



Environmental, Social, and
Governance Impact Report

2024

Certified



Corporation

Published September 30th, 2025

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Introduction

At Omnidian, we recognize the urgent need to rapidly expand and maintain renewable energy and energy storage assets across the globe in order to combat the climate crisis. That need, along with our guiding values, is the bedrock of Omnidian’s mission, operations, and strategy. We believe that renewable energy should be reliable, accessible to all, and that everyone deserves peace of mind.

As a certified B-Corp and a Public Benefit Corporation, we’re committed to making a positive impact in the areas we operate and 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 renewable energy monitoring and maintenance to our customers.

In this report you’ll find a candid overview of Omnidian’s impact on the world, using data through December 31, 2024. We hope this report provides readers with useful insights; a deeper understanding of Omnidian’s growth and evolution as a company; and excitement for what’s on the horizon.



A Message from Omnidian's CEO

Omnidian is proud to present our 2024 Annual Impact Report outlining our continuing progress toward our key environmental, social, and governance initiatives:

- **Environmental:** Enabling the rapid deployment of renewable energy production and storage assets to combat the climate crisis.
- **Social:** Fostering a diverse, inclusive, and equitable workplace that leaves a positive social impact on our neighboring communities.
- **Governance:** Ensuring Omnidian operates ethically, honestly, and in the best interest of all of our stakeholders.

This report is a collaboration of many team members, subject matter experts, and leaders within Omnidian to highlight the key indicators of Omnidian's impact on the world and the communities in which we operate. This report also affirms Omnidian's commitment to our key constituencies: our co-workers, communities, clients, partners, investors and the capital markets which support us. These initiatives make us a better place to work, a stronger and more valuable company, and a better corporate citizen.

This report serves as a reflection of Omnidian's mission and our vision to be a partner for a sustainable future. Our commitments reflect our Omnidian Values, which can be found at <https://www.omnidian.com/about/our-values>. We made a recent further commitment to our environmental, social and governance goals when we converted to a Public Benefit Corporation and renewed our B-Corp certification. For us, a sustainable future means sustainability not only for our planet, but also for our team members, their families, and our communities.

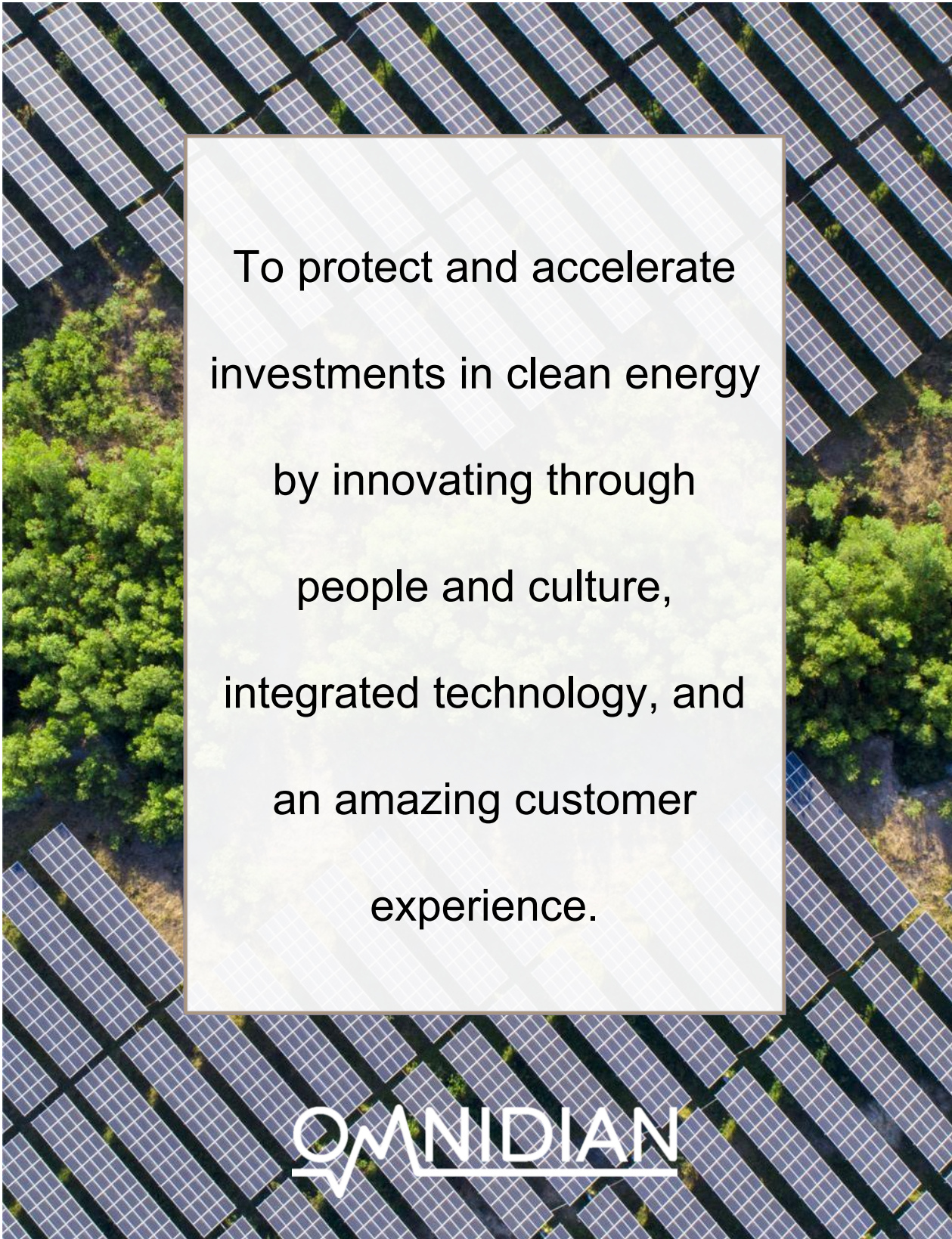
We want to thank our team for making this report, for living our values and for making the underlying success against our mission possible.

Sincerely,

Mark Liffmann

Chief Executive Officer

Omnidian's Mission



To protect and accelerate investments in clean energy by innovating through people and culture, integrated technology, and an amazing customer experience.



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.

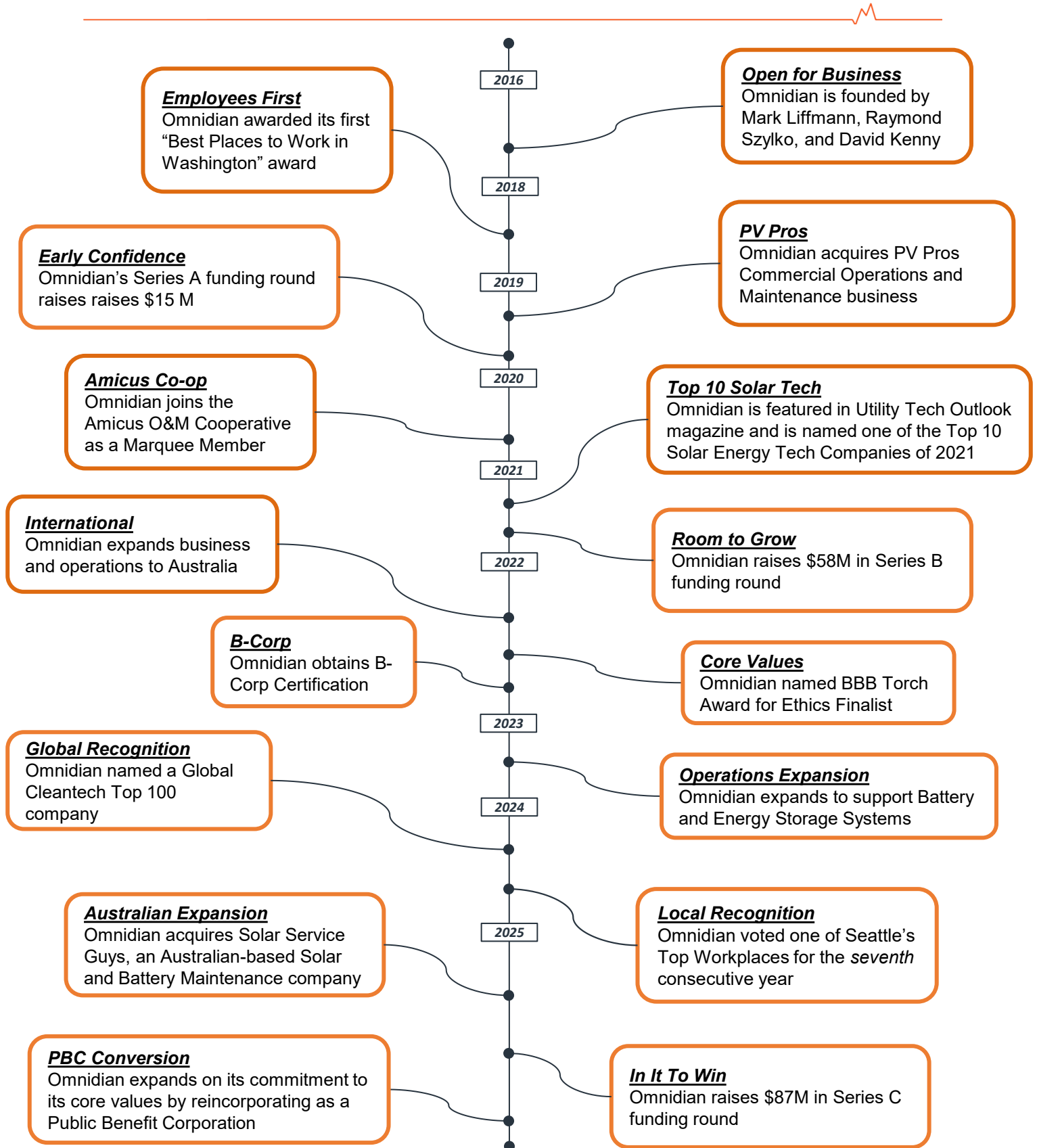
We Treat Everyone with Dignity and Respect

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 Corporate History



Leadership at Omnidian

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. All three original founders continue to lead Omnidian's Senior Executive team and are now joined by Minesh Shah as President; Leah Kyle as Head of People and Culture; Cathy Hardin as Chief Revenue Officer; and Evan Fein as Chief Financial Officer.

In addition to Omnidian's executive leadership team, Omnidian is guided by our Board of Directors. Our board is comprised of five members: Mark Liffmann, Omnidian's CEO; Abe Yokell representing Congruent Ventures; Rick Viton representing IA Capital; Eric Meyer representing Activate Capital; and Jeff Johnson representing B Capital.



Good Governance at Omnidian

One of Omnidian’s most foundational values is that we behave ethically and honestly, and that value grounds our governance practices. In addition to our Code of Conduct and Anti-Harassment & Discrimination Policy, our entire team completes annual Diversity, Equity, and Inclusion training and annual Data Privacy and Information Security training.

At Omnidian, we’re all pulling towards the same vision, and we believe that a dignified work environment where our value is recognized is what allows us to thrive—that’s why all Omnidian full-time employees receive comprehensive benefits, including company equity and performance-based bonuses. Omnidian employees currently hold 28% of shares of the company. With a CEO to Entry Pay ratio of just 4:1 and Highest Earner to Lowest Earner ratio of 7.8:1, we’re ensuring that everybody on the team feels the benefit of our collective success as we grow together.



Information Security at Omnidian

As a leader in the residential and commercial solar asset management industry, Omnidian is trusted by our clients to protect their critical asset information and energy data. We take that trust seriously and have implemented an expansive Corporate Information Security Policy that ensures all aspects of our business operate in accordance with best practices.

Omnidian has maintained a SOC 2 Type 1 Certification since 2023. Omnidian is currently working towards recertification in 2025, with the goal of attaining SOC 2 Type 2 Certification in 2026.

We're always monitoring our public facing platforms for security threats and vulnerabilities, and our internal applications undergo annual third-party penetration testing. Omnidian has deployed enterprise-level malware and ransomware protection on our employee workstations. To further protect our customers, we have CCPA-level consumer data protections for all US-based residential customers.

Throughout 2025, Omnidian's Security Team has put a renewed focus on implementing best practices controls, facilitating data-driven security decision making, and improving the organization's AI security strategy.

In addition to these safeguards, Omnidian's Information Security Officer conducts an annual Risk Assessment—the findings of this assessment are shared with Omnidian's executive team and Board of Directors. This continuous improvement of our practices and dedicated oversight ensures that Omnidian safeguards the data entrusted to us by our clients.

Artificial Intelligence at Omnidian

In 2025, Omnidian founded our Artificial Intelligence (AI) Innovation and Oversight team to guide the implementation of artificial intelligence tools in Omnidian’s products and operations. The founding of this committee coincided with the adoption of Omnidian’s Artificial Intelligence Policy in order to ensure that Omnidian is embracing this new technology in accordance with our values, relevant regulations, and in compliance with our information security practices and privacy policy.

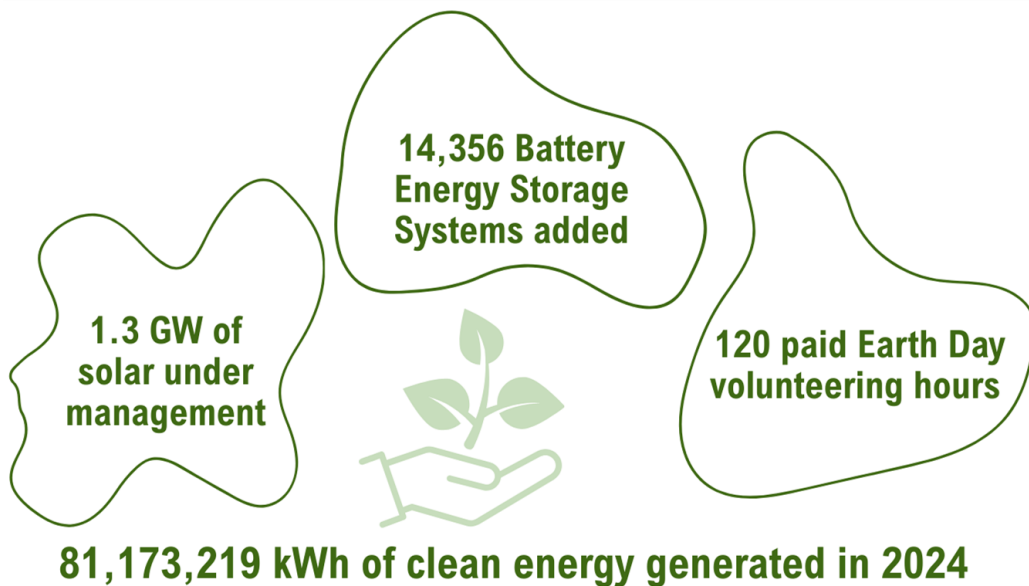
“As AI continues to evolve, so will our practices, and we’ll navigate it together with curiosity, caution, and care.” - *Omnidian AI Policy*

Omnidian is leveraging AI to enhance our ability to proactively detect solar asset issues and resolve them rapidly, reducing system downtime and avoiding clean energy losses. At the same time, we’re beginning to integrate these tools into our internal processes to automate workflows and act as a force multiplier for our teams.

While the emergence of artificial intelligence tools has created opportunities to transform our ability to optimize renewable energy generation, we’re mindful of the impacts of these tools, particularly regarding energy and water consumption. With that in mind, we’re working to implement these tools responsibly and strategically to maximize their benefit to Omnidian while limiting their environmental impact.

Omnidian's Environmental Impact

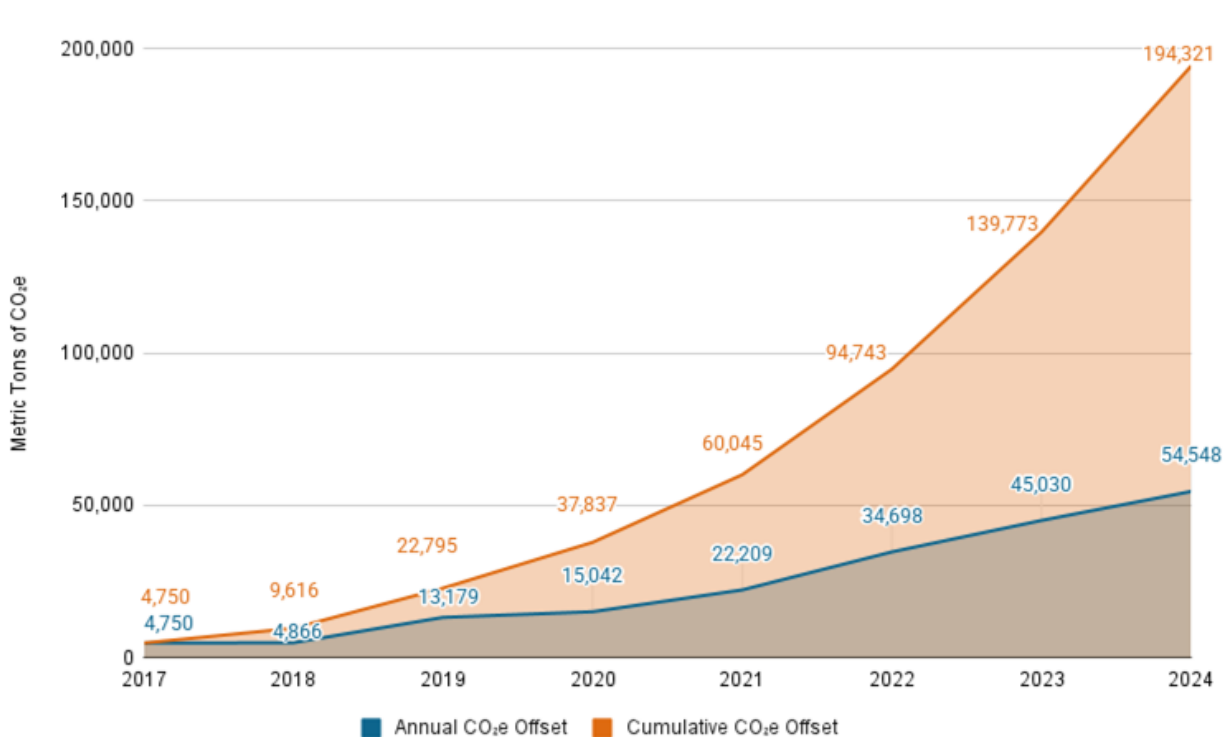
At Omnidian, we're committed to accelerating the clean energy transition by keeping every solar and battery system we manage performing at its best. As our portfolio grows, so does our impact. In 2024, our services enabled an additional 81,173,219 kWh of solar energy across the U.S., offsetting 54,548 metric tons of CO₂e emissions, which was a 21% improvement over 2023. We also expanded our support for grid resilience by adding 14,356 new Battery Energy Storage System (BESS) assets to our management portfolio. Together, these efforts help reduce carbon emissions, improve system reliability, and strengthen clean energy adoption nationwide.



In April 2024, 30 Omnidian employees joined our Earth Day volunteer program, contributing 120 paid hours to environmental projects around the country. By combining high-performing technology with engaged, mission-driven teams, we're actively accelerating the shift toward sustainable energy generation and a greener future for all.

Omnidian Carbon Impact

At Omnidian, climate action is part of everything we do, from our new LEED-certified office to the proactive maintenance of solar and battery energy storage assets we manage. Many of our clients support grid stability through programs like Virtual Power Plants (VPPs), and our services directly contribute to carbon reduction by keeping solar systems performing at their best. The chart below shows the growing environmental impact of our portfolio and the additional CO₂ offset made possible through our performance support.



Annual CO₂ Offset from Incremental Performance

By the end of 2024, our managed portfolio had collectively prevented 194,321 metric tons of CO₂ from entering the atmosphere, equivalent to removing 12,721 gas-powered cars from the road for a year.

Certified Benefit Corporation

In May of 2022, Omnidian achieved something that reflects the very core of who we are as an organization: we became a Certified B Corporation. A dedicated team of employees worked on this initiative over a five-year span that culminated in Omnidian's reincorporation as a Public Benefit Corporation (PBC) in 2025.

We're proud to join a global movement of companies redefining success in business. Becoming B Corp Certified reaffirms that our organization is, and always will be, committed to operating with integrity, impact, and intention.



The decision to pursue B Corp certification and PBC conversion wasn't taken lightly. The rigorous process challenged us to evaluate every aspect of our business, from governance and environmental impact to how we treat our employees and engage with our communities. But for many of us, this journey was not only worthwhile, it was an essential call to action.

As one team member put it, "My hope is that this inspires us and our fellow O&M providers to make greater positive impacts in our industry and community." Becoming a B Corp and a Public Benefit Corporation was a key way to elevate and formalize our commitment to making a positive impact. This certification is more than a badge of honor, it's a commitment to embed purpose into the way we do business every day.

ESG Committee

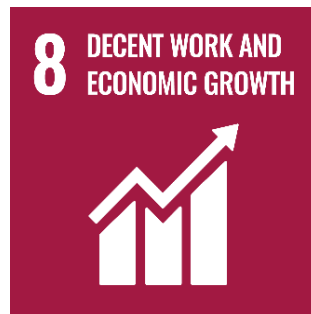
The Environmental, Social, and Governance (ESG) Program at Omnidian was established in order to measure and manage Omnidian’s impact on our employees and culture; our clients and the communities where we operate; and the environment. This year, we expanded that program with the re-founding of our ESG Committee, a voluntary employee-led working group at Omnidian. Within the ESG Committee, we now have seven subcommittees: Civic Action, Climate Action, Education, Events, Seattle Green Team, Reporting, and the Steering Committee. Each subcommittee is taking on efforts to support sustainability and improve our impact. Check out some of the ways we’re getting involved below!

	Civic Action	Engaging with Omnidian’s community partners to expand renewable energy education and access
	Climate Action	Taking direct actions at work to sequester carbon and reduce our footprint
	Education	Providing educational resources to our employees to help increase our sustainability
	Events	Making Omnidian’s events and work travel more sustainable
	Reporting	Creating insightful and inspiring reporting regarding Omnidian’s impact and sustainability
	Seattle Green Team	Improving the culture, impact, and benefit that our Seattle office has on our team and the environment
	Steering	Guiding the strategy and progress of the ESG Committee

UN Sustainable Development Goals

The climate crisis is a global threat that requires ambitious goals that the global community can work toward, now more than ever. 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.

SUSTAINABLE DEVELOPMENT GOALS



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 **81,173 MWh** of renewable energy attributed to Omnidian's services in 2024

8 DECENT WORK AND ECONOMIC GROWTH



- Omnidian's entry level starting wage is **\$20.19/hour** USD, in addition to 100% covered health care premiums and equity for all full-time employees
- Omnidian hired **78** employees in 2024

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Omnidian has developed our proprietary energy monitoring platform Resolv, which utilizes machine learning to assess system health and performance.
- In 2024, Omnidian added **14,356 Energy Storage Systems** to our management to support the grid.

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

Employee Benefits

At Omnidian, we believe that our employees are our greatest asset, and that they should feel satisfied, energized, and fulfilled by their work at Omnidian.

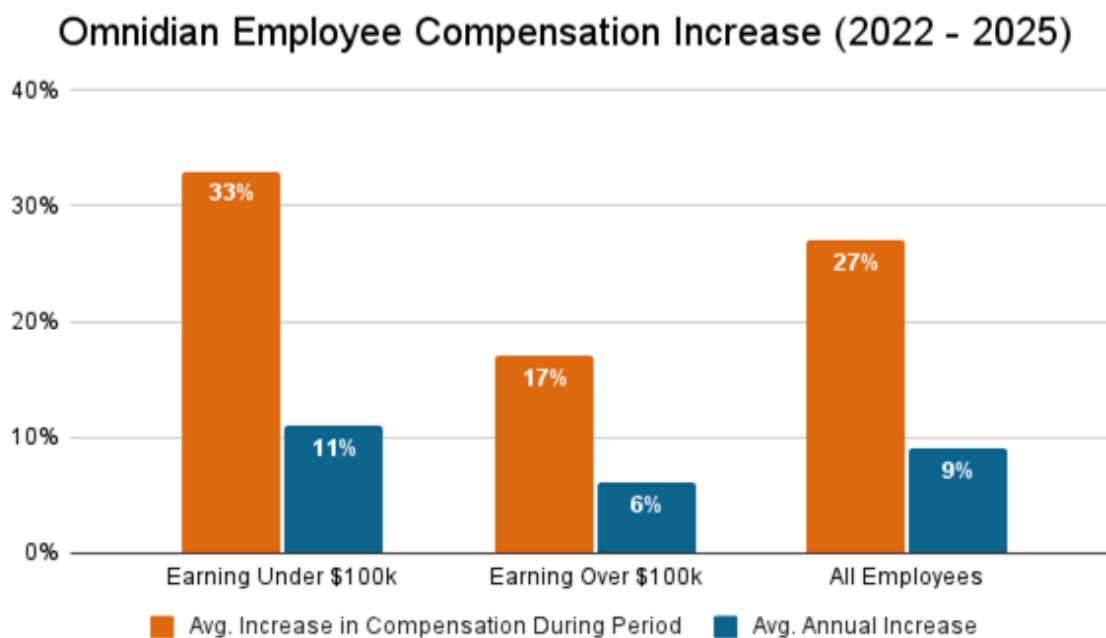
Employee Benefits:

- Omnidian offers competitive compensation, equity, and self-managed Paid Time Off to all full-time employees.
- Omnidian covers 100% of employee insurance premiums, including vision, dental, life insurance, and supplemental insurance.
- Omnidian offers 12 weeks of paid Parental & Caregiver Leave to all employees after 12 months of employment.
- Omnidian contributes to employee 401K plans, up to \$1,000 / year.
- 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 for our Seattle-based employees that like to come to the office regularly.
- 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!

Professional Development

Omnidian is creating the talent pipeline we know we'll need as we continue to grow and work towards our mission. We do that by offering transparent career tracks and opportunities for growth into new teams, as well as providing management training for all prospective people managers and an annual education stipend of \$500 for all employees. We believe in rewarding results and prioritizing internal candidates for new roles—in 2024, 44% of employees received a promotion or new role.

Omnidian's People Team conducted an analysis of the compensation for employees between July 2022 and July 2025 and found that, for the three-year period reviewed, the average compensation increase for all employees was 27%, with an average annual increase of 9%. They found that a higher proportion of compensation increases went to our early career employees and employees earning less than \$100,000 per year, validating our efforts to develop talent and upskill our teams.



Omnidian Employee Demographics

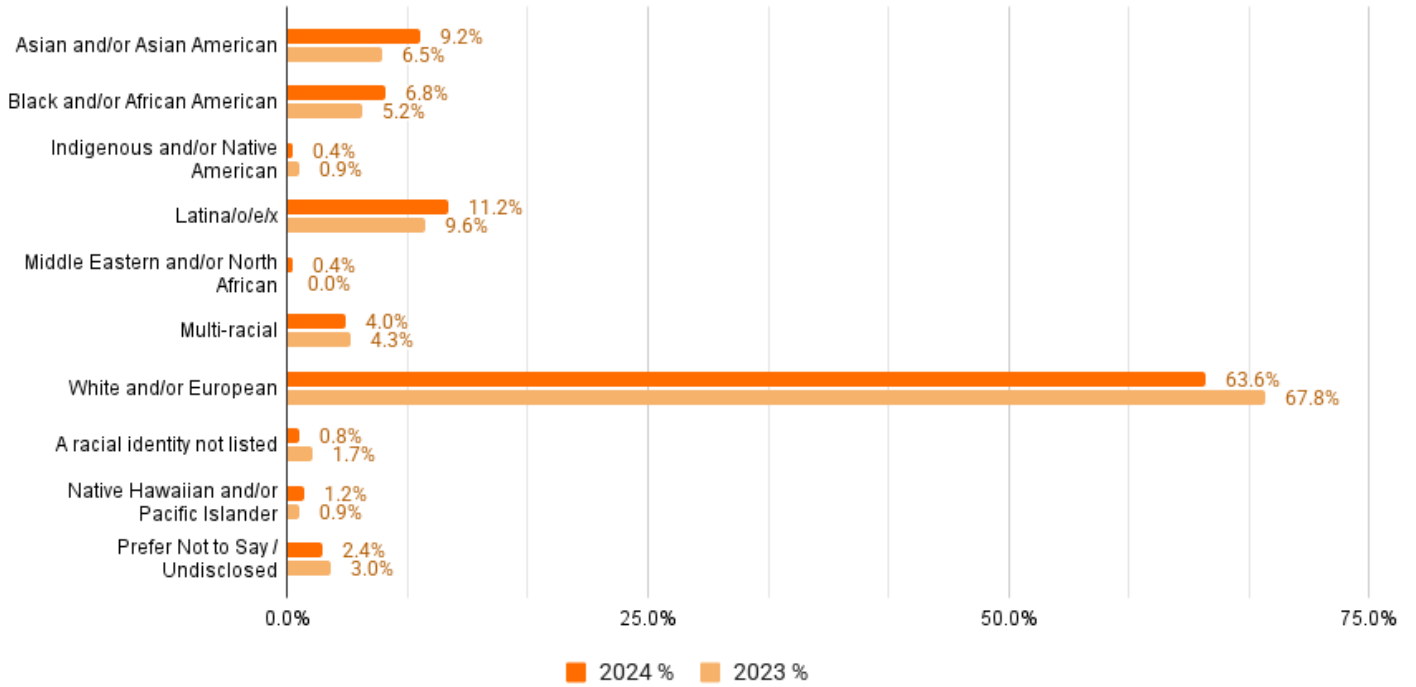
At Omnidian, we know that we need a great team in order to realize our mission to accelerate the adoption of renewable energy and to protect those assets for years to come. We've built a strong, global team by hiring the best, which we're able to do by removing historical barriers to entry and attracting a wide array of candidates. The average role at Omnidian attracts 400+ applicants, and we've structured our hiring process to avoid bias and create an accessible, equitable candidate experience that allows candidates to shine.

We believe that diversity, equity, and inclusion make our team stronger and lead to greater innovation, collaboration, and satisfaction. Climate change impacts everybody, and by tapping into the wide array of lived experiences and perspectives of the world, we're creating a team that's greater than the sum of its parts.

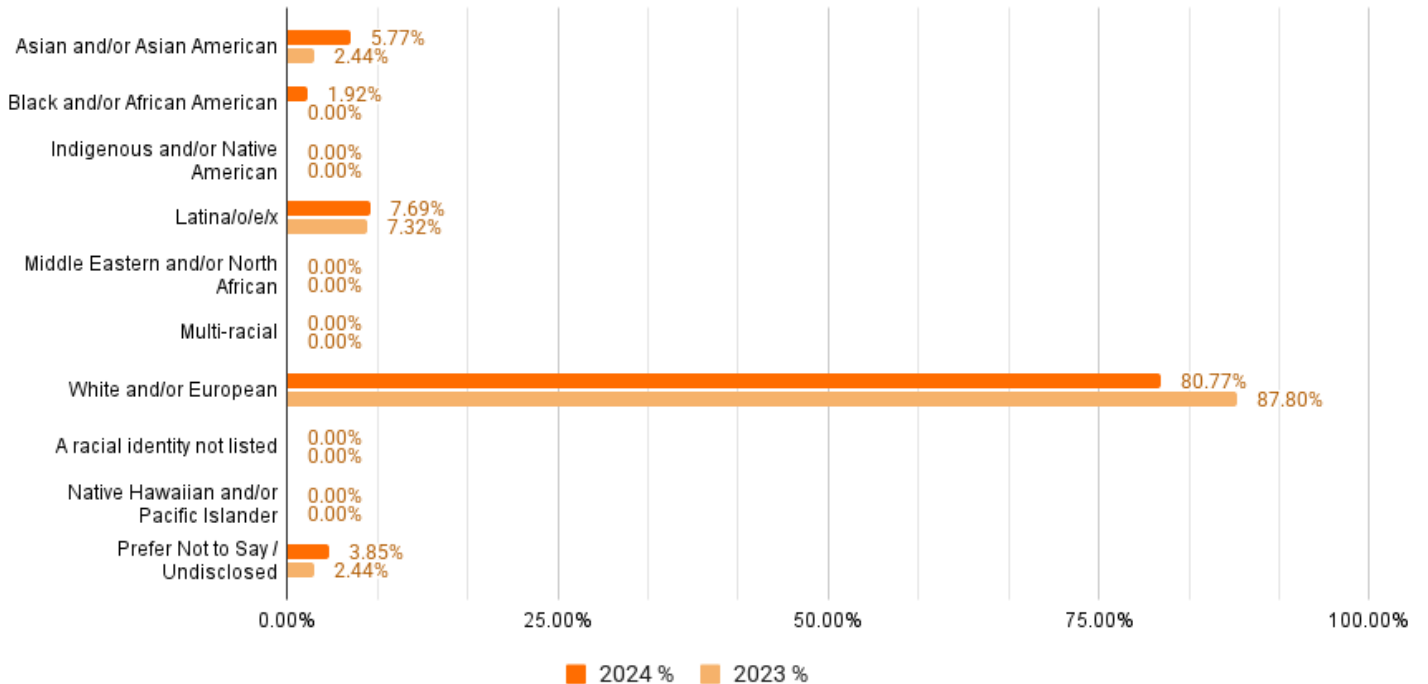


Racial Diversity at Omnidian

Omnidian Racial Diversity



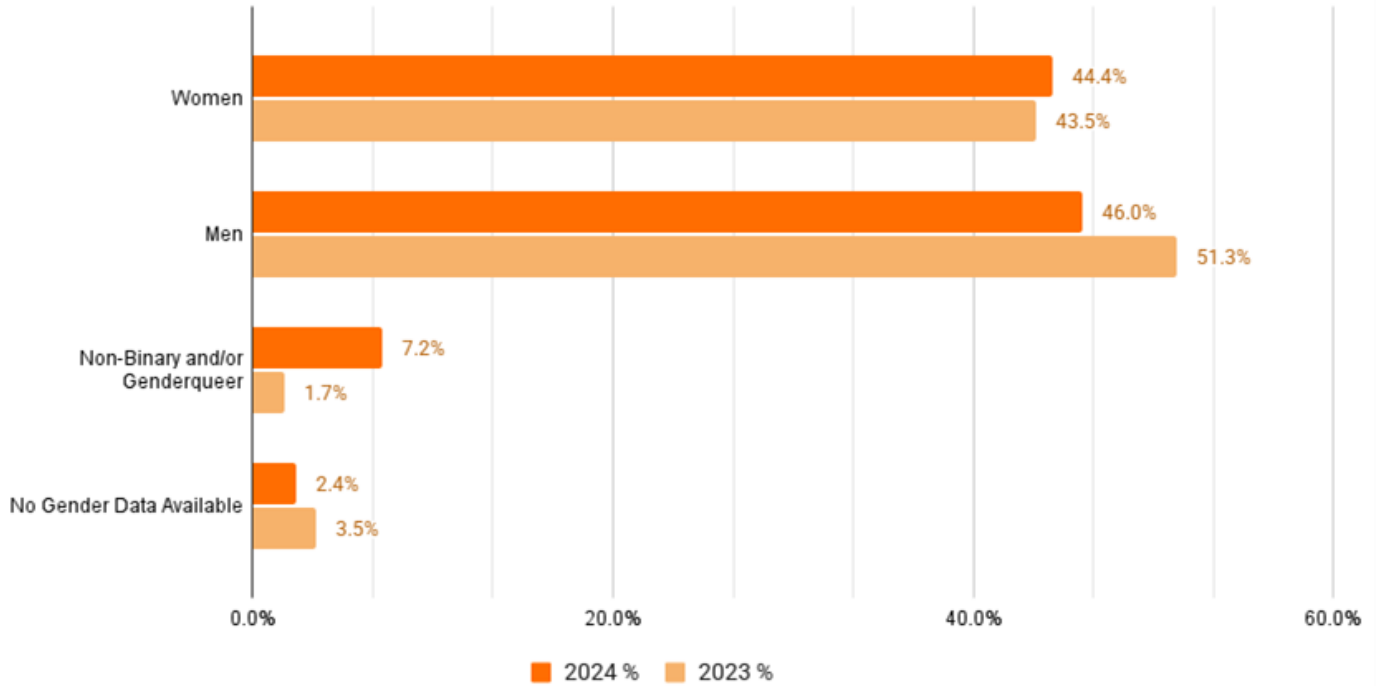
Omnidian Management & Leadership Racial Diversity



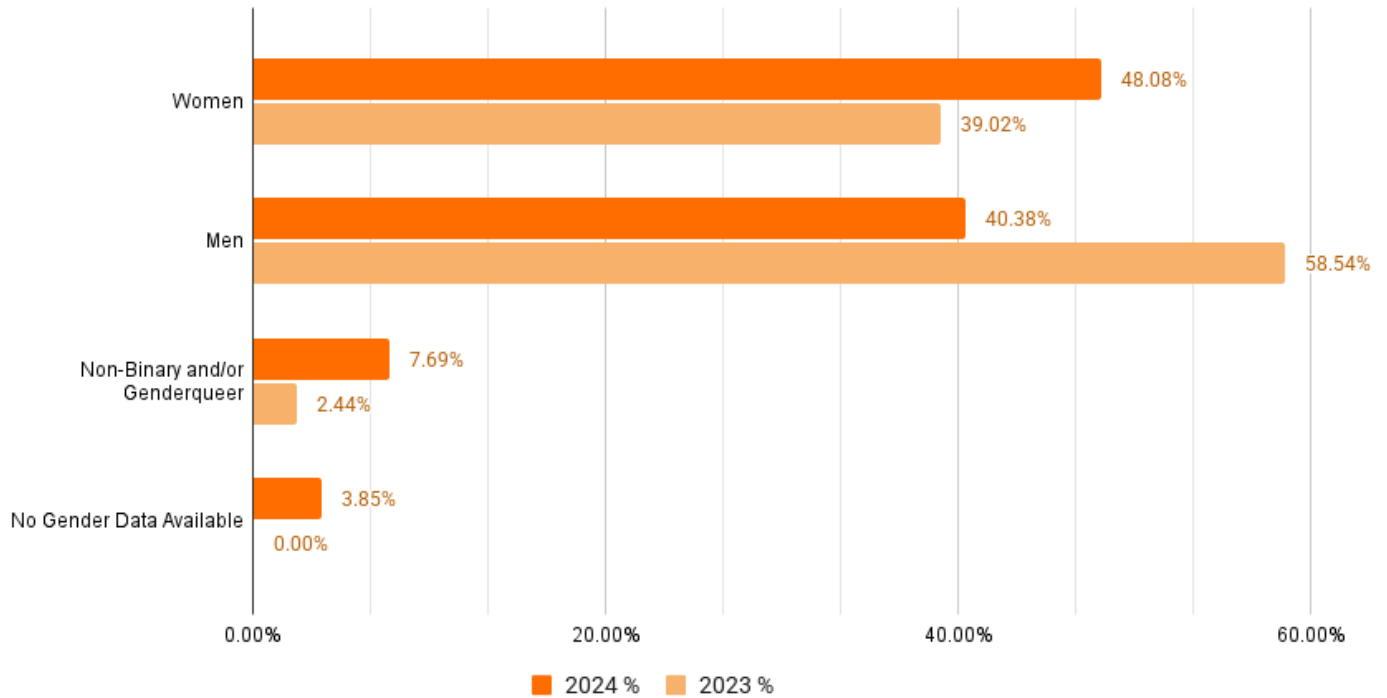
Gender Diversity at Omnidian



Omnidian Gender Diversity



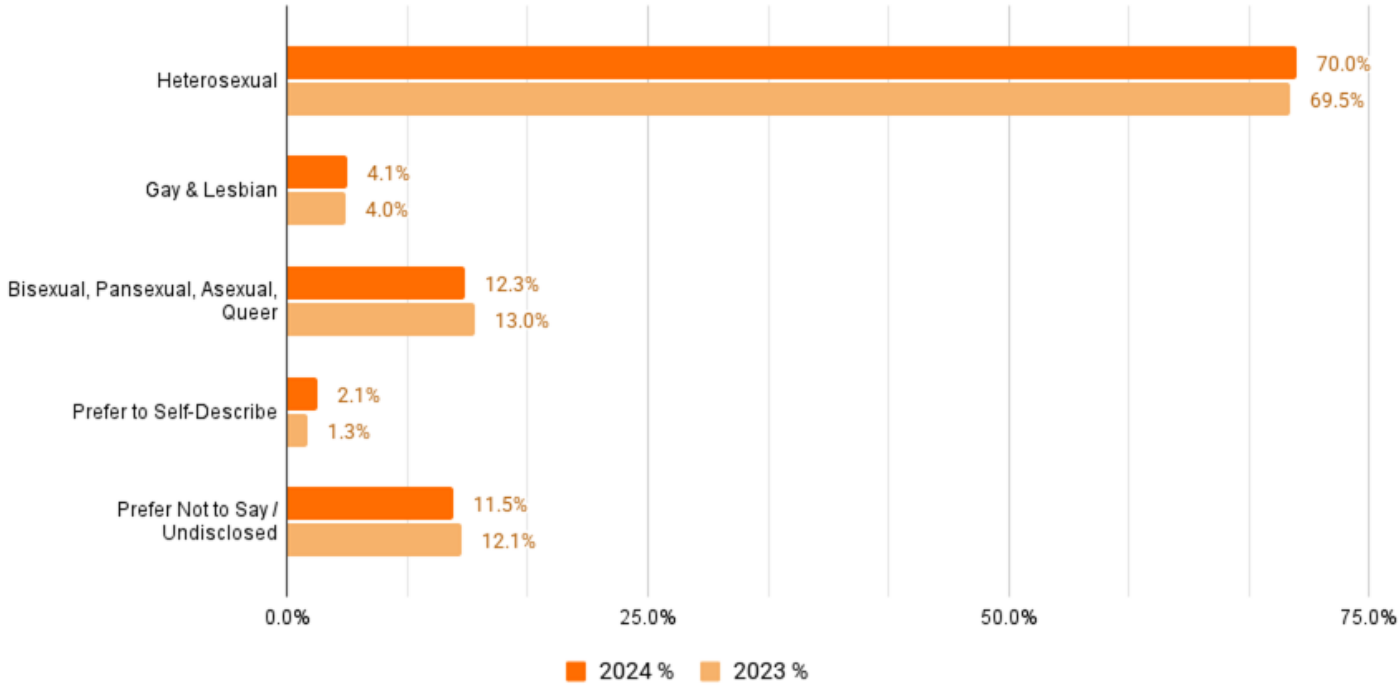
Omnidian Management & Leadership Gender Diversity



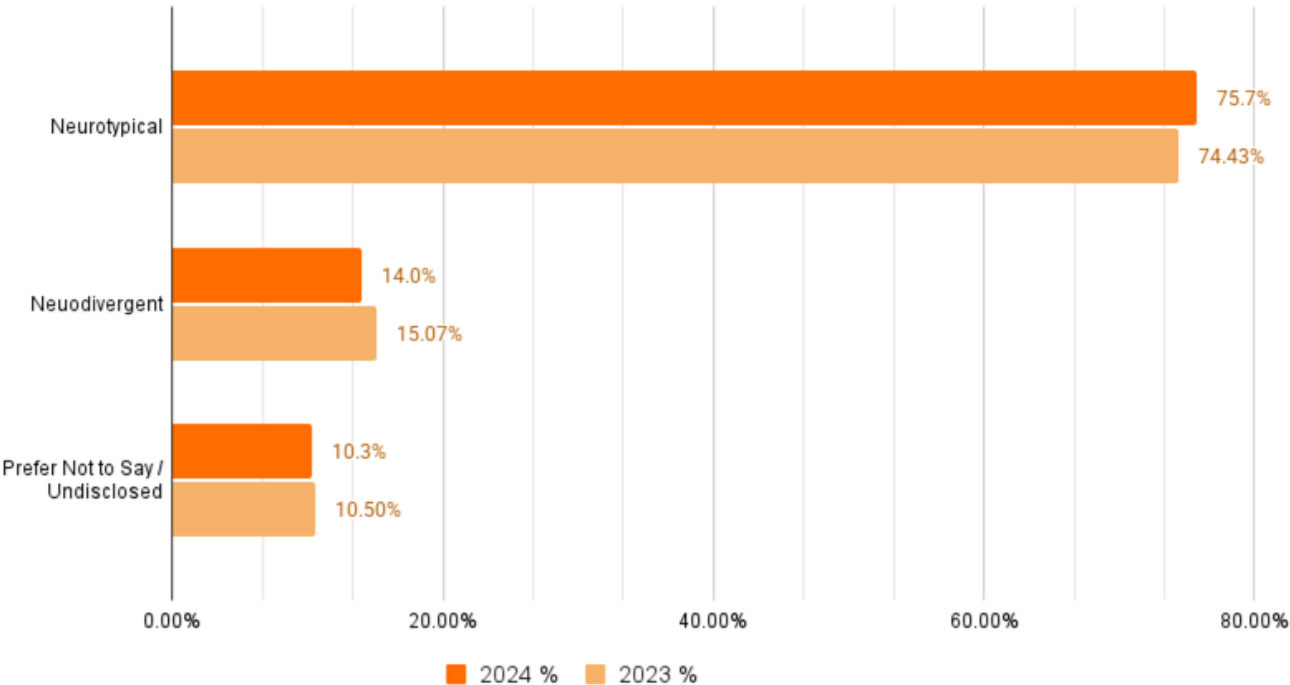
Neurodiversity & Sexual Orientation at Omnidian



Omnidian Sexual Orientation Diversity



Omnidian Neurodiversity



WeGu at Omnidian

Omnidian’s Diversity, Equity, and Inclusion committee is an employee-led initiative that was founded in August 2018 and continues to meet bi-weekly. The committee named themselves “WeGu” for “*We Guarantee*,” a play on Omnidian’s original name, “PeGu” for “*Performance Guarantee*.” WeGu provides a space for all team members to celebrate wins, offer candid feedback, and to stay rooted in Omnidian’s culture and values.

WeGu’s mission states that, “...*We believe that everybody deserves to work in an environment where they feel welcome, safe, and supported. To this end, we embody our values through everyday action and policy, and we hold each other accountable to our coworkers, clients, partners, and community. WeGu is a resource for information, guidance, solidarity, and support. WeGu is a community of practice, that fosters discussion and inspires action.*”

Diversity

We remove barriers to hiring and avoid bias



Equity

All employees are empowered to grow and to thrive



Inclusion

We foster an environment of belonging and trust

Omnidian believes that diversity, equity, and inclusion are the foundations of a thriving team and company. We create a more diverse, equitable, and inclusive workplace through our competency-based talent acquisition processes, extensive candidate pools, employee trainings, mentorship and development programs, flexibility to manage personal circumstances, and employee-led affinity groups.

The Wecap

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 2024 Wecap:

- Omnidian’s LGBTQ+ and Black employee affinity groups, Rainbow Array and Black Lights Matter, collaborated on a Juneteenth Pride celebration to highlight the intersectionality of our shared struggles.
- Our employees established a new affinity group, Neurospicy-R-Us, to celebrate neurodiversity at Omnidian.
- Omnidian’s People Team worked with the Neurospicy-R-Us affinity group to update our hiring and interviewing processes to be more inclusive and accessible to neurodiverse candidates.
- Omnidian’s Marketing Team worked with WeGu and the Civic Action Committee to write a [blog post](#) outlining our approach to community action.
- We continued our Speaker Series with guest speakers that covered topics from solar panel recycling to bringing sustainability solutions to marginalized communities to the impact of homelessness on communities.

Community Partnerships



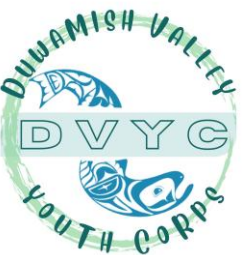
At Omnidian, we love rolling up our sleeves and giving back to the communities we call home. Through WeGu, our employee-led volunteer program, we team up with amazing local organizations to make a real difference by building connections, boosting team spirit, and creating positive change. From our roots in Seattle to neighborhoods across the country, we're proud to support causes that matter. Check out some of the incredible groups we've partnered with over the years:



Key Tech LABS



City of Seattle



Acknowledgements

Thank you to Team Omnidian – from North America to Australia, your dedication, camaraderie, and dream of a clean energy future has made this company something truly special.

Thank you to our service partners across the globe that are getting their hands dirty to solve on-the-ground issues every day, rain or shine.

Thank you to our investors, big and small, who believe in our mission and enable us to make it a reality.

Thank you to Omnidian’s ESG Committee, your contributions have introduced new insights, ideas, and passion to this report!





OMNIDIAN