

ENSTALL
empowers



Impact Report

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On the Cover

In partnership with Solar Energy International (SEI), we secured third place in Blackstone's Give Back Challenge. This grant enables us to expand our efforts in training veterans, equipping them to transition into careers in the solar industry and strengthening the future of the solar workforce. [Read more on page 7.](#)

Enstall Empowers staff & board



Vera Vos
Empowers Founder
VP Strategic Marketing
& Corporate Communications
Enstall



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Yvonne Meijer
Board Member
Management Assistant
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Robin Johns
Board Member
Director Business of Development
EcoFasten



Amber Lucas
Board Member
Marketing Manager
IronRidge



Lola Aranda Rodríguez
Board Member
Marketing Manager
Enstall Region South



Susan Stark
Board Member
Senior Manager of Training
IronRidge



Ronald Geurtsen
Board Member
Customer Service Employee
CPX

“Our collective effort showcased the strength of our community and the compassion that defines us.”



A year in review

This past year, the solar energy industry has faced significant challenges worldwide. Despite these turbulent times, Empowers has managed to continue its mission and successfully execute impactful projects across Europe and the Americas. We even expanded our reach to Africa, where we completed several successful projects that contribute to a sustainable future for local communities.

One of the many highlights this year has been receiving third place in the prestigious Blackstone Gives Back Challenge, a wonderful acknowledgment of our efforts and achievements. Additionally, we have partnered with Mad Science, an educational enrichment company, to develop our own educational materials, raising awareness of solar energy for a broader audience.

Through partnerships with non-profit organizations, we have supplied solar panels to support various community initiatives with reliable energy solutions. In the United States, we focused on training individuals from disadvantaged backgrounds to become solar installers, offering them new job opportunities and supporting the growth of the sustainable energy sector.

To further our commitment to societal impact, we introduced the Empower Hours initiative. Every Estall employee is now allocated 16 hours per year to engage in voluntary work and give back to society. It has been inspiring to see our team embrace this opportunity to make a meaningful difference in their communities.

It was heartwarming to witness how we truly live our core value, “We Are One Family.” When colleagues were affected by natural disasters, everyone stood up and reached out to help, offering money, time, and goods. Our collective effort showcased the strength of our community and the compassion that defines us.

As Enstall Empowers, we reflect on a successful year in which, together with our partners, we made a significant global impact. This gives us confidence and inspiration to continue building a cleaner and fairer world in 2025. We look forward to taking on new challenges and further strengthening our role

Vera Vos
Enstall Empowers Founder
VP Strategic Marketing & Corporate Communications

PARTNERSHIP WITH:



How it started

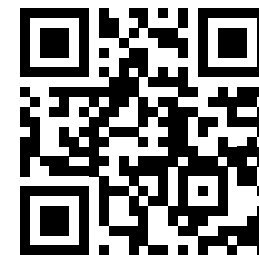
Enstall, our parent company, oversees a family of industry-leading brands in the top rooftop solar markets across the US and Europe. With over two decades of experience, we develop highly reliable PV mounting solutions that minimize hassle and maximize value for solar professionals, ultimately paving the way for a faster and more accessible transition to a solar-powered future.

As one of the largest and most trusted partners in the industry, we understand the significant role we play in shaping the future of our planet and are motivated to do even more. Enstall Empowers was established for us to make a difference beyond financial success. Our mission is to provide real support that improves lives, builds equitable communities,

and educates the next generation, while inspiring a new wave of solar leaders to drive the energy transition. By making knowledge, resources, and clean energy accessible to all, we can create a lasting positive impact on people and the health of our planet.

We achieve this by partnering with nonprofits and individuals to offer professional development, financial contributions, education, and access to solar equipment and solutions. When equal opportunities are available and access to solar energy is attainable, we're not only combating climate change but also nurturing a more equitable and just world.

**Learn more about
Empower's goals:**



Our milestones

JANUARY

Enstall Empowers started off the year strong by implementing **Empower Hours**, or volunteer time off, for our colleagues. We also participated in **Encircle's Love Gala** event to celebrate and support LGBTQ+ youth members.

MARCH

We accomplished one of our greatest achievements thus far, securing third place and \$75,000 in the **Blackstone Gives Back Challenge**, giving us the opportunity to expand our collaboration with **SEI** to build a stronger workforce of solar experts.

MAY

We helped **Solar Energy International (SEI)** expand their curriculum for their veterans' program and participated in a team exercise with **War Child**, immersing ourselves in challenges faced by war-affected children.

JULY

We fostered **STEM education** and solar knowledge in our youth through **GRID Alternatives** and **HomePlan** while beginning a partnership with **ROC van Twente** to further educate solar professionals in their careers.

SEPTEMBER

Enstall Empowers uplifted women in solar through collaborations with **Buzz Women** and **Women in Energy**. We also held an **LGBTQ+ Cultural Humility & Allyship** training through **Encircle** to promote workplace inclusivity.

NOVEMBER

When devastating floods hit our **Sunfer** colleagues in **Spain**, we gathered essential goods and donations to support them. Our **Dutch** colleagues built bikes for people in **Africa** and we collaborated with **SEI** for their women in solar training week.

FEBRUARY

We witnessed our colleagues making a meaningful impact through their **Empower Hours**. **Le Ly** assisted low-income families with their taxes and **Hilko Pruntel** traveled to **Austria** to ski alongside individuals with disabilities.

APRIL

Our colleagues from **Enstall** and **EcoFasten** volunteered for **Feed My Starving Children** while we supported **Dutchbat 3** veterans and connected with **Snaga žene**, an organization who provides aid to war-affected women in **Bosnia**.

JUNE

Our colleagues participated in the **Alpe d'HuZes**, raising money directly for cancer research initiatives. We began a partnership with **Rijnvicus** to further develop more equitable opportunities by bridging the employment gap.

AUGUST

Enstall associates volunteered to help the **North Andover Historical Society**, which is dedicated to sustainable energy with net-zero initiatives. **David Deleu** uses his **Empower Hours** to visit libraries, assisting with digital tasks and tax forms.

OCTOBER

Through **Footprint Project Org** and donations from **Enstall** associates, we supported colleagues and communities negatively impacted by recent US hurricanes. We launched **Shining with Solar** with **Mad Science** to bring **STEM education** into classrooms.

DECEMBER

We wrapped up our year by forming an inspiring partnership with the **Honnold Foundation** to bring solar to globally underrepresented areas. We look forward to 2025, with a commitment to further sustainable and equitable impact.

2024

2025

PARTNERSHIP WITH:



Blackstone gives back

Enstall Empowers began supporting Solar Energy International (SEI) when we noticed our shared commitment to building a more equitable and sustainable future through more accessible solar education and training. Enstall's racking companies, such as IronRidge and PanelClaw, have supported SEI over the years by donating equipment to SEI's lab yard, giving students the chance to work with industry-leading products.

Our partnership strengthened earlier this year when Enstall Empowers and SEI received \$75,000 for securing third place out of almost 400 other companies in Blackstone's Gives Back Challenge.

These funds were directed to support veterans through tuition assistance, setting the stage for the Solar Ready Veterans Program. This program helps veterans transition into solar industry careers by providing the skills and training they need to succeed. Together, Enstall

Empowers and SEI will create a comprehensive curriculum to prepare workers for entry-level solar jobs. SEI will also offer scholarships to veterans to further their education in solar energy, ensuring that cost won't stand in the way of pursuing a career in the field.

"We are honored to collaborate with Enstall to expand opportunities for both career seekers and veterans looking to get into the solar industry," said Chris Turek, Vice President of Marketing and Business Development at SEI. "By combining our expertise and Enstall's resources to develop and update industry aligned career focused curriculum, we can create pathways to rewarding careers in a rapidly growing clean energy sector that is vital for our planet's future."

Through our joint educational efforts, we strive to ease the transition from military service to civilian careers, while meeting the growing demand for skilled workers in the solar industry.

What we do

Professional Development

Offering free solar training to fortify a thriving workforce and amplify overall well-being.

Solar Projects

Provide easy access to solar-based electricity to strengthen underprivileged communities.

STEM Education

Nurturing curiosity in future generations through STEM*, preparing them to drive the solar transition.

*Science, Technology, Engineering, and Mathematics

Financial Support

Providing financial aid to contribute towards a more sustainable and equitable world.

How we do it

Professional Development

- Reducing global unemployment and poverty rates to pave the way for a brighter future.
- Offering rewarding work, promoting job retention and fulfillment.
- Fostering sustainable economic growth through the expansion of the workforce and enhanced access to sustainable energy.
- Advancing sustainable living and communities through a new generation of solar experts.

Solar Projects

- Accelerating the growth of affordable and clean energy access for all.
- Expediting and inspire the progress of sustainable cities through solar adoption.
- Enhancing energy independence in less fortunate communities by broadening the access to electricity.
- Minimizing pollution and CO2 emissions by reducing the need for fossil fuel consumption.

STEM Education

- Promoting gender equality by ensuring inclusive access to science-based education.
- Achieving sustainable economic growth and reduce poverty rates by fostering an educated youth.
- Empowering future generations to ensure they are well-prepared to drive the solar transition forward.
- Encouraging research on sustainable development to help build sustainable societies.

Financial Support

- Reducing the poverty rate in less fortunate communities around the world while fostering economic progress.
- Supporting causes that combat gender and race inequalities, ensuring equal opportunities for all.
- Providing equitable access to resources by establishing financial inclusion for vulnerable and underprivileged groups.
- Building partnerships to grow our team of solar heroes while multiplying our impact.

3097 Installers Trained



Professional Development

TRAINING WITH ROC VAN TWENTE



We partnered with ROC van Twente to deliver high-quality solar training, preparing students for success in the renewable energy sector. The ROC team recently attended a course at the Esdec Innovation Center, led by Mark van Stralen, where they learned about the latest advancements in installation materials and methods. This training enables instructors to equip students with cutting-edge skills for solar installation projects. Upon graduation, students can further their expertise with Esdec and earn an Esdec certification. Adding solar installation to the ROC curriculum marks an important step in advancing practical green energy education.

WORKFORCE DEVELOPMENT WITH ROAD2WORK



We were proud to support a solar project that not only generates clean energy but also helps cultivate a future solar workforce by supporting individuals overcoming employment barriers. Road2Work assists people with limited access to the job market in preparing for careers in the mainstream workforce. By connecting them with companies, sharing knowledge, and providing opportunities for growth, Road2Work creates a supportive environment and offers professional guidance. We successfully installed 288 solar panels on their roof using Enstall's Esdec racking materials, providing cost savings that will be reinvested into their programs.

3,869 Panels Installed

Solar Projects

THE COMMUNITY PROJECT: ETHIOPIA



In partnership with The Community Project: Ethiopia and Twende Solar, this solar project brought electricity and hope to the community of Debre Birhan, Ethiopia. The 8.64 kW system consisting of Enstall's IronRidge racking materials will provide energy independence, granting their community education and access to technology. The K-8 school, which is expected to serve 1,200 students when completed, will provide a platform for children and families to expand their knowledge, learn first-hand agricultural and energy conservation techniques, develop analytical thinking skills, and cultivate the ability to lead successful, contributing lives.

HAWAII'S OHANA FOOTPRINT PROJECT



We were honored to stand with the Ohana Footprint Project in rebuilding Hawaii after the devastating fires earlier this year. Through Project: Rebuild Hawaii & Workforce Development, 1,512 solar panels will be installed to restore sustainable energy access to affected communities. Additionally, this initiative will train local individuals in solar technologies, fostering long-term resilience. Our support includes a donation of IronRidge racking materials essential for these installations. By building back greener, we aim to support immediate recovery, pave the way for a sustainable future, and turn recovery into an opportunity for growth and innovation.

10,204
Kids Educated
in STEM

STEM Education

MAD SCIENCE'S SHINING WITH SOLAR



We partnered with Mad Science to create “Shining with Solar” workshops, designed to introduce elementary school students to the science of solar energy. Mad Science, renowned worldwide for their interactive STEM programs, is dedicated to inspiring young minds to explore science, technology, engineering, and math. With over 150 locations across 20 countries, their workshops are both educational and fun. The response to our initiative was impressive, with 25 schools signing up to bring solar education into their classrooms. We launched our first workshop at Esdec’s Innovation Center where many colleagues and their children participated.

GRID'S SOLAR FUTURES PROGRAM



We supported GRID’s Solar Futures Program which provides high school and middle school students in underserved schools and tribal communities with classroom and hands-on learning opportunities in clean energy technologies. By educating and equipping students, the goal of the Solar Futures Program is to open the door for the next generation of solar and renewable energy workers, advocates, and leaders. The program provides students with the opportunity to learn about the industry, build a resume, complete mock interviews, and graduate with job-ready skills to obtain an entry-level job if they choose to enter the workforce.

\$20,000
in Support to
Non-Profits

Financial Support

NATURAL DISASTER RELIEF



After two hurricanes devastated parts of Tennessee and Florida, affecting our colleagues, we partnered with Footprint Project Org to “Build Back Greener” to repair cities with sustainable energy solutions. We additionally gathered donations from Enstall associates to aid those affected. Similarly, when devastating floods hit Valencia, Spain, we immediately acted to support our colleagues at Sunfer and the broader community. Through the generosity of our Enstall family, we collected donations, including clothing, food, and towels. Responding to an urgent need for rain boots, we collaborated with Gevavi Zwolle to source over 100 pairs in various sizes.

BUZZ WOMEN: INSPIRING COMMUNITIES



We proudly partnered with Buzz Women, whose mission is to transform lives by uplifting hundreds of thousands of women around the world. At this year’s Buzz Women event, we had the incredible opportunity to meet Uthara Narayanan all the way from India and learn about her inspiring work with Buzz Women, an organization she co-founded with Dave Jongeneelen. Now, Buzz Women focuses on what matters most to women through holistic education centered on the 5 Cs: Care, Climate, Community, Confidence, and Cash. These pillars help women build sustainable futures for themselves, their families, and their societies.

ENSTALL

empowers

Proud of our
partnerships

SNAGA ŽENE



ECademy



Rising You



HONNOLD
FOUNDATION

de beroepentuin

kortste route naar betaald werk



HomePlan



roc van
twente



Empower Hours



Austria Ski Trip

Our colleague, Hilko Pruntel, was the first Enstaller to make a difference using his Empower Hours. He traveled to Austria to volunteer with the Association of Disabled Winter Sports Enthusiasts (VGW), guiding disabled athletes on the slopes for a week.

“I’m an avid winter sports enthusiast. Every year, without fail, I head to the Alps to strap on my skis,” Hilko shares. But recently, his trips took on a deeper purpose, where he became inspired to share his love for skiing with individuals who can’t ski on their own. Alongside 60 volunteers, including ski instructors, guides, and equipment specialists, Hilko helped create an unforgettable experience for disabled skiers. Together, they overcame challenges, soaked in the fresh alpine air, and shared smiles that made the week truly special.

Hilko’s inspiration came from his mother, who joined VGW as a seated skier. Seeing the joy it brought her motivated him to give back. By dedicating 16 Empower Hours and volunteering the rest of his vacation time, Hilko turned his love for skiing into a way to create possibilities for others.



Make-A-Wish

Enstall Empowers partnered with Make-A-Wish to bring dreams to life through the Make-A-Wish Business Challenge. Through the use of our Empower Hours, Enstall’s business units, Esdec and BluBase, joined forces with enthusiasm and determination to make the heartfelt wishes of Sjors (10) and Jealey (6) a reality.

The teams rallied support from friends, family, business partners, and countless well-wishers, raising an impressive amount to give back to the Sjors and Jealey’s wishes. In return, they created a magical experience that Sjors and Jealey would cherish forever. Sjors took a luxury limousine ride to a private tour of Beekse Bergen Zoo, where he excitedly encountered his favorite animal, the lion. Jealey was treated like a true princess, where she was picked up in a limo, rode on a Unicorn, decorated a cake, and got to have lunch in a castle.

This extraordinary effort would not have been possible without the generosity and support of everyone involved. Enstall Empowers, Esdec, and BluBase extend their heartfelt gratitude to all who contributed, proving that collaboration and kindness can make dreams come true.



Food Bank

In a remarkable display of compassion and teamwork, Enstall employees came together to support Feed My Starving Children in its mission to combat world hunger. Despite their demanding schedules, these dedicated individuals took time to participate in a meal-packing event aimed at providing life-saving nutrition to underprivileged children worldwide.

By utilizing their Empower Hours to take paid time off for volunteering, teams from Enstall and EcoFasten gathered in Phoenix, Arizona, uniting for a shared purpose. Together, they packed thousands of meals, proving that small, individual contributions can combine to create a significant impact. This collaborative effort highlights the true power of Empower Hours. When used collectively, they amplify the ability to address pressing global issues, showing how a single company’s initiative can ripple outward to touch countless lives.

The dedication of Enstall employees not only provides essential nutrition to children in need but also inspires others to act with compassion and purpose. Their actions stand as a powerful reminder of how a united workforce can bring hope and kindness to those facing hardship.

SUSTAINABLE GOALS DEVELOPMENT



Supporting the United Nation's SDGs

The UN's Sustainable Development Goals (SDGs) form a global compass for universal challenges such as poverty, health, and climate change. We endorse all the SDGs and actively contribute to six SDGs directly. While our current projects make an impact, we recognize the opportunity to contribute to more SDGs in the future. We aspire to create an equitable, inclusive, and sustainable world where everyone can thrive.

For more information on the UN's Sustainable Development Goals, please visit <https://sdgs.un.org/goals>



INCLUSIVE AND EQUITABLE EDUCATION

Providing inclusive and quality STEM education not only ensures equal chances for all but eliminates gender and wealth disparities and achieves equal access to higher education.



DIVERSITY AND GENDER EQUALITY

We work closely with Enstal's DE&I team. As we explore potential partnerships, Empowers assesses their qualifications, prioritizing openness to individuals from diverse backgrounds.



ACCESS TO RENEWABLE ENERGY

Providing innovative, cutting-edge mounting solutions designed and distributed to the solar industry. Our solutions enabled 10 GW of solar energy infrastructure in 2023.



SUSTAINABLE ECONOMIC GROWTH

Since the founding of Empowers, we've been dedicated to increasing the number of solar installers around the world and we're aiming to increase this number annually.



SOLAR-POWERED COMMUNITIES

We believe that by providing proper training, education, and resources, we can better prepare the next generation with the essential skills to drive the energy transition.



STRONG GLOBAL PARTNERSHIPS

Our impact is multiplied with strong global partnerships. The world is more interconnected than ever and together we can create lasting results for our society and environment.

Diversity, Equity, Inclusion

We remain dedicated to nurturing a culture of Diversity, Equity, and Inclusion. In 2024, our DE&I working group, originally launched by a team of US employees, continues to drive initiatives that enhance diversity and inclusion across our workforce. We recognize that the distinct qualities, backgrounds, and skills our employees bring are essential to shaping not only our organizational culture and reputation but also the future of a sustainable world. By cultivating an inclusive space where everyone feels valued and respected, we empower individuals to give their best and thrive within Enstell.

2024 DE&I ACCOMPLISHMENTS:

- The DE&I Employee Working Group continues to meet monthly.
- Monthly communications are sent to all members of the organization highlighting diverse communities and topics.
- DE&I-related content was integrated into our standard new hire onboarding program.
- DE&I training from Paradigm, including unconscious bias training, cultural micro learnings, and inclusive leadership, is available to all employees through Enstell Academy.
- Continued our partnership with Encircle, hosting our second annual humility training.



Encircle



Women in Energy Congress



**Applies to US business units.*

The power of progress

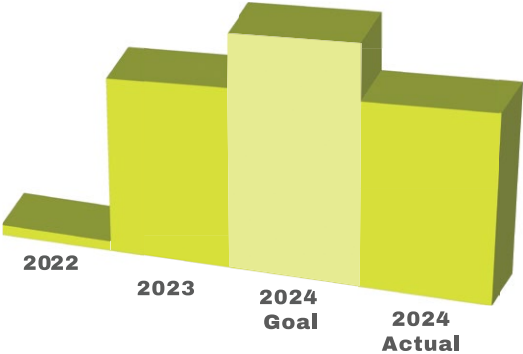
To continually raise the bar, we set ambitious goals for ourselves each year. In 2024, we aimed to train 4,000 new installers. However, due to a market slowdown and decreased demand, we fell short of this target, training 3,097 new installers. Despite this, we exceeded our goal for panel installations, achieving an impressive 3,869 panels—far surpassing our target of 750—thanks to two major projects.

In collaboration with Footprint, we contributed to rebuilding efforts in Hawaii. Unfortunately, much work remains unfinished, and in 2024, Hurricane Helene

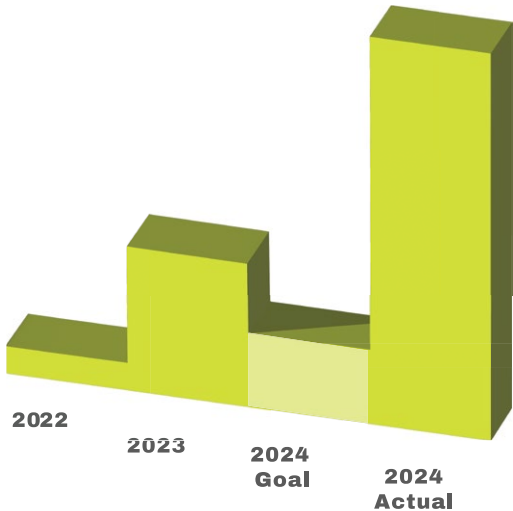
caused significant damage in North Carolina, adding to the challenges we face. However, we take immense pride in surpassing our educational goals, as equipping the next generation is essential to meeting future climate targets.

Every Enstall Empower dollar goes directly to non-profits. In 2024, we partnered with foundations that share our mission, allowing us to install more panels and educate more young people. It is truly heartwarming to see how many installers dedicate their Empower Hours to giving back to those in need.

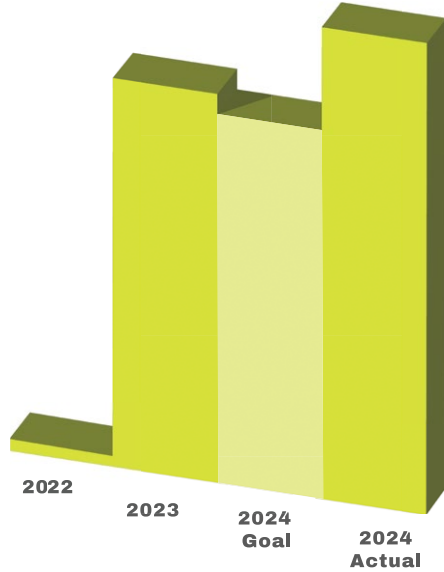
Installers Trained



Panels Installed



STEM Educations



PARTNERSHIP WITH:



What comes next

Looking ahead to 2025, we are committed to building on the achievements made in 2024 and addressing the challenges ahead with renewed determination. The year 2024 was very challenging for the solar sector yet Empowers still managed to achieve growth. In times like these, our work becomes even more critical, and we remain fully committed to making a difference. We will continue to broaden our educational outreach programs to engage and inspire children and youth. Additionally, we are dedicated to increasing solar installations worldwide, with a particular focus on expanding solar projects in Latin America. Finally, we are committed to fostering an environment where our employees can actively create meaningful impact and drive meaningful change. We aim to strengthen partnerships and foster innovation to ensure we reach our ambitious goals.

WHAT'S ON THE HORIZON

- By expanding solar-focused education programs, we hope to **empower 8,000 kids** with the knowledge and inspiration to drive future sustainability efforts.
- Through targeted training initiatives, we plan to **train 3,500 individuals**, specifically those distanced from the labor market, gain the skills needed to thrive in the solar industry.
- Our plans to **install 2,500 solar panels** will bring clean energy to underprivileged groups and non-profits, further solidifying our commitment to creating a sustainable and equitable future.
- We plan to **contribute 2,000 Empower Hours**, providing our employees with opportunities to create positive change and make an impact in their communities.

Together, these efforts will ensure Empowers continues to lead in making solar energy accessible, impactful, and transformative.

The brands of Enstall

ESDEC

blubase™

 **EcoFasten®**

ENSTALL

 **SUNFER**

 **IRONRIDGE**

 **panelclaw®**

PARTNERSHIP WITH:



ENSTALL empowers

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Impact Report



EMPOWERS LINKEDIN



PROJECT SUBMISSION



ENSTALL WEBSITE



ENSTALL LINKEDIN