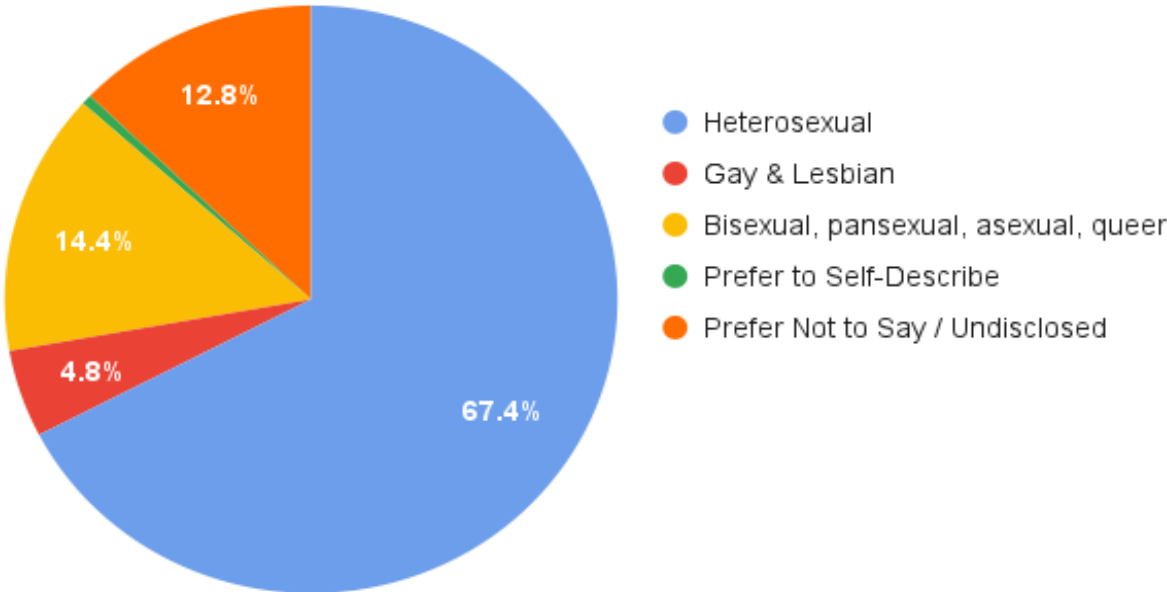


# Employee Demographics

Omnidian Racial Diversity 2022



Omnidian Sexual Orientation Diversity 2022



# DEIB Audit

Omnidian has been committed to Diversity, Equity, Inclusion, and Belonging (DEIB) since its founding, but in 2022 we knew we wanted a fresh look on how we're doing and what we can do better to support our team. That's why we partnered with [The Courage Collective](#) to conduct a DEIB audit. Courage Collective anonymously surveyed Omnidian's employees and provided feedback on the areas where we're succeeding and the areas where we're falling short. Omnidian's People Team shared the results of this audit company wide and facilitated discussion on how we move forward as a team.



# DEIB Audit Results

## Areas of Strength by Demographic

All Respondents*	Underrepresented Communities		
	Race/Ethnicity*	Sexual-Orientation**	Gender Non-Conforming***
1. 90% of employees believe leaders understand that DEI is critical to business success.	▸ 84%	▸ 95%	▸ 71%
2. 92% feel a sense of inclusion.	▸ 84%	▸ 95%	▸ 71%
3. 93% feel seen and supported by their colleagues.	▸ 87%	▸ 95%	▸ 71%
4. 94% believe Omnidian values diverse backgrounds, ideas, and opinions.	▸ 88%	▸ 95%	▸ 85%
5. 95% feel seen and supported by their manager.	▸ 87%	▸ 95%	▸ 100%
6. 95% believe Omnidian values DEIB.	▸ 91%	▸ 100%	▸ 100%
7. 95% felt welcomed during their interview process.	▸ 87%	▸ 95%	▸ 100%
*N = 118	*N = 33	**N = 26	***N = 7

\*% of employees that Agree & Strongly Agree

## Areas of Opportunity by Demographic

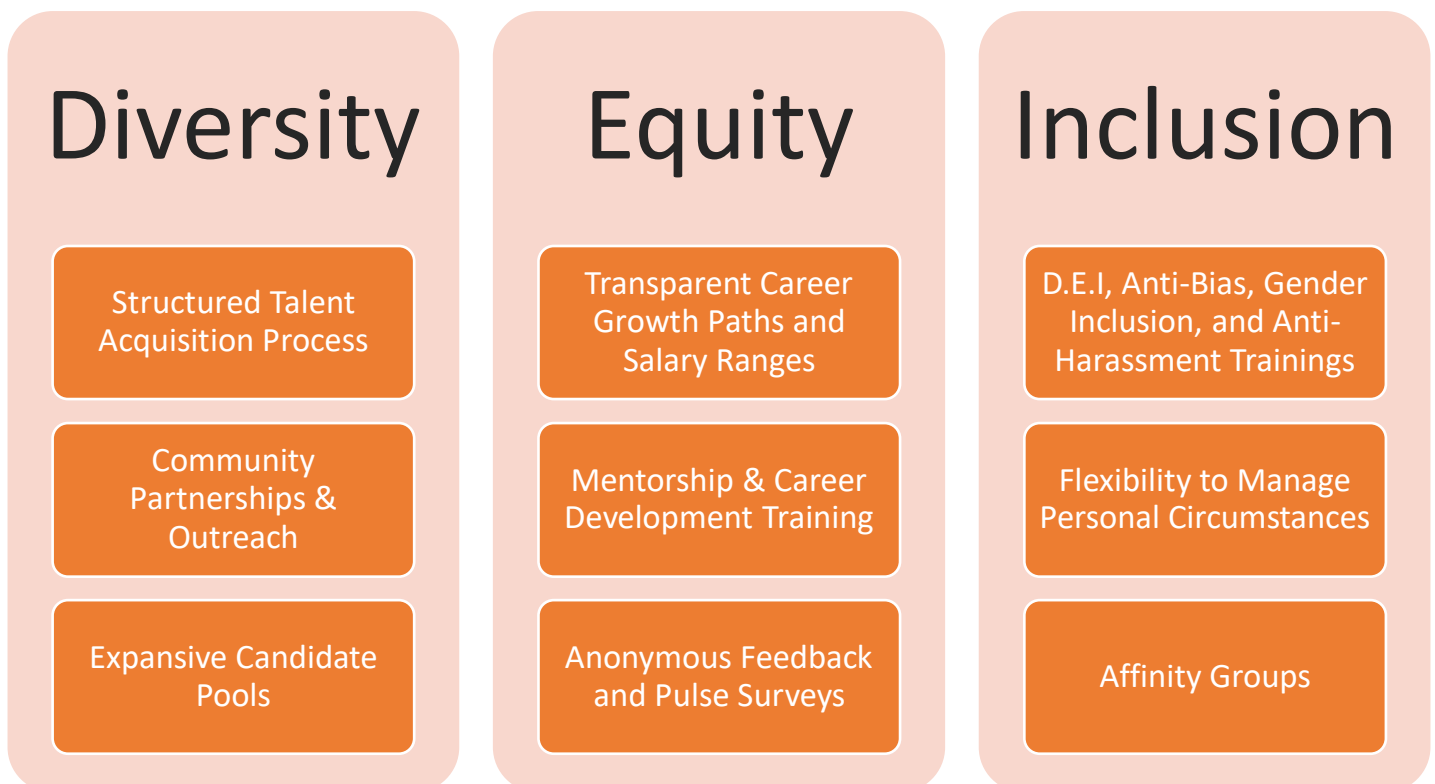
All Respondents	Underrepresented Communities		
	Race/Ethnicity	Sexual-Orientation	Gender Non-Conforming***
1. 65% state that when involved in hiring a new teammate, they feel clear about the processes in place to reduce bias	▸ 54%	▸ 80%	▸ 86%
2. 72% state there were people who looked like them when interviewing	▸ 33%	▸ 80%	▸ 72%
3. 77% were informed about Omnidian's commitment to DEI during the interview process	▸ 72%	▸ 81%	▸ 71%
4. 71% of employees state the process for career growth is clear, transparent, and equally accessible to all employees	▸ 57%	▸ 80%	▸ 57%
5. 74% of employees know the way their performance is evaluated and think the performance evaluation approach is fair	▸ 54%	▸ 89%	▸ 71%
6. 76% feel employees have equal access to growth opportunities	▸ 63%	▸ 77%	▸ 42%
*N = 118	*N = 33	**N = 26	***N = 7

\*% of employees that Agree & Strongly Agree

# WeGu at Omnidian

In August of 2018, a team of Omnidian employees that were passionate about incorporating diversity, inclusion and equity into all aspects of work life at Omnidian established a committee dedicated to this mission. Playing off of Omnidian’s original name “PeGu”, which stood for *Performance Guarantee*, the committee named themselves “WeGu” for *We Guarantee*.

Omnidian’s WeGu committee is open to all employees and meets bi-weekly, with an average attendance of 12 – 15 employees. The committee was founded on the idea of operating with a bias for action – WeGu exists to make a measurable and sustained positive impact within Omnidian and beyond. Here’s how we look at Diversity, Equity, and Inclusion:



# The Wecap

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To measure our success, Omnidian’s Diversity, Equity, and Inclusion team summarizes all of the progress, projects, achievements, and events throughout the year in the “Wecap”, or “WeGu Recap”.

## **The 2022 Wecap:**

- We raised our entry level wage for interns and part time employees to \$20/hour, which means all Omnidian employees now make \$20/hour or more between base and bonus.
- We implemented more gender inclusive language on our website and internal communications.
- We created an official process for employees to suggest social issues that Omnidian should take action on.
- We made an external statement regarding Omnidian’s commitment to reproductive autonomy and gender affirming healthcare services.
- We celebrated LGBTQ+ Pride with a Pride Logo Contest and programming designed by Omnidian’s LGBTQ+ Affinity Group, Rainbow Array.
- We underwent a Diversity, Equity, Inclusion, and Belonging Audit by the Courage Collective and created an action plan to address areas of improvement.

# Community Partnerships

At Omnidian we believe in being an active member of our community and working hand in hand with our neighbors. Since our founding, we have built community partnerships that maximize employee engagement, strengthen our culture, diversify our candidate pool, and create a positive community impact in our hometown of Seattle, Washington and in the communities where our team members live.

Through our Civic Action Committee and WeGu, we partner with community organizations, large and small, to support the needs within our communities and leave a positive impact. Below are a few of the organizations we've partnered with through the years:





# Acknowledgements

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Thank you to every single Omnidian employee – past, present, and future – for your dedication, creativity, and resilience. We could not have built this company without each and every one of you.

Thank you to our partners across the country, from the partners with boots on the roof to the partners who are lending their expertise and guidance – we're grateful to have you on our team.

Thank you to our investors, big and small, who believed in our mission from the very beginning and continue to spur us to new heights.



# Appendix

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- **Calculation Methodology Notes**

- Carbon Offset
  - [Environmental Protection Agency: Greenhouse Gases Equivalencies Calculator – Calculations and References](#)
  - Omnidian estimates 4.95% of energy generated by the assets under our primary management can be directly attributed to our 24/7 proactive service
  - Omnidian estimates an average energy yield of 1,236 kWh/KW
- Approximate MW of Stranded Solar Brought to PTO
  - Average system size of 7.4 KW, based on a sample of 200 assets
  - Total MW includes all systems brought to PTO from 1/1/2020 through 12/31/2022

- **Links to Policies**

[Omnidian Code of Conduct](#)

[Omnidian's Anti-Harassment Policy](#)

[Omnidian's Privacy Policy](#)

[Omnidian's Security Guidelines](#)

[Omnidian's COVID-19 Response](#)



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