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TEC SUSTAINABILITY REPORT

As of January 30, 2024

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A MESSAGE FROM TEC

Thank you for taking the time to dive into our inaugural sustainability report! We hope it will paint a clear picture of TEC today, and maybe even inspire you to join us in our ongoing sustainability journey!

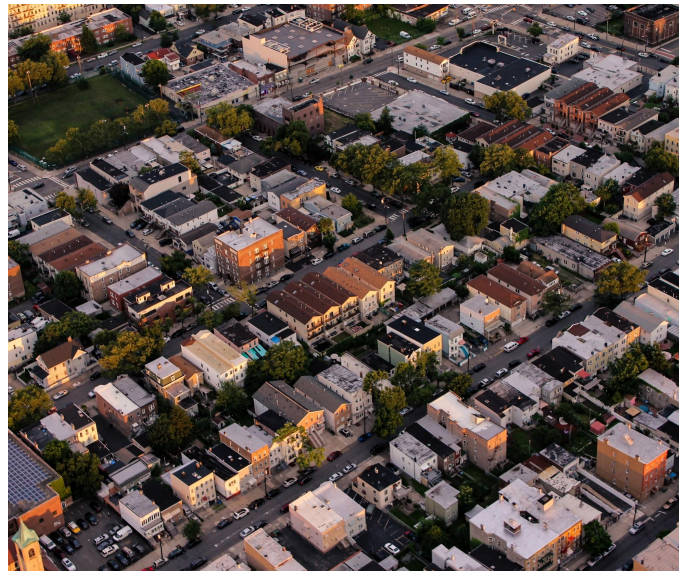
Before we get into all the data and details, we wanted to take a moment to connect with you on a human level. You see, sustainability isn't just a buzzword or a checkbox for us. It's the beating heart of our mission and everything we do.

We work to create a clean energy future for the same reason we prioritize sustainability in our operations: because we believe in creating win-wins for our clients, communities, and the environment. This report isn't just about us – it's about the collective impact we can make when we join together, share stories, and inspire each other to be the change we want to see. Let's do this, together!

With gratitude,



Doris Do
Vice President



Our mission at TEC is to empower communities to leap into the future of clean energy.

We envision a future in which communities produce clean energy that is **affordable** and **accessible** for everyone.

INTRODUCTION

TEC's mission is to **empower communities to leap into the future of clean energy**. While our mission focuses on energy, our work is part of a bigger picture of overall community sustainability. It's important that TEC lives up to our value of being accountable and "walking the talk" by operating as sustainably as possible.

TEC defines sustainability as "operating to meet present organizational, environmental, and societal needs without compromising the ability to meet future needs." Ultimately, we strive for regenerative sustainability, which goes beyond the standard definition of sustainability to include healing past environmental/social harms through innovative, regenerative processes.

To pursue this goal, we established a working group whose first major task was creating this sustainability baseline report. The report is divided into four sections: workers, community, environment, and advocacy.

Each section highlights TEC's current practices and includes both qualitative information and quantifiable metrics, which were identified and prioritized by the sustainability working group and approved by TEC's leadership team. Unless otherwise noted, baseline metrics are based on 2022 data. **We hope the report offers historical context, sets a baseline for future improvement, and will guide TEC as we prioritize future sustainability initiatives.**

WORKERS

TEC strives to create an inclusive work environment that is open, flexible, and balanced. We believe that being serious is not a prerequisite for being professional. Creating a clean energy future is not only important—it also can be fun!

BENEFITS

TEC offers myriad benefits to support our employees. We conduct regular reviews of our total rewards package including employee compensation to ensure fair pay and evaluate the need for any adjustments.

We sponsor medical and dental insurance plans at 90% for employees and 75% for all dependents. We provide an employee assistance program (EAP) and a comprehensive digital behavioral health program for employees and their dependents.

100%
of TEC employees'
wages exceed living
wage standards

Based on MIT living wage calculator

Other benefits TEC provides include:

- A 9/80 work schedule with every other Friday off and remote options.
- 13 paid holidays, including a company-wide office closure at the end of the year.
- Employer paid life insurance and long term disability.
- 401(k) retirement plan with 4% match contribution and option for socially-responsible investments.

TEC also complies with all relevant state and federal employee benefits policies, such as leave of absence requirements.

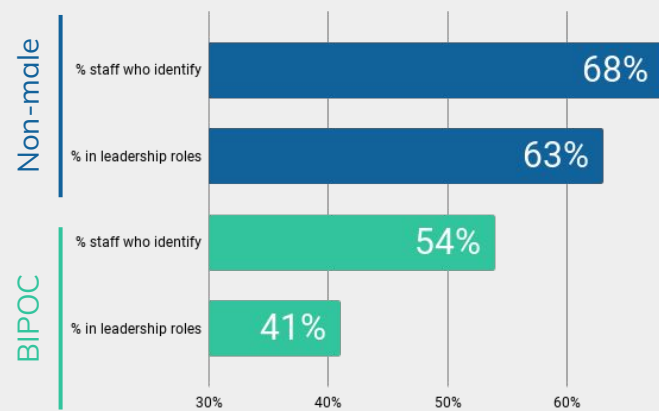


TEC staff joining in on recent “TEC-tivities”, from left to right: a gardening activity for Mental Health Awareness month, a group gathering to celebrate birthdays, and biking for our annual Earth Day 5k.

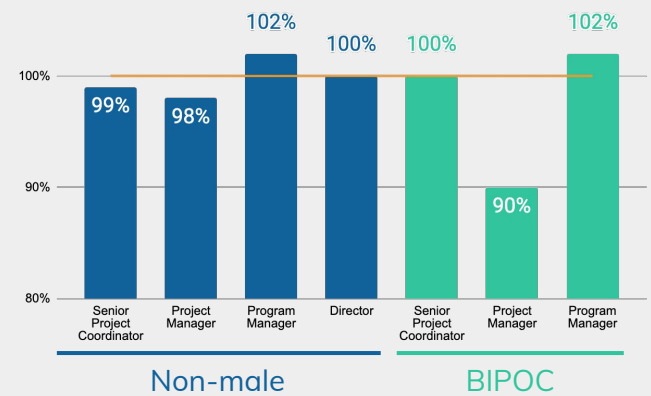
WORKERS

TEC is an equal opportunity employer that does not discriminate on the basis of any characteristic protected by federal, state, or local law. We have anti-discrimination policies in our hiring, promotion, and employee pay processes, which have yielded results we can be proud of (see charts below).

Diverse Representation Across TEC



Pay Compared to Average for Position



TRAINING

TEC values professional growth, and we invest time and resources into quality training for team members. We provide an educational stipend and allocate work time for employees to gain new skills.

DIVERSITY

All new TEC staff complete three hours of Diversity, Equity, and Inclusion (DEI) training. In 2022, we added supplemental training for all staff on compassionate dialogue. Over 80% of TEC staff found new training to be “very positive.”



THE ORANGE COUNTY REGISTER

TEC was proud to be named a top Orange County workplace in 2022.



“At TEC, we know that building and fostering a positive workplace culture where all employees feel included in our mission is essential to our success. Our people are our biggest asset.”



Doris Do
Vice President

COMMUNITY

To bring TEC's vision of affordable and accessible clean energy for all to life, we focus our work on communities that have been disproportionately harmed by the energy industry in the past.



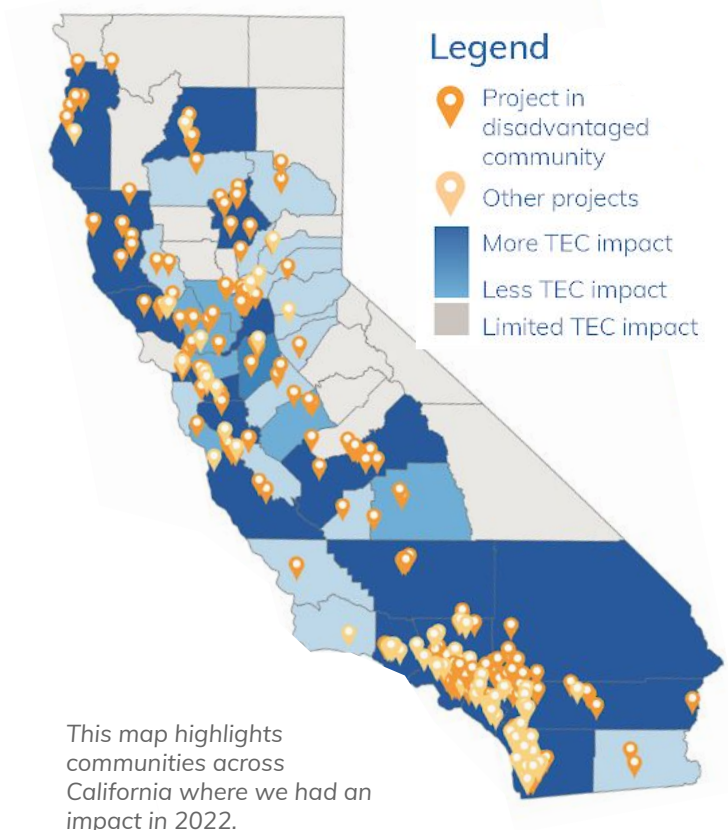
ENVIRONMENTAL JUSTICE

In 2022, TEC developed an environmental justice vision and action plan to embed DEI in our values, practices, and culture.

We are proud to work with many communities across California (see map) to increase energy equity and to address historical injustices.

WORKFORCE DEVELOPMENT

Part of TEC's mission is focused on education and workforce development in the clean energy sector. Our energy projects added 178 green jobs to California's workforce in 2022. We also helped 85 emerging professionals to complete fellowships with the California Climate Action Corps.

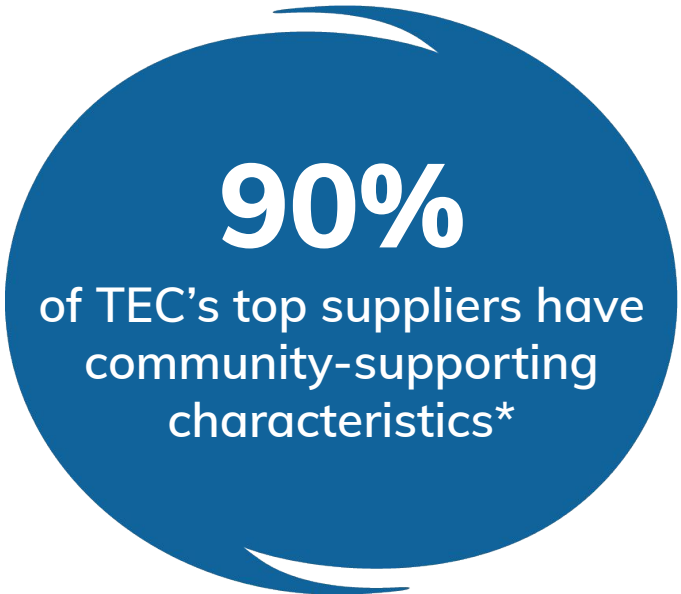


COMMUNITY

PURCHASING PRACTICES

TEC strives to balance the responsible use of nonprofit funds with supporting ethical and sustainable businesses when we make purchasing decisions. The majority of TEC suppliers by spend (81%) are independent contractors.

Based on initial data gathering in the development of this report, TEC's sustainability working group identified a need and developed a working environmental policy, which includes purchasing guidance.



**Such as small/local businesses, DVBE status organizations, organizations with a sustainability mission, organizations with publicly available impact reporting, etc.*

CIVIC ENGAGEMENT AND GIVING

TEC donates funds, staff time, and in-kind services and goods to charitable causes and organizations that align with our mission. TEC staff recorded 39.5 hours of paid volunteer time off in 2022.

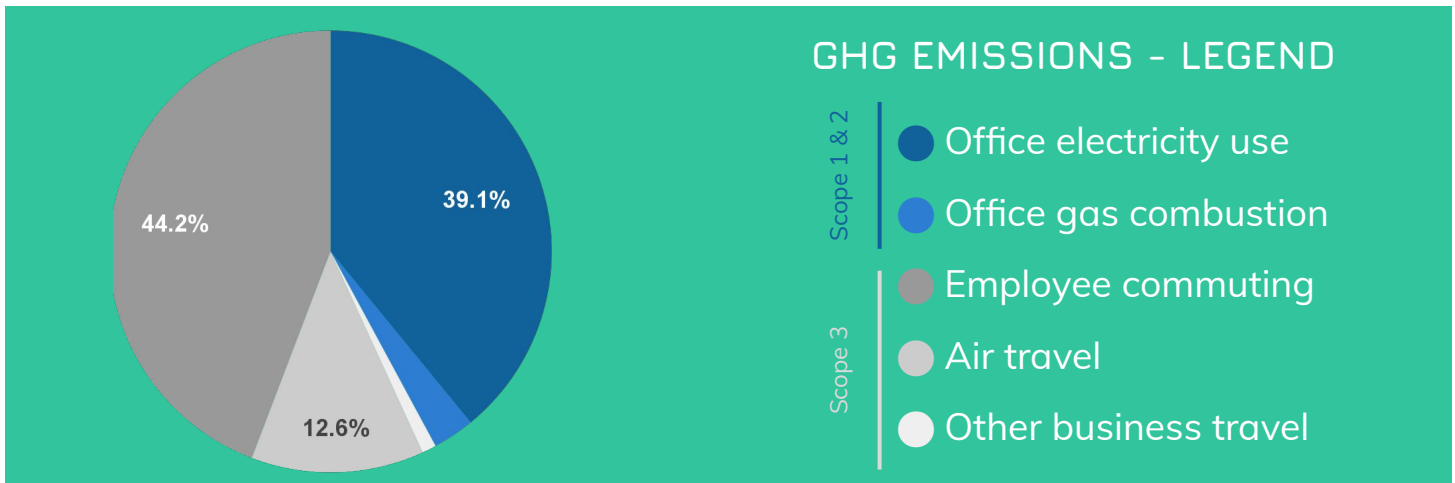
TEC donated \$776 to Food Finders and \$1,917 to Ukraine Red Cross in 2022. In addition to these donations, we also sponsored several industry events and participate in several nonprofit industry organizations, such as the Association of Women in Water, Energy & Environment and the US Green Building Council.



A sampling of organizations benefiting from TEC staff paid volunteer time in 2022.

ENVIRONMENT

Through work with our clients, TEC had a significant positive environmental impact in 2022.



GREENHOUSE GAS EMISSIONS

TEC's total 2022 emissions¹ from our operations are estimated at 62.4 mt CO₂e, which is equivalent to emissions from 7.9 homes' energy use for one year. By comparison, in 2022 **TEC helped our clients to save 14.2 million kWh and 140,000 therms of energy**, equivalent to 1,361 homes' energy use for one year or 3 wind turbines running for an entire year.



TRANSPORTATION

TEC encourages employees to use more sustainable transportation methods for their commute, such as public transit, biking, and carpooling. We offer a commuter benefit program for staff in our Oakland and Los Angeles offices. Our hybrid work policies reduce employees' commuting emissions, since on average staff only visit the office in person three times per month.

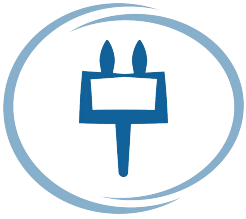


SOLID WASTE

As a distributed workforce, we operate primarily using digital files, reducing our paper waste. We also provide reusable tableware, offer battery recycling to help staff dispose of waste safely, and reuse packaging materials in our shipments to reduce office waste.

1. Based on the Greenhouse Gas Protocol corporate standards developed by the World Resource Institute. Based on these standards, we did not include Scope 3 emissions in this total attributable value.

ENVIRONMENT



ENERGY

Our best estimates indicate that we used approximately 100,000 kWh across our four offices in 2022 (about 6.0 kWh per square foot). Our offices have several notable energy efficiency features, including smart thermostats, efficient LED lighting, Energy Star certified appliances, and occupancy sensors.



STAFF COMMITMENT

TEC staff bring a sustainability mindset to their work, creating a culture of sustainability across the organization. Seventy percent of staff survey respondents said they “highly” prioritize sustainability in their day-to-day work. When asked if they agreed that TEC “values and promotes environmental sustainability,” 98% of staff survey respondents agreed!

SPOTLIGHT ON OUR IRVINE OFFICE



Image courtesy of the Irvine Company



Click for a tour of our Irvine office!

We're proud to call Irvine home! Our “headquarters” is in a WELL Certified building with all sorts of sustainability features, including on-site bicycle storage, EV charging, and water-wise landscaping. Our office was certified as a California Green Business in early 2023.



ADVOCACY

TEC is a vigorous advocate for clean energy at the local, state, national and international levels.

In 2022, TEC attended 110 thought leadership and policy events, including workshops with the California Public Utilities Commission and the Global Observatory on Peer-to-Peer, Community Self-Consumption and Transactive Energy Models (hosted by the International Energy Agency). TEC also supported 30 legislative and/or regulatory comments in 2022.

TEC's internal policy working group also formed a draft organizational policy platform to guide our approach to legislative/regulatory comments and other policy advocacy going forward.

HIGHLIGHTS FROM OUR 2022 ADVOCACY WORK



Application of Pacific Gas and Electric Company for Approval of 2024-2031 Energy Efficiency Business Plan and 2024-2027 Portfolio Plan.

And Other Matters.

COMMENTS OF LOCAL GOVERNMENT SUSTAINABLE ENERGY COALITION ON ADMINISTRATIVE LAW JUDGE'S RULING REGARDING GAS INCENTIVES AND CODES AND STANDARDS

Dated: September 23, 2022

Application 22-02-005
Application 22-03-003
Application 22-03-004
Application 22-03-005
Application 22-03-007
Application 22-03-008
Application 22-03-011
Application 22-03-012
(Consolidated)

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For THE LOCAL GOVERNMENT SUSTAINABLE ENERGY COALITION



Application of Association of Bay Area Governments for Approval of 2024-2031 Strategic Business Plan, 2024-2027 Portfolio Plan, and Budget.

APPLICATION OF ASSOCIATION OF BAY AREA GOVERNMENTS FOR APPROVAL OF 2024-2031 STRATEGIC BUSINESS PLAN, 2024-2027 PORTFOLIO PLAN, AND BUDGET

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March 4, 2022



Net GHG emissions and air quality outcomes from different residential building electrification pathways within a California disadvantaged community

Eric Daniel Fourmier^{a, *}, Felicia Federica^b, Robert Cude^c, Stephanie Pincett^d, Alex Ricklefs^e, Marc Costa^b, Michael Jarrett^{a, c, d}, Diane Garcia-Gonzales^{a, d}

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TEC staff support to LGSEC on proposal for decarbonization tariffs and comments on gas incentives

Support on BayREN business plan and associated testimony before the CPUC

Peer reviewed article on indoor air quality for low income communities

LOOKING AHEAD

This report is just the beginning. TEC is committed to continuing to make progress on sustainability. In the year to come, we will be focusing on:

- Setting and planning for organizational sustainability goals.
- Expanding on our California Green Business Certification to our offices across the state (currently, we are certified in Irvine).
- Expanding our employee volunteerism programs.
- Improving data systems to continue measuring and tracking our progress.

You can follow our sustainability efforts as we pursue these focus areas in 2024 and beyond on our social media accounts! Or, if you need help with your own sustainability or energy initiatives, reach out to hello@energycoalition.org. We'd love to hear from you.



The Energy Coalition



@_TECTweets



@theenergycoalition



The Energy Coalition

**Thank you to TEC's sustainability working group members
for their contributions to this report!**

John Bazzo • Rebecca Hausheer • Tess Hooper • Elaina Lee • Casey Novell • Taylor Rosetti • Minh Tran • Jennifer Valerio • Elsie Varela • Amy Whitehouse

