

ENSTALL
empowers

Impact Report



Table of contents

Empowers Staff & Board	Page 03
A year in review	Page 04
How it started	Page 05
Partnership with SEI	Page 06
What we do	Page 07
How we do it	Page 08
Projects	Page 09
Our Partnerships	Page 13
Empower Hours	Page 14
Supporting the UN SDGs	Page 15
Diversity Equity and Inclusion	Page 16
The Power of Progress	Page 17
What comes next	Page 18
Our Brands	Page 19
Quick links	Page 20



On the Cover

In partnership with Rexel and Platt, IronRidge and Enstall invited 20 high school students to our Hayward facilities to learn what a career in the solar industry looks like. Students heard directly from solar professionals, including Mitch Molchan. Read more on page 11.

Enstall Empowers staff & board



Vera Vos
Empowers Founder
VP Strategic Marketing
& Corporate Communications
Enstall



Matthew Straub
Enstall Marketing
Design and Marketing Manager
Enstall



Maggie Rindos
Empowers Socials
Social Media Specialist
Enstall



Julie Sears
Empowers HR Manager
Human Resources Business Partner
Enstall



Susan Stark
Board Member
Director, Technical Sales and Training
IronRidge



Martijn de Jong
Board Member
Senior Project Buyer
Enstall



Charles Ravaglia
Board Member
Commercial Sales
IronRidge



Amber Lucas
Board Member
Marketing Manager
IronRidge



Lola Aranda Rodríguez
Board Member
Marketing Manager
Enstall



David Denenberg
Board Member
Sales Territory Manager
IronRidge

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



A year in review

Across Europe and the United States, the solar market faced immense pressure, and these headwinds inevitably touched our organization as well. Yet, even in a year marked by uncertainty, the spirit of Enstall Empowers proved stronger than the circumstances. We leaned into our core value “Do More With Less” and discovered once again that resilience, creativity, and collaboration can turn difficult times into meaningful progress.

In Europe, our partnership with Solar for Schools reminded us of the power of education and imagination. By bringing the science and promise of solar energy into classrooms, we ignited curiosity and hope in thousands of young minds. We also equipped schools in underserved communities with solar systems that now save them thousands of pounds each year—resources that can be reinvested in what matters most: opportunity and learning for their students.

In the United States, we found purpose in helping rebuild North Carolina after Hurricane Helene. This same commitment also shaped our nationwide training programs, through which thousands of people with

limited access to the job market were trained as solar installers. These graduates now move forward with not only new skills, but new opportunities.

This year also marked a bold step into South America. At the ExpoSolar in Bogota, we traded traditional giveaways for something far more meaningful: trees. More than 200 trees were planted in the Amazon, symbolic seeds of the impact we aim to grow in the region. Our collaboration with I Am Selva is helping us explore how solar can strengthen communities deep in the Amazon, with the hope of realizing our first project in 2026. This year reminded us that impact is not measured by ease, but by perseverance. It is measured in classrooms illuminated by curiosity, in families supported by essential services, in forests growing stronger, and in people discovering new paths forward.

As we step into 2026, we carry with us gratitude, renewed energy, and the unwavering belief that together, we can continue building a cleaner, fairer, and more compassionate world.

Vera Vos
Enstall Empowers Founder
VP Corporate Communications



How it started

Eninstall, our parent company, leads a family of top-tier brands in the rooftop solar markets across the US and Europe. With more than two decades of experience, we design highly reliable PV mounting solutions that reduce complexity and maximize value for solar professionals, helping accelerate the transition to a solar-powered future.

As one of the largest and most trusted partners in the industry, we recognize the critical role we play in shaping our planet's future. Eninstall Empowers was created to extend our impact beyond financial success. Our mission is to deliver meaningful support that improves lives, fosters equitable communities, and educates the next generation, while inspiring a new wave of solar

leaders to advance the energy transition. By making knowledge, resources, and clean energy accessible to all, we aim to create a lasting, positive impact on people and the planet.

We bring this mission to life by partnering with nonprofits and individuals to provide professional development, financial support, education, and access to solar equipment and solutions. When opportunities are equal and solar energy is accessible, we not only combat climate change but also cultivate a more equitable and just world.

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





PARTNERSHIP WITH:



Our partnership with SEI

In 2025, Enstall Empowers proudly marks three years of partnership with SEI. Three years defined by shared purpose, measurable impact, and a long-term commitment to building the global solar workforce. As one of many funders supporting both SEI operations and programs, Enstall Empowers has helped SEI achieve a record year in scholarship distribution and technical training.

In 2025, 403 scholarships have been awarded, representing more than 37,000 contact hours of completed technical training. This includes 84 international scholarships and 319 U.S.-based scholarships, significantly expanding access to high-quality solar education. In total, SEI delivered 69 general public courses this year, including 20 Spanish-language photovoltaic courses, ensuring training is accessible to a broader and more diverse audience.

Hands-on experience remains a critical pillar of workforce development. With Enstall Empowers' support, SEI delivered 12 hands-on labs in 2025, with 128 enrollments, giving students the practical skills needed to succeed in the field.

The true impact of this partnership is reflected in the lives and careers it helps shape.

One former scholarship recipient, now working as a solar installer, shared:

“In order to become more financially independent, and to speak to my passions while doing so, I would like to become a solar project manager. SEI provides the starting point to getting the backbone knowledge needed to re-enter this field.” As the energy transition accelerates worldwide, Enstall Empowers and SEI remain committed to growing this partnership for many years to come—empowering people with skills, creating opportunity, and strengthening the foundation of a more sustainable future.

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.

4819 Installers Trained



Professional Development

GRID ALTERNATIVES



With support from Enstall Empowers, GRID Alternatives expanded access to clean-energy careers for underserved communities in 2025. Together, we enabled 1,651 individuals to receive solar training, education, or hands-on experience. This included paid training for 52 SolarCorps fellows and 646 job seekers graduating from Installation Basics Training, with 83 graduates in Puerto Rico. Programs supported 100 contractors and 853 underserved students. 92% of trainees were people of color, with strong representation of women, LGBTQIA+, and justice-impacted participants helping to build a more inclusive renewable energy workforce.

DE BEROEPENTUIN



In 2025, our collaboration with De Beroepentuin expanded significantly, with the program growing to six locations across the Netherlands. We visited the Dordrecht site, where close cooperation with Hogeschool Rotterdam and Da Vinci College enables dozens of participants to train as solar installers. De Beroepentuin works closely with local municipalities and industry partners to ensure students transition quickly into employment. Through this strong public-private collaboration, Enstall Empowers helps accelerate workforce development while creating clear, inclusive pathways into sustainable energy careers.

1190 Panels Installed

Solar Projects

HAGARS HOUSE



In December 2025, Solar Alternatives and EG4 partnered with Empowered by Light and Footprint Project to install a solar-plus-storage system at Hagar's House, a transitional housing provider serving women, children, and marginalized community members. Enstall Empowers supported the project through a financial contribution and donated PV mounting materials. The 10.27 kW solar array paired with 24.6 kWh of battery storage keeps the facility operational during outages, reduces electricity costs, and generates an estimated \$1,500 in annual savings—ensuring reliable, uninterrupted support for residents when it matters most.

KOOP



In 2025, Enstall Empowers and Solar Austin brought the community together to install a donated 20.9 kW solar system at KOOP Radio, a nonprofit station serving more than 40,000 listeners each month with critical information, especially during emergencies. Funded by The Meadows Foundation, the project included workforce training for six trainees and will offset approximately 76% of KOOP's energy use. The system generates roughly 30,000 kWh annually, delivers long-term utility savings, and is expected to offset more than 577,000 pounds of CO₂ over its lifetime—strengthening community resilience and local climate impact.

9617
Kids Educated
in STEM



STEM Education

REXEL EARTH DAY EVENT



Earlier this year, employees from IronRidge and Enstell hosted an on-site Career Day at our headquarters and warehouse with customers Rexel and Platt. We welcomed 20 students from MVROP for a hands-on introduction to solar careers, including product design, engineering, installation, and software. Students rotated through interactive stations, watched live installation demos, explored 3D printing, and heard from Enstell US CEO Rich Tiu. The event highlighted teamwork, community investment, and inspiring the next generation of clean energy innovators.

SOLAR FOR SCHOOLS



Through our partnership with Solar for Schools, Enstell Empowers supported a growing education-focused solar initiative, with Viewley Hill School and St. Mary's School as the first collaboration projects. Together, these installations have helped educate thousands of children about reducing emissions and embracing renewable energy through hands-on learning. In addition, the solar systems significantly lowered energy costs for schools where over 90% of students come from low-income families, freeing up critical funding to be reinvested directly into education and student support.

\$15,000
in Support to
Non-Profits

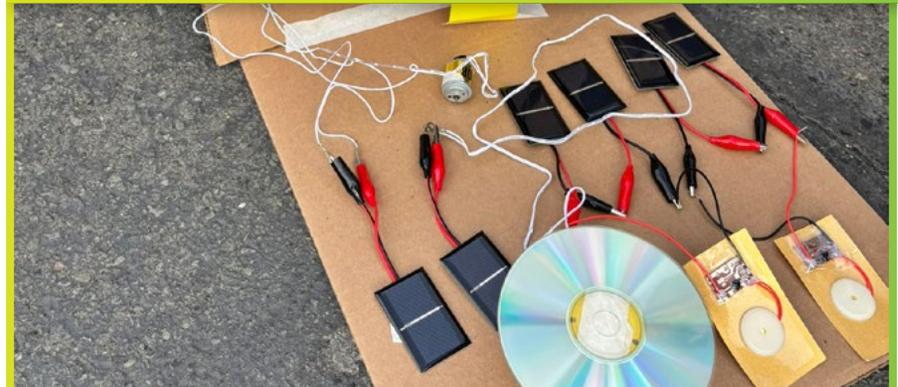
Financial Support

I AM SELVA



Enstall made its first trade show appearance at ExpoSolar in Bogota, Colombia with with a clear message: impact over giveaways. Instead of traditional promotional items, we chose to plant trees on behalf of our potential clients and partners in the Amazon rainforest. Together with I am Selva and members of the Cofán Indigenous community, 150 hardwood trees were planted as part of a verified reforestation effort, complete with GPS coordinates and site documentation. This initiative reflects our belief that renewable energy and ecosystem restoration go hand in hand—both essential to building a resilient, equitable future for people and planet.

SAN PEDRO ELEMENTARY SCHOOL



At the Solar Carnival in San Pedro CA, we helped turn curiosity into understanding through hands-on learning. Children experienced firsthand how solar energy works by watching a motor stop when a panel was covered and spin up again in the sun. The activity sparked excitement and problem-solving as students experimented with adding more panels and motors, naturally exploring concepts like energy flow and parallel systems. This playful, interactive experience made renewable energy tangible and memorable, inspiring young learners to see how the sun can power everyday life and encouraging early interest in clean energy innovation.

ENSTALL

empowers

Proud of our
partnerships



Empower Hours



Habitat for Humanity

The U.S. PanelClaw team recently dedicated their Empower Hours to volunteering with Habitat for Humanity, supporting its mission to build homes, strengthen communities, and create lasting hope. The team spent a full day at a Habitat construction site in Haverhill, Massachusetts, contributing to several critical aspects of the build. Their work included assisting with exterior deck construction, organizing the jobsite to improve efficiency and safety, and making detailed siding adjustments that require care and precision. The day was hands-on, collaborative, and deeply rewarding, offering the team a chance to step outside their daily roles and work together in a new way.

In just one day, their efforts helped advance the project, improve overall site conditions, and bring a future homeowner one step closer to a safe and stable place to call home. Experiences like this are a powerful reminder that when we invest our time and skills beyond the workplace, we can create meaningful, tangible impact for individuals, families, and the communities around us. Empower Hours reflect PanelClaw's ongoing commitment to service, giving employees dedicated time to support causes that matter. By showing up and contributing directly, the team helped turn shared purpose into real progress.



Digipunt

David Deleu, Key Account Manager at Enstall Belgium, is dedicating his Empower Hours to volunteering with Digipunt, a local initiative that helps older adults build confidence with digital tools and online services. He is passionate about helping people feel capable and independent in an increasingly digital world.

Through Digipunt, David supports people who feel overwhelmed by rapidly changing technology. One afternoon at a time, he helps participants use smartphones, computers, and essential digital platforms. His support ranges from setting up antivirus software to guiding individuals through online tax forms and government services. He also offers tips for staying safe online and navigating everyday digital tasks with ease.

Beyond technical assistance, David's work builds connection, patience, and trust. For many participants, Digipunt is not just a place to learn skills, but a welcoming space where every question matters. By sharing his time and expertise, David helps bridge the digital divide, expand access to modern society, and empower individuals to stay engaged and independent. His commitment shows how small, consistent actions can create meaningful local impact.



Zwembad Heeten

We love seeing our colleagues use their Empower Hours to give back and strengthen the communities they're part of. Ruud Elders, one of our dedicated Enstallers, recently spent his volunteer hours supporting Stichting Zwembad Heeten, a local swimming pool that offers a fun, welcoming, and sustainable place for people of all ages to enjoy during the summer months. The pool plays an important role in the village, and keeping it clean, affordable, and accessible requires ongoing community support.

Each year, Ruud and his team organize the WinterFood action, a much-loved local initiative where they prepare classic Dutch winter dishes such as snert and stamppot. The meals are sold to raise funds for the pool's maintenance and operations. Thanks to the generosity of the community, the team delivered the freshly prepared meals to donors, turning a shared love of food into meaningful local impact.

Through his time, energy, and commitment, Ruud helps ensure that this cherished community space continues to thrive. Thank you, Ruud, for making a real difference and showing the power of giving back together.



Supporting the United Nation's SDGs

The UN's Sustainable Development Goals (SDGs) serve as a global framework for shared challenges such as poverty, health, and climate change. We align with the SDGs and currently contribute to six SDGs directly. While our existing projects deliver outcomes, we see potential to support additional SDGs over time. We aim to support a balanced, resilient, and sustainable world in which people have opportunities to 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 Enstall'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 committed to fostering a respectful and collaborative workplace culture. In 2025, our employee-led working group in the United States continued to support initiatives focused on inclusion, engagement, and professional development across our workforce. We value the broad range of perspectives, experiences, and skills our employees contribute, as these strengthen our organization and support long-term, sustainable growth. By creating an environment where people feel respected, supported, and able to contribute meaningfully, we enable our teams to perform at their best and grow together with Enstell.

2025 WORKPLACE CULTURE & ENGAGEMENT HIGHLIGHTS:

- Enstell received Gold recognition from SEIA, reflecting continued efforts to support employee engagement and inclusive workplace practices.
- The employee-led working group continued to meet on a regular basis to share insights and support initiatives related to workplace culture and collaboration.
- Periodic internal communications were shared across the organization, highlighting a range of topics relevant to our employees and broader communities.
- Content related to respectful collaboration, workplace awareness, and organizational values remained part of the standard new hire onboarding experience.



REXEL EARTH DAY



**Applies to US business units.*

The power of progress

To continually raise the bar, we set clear and ambitious goals each year to measure the real-world impact of Enstall Empowers. In 2025, our efforts focused on training, education, and project support—areas where long-term change begins.

While we did not fully meet our project target, we made meaningful progress across training and education, exceeding both goals by a significant margin.

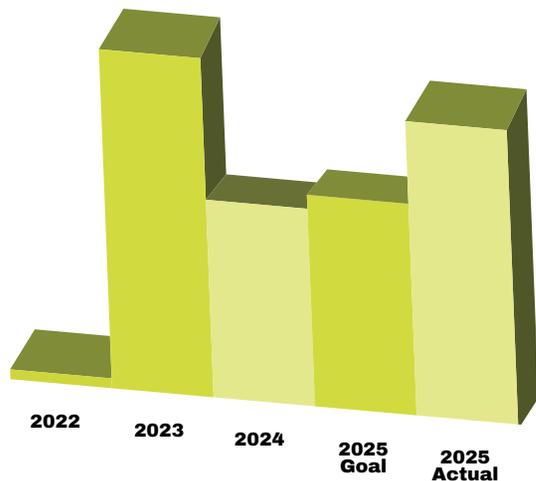
Our long-standing collaboration with GRID Alternatives continued to play a central role in training and workforce development, helping individuals gain practical skills and

access to opportunities within the energy transition. At the same time, our Solar for Schools initiative gained further momentum, bringing hands-on solar education into more classrooms and helping students understand how renewable energy works in practice.

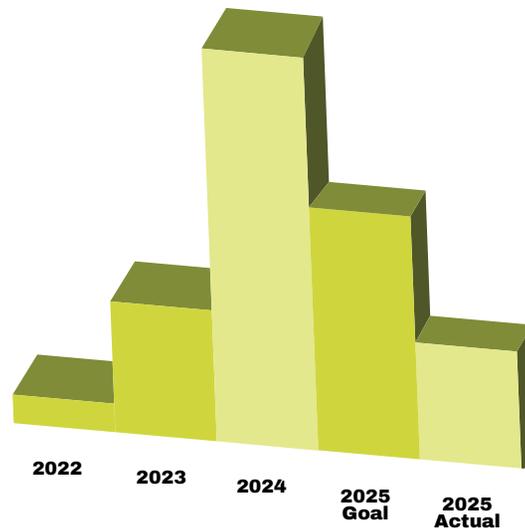
In parallel, Enstall Empowers continued to support project-based initiatives in collaboration with trusted partners. While external factors, including shifting market conditions and ongoing recovery needs in affected regions, shaped what was achievable in 2025, we remain committed to steady, long-term progress.

Importantly, 100% of Enstall Empower contributions continue to go directly to nonprofit partners. By working with organizations aligned with our mission, we maximize the reach of every dollar—supporting training, education, and community-based projects that contribute to a more sustainable future. We are especially proud of the progress made in education. Empowering the next generation with knowledge and awareness is essential to meeting future climate and workforce challenges and remains a core pillar of our impact strategy.

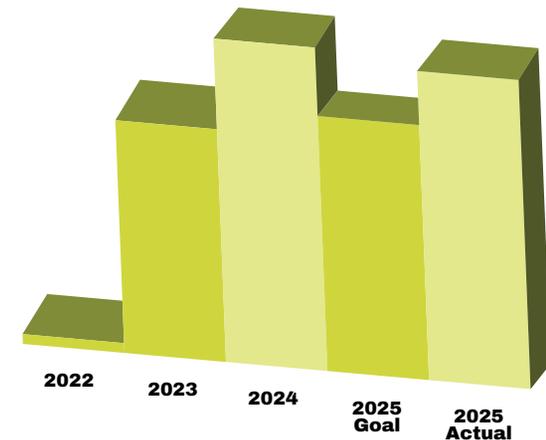
Installers Trained



Panels Installed



STEM Educations





What comes next

Looking ahead, we will continue to build on our progress while navigating a challenging market environment. Despite ongoing pressure in the solar sector, Empowers remains focused on delivering practical, measurable impact through targeted and responsible initiatives. In times of uncertainty, our priority is to concentrate resources where they can make the greatest difference. Education and workforce development will remain central to our efforts, helping children, young people, and individuals gain knowledge and skills related to energy and sustainability. At the same time, we will continue supporting solar installations in collaboration with trusted nonprofit partners. Given current market conditions, we are managing our budget carefully. In 2026, our focus will be on regions where Enstall is already active, allowing us to strengthen existing partnerships and maximize impact close to home.

WHAT'S ON THE HORIZON

- **Train 3,500 individuals**, supporting access to skills and employment opportunities within the solar sector.
- **Reach 8,500 children** through hands-on educational programs focused on energy and sustainability.
- **Install 2,500 solar panels** in collaboration with nonprofit partners and community organizations.
- Contribute **750 Empower Hours**, enabling employees to create positive impact in their local communities.

In times of uncertainty, our priority is to concentrate resources where they can make the greatest difference.

The brands of Enstall



PARTNERSHIP WITH:



ENSTALL empowers

ENSTALL-EMPOWERS.COM
EMPOWERS@ENSTALL.COM



Impact Report



EMPOWERS LINKEDIN



PROJECT SUBMISSION



ENSTALL WEBSITE



ENSTALL LINKEDIN