

Invenergy Impact
2018 Sustainability Report

Invenergy





A Message from Our Founder & CEO

Wildfire relief in Oklahoma. Solar projects in Japan. Volunteer work in Chicago. At Invenery, “sustainable energy” is about more than just technology; it’s about people working together for a better world. In 2018, we seized opportunities to empower, learn from and sustain the incredible and diverse communities we call home.

This year was a year for growth—both for our work and for our company. Our overall portfolio of projects grew by 25 percent to a total of 21,788 megawatts. We expanded internationally, grew our energy services offerings and laid the foundation for new work in long-distance transmission. We are excited about the opportunities we see in these areas to supplement our core business offerings in wind, solar and natural gas power generation as well as battery storage.

This growth reflects our purpose and ambition, which after months of gathering input from employees across the company, we captured in a new vision statement: **Innovators building a sustainable world.** This vision underscores our holistic approach to developing and operating sustainable energy facilities throughout the

world, and acknowledges our groundbreaking role in moving sustainable solutions forward.

But it also speaks to how we choose to direct our time, energy and resources outside of work. Our 2018 Sustainability Report outlines how our three Invenery Impact pillars—**environmental stewardship, community investment and empowering people**—bring our mission beyond just the projects we complete and energy centers we operate. This report showcases not only what we have done as a company, but also the commitment of Invenery’s people to giving back to their communities in any way they can.

I am an engineer and an entrepreneur, not an environmentalist or a social activist. But I do what makes sense. Sustainability just makes sense. I am extremely proud to helm a team of people who work hard every day both inside and outside the organization to make the world a better place. And I am humbled by the resilience of the people we meet and serve in the course of our work. To our employees, partners and friends, thank you for your work building a more sustainable world.

Michael Polsky
Founder & Chief Executive Officer

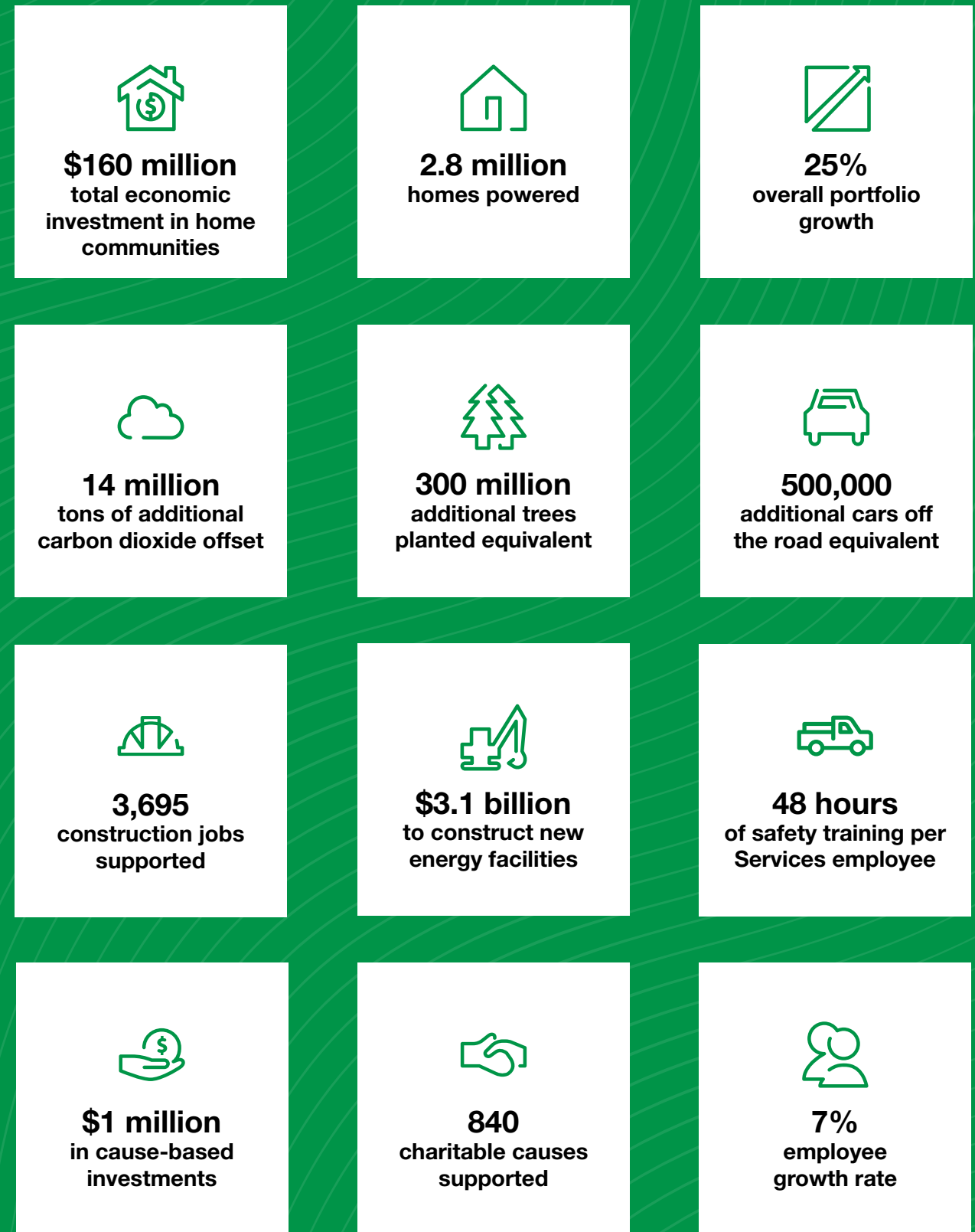
In This Report

2018 was a year of growth and progress. Our contribution to greater environmental, economic and social sustainability is what we call Invenergy Impact. Our commitment to sustainability has three core pillars—[Environmental Stewardship](#), [Community Investment](#) and [Empowering People](#). This holistic commitment helps us to see, pursue and fulfill new opportunities as innovators building a sustainable world.

A Message from Our Founder & CEO	1
Our Impact in 2018	4
<hr/>	
Company Milestones and Growth	6
At Invenergy, “sustainability” has many meanings— for the environment, for our communities, for our people— and sustainable business growth drives our ability to make an impact.	
Our Global Reach	8
New Energy Project Milestones	10
<hr/>	
Environmental Stewardship	12
Ranging from our work on wildlife conservation to new sustainable energy projects that make our air healthier, our commitment to environmental stewardship is all encompassing.	
Wildlife and Environmental Responsibility	14
Investing in a More Sustainable World	16
Reducing Invenergy’s Environmental Footprint	18
<hr/>	
Community Investment	22
At Invenergy, we believe sustainability is about working together with diverse stakeholders for a better future.	
Where We Invest	24
Commitment to Our Communities	25
Commitment to Veterans	26
Commitment to Education	27
Providing Wildfire Assistance in Oklahoma	28
A Farmer’s Perspective on Solar	29
<hr/>	
Empowering People	30
We believe that when our people feel empowered, we come closer to fulfilling our vision of being innovators building a sustainable world.	
Committing to Employee Health and Safety	32
Keeping Our Company Standards High	33
A Focus on Wellness	34
Driving Employee Learning and Development	37
Building a Diverse and Inclusive Team	37
<hr/>	
Looking Ahead	44
As we look forward, we are excited about what we see. Since the start of 2019, we have laid the foundation for this work to continue.	
About This Report	46

Our Impact in 2018

From new facilities to volunteer work and investments in our communities, our teams were dedicated to creating positive change across the globe.



01 Company Milestones and Growth

At Invenery, “sustainability” has many meanings—for the environment, for our communities, for our people and also for our business growth. Since our founding in 2001, we’ve tracked market trends, invested in transformative technology and diversified our energy portfolio by building wind, solar and natural gas power generation as well as battery storage projects around the globe. We pride ourselves on being flexible and nimble so we can react quickly when opportunities present themselves.

Over the past year, we’ve experienced remarkable growth in multiple aspects of our company. Our overall portfolio of operating and advanced development projects grew by 4,361 megawatts, or 25 percent, to reach a total of 21,788 megawatts. As part of that growth, we had over 2,700 megawatts of new energy centers go online, bringing our operating portfolio to 13,270 megawatts.

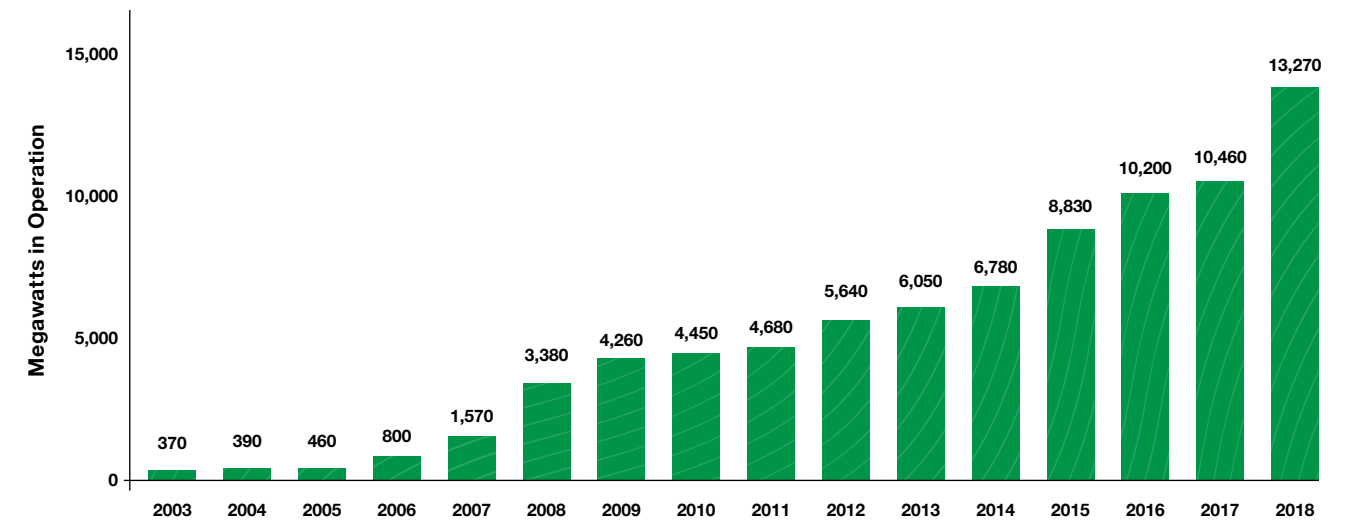
2018 was a big year for solar in particular. Customer demand, as well as advancements in solar panel technology, created new opportunities for us in this space. In 2018, our portfolio of solar energy projects

in advanced development and operations grew by 2,359 megawatts, and we see solar energy as an area of continued growth into the future.

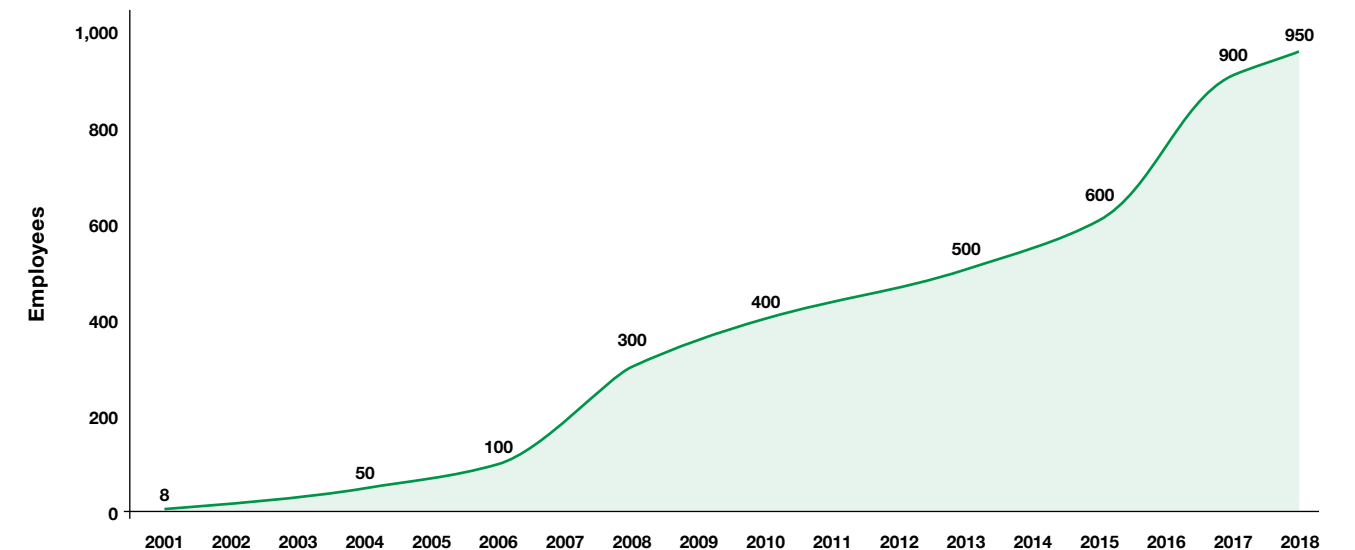
Project growth like this means more local investment. In 2018, we invested an estimated \$3.1 billion to construct new energy facilities, which includes equipment procurement, construction costs, transformers, wire and more. This investment spurred job creation and employment opportunities in the communities where our projects are located, as well as throughout the energy industry supply chain. In 2018, our construction activities supported 3,695 jobs, mostly in rural communities and small towns, and the number of full-time Invenery employees grew nearly 7 percent, to just over 950 employees worldwide.

Our work constantly reminds us that when we do well by our communities, our people and our world, we also reap benefits ourselves. 2018 shows how environmental stewardship, community investment and the dedication of our people can combine to build a more sustainable world.

Sustained Business Growth



Employee Growth



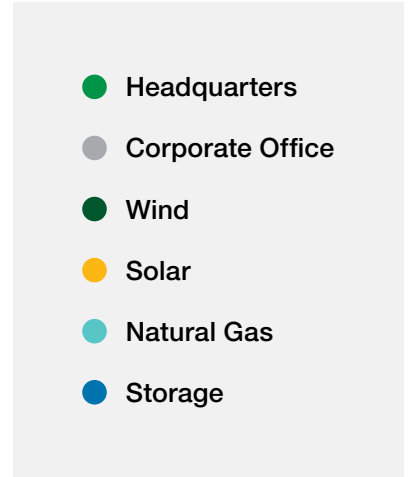
Our Global Reach

We are expanding our reach and providing sustainable, reliable energy for communities around the globe. As of 2018, we have offices and energy centers in four continents and nine countries.

In 2018, we announced financial close for Koumi Kogen Solar Energy G.K., the first of three large-scale solar projects in Japan. A partnership between Invenenergy and Japan's SB Energy, this project is expected to enter commercial operation in the summer of 2019.

In Uruguay, Invenenergy's La Jacinta Solar Farm issued an investment-grade-rated green bond in the U.S. Private Placement Market. This issuance was notable for its record-breaking 24.5-year term for a renewable energy project in Latin America.

We also entered into a \$225 million power purchase agreement with Centro Nacional de Control de Energía for the Los Ramones Energy Center natural gas peaking plant, located in northeastern Mexico. In addition, our regional headquarters in Mexico City grew by 53 percent to support our ongoing development in Latin America.



Milestones & Growth



Shoreham Solar Commons, NY



Lackawanna Energy Center, PA



Campo Palomas, Uruguay

New Energy Project Milestones

In 2018, Invenery reached major milestones on energy projects across all four of its core technologies, including wind, solar and natural gas power generation as well as battery storage.

One wind farm, Bishop Hill III Wind Energy Center, the third wind farm Invenery has built in Henry County, Illinois, will bring 132 megawatts of wind energy to WPPI Energy, a not-for-profit regional power company. Since 2012, the three phases of Bishop Hill have added 424 megawatts of wind energy to the U.S. Midwest.

Shoreham Solar Commons, developed and built by Invenery and later acquired by Duke Energy Renewables, is one of the largest solar projects built in New York. The project is estimated to displace 29,000 tons of greenhouse gas emissions annually and create 1.6 million megawatt-hours of sustainable renewable energy over its lifetime.

Lackawanna Energy Center, located in Pennsylvania, is expected to displace generation from older coal and fossil fuel plants in the eastern U.S. Lackawanna will generate more than \$50 million in revenue for its home community, the borough of Jessup, Pennsylvania, over the lifetime of the project. Since the start of construction, Lackawanna has invested more than \$285 million in the local economy, including \$170 million in wages and benefits for workers. Invenery's project partners have donated over \$400,000 to several nonprofit organizations in Jessup and the surrounding communities.

To close 2018, Invenery completed a four-month construction sprint for a utility-scale battery storage system located in Knoxville, Iowa developed for MidAmerican Energy. The battery will store enough electricity to power about 900 Iowa homes for up to four hours.



Bishop Hill III Wind Energy Center, IL

2018 Project Completions Across the U.S.

Invenery projects that achieved commercial operation and/or completed transfer agreements to a utility partner.

Project	State	Homes Powered	Megawatts
Bishop Hill III Wind	IL	39,000	132
Desert Sky Wind	TX	48,000	160
Lackawanna Energy Center	PA	920,000	1,485
MAIN Battery Storage	IA	900	1
Rush Creek Wind	CO	119,000	400
Rush Creek II Wind	CO	60,000	200
Santa Rita Wind	TX	89,000	300
Shoreham Solar Commons	NY	7,000	25
Trent Mesa Wind	TX	45,000	150
Upstream Wind	NE	60,000	202



Our Impact

Prestigious Award for Campo Palomas Project

In March 2018, Invenery received the Latin America Renewables Project Finance Deal of the Year Award. This award is given by *Bonds & Loans* in recognition of an outstanding deal in Latin American credit markets. Our Campo Palomas project, located in Uruguay, was presented with the award for its issuance of investment-grade-rated green bonds, for approximately \$135.8 million USD.

Projects like Campo Palomas underscore Invenery's commitment to expanding the availability of sustainable energy across Latin America.



Our Impact

Acquisition of the Grain Belt Transmission Express Project

Some of the richest renewable resources in the U.S. include wind over the Great Plains and solar in the Desert Southwest. But how do we move renewable energy from where it is most abundant to where it is most needed? In 2018, Invenery announced the acquisition of the Grain Belt Express transmission project, which will carry low-cost wind energy harvested in Kansas to larger population centers further east including in Missouri. This project furthers our commitment to rural economic development and job creation. It also serves as a substantial addition to our previously developed transmission infrastructure, which currently extends over 400 miles.

Our Impact

Helping Make the Products and Services You Rely on More Sustainable

We're helping some of the most recognized brands in the world meet their sustainability goals. In 2018, Invenery signed contracts supporting corporate customers for nearly 900 megawatts of renewable

energy. Our customers were from all different sectors, including technology (Facebook, Google and Microsoft), pharmaceuticals (Novartis and Merck), food (Grupo Bimbo) and hospitality (MGM Resorts International).

02

Environmental Stewardship

At Invenergy, we believe that sustainability extends far beyond technology. Environmental stewardship is central to our vision to be innovators building a sustainable world. We take a dual approach to environmentally responsible development and operations. We closely integrate the work of our environmental compliance and strategy team into each critical stage of our projects, including development, construction and operations. We also rely on our internal Sustainability Committee to actively review, evaluate and improve our daily business operations and practices.

In 2018, projects developed by Invenergy offset an additional 14 million tons of carbon dioxide pollution, the equivalent of planting 300 million trees and taking half a million cars off the road.

Ranging from our work on wildlife conservation to new sustainable energy projects that make our air healthier, our commitment to environmental stewardship is all encompassing. We see this reflected in the work we've set out to do—and accomplished—in the last year.

CO₂ Offset and Equivalent Offsetting

	Lifetime through 2017	Lifetime through 2018	2018 Increase
CO ₂ Offset (U.S. Tons)	67.6 million	81.6 million	14 million
Trees Planted Equivalent	1.6 billion	1.9 billion	300 million
Cars Off the Road Equivalent	3.6 million	4.1 million	0.5 million

Testimonial

Praise From an Invenergy Utility Customer

“As I’ve worked with more developers over the past year, I’ve come to realize how truly wonderful you all are to work with. You were proactive, responsible and absolutely 100% trustworthy.”

Your knowledge and expertise on environmental issues is exceptional.”

Wildlife and Environmental Responsibility

With the goal of avoiding and minimizing impacts on wildlife and natural habitats, Invenery develops energy centers in sustainable and responsible ways. Our environmental compliance and strategy department advises and supports our internal development, project engineering, project management and asset management teams to advance, construct and operate environmentally responsible projects. Our approach for both wind and solar follows the framework outlined in the U.S. Fish and Wildlife Service's Land-based Wind Energy Guidelines, a tiered approach to assessing and minimizing risk to sensitive wildlife and habitat. These guidelines include pre-construction wildlife and habitat surveys, communication with local wildlife agencies and environmental NGOs, and long-term monitoring to ensure minimal environmental impact and habitat loss for local wildlife.

Invenery is committed to doing its part for wildlife through investments in a variety of research and implementation projects. Our growth as a company, paired with our commitment to environmental and ecological responsibility, proves that responsible business practices can be commercially successful.

Wind Wildlife Research Fund

In 2018, Invenery joined more than 25 industry participants and customers as an inaugural member of the newly-created Wind Wildlife Research Fund, a first-of-its-kind fund dedicated solely to understanding the risks of wind energy on wildlife and creating innovative solutions to avoid and minimize negative impacts. The American Wind Wildlife Institute (AWWI), a nonprofit organization founded by conservationists, scientists and leaders in the wind industry, hosts the research fund. AWWI and its partners work to develop solutions to ensure both sustainable, clean energy and local wildlife can thrive together. Speaking about the creation of the fund, Garry George, Renewable Energy Director for the National Audubon Society, said, "Climate change is the biggest threat to birds. In addition to the critical reduction of the emissions that cause climate change, the companies that founded and fund the fund are committing to conservation outcomes for birds and other wildlife with an investment in good science and research to inform siting and operation of turbines. That voluntary investment is an investment in a sustainable wind energy future for wind and wildlife that other energy industries would do well to adopt."

Additional conservation efforts include:

Wyoming Pronghorn Study (WY)

Invenery provided funding to a study that will be conducted by the University of Wyoming in coordination with the Wyoming Game and Fish Department. The study will assess the effects of wind energy development on the movement of pronghorn in Southern Wyoming.

Eagle Telemetry Research at Grand Ridge (IL) and Orangeville (NY)

Invenery is funding data collection from five telemetry units that are attached to bald eagles to better understand their behavior and interaction with the landscape and operational wind facilities. This research is being conducted in partnership with the U.S. Fish and Wildlife Service in Illinois and the New York State Department of Environmental Conservation.

Indiana Bat Foraging Telemetry Study (IN)

In partnership with the U.S. Fish and Wildlife Service, Invenery conducted research attaching small telemetry units to federally endangered bats to track their behavior and movement in forested landscape. This data is used to further inform siting decisions where projects are near bat habitat.

Pilot Hill Bat Curtailment and Deterrent Research (IL)

Invenery co-sponsored with industry partners smart curtailment and bat deterrent research at EDF's Pilot Hill Wind Project in Illinois. This research aimed to improve informed minimization techniques that limit the impacts of wind turbines on bats by gathering local and regional weather and light data and comparing it to bat activity and fatality rates. It also tested combined deterrent/curtailment strategies.

Eagle Foundation (OR)

Invenery contributed to the Oregon Eagle Foundation for its Oregon Golden Eagle Nest Survey Project, a statewide golden eagle survey.

American Wind Wildlife Institute

Invenery was a corporate sponsor of the bi-annual National Wind Coordinating Collaborative Research Meeting at which industry leaders, scientists, regulators and NGOs discuss the state of research to avoid, minimize and mitigate wind's impacts on wildlife.



The pronghorn is a species native to North America. While its Latin name, *Antilocapra americana*, means "American goat-antelope," it is not a member of the goat or the antelope family and has no close relative on this or any other continent. Invenery has provided funding to study the effects of wind energy development on pronghorn migration.

The infographic features a green background with a white icon of a classical building with columns. Below the icon, the text reads "\$215,000 company investments in environmental stewardship including". At the bottom, three white boxes contain the logos for Clean Energy Trust, Environmental Law & Policy Center, and Openlands.

Investing in a More Sustainable World

Invergy is committed to investing in clean technology, environmental advocacy and local conservation programs. In 2018, we contributed a total of \$215,000 to a variety of causes including conservation research and organizations that we feel particularly embody a commitment to sustainability and the environment.

Clean Energy Trust brings innovation in clean technology to market by finding, funding and growing high-impact startups across the Midwest. Invergy has invested in a variety of Clean Energy Trust initiatives, including Co_Invest Cleantech, the Midwest's premier showcase for sustainable technology startups and investors.

As a leading environmental advocacy organization, the Environmental Law and Policy Center (ELPC) develops and executes on strategic campaigns to improve the

quality of the environment and protect natural resources. Invergy supports ELPC's ongoing efforts to find climate change solutions that benefit the economy as well as public health.

Based in and focused on the greater Chicagoland region, Openlands preserves open space and helps connect residents to the natural resources around them. In 2018, Invergy and its employees invested volunteer hours and financial support into Openlands' conservation programs.

These organizations and the others we've invested in share our common goal of building a more sustainable world. We are honored to be a part of realizing their visions and missions.



Our Impact

Lackawanna Receives LEED Gold Certification

With its highly efficient design, operational flexibility and state-of-the-art clean burning natural gas turbine technology, Lackawanna Energy Center in Pennsylvania is expected to displace generation from older coal and fossil fuel power plants in the PJM Interconnection, the largest organized power market in the U.S. The facility's Administration and Control Building is LEED-Gold certified, featuring a solar array on the roof and a design that is 60 percent more energy efficient than similar conventional buildings.





Reducing Invenergy's Environmental Footprint

The Invenergy Sustainability Committee is a group of colleagues from a variety of departments, including government affairs, environmental compliance and strategy, communications, asset management, accounting, legal and engineering, that is dedicated to reducing Invenergy's environmental footprint.

We're currently focused on identifying ways to improve and further sustainability at all levels of our company. We are working to foster external and internal relationships, create strategies to identify what we can improve upon, and ultimately work to reduce our company's carbon footprint. We are also working on educating our employees on sustainable practices and encouraging behavioral changes.

From starting a composting initiative in Texas, to supporting Denver employees' use of alternate modes of transportation, to reducing paper usage through cloud technology, this committee allows our diverse teams to work together to generate positive change and improve company-wide sustainability.



Our Impact

Repurposing and Composting at Miami Wind in Texas

Invenergy's Miami Wind team repurposed old gearbox oil containers as raised garden beds to grow peppers, tomatoes and zucchini. They even use shredded paper as compost!

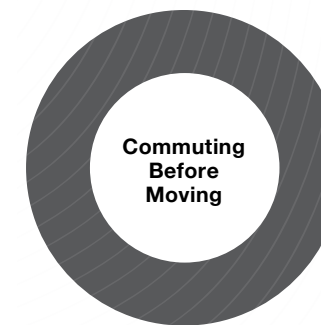


Our Impact

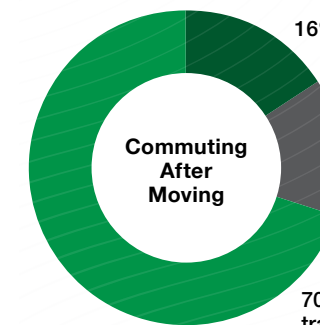
Changing Modes of Transportation in Denver

In 2018, after relocating Invenergy's Colorado branch to downtown Denver, we noticed an increase in employee use of public and pedal powered transportation. In the past, 100 percent of Denver office employees drove to work. Now, the Denver team has additional transportation options. It's a small way of doing our part to reduce carbon dioxide emissions—and our team's commuting stress levels.

Commuting at Invenergy's Denver Office



100% of employees drove



16% bike

14% drive

70% public transportation

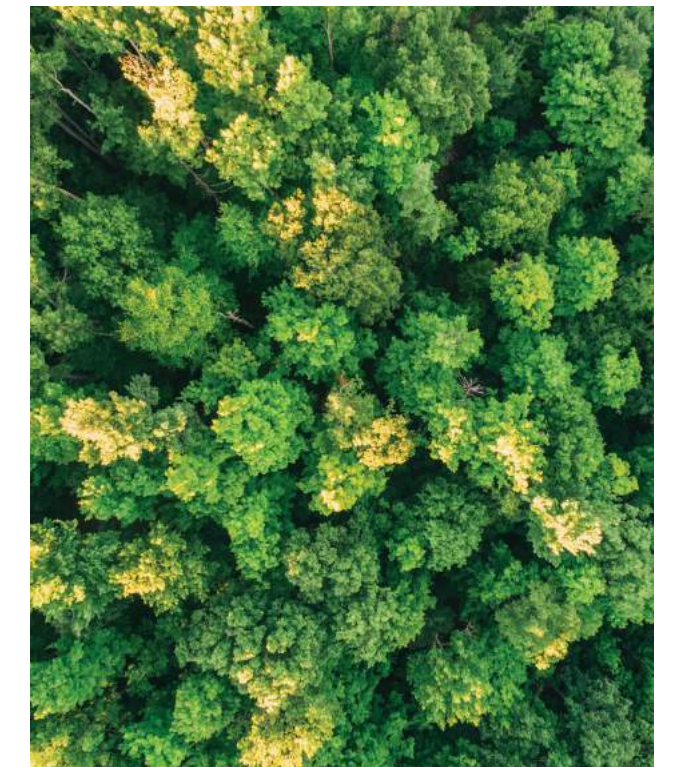
Our Impact

Cutting Paper Use in Half

In 2017, we began using cloud-based administrative software, Workday and Oracle, which dramatically reduced our need for printing. Additionally, printers were defaulted to double-sided printing. These efforts resulted in a 48 percent reduction in paper use in 2018, even as the number of Invenergy employees grew by 7 percent.

48% Reduction in Paper Use From 2017 to 2018

	2017	2018
Printers	77	72
Total Pages	1,269,449	656,058
Black and White Prints	775,235	377,356
Color Prints	485,214	278,702





Judith Gap Wind Energy Center, MT



Denver, CO



Turkey Track Wind Energy Center, TX



Lackawanna Energy Center, PA

Our Impact

Volunteer Efforts Across the Country

Thanks to a recent partnership with Openlands, an organization dedicated to protecting the natural and open spaces of northeastern Illinois, Invenergy's Chicago-based employees spent an afternoon volunteering at the Schmid Elementary School garden located in the Cottage Grove Heights neighborhood on Chicago's South Side.

A thousand miles away in Denver, employees volunteered at Centennial Gardens, which was built by the Denver Botanic Gardens to be an oasis in the heart of the city. Invenergy volunteers pulled weeds and helped clean up the five-acre garden, home to a variety of native and drought-tolerant plants.

Other Invenergy teams across the country, including Turkey Track Wind Energy Center (TX), Judith Gap Wind Energy Center (MT) and Lackawanna Energy Center (PA), participated in their states' Adopt-A-Highway clean-up programs.



Chicago, IL



Chicago, IL



Denver, CO

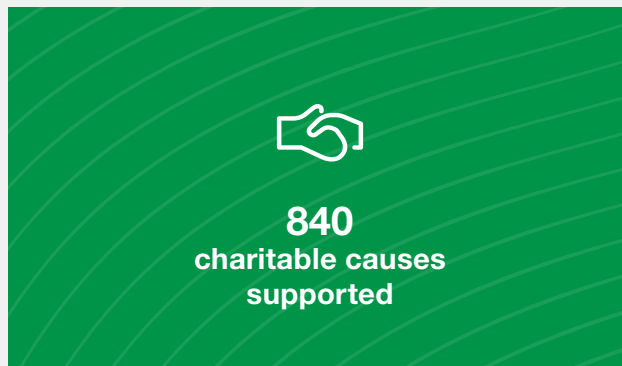
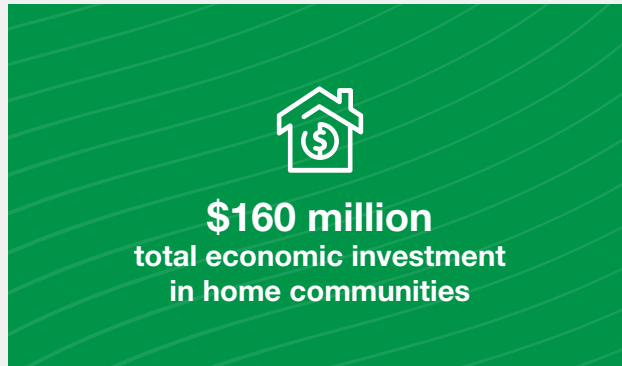
03

Community Investment

At Invernergy, we believe “sustainability” is about working together with diverse stakeholders for a better future.

For families in rural communities and small towns where many of our projects are located, an Invernergy project is an opportunity for the next generation to stay and work a job in the place where they grew up, instead of moving away. Tax revenues from our projects support community services, strengthen schools, improve local infrastructure and fund critical police, fire and emergency medical services. Lease payments to farmers and ranchers who host our projects can help balance out the uncertainty of income from crops and livestock. Invernergy investments in the communities we call home foster a higher quality of life for residents.

In addition to enhancing local economies through job creation, tax revenue and land payments, Invernergy and our employees also invest in local nonprofit organizations and causes. We are proud to support our communities by investing time and resources in education, veteran and military causes, emergency services and environmental stewardship initiatives that make us all stronger.



“It’s refreshing, to tell you the truth, what they’ve done for us.”

Testimonial

“Invernergy came in like a lot of big folks do and we didn’t know what to expect of them. But it’s all been a plus. It’s refreshing, to tell you the truth, what they’ve done for us. And we look forward to the future.”

Mike Elkins

Former County Judge and Director, Irion County,
Texas Volunteer Fire Department

Where We Invest

In 2018, Invenergy energy centers generated \$160 million of economic investment in our home communities. These investments provide economic stability by supporting workers and landowners, as well as state and local

governments. Additionally, Invenergy invested \$1 million in cause-based giving to nonprofits and charitable organizations, including those detailed on the following pages and in other chapters of this report.




\$160 million
 total economic
 investment in
 home communities

\$56 million
wages & benefits

\$41 million
state & local taxes

\$63 million
land lease payments

Commitment to Our Communities

We believe that investing in people and communities isn't just a nice thing to do—it's the right thing to do. In 2018, we invested in organizations focused on health and safety, youth sports, community aid and more. Our recipients included fire departments in our home communities, Habitat for Humanity's Rebuilding Texas initiative, CURE Epilepsy, The Kurt B. Seydow Dystonia Foundation and many more.

Invenergy employees also benefit from our membership in the Chicago Council on Global Affairs through access to global and local thought leaders, professional development and networking opportunities. In 2018, our colleagues attended "Communicating Climate Change: The Power of Visual Storytelling" and learned how visual arts can help cut through politics and rhetoric to better engage with the public and galvanize action on one of the most pressing issues of our time.



\$276,000
to support holiday
drives, youth sports and
community leadership



\$230,000
to support first responders
and emergency services

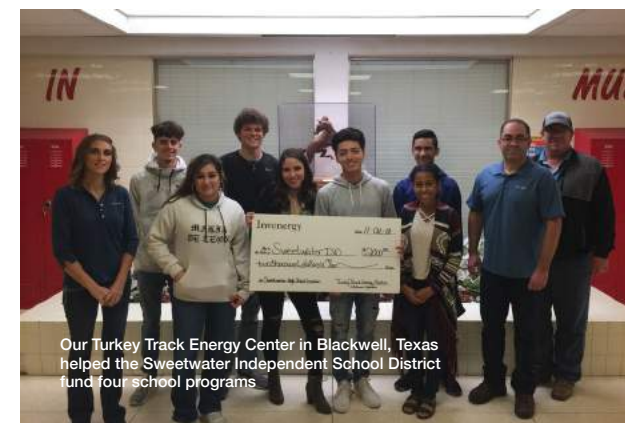
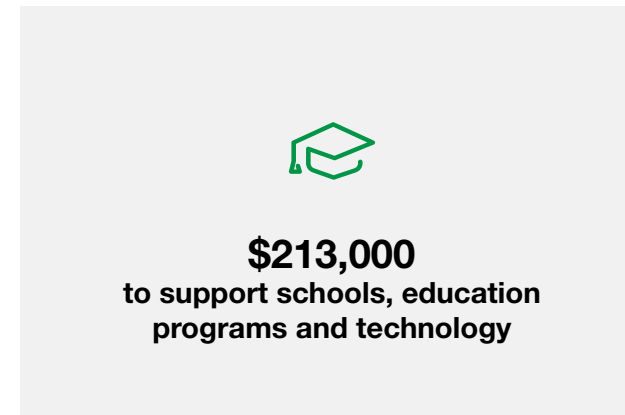
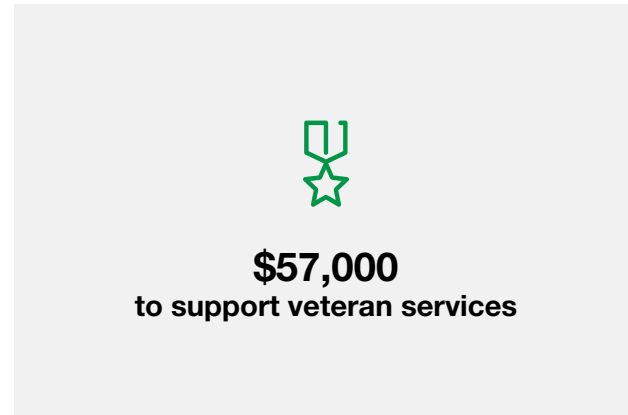


Commitment to Veterans

Invenergy values the commitment made by all women and men who have served in uniform. To do our part in supporting veterans, Invenergy volunteers with and invests in veteran services and causes. Last year, 55 percent of our operating energy centers partnered with VA hospitals, American Legions, VFW halls, schools and community centers to celebrate and thank veterans for their service.

We are honored that military veterans choose to work at our company - in fact, more than 10 percent of Invenergy employees are veterans. In 2018, members of the Invenergy Veterans Network, an employee-resource group dedicated to enhancing the professional experience of veterans within the company, served up hot burrito breakfasts and offered raffle items to raise funds for the Navy-Marine Corps Relief Society (NMCRS). The money raised was matched by Invenergy and donated to NMCRS, who used the funds to help military members and families in the Carolinas impacted by Hurricane Florence.

Invenergy colleagues also volunteered to paint and repair aging fencing at Eddie Beard Vet House, an organization that provides transitional housing for veterans in need in Chicago.



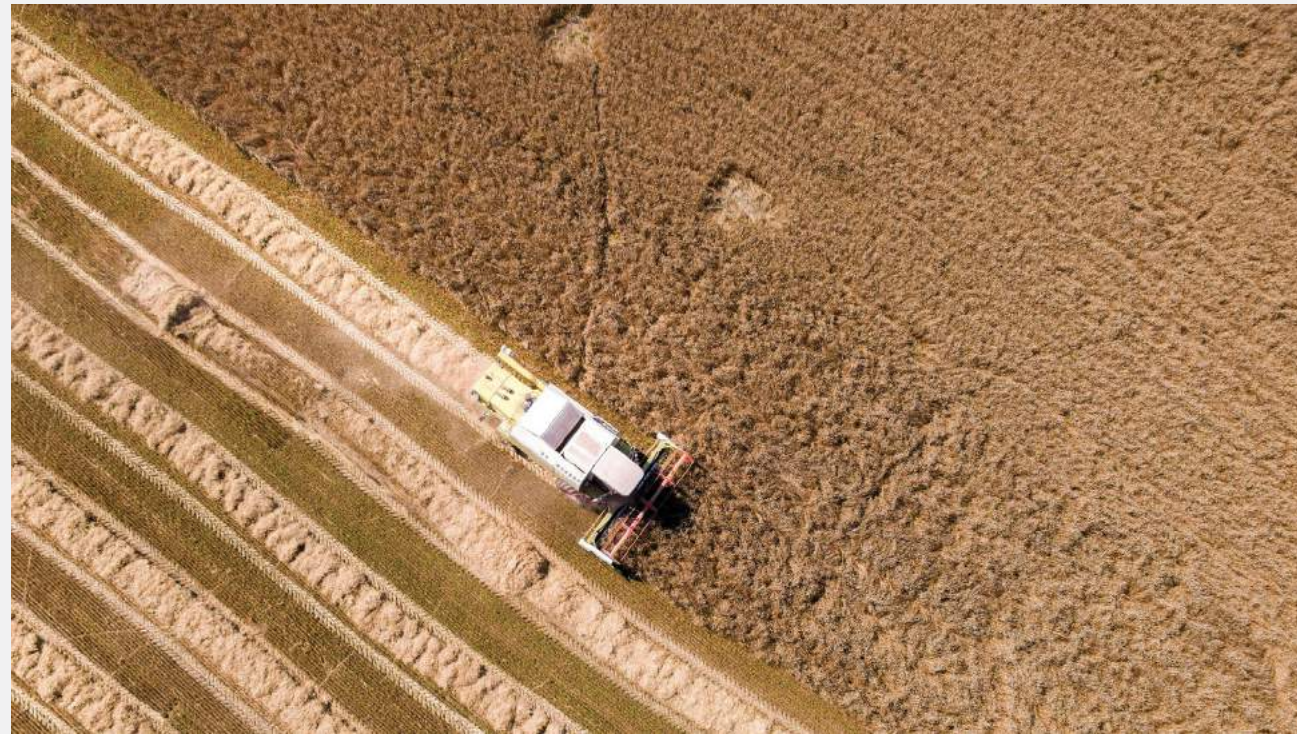
Commitment to Education

In the communities where our energy centers are located, Invenergy takes a holistic approach to investing in education, spanning preschool to graduate programs to adult education. We help schools and community centers fund technology and reading programs, while also welcoming students on-site to energy centers to learn about sustainable energy firsthand.

Incoming freshmen at Montana State University visited our Judith Gap Energy Center to learn more about renewable energy as part of a three-week Honors Climate Assessment class, earning three credits.

The East Coloma-Nelson School District in Rock Falls, Illinois plans to place a computer in the hands of every student by the start of the 2020-2021 school year in order to foster student success, on par with 21st century learning skills. Our Nelson Energy Center has contributed \$10,000 in two years to support this goal.

These efforts demonstrate our continued commitment to building a new generation of energy professionals working toward a more sustainable world.



Our Impact

Providing Wildfire Assistance in Oklahoma

When wildfires ravaged farms in Ellis County, Oklahoma in April 2018, Invenergy colleagues sprang into action to lend assistance.

After learning farmers and ranchers had lost food supplies for their livestock in the fire, Invenergy connected with our construction partner Blattner Energy to round up semi-trucks to transport much-needed supplies of hay. In total, 15 loads of hay—approximately 325 tons—were delivered from locations across the country to the communities most impacted by the fires.

The Northwest Area Oklahoma State University Extension program expressed their appreciation on their Facebook page, “We are always amazed at the generosity of the people and companies working in Oklahoma. Many thanks to Blattner Energy and Invenergy LLC for helping facilitate the delivery of donated hay to areas affected by the wildfires.”



A Farmer's Perspective on Solar

Since 1970, Ken Wunderlin has been a dairy and grain farmer in southwestern Wisconsin. Despite the almost 400 acres he and his family have today, Ken is concerned about what low-commodity prices mean for future income generation.

For many farmers and their families who rely solely on crops and livestock as their main source of income, economic returns can be difficult to predict. Invenergy offers lease payments to farmers and ranchers in return for land usage—mitigating losses due to drought, years of bad yield and other unforeseeable challenges.

Ken and his family are excited about hosting solar panels on their land as part of our proposed Badger Hollow Solar Farm. The solar lease offered by Invenergy will allow Ken to stabilize his family's farm income, make choices that work best for his family and play an active role in America's sustainable energy future.

In a letter to the editor in his local paper, the *Dodgeville Chronicle*, Ken wrote about the challenges of farming and how solar farms can provide economic sustainability.

Dodgeville Chronicle Letter to the Editor

Dear Editor:

In 1973-74, we received \$3.00 a bushel for corn. Now the price is \$3.25-\$3.50 a bushel. There is too much corn and soybeans being produced today to be profitable. In 1980, we received \$13.80 per 100 lbs. of milk – today it's \$15.80 per 100 lbs. of milk. There is too much milk being produced to be profitable.

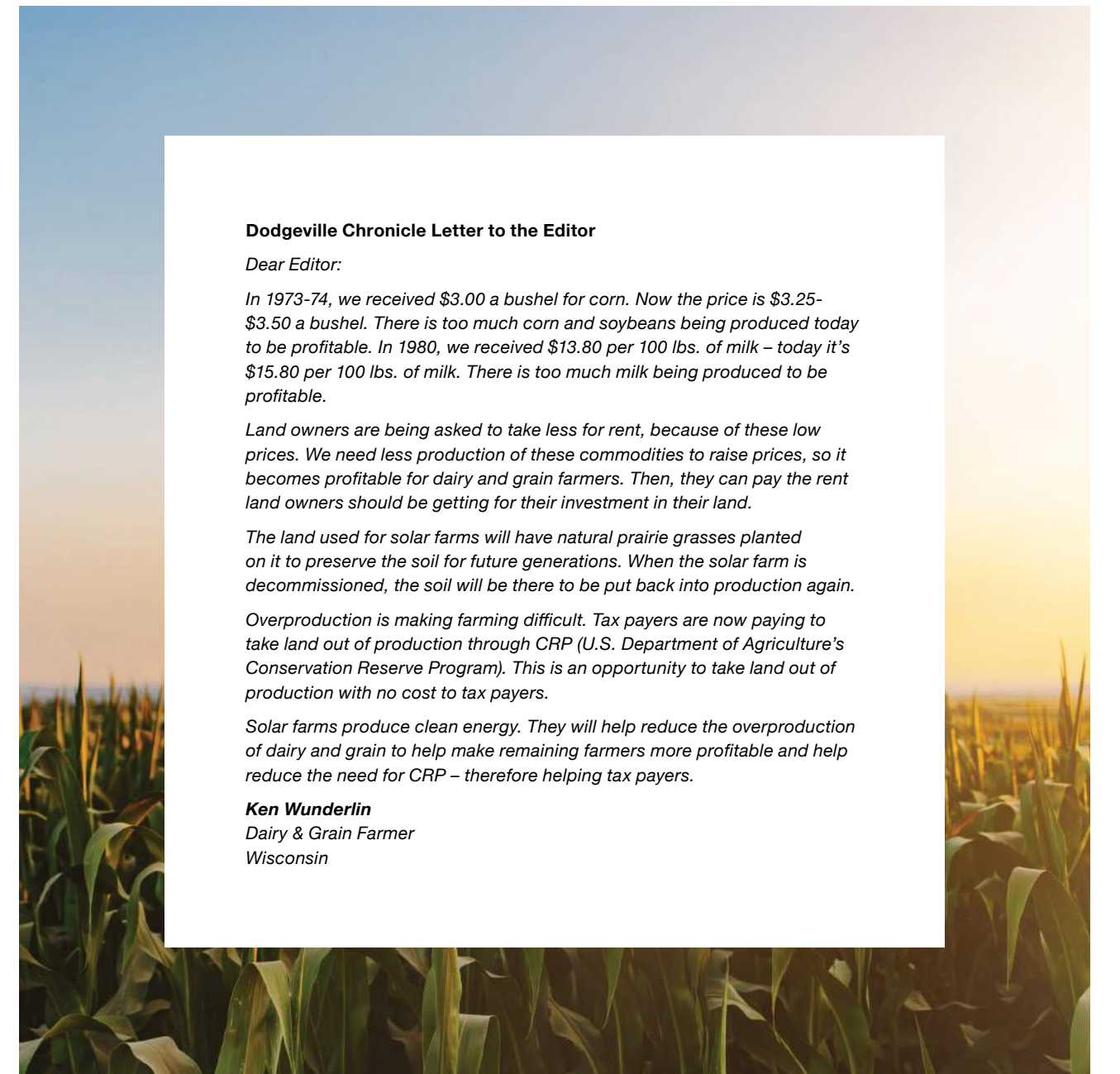
Land owners are being asked to take less for rent, because of these low prices. We need less production of these commodities to raise prices, so it becomes profitable for dairy and grain farmers. Then, they can pay the rent land owners should be getting for their investment in their land.

The land used for solar farms will have natural prairie grasses planted on it to preserve the soil for future generations. When the solar farm is decommissioned, the soil will be there to be put back into production again.

Overproduction is making farming difficult. Tax payers are now paying to take land out of production through CRP (U.S. Department of Agriculture's Conservation Reserve Program). This is an opportunity to take land out of production with no cost to tax payers.

Solar farms produce clean energy. They will help reduce the overproduction of dairy and grain to help make remaining farmers more profitable and help reduce the need for CRP – therefore helping tax payers.

Ken Wunderlin
*Dairy & Grain Farmer
Wisconsin*



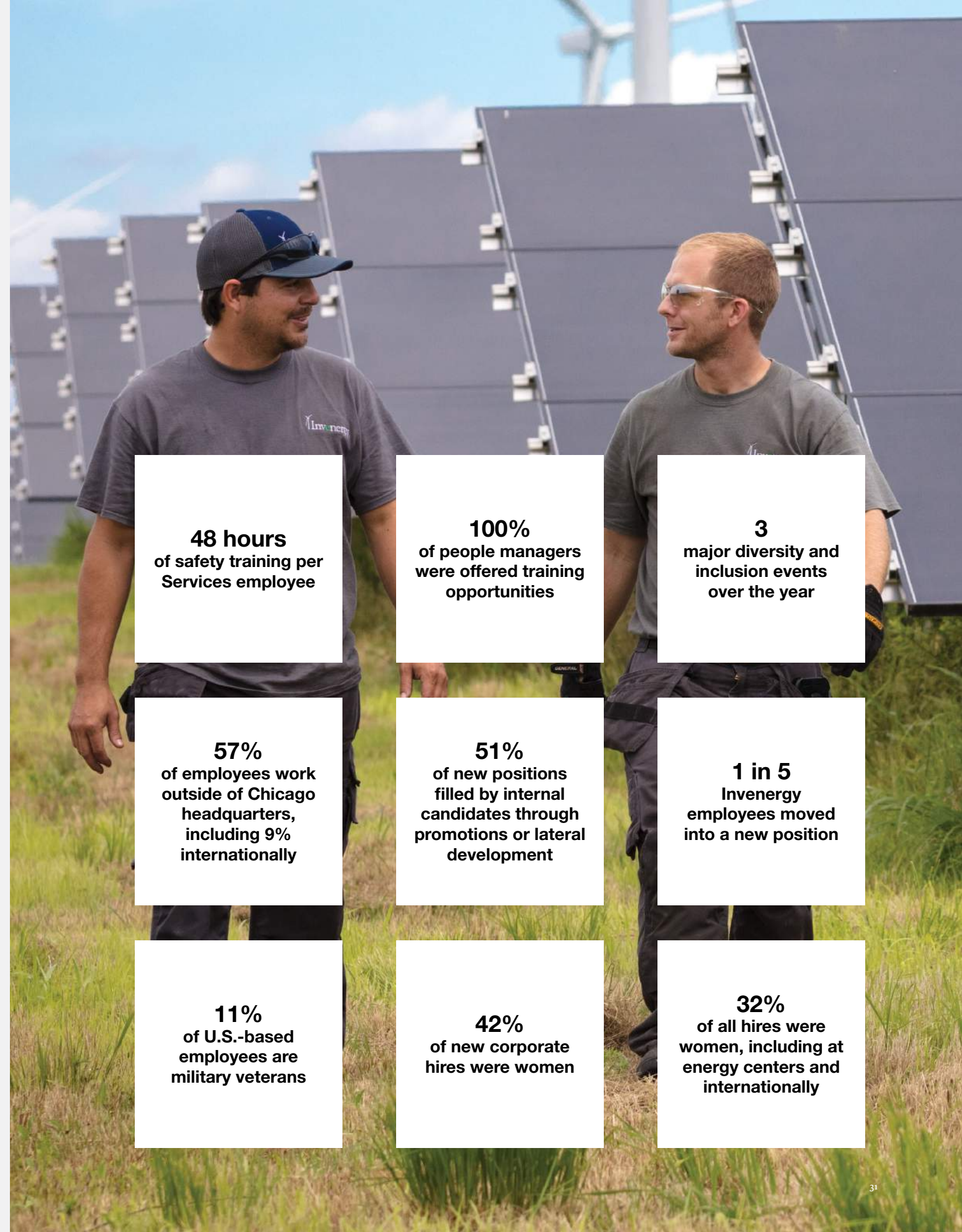
04

Empowering People

At the core of Invenery's work is our commitment to empowering people. From safety and training for our employees, to opportunities for career growth, to inclusive work environments that foster innovation, we're committed to supporting and enhancing the meaningful work that our people do each and every day.

A safe, healthy and driven workforce defines Invenery's success. We have invested in personnel, training and tools and set strict standards to create a culture of safety. We often promote internally and actively seek to employ a diverse group of talented, passionate professionals.

We believe that when our people feel empowered, we come closer to fulfilling our vision of being innovators building a sustainable world.



48 hours
of safety training per
Services employee

100%
of people managers
were offered training
opportunities

3
major diversity and
inclusion events
over the year

57%
of employees work
outside of Chicago
headquarters,
including 9%
internationally

51%
of new positions
filled by internal
candidates through
promotions or lateral
development

1 in 5
Invenery
employees moved
into a new position

11%
of U.S.-based
employees are
military veterans

42%
of new corporate
hires were women

32%
of all hires were
women, including at
energy centers and
internationally

Empowering People



Air Evac Lifeteam training, Rattlesnake Wind Energy Center, TX

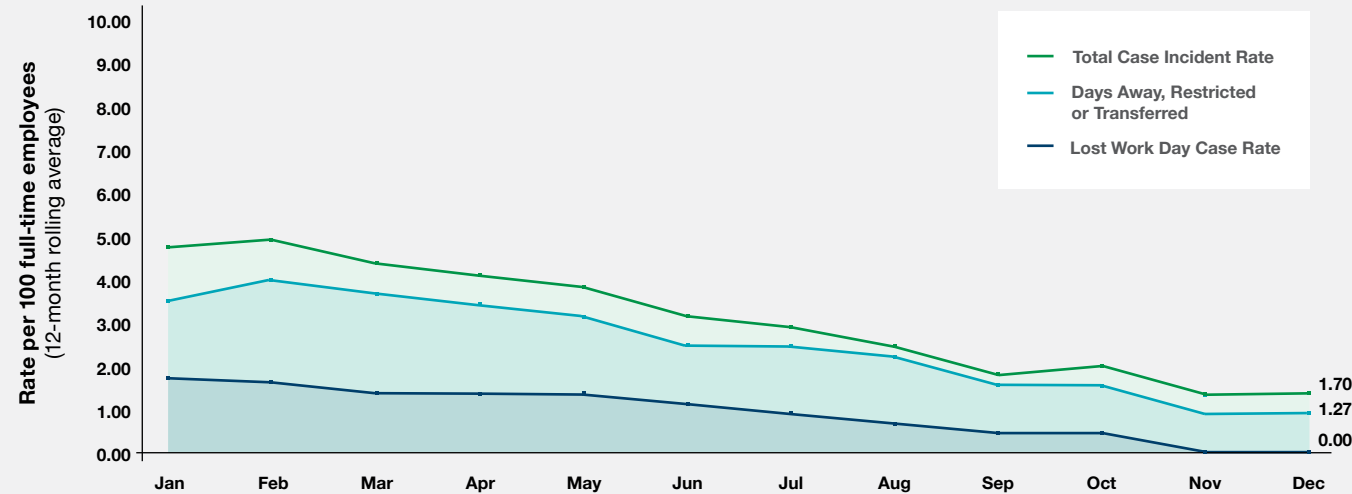


Wilson Fire Company drill, Lackawanna Energy Center, PA

Invenergy Services Training Hours

	2017	2018
Average Training Per Services Employee	47 hours	48 hours
Total Fleetwide Training	21,767 hours	24,720 hours

Decreasing Incident and Lost Work Rates in 2018



Committing to Employee Health and Safety

Since Invenergy's founding in 2001, we have committed ourselves to creating healthy and safe workspaces. This includes fleet-wide best practices, on-site safety representatives and a progressive safety culture that delivers on our promise to our employees—at Invenergy, everyone returns home the way they came in.

We took our commitment to safety a step further in 2018 and created a fleet-wide initiative to establish Safety Committees at each site. These committees enhance

awareness of our safety culture among employees at each of our operating wind sites as well as our Chicago headquarters. Members work to identify potential hazards, educate colleagues, and communicate the principles and importance of safety.

In 2018, our 515 Services employees in the U.S. and Canada received a total of 24,720 hours of safety training, or 48 hours on average per employee.

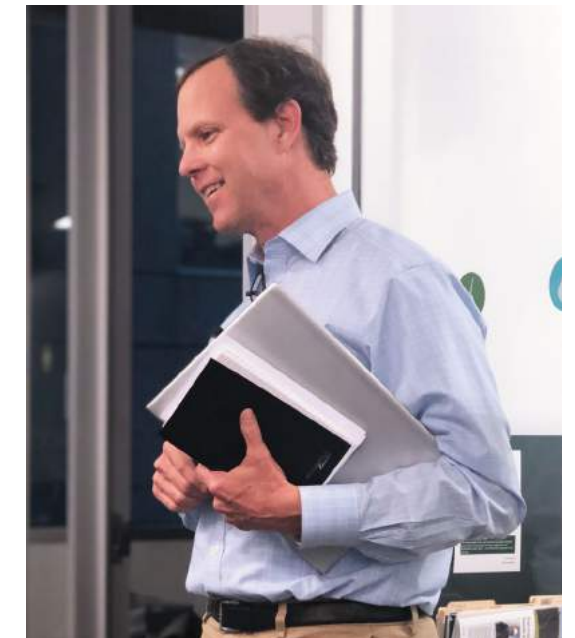


Keeping Our Company Standards High

Ethical and fair business practices are critical to our success and ingrained in our values. In 2018, we made publicly available to our employees, customers and other stakeholders the Invenergy Code of Conduct, which outlines the practices and values that guide our business. Along with the Code of Conduct, the company implemented a third-party hotline, Ethicspoint, a confidential resource for all employees to report any violations of laws, regulations or ethics.

In 2018, we also created the new Chief Compliance Officer position, a Senior Vice President level role now filled by Will Borders (pictured at right), who brings more than ten years of experience as part of Invenergy's legal department. Borders oversees Invenergy's global compliance function, ensuring that business activities across the company meet and exceed global regulatory and contractual requirements.

We've worked hard to build our reputation as a trustworthy and ethical company among our customers, investors, employees and the communities where we live and work. We look forward to continuing to build on our strong roots.





51 Invernergy employees participated in the J.P. Morgan Chase Corporate Challenge and finished on the podium



The "Upper Lips" team raised money for the Movember Foundation to tackle men's health issues



The kids of Invernergy's employees conducted science experiments on Bring Your Kid to Work Day



Invernergy's Mexico City regional headquarters team continues to grow



For our Chicago-based employees, Invernergy sponsored two intramural softball teams

A Focus on Wellness

To honor our commitment to creating a healthy workforce, our internal Power Team created and organized a company-wide wellness initiative. Dedicated to organizational success and job satisfaction, Invernergy's Power Team is a group of colleagues working to create a rewarding professional environment and to support the overall health and well-being of all our employees.

In March, we devoted a whole week to wellness. We offered a variety of activities to promote all-around health—from financial to physical. Activities included office hours for 401k management, financial finesse and understanding healthcare tools and insurance plans. In our offices, we provided healthy snacks and biometric screenings, and offered employees who completed a screening a \$100 medical premium credit. We also hosted a career development panel and sustainability talks to educate our employees on ways to promote environmental sustainability outside of work.

In 2018, 51 of our employees participated in the J.P. Morgan Chase Corporate Challenge, a worldwide series of running events open to groups of full-time employees from organizations within the business and public sectors. Among the nearly 700 companies represented in the Chicago race, Invernergy placed second!

We also participated in the Movember Foundation's efforts to tackle many of the common health issues faced by men, including prostate cancer, testicular cancer, mental health challenges and lack of physical activity. The Invernergy team, dubbed the "Upper Lips," raised \$8,483—a 30 percent increase over the previous year.

Finally, to help offset our employees' healthcare costs, Invernergy matched two dollars for each dollar our employees contributed to their own health savings accounts for up to \$750. We look forward to promoting and encouraging employee wellness year-round, both in and out of the workplace.



New hires Hasan Grosic and Matt Sollitto jumped at the chance to visit Grand Ridge Energy Center in Illinois



Japan colleagues celebrate the opening of the Tokyo office



Driving Employee Learning and Development

Throughout 2018, Invenery focused on employee learning and development across the organization. We provided access to a variety of trainings to give employees the necessary tools for education and empowerment. Through Navex Global, we provided compliance training for our team. We also offered a day-long leadership training program during our Technician Leadership Summit in December.

Additionally, 27 people managers were members of the fourth cohort in our Power Up management training program. When the 10-month training is complete, the group will have received 20 hours of in-person and computer-based training, in addition to networking events and leadership lunches.

Sustainable business growth depends on the growth and development of individual employees and company leaders, and we're pleased to be able to offer these opportunities to our team.

Building a Diverse and Inclusive Team

Invenery is working to build a more inclusive and diverse workforce through educational programs and trainings on inclusion, unconscious bias and developing a growth mindset. This is an important way we are working to sustain Invenery's innovative culture, as more inclusive teams promote innovation.

In 2018, we partnered with Paradigm Strategy, a premier consulting firm specializing in diversity and inclusion, for three trainings with our Chicago office employees and an inclusive leadership training with our corporate leadership team. We also evaluated our job descriptions and interview processes to make them more inclusive and inviting to everyone.

In addition, we held three trainings with our people managers through Second City Works to encourage inclusion and hosted a series of recruiting events for veterans, women and students from historically black colleges and universities (HBCUs).

Our goal is to continue to foster a culture that promotes and benefits from a diverse array of perspectives, experiences and opinions.

U.S.-Based Workforce Diversity at Invenery

	Corporate Employees	
	Gender	Race
All Employees	37% women	19% people of color
Management	29% women	17% people of color

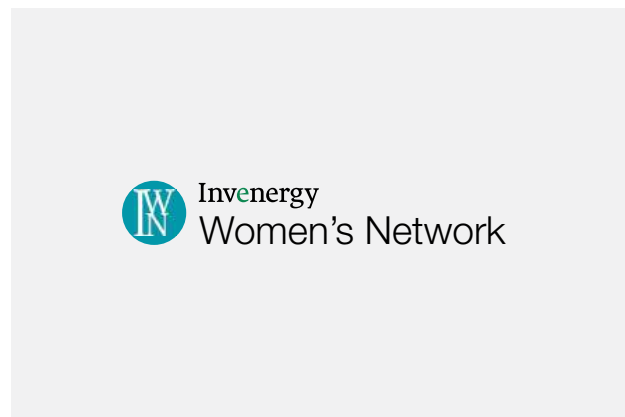




Our Impact

Connecting Women in Energy

Forty women in the energy industry visited our Chicago office for an evening of insights and conversation at the “Women in Energy Networking Event.” The event included a panel discussion on clean energy trends around energy policy, emerging technologies and community engagement. Our guests also had the opportunity to network with other members of the Chicagoland energy community and the Invenery team.



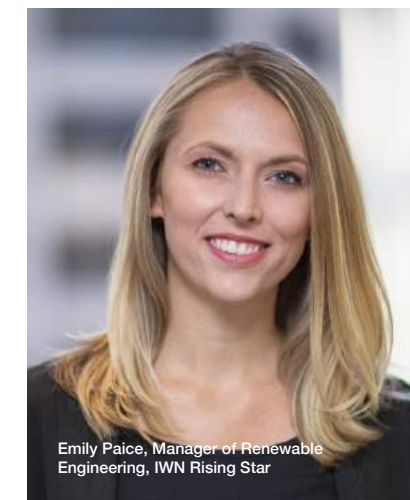
Our Impact

Supporting the Advancement of Women in Energy

Established in 2015, the Invenery Women’s Network (IWN) was designed to promote the development, mentorship and advancement of women at Invenery. IWN has numerous programs in place to help recruit, develop and retain female employees.

In 2018, Invenery marked its tenth year as a corporate sponsor for Women of Renewable Industries and Sustainable Energy (WRISE) and sponsored the Chicago Chapter WRISE & Wine event.

In addition, our emPOWER mentorship program entered its third year in 2018. The emPOWER mission is to create an environment that fosters innovation and energizes employee talent through employee-to-employee mentoring.



Emily Paice, Manager of Renewable Engineering, IWN Rising Star



Holly Christie, Associate General Counsel, IWN Woman of the Year



Andrea Hoffman, SVP of Financial Operations, IWN Champion



Jaclyn Stiller, a junior at Iowa State University pursuing a B.S. in Industrial Engineering, was awarded the SWE scholarship

Our Impact

Invenery Women's Network Awardees

Every year, the Invenery Women’s Network honors peer-nominated women in three categories: Rising Star, Woman of the Year and Champion.

Additionally, IWN members and Invenery colleagues made contributions to a scholarship offered through the Society of Women Engineers (SWE), a nonprofit educational and service organization that empowers women in engineering-related careers.



Our Impact

Hosting Students for “A Day with Invenergy”

In partnership with HBCU 20x20, a national diversity and inclusion organization that connects students and alumni from historically black colleges and universities (HBCUs) with jobs and internships, our Chicago office hosted students and graduates for “A Day with Invenergy.”

Seven students from HBCUs across the country, with majors ranging from business and engineering to computer science, were selected to attend. The students learned about the clean energy industry and had the chance to speak with Invenergy staff from different departments about their careers.

HBCU alumnus, Chet White, Invenergy’s Director of Power Market Operations, guided the group on a tour of the Invenergy Control Center (pictured at bottom left). Reflecting on his experience at Morehouse College, an HBCU, Chet explained, “Morehouse did a great job of preparing students for whichever path they pursue, cultivating strong students and providing employers with an excellent pool of candidates.”



Photo credit: Molly Choma



Our Impact

Providing Internship Opportunities for Team USA

Invenergy launched the Invenergy Fellowship Program in 2017, which provides Olympians and Paralympians internships through the U.S. Olympic Committee’s Athlete Career and Education Program (ACE). Since the program’s inception, we’ve hosted four Team USA athletes in departments including Development, Engineering and Communications. In 2018, our fellowship program included Aja Evans, a bronze-medal winning bobsledder from Chicago, who served as a communications fellow.

“From the moment I started, I was able to jump in and work on town halls, upcoming projects, newsletters, social media, press releases, and a lot more (that department was busy!). But, the experience allowed me to realize the qualities and values I bring to the table, as well as give me room to grow as a business professional.”





Twenty of Invenergy's Texas-based veterans gathered at Camp Springs Wind Energy Center around Veterans Day



Our Impact

Veteran's Advanced Energy Summit

Invenergy is a proud founding sponsor of the Veteran's Energy Seminar, now the Veteran's Advanced Energy Summit. The Summit educates military veterans and spouses on global energy security challenges and inspires continued service to our country through careers in energy, policy and entrepreneurship.

In 2018, Invenergy deepened its commitment to the Veteran's Advanced Energy Summit by taking on the role of benefactor and presenting sponsor, hosting the Summit at our Corporate Headquarters in Chicago. Hosting the Summit was an honor as we value the commitment, leadership and knowledge that veterans bring to the energy industry.

According to Brad Purtell (pictured above), Director of Invenergy Services Business Development and former Naval Nuclear Electrician's Mate (Submarine), "One of the best ways to leave the military is to transition to an industry that is accomplishing some of the same goals. The energy industry can help protect our national security in more ways than one, and the Veteran's Advanced Energy Summit is an avenue to bring those two worlds together."



Our Impact

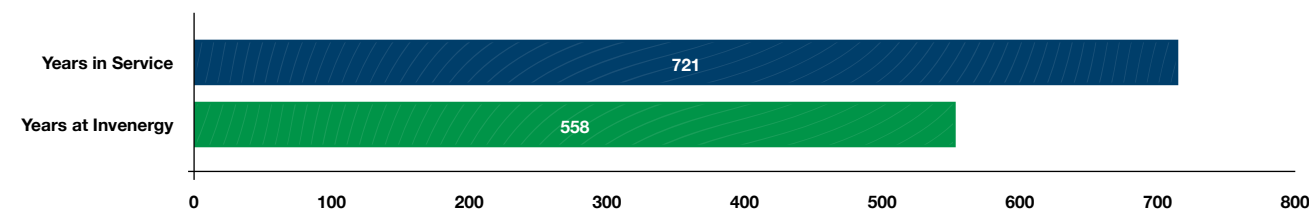
Serving Veterans in the Energy Industry

The Invenergy Veterans Network (IVN) was established in 2017 with the purpose of supporting Invenergy's veterans and their family members by focusing on engagement, recruitment and community outreach. Military veterans constitute more than 10 percent of Invenergy's U.S. workforce.



David Hyder and Josh Dalton, two California Ridge Wind Energy Center wind technicians in Illinois, display photos from their time in service as part of a photo feature with the American Wind Energy Association highlighting the role of veterans in wind energy

Cumulative Experience of Veterans at Invenergy



05

Looking Ahead

When Invenery posted the photo on the cover of this report to its Instagram channel in August 2018, we invited our followers to join the sustainable energy “moovement.” The sustainable energy movement is about people who commit themselves to building a better world. Whether by developing projects that deliver clean energy all over the world, or protecting wildlife habitat, or investing in the communities we call home, or supporting our people, we are turning energy innovation into social good.

As we look forward, we are excited about what we see. Since the start of 2019, we have laid the foundation for this work to continue.

In February 2019, we announced an expansion of our asset management and operations business, Invenery Services. Through Invenery Services, we are providing additional energy solution offerings to businesses, utility companies and other sustainable energy asset owners. That same month, Invenery was selected by Arizona’s largest utility, Arizona Public Service, for two innovative large-scale battery storage projects that will enable Arizonans to use solar energy even after the sun goes down.

Further deepening our commitment to investing in local communities, Invenery is now proud to be a supporter of the National Future Farmers of America (FFA) Organization. Over a three-year span, we’ve committed to support the FFA in its mission to prepare young people for leadership and careers in the science, business and technology of agriculture.

As we lay the foundation for continued growth, we are proud to see our people are recognized. In March 2019, Chris Meehan, Invenery Vice President of Wind Operations, received the American Wind Energy Association’s (AWEA) Excellence in Operations Award for his work prioritizing safety, demonstrating best practices and creating a culture of engagement and excellence. Also in March, Jake Thompson, Manager of Stanton Wind Energy Center, was featured in the lead image on the cover of The New York Times as part of a larger story about multi-generational transitions within families from careers in fossil fuels to renewable energy.

We like to say sustainability isn’t a tomorrow challenge—it’s a today challenge. Our work in 2018 answered real needs in the short term while setting the stage for increased growth, investment and impact in our pursuit to be innovators building a sustainable world. We look forward to continuing on this journey together.



About This Report

The *Invenergy Impact: 2018 Sustainability Report* includes stories and metrics from calendar year 2018, unless otherwise noted.

Company Milestones and Growth

Installed capacity, power generation, construction investment totals, and employment figures are from internal accounting, contractor reports and employment records. Invenergy's project portfolio is defined as all projects under contract, in construction or operating, unless otherwise noted.

The following Invenergy press releases include more information related to company announcements in order of mention within the report:

- [Invenergy Announces Project Financing for Company's First Solar Project in Japan](#)
- [Invenergy Issues Second Investment-Grade Rated Project Bond in U.S. Private Placement Market in Uruguay for La Jacinta Solar Farm](#)
- [Invenergy LLC's \\$225 Million Power Purchase Agreement](#)
- [Invenergy and WPPI Energy Host Ribbon-Cutting Ceremony at Bishop Hill III Wind Energy Center](#)
- [Duke Energy Renewables Completes Acquisition of Shoreham Solar Commons Project from Invenergy](#)
- [State-of-the-Art Lackawanna Energy Center Goes Online Outside of The Electric City](#)
- [Invenergy Completes Four-Month Construction Sprint on Battery Storage System for MidAmerican Energy](#)
- [Invenergy's Campo Palomas Wind Farm Awarded Latin America Renewables Project Finance Deal of 2017](#)
- [Invenergy Acquires Grain Belt Express Transmission Project](#)
- [Invenergy Partners with Pacific Power to Support Facebook's Clean Energy Goals](#)
- [Why we're putting 1.6 million solar panels in Tennessee and Alabama](#)
- [Microsoft Strengthens Global Energy Portfolio with 74 Megawatts of North Carolina Solar Power From Invenergy's Wilkinson Solar Energy Center](#)
- [Invenergy and Novartis Announce 100-Megawatt Wind Power Purchase Agreement from Invenergy's Santa Rita East Wind Farm](#)
- [Merck Advances Clean Energy Goals with Invenergy](#)
- [Grupo Bimbo, Largest Bakery in the World, Signs Agreement with Invenergy for 100 Percent Renewable Energy for U.S. Operations](#)
- [MGM Resorts International and Invenergy Announce the Development of a 100-Megawatt Solar Array](#)

Environmental Stewardship

Net carbon dioxide emissions offsets are calculated using Invenergy power generation estimates based on site-specific capacity factors as well as external data from the U.S. Energy Information Agency, including:

- Invenergy owned and operated wind, solar and natural gas lifetime power generation totals by project (MWh)
- Invenergy owned and operated wind, solar and natural gas lifetime CO₂ emissions by project (tons)
- Invenergy data include all Invenergy-developed and operated assets, including projects the company still owns and operates as well as

projects where the company has sold some or all of its equity share. In cases where Invenergy was no longer the project operator as of the beginning of 2018, calculations are based on national generation and emissions averages.

- Average U.S. production-weighted emissions intensity (lb/MWh) by power generation source (baseline year aligned with commercial operations per project)

The following press releases include more information related to company announcements:

- [Leading Wind Companies Announce New Wind Wildlife Research Fund at Biannual Meeting of 400 Researchers in Saint Paul](#)

Conservation efforts, cause-based investments, and environmental footprint reductions are collected from internal accounting records and department generated reports.

Community Investment

Total home community investments, including wages & benefits, state & local tax payments, and payments to landowners, are from internal accounting records and department generated reports. Wages & benefits reflect only energy center employees directly employed by Invenergy and excludes construction contractors and corporate office employees. Cause-based giving is an aggregate of volunteer time off values, donations and conservation investments.

The following blog post includes more information related to company announcements:

- [Farmer's View: How Solar is Improving Farm Economics](#)

Empowering People

Hiring, military service, workforce diversity and training metrics are from internal environmental health and safety and human resources records. Factors for statistics are:

- Military service is self-reported by U.S.-based employees only.
- Workforce diversity statistics are based on self-reported demographics by U.S.-based employees only.

Looking Ahead

The following Invenergy press releases include more information related to company announcements in 2019:

- [Invenergy Services Launches Expansion in Energy Services Market](#)
- [APS Customers Get Solar After Sunset with Major Clean-Energy Projects](#)
- [Invenergy Services Honored with American Wind Energy Association's \(AWEA\) 2019 Excellence in Operations Award](#)
- [They Grew Up Around Fossil Fuels. Now, Their Jobs Are in Renewables.](#)

For additional background, please contact Hannah Hertlein, Manager, Impact & ESG Programs at hhertlein@invenergyllc.com.

To learn more about Invenergy Impact, visit invenergyllc.com/impact

Special thanks to our design partner, Breakout Studio, for bringing Invenergy Impact to life through this report and website. Breakout Studio is a Chicago-based full-service branding agency for companies on a mission.

Thanks also to our printing partner, Active, who helped us minimize the environmental impact of printing this report by using 100 percent post-consumer recycled paper with eco-solvent inks. Every 100 copies of this report have the following environmental savings over traditional paper and inks:

- 0.34 tons of fresh wood, equivalent to two trees
- 160 gallons of water, enough to operate one residential washing machine for one month
- 860,000 BTUs, enough to operate one residential refrigerator for one year
- 883 pounds of CO₂, equivalent to removing one car from the road for one month

