2020 Environmental, Social and Governance Report
Note Concerning Forward-Looking Statements

This ESG report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, but not limited to, statements regarding: (a) our expectations for our products, including performance, adoption, and anticipated consumer impacts; (b) our expectations for growth in our industry and markets, and our positioning for success; (c) our future policy goals and areas of focus in political advocacy; (d) our future product sourcing plans; and (e) our plans for future initiatives, including supplier diversity. These forward-looking statements are based on our current assumptions, expectations and beliefs and involve substantial risks and uncertainties that may cause results, performance or achievement to materially differ from those expressed or implied by these forward-looking statements. Factors that could cause or contribute to such differences include, but are not limited to: (1) potential disruptions to our operations and supply chain that may result from epidemics or natural disasters, including impacts of the COVID-19 pandemic; (2) competition in the solar and general energy industry and downward pressure on selling prices and wholesale energy pricing; (3) regulatory changes and the availability of economic incentives promoting use of solar energy; (4) the success of our ongoing research and development efforts and our ability to commercialize new products and services, including products and services developed through strategic partnerships; and (5) challenges managing our acquisitions, joint ventures and partnerships, including our ability to successfully manage acquired assets and supplier relationships. A detailed discussion of these factors and other risks that affect our business is included in filings we make with the Securities and Exchange Commission (SEC) from time to time, including our most recent reports on Form 10-K and Form 10-Q, particularly under the heading “Risk Factors.” Copies of these filings are available online from the SEC or on the SEC Filings section of our Investor Relations website at investors.sunpower.com. All forward-looking statements in this presentation are based on information currently available to us, and we assume no obligation to update these forward-looking statements in light of new information or future events.
A Message from Our Chairman of the Board, Tom Werner

Bettering our environment and the world in which we operate has been part of SunPower’s core values since our founding days; these ideas are built into our DNA. We committed to bringing the world better, cleaner energy before this idea was a popular one, and even as many told us that pursuit would never be viable or profitable. Now, more than 350,000 homeowners and thousands of respected companies are powering their homes and businesses with SunPower systems.

Following our spin-off of Maxeon Solar Technologies in August of 2020, we are essentially a new business but with a deep heritage of sustainability and innovation. While our work now is focused on downstream services like sales, storage innovation and energy services, our commitment to Environment, Social and Governance (ESG) is unwavering. In fact, we are putting more energy into these efforts than ever. And with that, I’m excited to present our first ESG report.

Living our Purpose

I was astonished to learn this year that in 2020, 90 percent of new worldwide electricity capacity came from renewable sources. This is meaningful validation for our work and a clear oracle for where we are headed. Renewable energy is now mainstream. While I’m energized and incredibly optimistic about the future, the work we have left to do is humbling. People of color and low-income communities often live, work and play in America’s most polluted environments, pay larger portions of their income to meet their daily energy needs, and are among the least empowered to take action to protect their communities. For this new era of energy to work, it must be available to everyone. We must do our part to deliver environmental justice and to make renewable energy accessible to all.

With this in mind, we believe more strongly than ever in our purpose: Make Solar + Storage Simple—For Everyone. This purpose starts right here at home. As we recognize the importance of addressing the vast social and environmental challenges facing our industry, communities, and the world, in October we created two new leadership positions at SunPower to lead all initiatives related to ESG and Diversity, Equity and Inclusion (DE&I). Through these roles we have already launched and deepened programs to fuel recruiting from Historically Black Colleges and Universities (HBCUs) and other diverse trade associations like veterans’ organizations.

Our network and impact extend far beyond our corporate walls. Solar Installer is one of the fastest growing jobs in America—and a job that can only be done here.

“We believe more strongly than ever in our purpose: Make Solar + Storage Simple—For Everyone.”
As we continue to grow our business and push forward the solar industry with our support of sound legislation, in turn we accelerate the growth of these well-paid clean energy jobs. We are working with governments and lawmakers to help retrain oil and gas workers to move into renewable energy work and see a bright future ahead for many Americans in transition. And we are proud to work with our dealer network which in 2020 included more than 700 American small businesses across 46 states; altogether, these dealers employ a diverse group of more than 17,000 people.

We are also bringing our purpose to life through our investments and work in Community Solar programs. Community Solar enables people who wouldn’t normally have access to solar—those who live in apartments or condominiums or cannot otherwise afford it—to achieve the savings and clean energy benefits solar provides. We are working with public transit hubs in New York and the D.C. Metro-area who are distributing energy generated at their stations and parking lots to surrounding communities and have a strong pipeline of similar projects in the works for 2021.

“We must do our part to deliver environmental justice and to make renewable energy accessible to all.”

Living Our Values

While the solar industry enjoyed many positive tailwinds in 2020, it was disturbing to see how many solar companies are built on the back of unethical labor practices. It is imperative that we stand behind our value to Do the Right Thing. SunPower stands in firm opposition to the use of forced labor practices within the solar supply chain and has signed the Solar Industry Forced Labor Prevention Pledge to help ensure that we, along with our suppliers—down to raw materials—are free of forced labor practices. We think it’s vital that the entirety of the solar industry stand up against these unethical means of delivering materials and are pushing others in the industry to do the same thing we are: committing to ethical standards throughout the entire solar supply chain.

We also want to improve the solar industry right here at home. We are leveraging our teams’ digital resources to reduce some of the significant soft costs associated with going solar in the U.S. In conjunction with industry peers and trade groups, we developed and piloted SolarAPP, an online instant permitting application for local jurisdictions. This tool is designed to streamline the solar permitting process, reducing timelines, soft costs, and cancellation rates, making access to solar easier and less expensive.
Catalyzing Innovation

We are committed to cultivating a culture of innovation as we bring about the next era of solar. Last year we launched our battery storage product, SunVault™ Storage, providing homeowners a tool for resilience against our strained grid. With our software solution that seamlessly integrates with solar and storage, we are providing consumers more control over how and when they use and store their electricity to help them better achieve their own environmental or economic goals. Our suite of software tools for dealers also makes it easier for them to sell solar and create a great experience for their customers while doing so. And we are still innovating in panels. We launched our OneRoof™ system, a complete roof-integrated solar system making new homes built with solar even more beautiful and more efficient.

Prioritizing Our People

There is nothing more valuable about SunPower than the people working here. Our team is dedicated, passionate, talented and tenacious. In 2020, COVID-19 challenged our employees with a sudden change to the way our workforce and operations function. We took proactive and aggressive actions to ensure the safety of every employee and we’re proud of how our employees rose to the occasion and moved swiftly to work under new conditions and with new challenges. Some of these new ways of working—digital selling and more frequent company communications—will likely remain even once we return to “work as usual.”

A Look Forward

By the time this ESG report is published, SunPower will have a new leader at the helm. I am proud of the work we have done to make our company and communities more equitable and sustainable, and am confident that SunPower’s new CEO, Peter Faricy, will carry these efforts to new heights during his tenure. Peter is passionate about improving our planet, has experience creating more diverse workplaces, and a strong track record of fostering innovation to large organizations. SunPower is well positioned for the future under Peter’s leadership.

We have a lot of work to do in 2021, and so much to look forward to. Through it all, our mission will be our guiding light: Change the Way Our World is Powered. Thank you to our employees, partners, dealers and investors for your work toward—and dedication to—this mission. Together, we can achieve a bright future for our environment and society at large.

Tom Werner
Chairman of the Board
A Message from Our CEO, Peter Faricy

As I step into the role of CEO at SunPower, I’m tremendously motivated by the opportunity we have to solve hard problems and make a positive impact on the world. By living up to our purpose — to change the way our world is powered — we can create a more sustainable planet, bring equity to the communities that have carried our environmental burdens for too long, and modernize yesterday’s energy system to meet the needs of tomorrow.

There is a lot of work to be done. During this great energy transition we must ensure our growing workforce is diverse, well-trained and safe. We can’t lose sight of ensuring solar is easy and affordable for all. And we’ll need to keep innovating to stay ahead of new challenges and opportunities. But trailblazing is in SunPower's DNA, and this company’s legacy of sustainability leadership is unmatched. I’m confident in our ability to lead in this new era of renewable energy as we keep ESG at the heart of our business as it grows.

Thank you for taking this leap with us, I'm looking forward to building our future with you.

Peter Faricy
CEO
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About SunPower

SunPower Corporation (NASDAQ: SPWR) is a leading distributed generation and energy services provider, delivering complete solar solutions to customers in North America through an array of hardware, software and smart energy solutions. SunPower’s smart energy efforts are designed to add layers of intelligent control to buildings, homes and grids, tailored to customer needs through easy-to-use interfaces.

SunPower is a leader in the North American downstream distributed generation market, offering multiple financial solutions to provide affordable and sustainable electricity to residential homeowners, communities and commercial customers. SunPower’s sales channel includes a thriving network of dealers and resellers that operate in both residential and commercial markets.

Our Footprint

SunPower supports thousands of jobs and has injected billions of dollars into the American economy. Our robust network of residential and commercial dealers are located in 46 states and service all 50.
Our Mission
Change the Way Our World is Powered

We do this by building a great company, putting our customers first, and making solar the most compelling energy option. If we empower our people and communities to thrive, we’ll build a sustainable future together.

Our Purpose
Make Solar + Storage Simple—for Everyone

We believe clean energy and storage should be accessible to everybody. That’s why SunPower designs compelling, all-in-one solutions backed by personal customer service and the industry’s most comprehensive warranty. Because when a single company supports you for the lifetime of your investment—you know we’ll make it right.

Our Values

We Deliver Superior Experiences
We lead by example, lead with the customer and always earn their trust.

We Are Accountable
We fight as a team, take safety seriously and always strive to hit our numbers.

We Do the Right Thing
We strive for equity, diversity and inclusion—as well as sustainability.

We Innovate Relentlessly
We take risks, learn from our mistakes and never settle for just okay.

We Are Fast and Nimble
We stay positive, adapt easily and thrive on new opportunities.
Our History

1985
• SunPower officially incorporated

1990
• SunPower receives initial funding from Associate Venture Investors and an R&D contract from Electric Power Research Institute (EPRI) and the U.S. Department of Energy

1993
• SunPower all-back contact, high-efficiency solar cells power a Honda car to victory in a car race across Australia, beating second place winner by one full day

1997
• SunPower high-efficiency solar cells power NASA’s Pathfinder, an unmanned, remotely piloted, solar-power, high-altitude aircraft

2003
• Tom Werner joins SunPower as CEO

2005
• IPO (NASDAQ: SPWR) fuels growth and solidifies position in the solar market

2011
• Total S.A. acquires majority interest in SunPower

2014
• SunPower achieves production milestone, manufacturing its one-billionth solar cell
• SunPower solar panels awarded Cradle to Cradle Certification for sustainable manufacturing processes

2015
• Launch of Helix®—a complete commercial solar solution

2016
• Launch of Equinox®—a complete residential solar solution

2017
• SunPower introduces EDDIE®—a next-generation digital sales application and design engine for home solar

2018
• Acquires SolarWorld Americas
• SunPower is the only U.S. solar company to receive a Section 201 Tariff Exemption for our back-contact solar cell technology

2019
• Launch of the world’s first 400+ Watt A-Series residential solar panels

2020
• Secures $1 billion in residential solar + storage financing
• Ranked #1 in Commercial solar by capacity for the 3rd straight year
• Completes spin-off of Maxeon Solar Technologies
Financial Highlights

2020 was a transformational year for SunPower: we successfully completed the spin-off of Maxeon Solar Technologies to our shareholders, significantly improved our financial performance and rapidly shifted our sales strategy to meet increasing U.S. residential and commercial demand as consumers businesses look to generate and store their own energy. SunPower continues to believe that a solid financial foundation is a core part of its sustainability efforts.

The company continues to be a leader in the solar + storage industry which is reflected in a number of our financial metrics for 2020. For the year, we grew our cumulative installs to 4.0 gigawatts (GW), with strength in our Residential and Light Commercial (RLC) business as total cumulative residential GW installed rose 15% to 3.1 gigawatts. Our customer base continued to grow despite the pandemic as we welcomed approximately 44,000 new residential customers to the SunPower family. We also continued to be the market leader in the Commercial and Industrial solutions (CIS) business for the third year in a row with cumulative 958 Megawatts (MW) installed as of the end of 2020.

2020 was not only about our focus on growth but also about executing on a number of initiatives to improve our profitability. We saw improvement in our gross margin as we exited the year at 16% compared to 15% in the prior year. We also successfully managed our costs with operating expenses as a percentage of revenue of 13.8%, the lowest it has been in the past three years. Our operating business segments, RLC and CIS, performed well with adjusted EBITDA\(^1\) improving from $3 million in 2019 to $73 million in 2020 given our strong execution, platform investments realizing value and strong industry tailwind.

Our value creation metric\(^2\), a key indicator of the performance and trajectory of our business, increased from $47 million in 2019 to $116 million in 2020.

Finally, we firmly believe that a strong balance sheet is critical to a healthy financial foundation and we are very proud of our successful efforts to delever our balance sheet last year. The best measure of this success is our net recourse debt which decreased 40% to $281 million in 2020.

Looking forward, we are confident that our focused strategy, continued investment in our growth initiatives and strong financial foundation positions us for long term profitable growth.

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1. RLC and CIS Adjusted EBITDA exclude residential lease assets noncontrolling interest. Total Adjusted EBITDA for 2018, 2019 and 2020 were $106M, $59M and $40M, respectively.

2. Value creation is the Adjusted EBITDA of RLC and CIS excluding any products and digital investment + Net Retained Value for SPWR share (including leases).

Financial numbers are reflected on a Non-GAAP basis. Information concerning non-GAAP measures, including GAAP to non-GAAP reconciliations, may be found in the company’s reports filed with the SEC and our quarterly earnings presentations.
Policy and Market Development

The solar marketplace is driven by local, state and federal policy decisions. SunPower is committed to investing in proactive policy advocacy that creates growth opportunities and mitigates risk for the solar industry. SunPower is proud to work with like-minded industry partners and trade associations such as the Solar Energy Industries Association (SEIA), at both the national level and with state-specific chapters. We also support grassroots advocacy efforts such as VoteSolar and Local Solar for All to promote favorable policies across various states.

In 2020, this collective advocacy has been key to ensuring decision-makers authorize continuance of safe project installation, understand the major impact of the COVID-19 pandemic on jobs in the solar and storage industry, recognize the importance of the solar industry as a key driver of economic recovery, and continue exploring and implementing policies to encourage environmental justice. In partnership with SEIA, other trade associations and advocacy organizations, we were successful in extending the federal Investment Tax Credit (ITC) at the current 26% level for the next two years and achieved successes across a number of states through increases in carbon emissions reduction goals and renewable portfolio standards. SunPower’s advocacy efforts also succeeded in defending favorable programs such as net metering and various state-level incentives from elimination.

The 2020 federal election cycle brought a new and more favorable outlook for the future of solar energy. The Biden-Harris Administration has emphasized growing the clean energy economy, and we look forward to working with the Administration and the 117th Congress. Our top federal policy priorities are as follows:

- Making solar affordable for all by passing a long-term ITC extension with equal treatment for individuals and businesses.
- Adopting a clean energy standard that requires electric utilities to provide 100% renewable energy to their customers by 2035 with a carve-out for distributed generation.
- Incorporating diversity, equity and inclusion at every turn through programs that serve low to moderate income and diversifying the renewable energy workforce by investing in training and development and minority-owned businesses.
- Accelerating renewable energy adoption in all federally-funded buildings, and prioritizing solar and energy storage to maximize available space on buildings and mass transit facilities.
- Support of innovation with “carrots” (e.g. tax credits, grants, loans, etc.) vs. “sticks” (e.g. tariffs and duties).
- Funding the development and deployment of SolarAPP, an online instant permitting tool, and establishing model building codes for new homes and buildings that include solar and energy storage.

Similarly, at the state level, we see a favorable future for renewable energy policies. As individual states seek to promote economic recovery and create jobs in the wake of COVID-19 shutdowns and layoffs, SunPower looks forward to promoting the message that renewable energy creates jobs and bolsters local and state economies.
With over 35 years of industry-leading innovation and experience, SunPower is the longest-standing solar company in the United States. Our work facilitates the country’s transition to clean, renewable solar energy, with every dollar spent, employee hired, and product developed with the goal of addressing the environmental challenges facing the United States and the world. Beyond our goal to make renewable energy accessible to all Americans, we are committed to reducing the environmental impact of our operations through a constant process of reflection and refinement.
**Legacy of Sustainability Leadership**

SunPower’s sustainability leadership is renowned for its positive impact on the environment and our communities. Because of this deep commitment to leaving a better planet for future generations, we offer solar + storage products that are as sustainable as the energy they produce. From sourcing to manufacturing to end-of-life product takeback and recycling, SunPower works to maximize the environmental benefit at each step of our products’ lifecycle. In fact, we consistently go above and beyond what’s required of us. Our legacy as an industry-leading manufacturing company proves this.

Under our leadership, SunPower® Maxeon® DC solar panels were the first to become *Cradle to Cradle Certified™* Bronze for strict environmental standards in product design, assembly, sourcing and ethics principles. SunPower Maxeon® panels also ranked 94/100 (and 10/10 on recycled content) on the Silicon Valley Toxics Coalition’s 2019 Solar Scorecard—which aims to ensure the solar PV industry is safe for the environment, workers and communities.

In addition, SunPower worked with the Solar Energy Industries Association to create the first industry-wide PV recycling program—helping to keep PV waste out of our landfills. Now that we’ve split-off manufacturing operations, this proven legacy of sustainability leadership will continue with our focus on all-in-one solar + storage solutions and industry-leading energy services.

**Environmental Impact**

By generating electricity from solar instead of fossil fuels, SunPower’s products have offset approximately 80 million metric tons of CO₂ since 2005. In 2020 alone, installed SunPower® products offset an estimated 15 million metric tons of CO₂.

The offset CO₂ is equivalent to negating greenhouse gas emissions from:

- **18 Million**
  Passenger vehicles driven for one year
- **15 Million**
  Homes’ electricity use for one year
- **89 Billion**
  Pounds of coal burned
- **9 Billion**
  Gallons of gasoline consumed

The offset CO₂ is equivalent to carbon sequestered by:

- **99 Million**
  Acres of U.S. forests in one year
- **1 Billion**
  Tree seedlings grown for 10 years

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1 *Cradle to Cradle Certified* is a certification mark licensed by the Cradle to Cradle Products Innovation Institute.
2 CO₂ equivalent is based on entering 113.5 billion kilowatt hours into the EPA Equivalencies Calculator: [https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator](https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator)
Emissions

SunPower has a long history of focus on sustainability in the production of its panels. With the spin-off of Maxeon Solar Technologies in August of 2020, our sustainability focus shifts to our downstream business of sales, storage innovation and energy services. The following emissions information reflects our operations footprint which includes our Oregon manufacturing facility and excludes Maxeon Technologies’ manufacturing sites.

<table>
<thead>
<tr>
<th>Type of Emissions</th>
<th>Metric Ton (MT) CO₂e in 000s</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHG Scope 1</td>
<td>2.61</td>
<td>0.42</td>
<td></td>
</tr>
<tr>
<td>GHG Scope 2</td>
<td>10.06</td>
<td>8.37</td>
<td></td>
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<tr>
<td>GHG Scope 3</td>
<td>16.67</td>
<td>13.15</td>
<td></td>
</tr>
<tr>
<td>Total Emissions from Operations</td>
<td>29.33</td>
<td>21.94</td>
<td></td>
</tr>
</tbody>
</table>

Scope 1 Emissions
Steam boilers gas consumption for our Oregon manufacturing facility.

Scope 2 Emissions
Electricity and gas consumptions from our major offices and our Oregon manufacturing facility.

Scope 3 Emissions
U.S. material transportation and Philippines employee shuttles.

In 2019, SunPower began to reduce its North American freight carbon footprint through strategic logistics changes, including optimized network movements and expanded use of intermodal shipments using trains rather than truckloads. These refinements enabled the company to reduce the miles per shipment and per pound, reducing emissions system-wide. We will continue to support the requirements of the Environmental Protection Agency’s SmartWay Shipper program, joining other organizations actively reducing their freight carbon footprint and introducing green fleet technologies and EPA SmartWay carriers into our network.

1 On 01/07/2021, SunPower announced that it will cease operations of the facility.
Water Management

With our sustainability focus shifting to our downstream business of sales, storage innovation and energy services, SunPower procures solar panels from leading manufacturers who commit to use water responsibly. The water use in our direct operations is a small amount used in office facilities in addition to water usage at our Oregon manufacturing facility.

Waste Reduction and Recycling

SunPower has established environmentally responsible disposal of waste as a core objective of our business. To this end, we maintain a national network of innovative, approved recyclers for our electrical, mechanical and solar panel waste streams. We test, reuse, or resell components that have remaining life, and ship unusable inventory to Responsible Recycling (R2:2013)—specialized recyclers with robust downstream partners for the circular use of extracted raw materials and precious metal recovery (e.g., glass, aluminum, etc.). For new products such as SunVault™ Storage, we are developing end-of-life partnerships for responsible battery handling, disposal and recycling. Additionally, we have taken steps to minimize the freight mileage for our waste streams by using direct shipments to lower the carbon footprint of reverse logistics.

Supplier Sustainability Guidelines

In alignment with SunPower’s company value to Do the Right Thing, SunPower is committed to human rights as defined by the Universal Declaration of Human Rights, the Conventions of the International Labor Organization, the UN Guiding Principles on Business and Human Rights, and the UN Global Compact. SunPower ensures that our workers are treated with dignity and respect, and are provided with the environment, tools and knowledge to work safely. SunPower expects the same standards to be met by our contractors and suppliers.

Conflict Minerals

SunPower’s commitment to human rights extends to the sourcing of products, including minerals sourced from high-conflict areas. SunPower does not knowingly support armed conflict in high-risk areas. We adhere to all applicable foreign and U.S. federal laws related to the use of “conflict” minerals, and we have incurred and will continue to incur costs necessary to source conflict-free products.
At its core, our company’s mission centers on providing a tangible benefit to society through the accessibility of clean, safe and affordable energy. Our work to achieve this goal is guided by our company values, which challenge SunPower employees to be accountable and do the right thing. These commitments touch on every aspect of our work, from recruitment and hiring to health and safety to employee benefits. We can only achieve our goals through a culture of transparency and fairness, and our company is committed to implementing these beliefs and values at every level and in every relationship.
COVID-19 Pandemic Response

SunPower prioritizes the health and safety of employees and contractors. The onset of the COVID-19 pandemic led to a sudden change in the operations of our employees and contractors, and the company took proactive and aggressive action to ensure the safety of every SunPower employee as well as visitors, third parties and customers. We continue to evaluate and refine our practices and policies to ensure that employees can work safely and are provided with the resources they need to do so.

We responded to the COVID-19 pandemic by forming a Response Core Team and by establishing business unit/site task forces. These entities meet at least twice each week to stay ahead of evolving issues, including monitoring of various shelter-in-place orders throughout North America and in the Philippines, social distancing guidelines, personal protective equipment (PPE) requirements, and vaccine availability. SunPower also acted quickly to facilitate remote work by implementing flexible work policies and by supporting employees in obtaining the equipment necessary to perform their jobs.

SunPower acted quickly to facilitate remote work by implementing flexible work policies and by supporting employees in obtaining the equipment necessary to perform their jobs.

To help SunPower employees stay informed on the latest news and resources, we established an internal COVID-19 Employee Resource Center webpage. This online hub offers general and benefits information, relevant government support links, and mental health and wellness resources. As we anticipate the return of employees to in-person work, we published a Return to Workplace Playbook to serve as a central source of information on the guidelines and protocols to facilitate the safety of our employees, visitors and customers.
Health and Safety

A Strong Safety Culture

SunPower is strongly committed to providing and maintaining a safe workplace, and we recognize our responsibility for the health and safety of our employees, contractors, customers and stakeholders. We pursue continuous improvement by setting targets and objectives for health and safety, while at the same time striving to conserve natural resources, minimize waste and provide an environmentally-friendly workplace.

Environmental Health and Safety

To facilitate safe work conditions and ongoing improvements to SunPower’s environmental operations, our established framework for Environmental Health and Safety management incorporates commitments to:

- Promote an injury-free workplace
- Provide guidance and the necessary PPE to help prevent occupational illness
- Protect the environment by minimizing pollution from business operations
- Fulfill all compliance obligations
- Continually improve and enhance our environmental and safety performance
- Solicit the participation of workers and their representatives
- Minimize the environmental impact of SunPower products at every stage of their lifecycle
- Optimize consumption of energy and limit greenhouse gas emissions to minimize contributions to climate change

Total Recordable Injury Rate

SunPower tracks safety indicators monthly with a target of continuously reducing the total recordable injury rate (TRIR) for all employees and contractors.
Caring for Our Workforce

Our company’s success depends on our ability to attract and retain skilled employees. We recognize that talented employees come from all walks of life, and we are dedicated to fostering a diverse, safe and inclusive work environment that allows each person to thrive and maximize their growth and success.

Employee Engagement and Development

The continual development of our employees is key to our growth and success. Our commitment to employee development and training is guided by our vision and values, and our processes are designed to facilitate employee understanding of how their actions align with SunPower’s vision on a daily basis. We drive high performance and growth through our long-standing tradition of management by objective, with all work clearly linked back to our core values. Employees receive feedback and coaching from their managers on a quarterly basis at a minimum, ensuring consistent growth and presenting an open channel of communication to outline career aspirations and development plans.

Through our Learning Management system, we offer both mandatory and function-specific training programs. By partnering with LinkedIn Learning, we invest in our employees’ continued education and career development. SunPower also supports self-development and educational efforts by providing reimbursement for many of the expenses associated with continuing education courses and certifications for its employees. Employees may pursue a degree, obtain career-related professional certifications, or take individual courses at approved and accredited educational institutions under this program, provided the course of study is related to the employee’s current position or a probable future.

Measuring employee engagement is essential to unlock areas of opportunity within the company. Discussions between employees and their managers take place on a regular basis throughout the year, while quarterly and yearly reviews are scheduled to measure performance against key initiatives that are linked back to our core values. Additionally, we conduct peer reviews on a semi-annual basis, giving employees the opportunity to receive constructive feedback from others in the company. This feedback promotes healthy discussions between managers and employees, increasing visibility on job satisfaction, company direction and career development.
Employee Benefits and Wellness

SunPower creates a holistic culture of health and wellness by providing employees and their dependents with valuable benefits. Our philosophy centers on empowering employees with the resources necessary to manage their own health and well-being, designing an attractive and comprehensive package. In addition to meeting regulatory requirements in relevant markets in which we operate, we offer wellness benefits that include gym discounts, an employee assistance program (EAP), an adoption assistance program, and commuter benefits, among others. SunPower offers a 401(k) retirement plan that includes employer matching up to a specified percentage. We provide 10 paid statutory holidays for all employees plus additional holidays as may be locally provided, paid personal time off for non-exempt employees and discretionary vacation for exempt employees. Additionally, we provide three paid days for volunteering per year.

Pay Parity

Our ability to remain competitive depends on attracting and retaining key employees. We are committed to providing equitable compensation to our employees, and we conduct annual pay parity reviews to identify and correct any inequities. SunPower’s comprehensive rewards system ensures that we are compensating and rewarding employees in line with market practices, and our pay-for-performance philosophy aligns employee interests with those of our stockholders by rewarding achievements that meet or exceed corporate goals.

Diversity, Equity and Inclusion

SunPower recognizes the importance of a diverse and inclusive work environment, and we have taken purposeful steps to create a strong culture of diversity, equity and inclusion (DE&I). In October 2020, we established a new leadership position, Head of DE&I, and appointed established human resources leader Maribelle Bostic. Additionally, we committed to the principles of the CEO Pledge, which reinforces our focus on developing programs that prioritize diversity.

Our Differences Make Us Stronger

We celebrate our differences in race, ethnicity, gender, age, sexual orientation, faith, veteran status, ability and other facets of identification. The ways in which we identify ourselves extend beyond these foundations to include diversity of thought and perspective, unique life experiences, and different approaches to problem-solving. Our commitment to diversity is reflected in the way we treat each other and our communities.
Together We Are Powerful

We derive power from inclusion by valuing each person and their unique capabilities and contributions. We must create an environment in which our employees feel safe, welcome, respected and part of a larger mission. A culture of inclusion leads to more innovation, healthier working relationships, improved decision-making, more fulfilled employees, better customer service, and a company that succeeds by doing the right thing.

We Lead with Intention

SunPower values diversity of all kinds, and our people work to foster inclusion. We expect our leaders to lead by example, promote awareness of DE&I, and hold ourselves and each other accountable in a continuous process of improvement. We will never stop listening, learning and doing better.

Diversity Within SunPower*

Pursuing the goals and values of DE&I requires persistent focus and a long-term vision. We are taking meaningful, actionable steps to attract diverse talent and empower an equitable workforce. For more details go to us.sunpower.com/diversity.

Age Diversity

- Less than 30 years of age: 28%
- 30-50 years of age: 60%
- More than 50 years of age: 12%

Race & Ethnicity

- White: 44%
- Not identified: 10%
- Asian: 14%
- Native American, Alaskan, Hawaiian or Other Pacific Islander: 18%
- Hispanic or Latino: 6%
- Black or African American: 4%
- Two or more races: 4%

*All data is as of 01/03/2021, except for Executive Leadership team which is as of 04/19/2021. The Race & Ethnicity data represents U.S. employees only, excludes diversity classification of the Philippines workforce.
Supplier Diversity

Our ability to effect change extends beyond our employee base to include our vendors and partners. We have committed to creating an evaluation process to track minority-owned vendors and partners, and we have adopted a policy of proactively including minority-owned businesses in our requests for proposals.

We are proactively reaching out to small business and minority-, women-, and veteran-owned enterprises to support local economic development in communities around the world. In the U.S., we conduct extensive outreach to identify diverse businesses interested in working with SunPower. We also work with industry trade associations, independent business development councils and national diverse supplier databases to develop a more diverse network of suppliers.

Hiring and Recruiting Partnerships

Establishing partnerships with external organizations and experts enables SunPower to learn from others and to more effectively address the company’s needs in relation to DE&I.

Solar Ready Vets Fellowship

SunPower is an active partner of the U.S. Department of Energy’s Solar Ready Vets program. We partner with The Solar Foundation, Hiring Our Heroes and the Solar Energy Industries Association to facilitate our 12-week Corporate Fellowship program.

Women of Renewable Industries and Sustainable Energy's (WRISE)

We partner with the WRISE national non-profit organization to promote career opportunities within SunPower. WRISE’s national network allows the company to recruit women at all levels with renewable energy industry experience.

University Recruiting

SunPower is committed to hiring talent from HBCUs through our university recruiting program. We partner with organizations including the Society of Women Engineers and the National Society of Black Engineers to identify underrepresented talent graduating from U.S. universities.

Internship Program

Through our Summer Internship program, we provide meaningful solar experiences to students from a select group of U.S. universities, including HBCUs. Students learn about the solar industry and careers with SunPower by completing meaningful projects that contribute to our business objectives.
Employee-led Resource Groups

We commit to providing resources and support for employee-led employee resource groups within SunPower.

Green Team

The Green Team was established in 2010 with a mission of promoting initiatives that improve operational efficiency and increase cost savings while reducing the company's impact on the environment. Among the Green Team focus areas are promoting bicycle commuting among employees and developing educational experiences that inspire employees to adopt regenerative and fulfilling low carbon practices outside the workplace.

Team for Inclusion, Diversity and Equity (TIDE)

TIDE was founded in 2014 and has grown to a membership of more than 100 employees who lead efforts to make SunPower more diverse and equitable, while providing a greater sense of belonging for all employees. The team’s vision is to foster a culture of inclusion and empowerment in the workplace where everyone has an equal opportunity to reach their full potential and feel safe in their work environment. TIDE partners with Human Resources, develops educational workshops and hosts celebrations that promote a more connected culture.

34+ SunPower Black Employee Resource Group

34+ was established in the fourth quarter of 2020 with a mission to create a safe and collaborative space for Black employees of SunPower, to empower allies and to build a stronger, more diverse community within the company. We approach our mission with a holistic vision by recognizing the many unique challenges faced by our Black employees, and by caring for each of these efforts. This vision includes career development, personal development, health and wellness, equity, social justice and community outreach.
Human Rights and Forced Labor

Human trafficking and forced labor continue to be relevant and pressing challenges in many areas of the world. SunPower prohibits the practice of forced labor, child labor, bonded labor, or any exploitative labor practices throughout our workforce, and we demand the same from our suppliers and business partners. SunPower respects the human rights and national laws of the countries in which we operate, including the rights of all employees and contingent workers within our company. We prohibit recruited employees from paying fees during recruitment, deterring the potential for forced labor, and we take proactive measures to protect the rights of our workers by offering human rights training programs, our Compliance and Ethics Helpline, and published materials on our human rights policies.

Community Engagement

On a corporate level, SunPower oversees multiple initiatives and non-profit programs to promote positive changes in our communities. On an individual level, we encourage our employees to use their paid Volunteer Time Off to serve local groups focused on diversity, inclusion and empowerment, and we offer employees information and resources on worthwhile organizations.

SunPower Foundation

SunPower encourages employees to give their time and money to the causes that matter to them, and the SunPower Foundation matches employee donations. Since 2015, employee donations and SunPower matching funds together provided approximately $1.4M, and more than 26,000 volunteer hours, to nonprofit organizations.

Motivated by a commitment to environmental justice, we believe that access to a healthy environment is a fundamental human right. Environmental equity cannot exist until the barriers of systemic racism are deconstructed, and we aim to address these inequities in the areas of solar energy access, more affordable solar and solar jobs for all. In 2020, the SunPower Foundation incorporated into its goal the acceleration of the transition to renewable energy through working with domestic and international partners.

Our mission is to promote environmental justice through funding and sponsorship of programs and organizations that provide access to solar energy and solar jobs and to facilitate and enable charitable giving and volunteerism by SunPower and its employees.

Our commitment is to do the right thing and actively participate in the environmental justice movement to create a world in which race, class and political influence do not dictate whether one has access to clean energy jobs, affordable clean energy and a place to live with healthy environmental conditions.
Community Solar
SunPower’s community solar offering enables customers to obtain the benefits of solar energy without having any panels installed on their roofs, making solar accessible to people who live in apartments, condominiums and other residences that are not conducive to solar installations. These customers can be served as part of a community of solar energy supporters who obtain their power from large solar projects built within their utility district.

SunPower’s large commercial customer base offers extensive opportunities to create new community solar programs. This market policy supports the company’s long-term growth strategy, and provides a significant opportunity to reach new customers by leveraging the existing installed base.

SunPower Horizons® Program
SunPower’s Horizons® Solar Education Program is one of the industry’s most comprehensive and substantive solar education programs. Our K-12 educational program offers innovative programs for science, technology, engineering and math (STEM) classrooms, while our comprehensive educational programs support students in the classroom, in the field, and provide professional development for educators. SunPower is committed to offering STEM programs to underserved communities.

SunPower and Project Lead the Way
SunPower partners with Project Lead the Way, a non-profit organization that develops education curricula, and provides transformative learning experiences for PreK-12 students and teachers. Since 2013, SunPower has supported 61 schools in California and New Mexico through funding Project Lead the Way grants. These grants deliver comprehensive activity, project- and problem-based curriculum aligned with relevant national standards in the areas of engineering, biomedical and computer science. To date, SunPower has funded $1.15M grants and has committed another $500,000 for future school grants.

The company’s flagship field program is the Solar Energy Academy—a five-day intensive summer program for high school students. This 40-hour learning experience includes lectures, problem-solving discussions and hands-on labs.
We are committed to setting and upholding high standards for all SunPower employees, officers and directors. Our commitment to sound corporate governance is expressed in our established policies and processes that ensure we meet high ethical standards.
Board of Directors

Our Board of Directors serve as prudent fiduciary for shareholders, and oversee the management of the Company’s business. They take a proactive approach to their fiduciary duties and function as active monitors of corporate management, providing oversight in the formulation of the long-term strategic, financial and organizational goals of the Company, and of the plans designed to achieve those goals.

The Board has established committees to ensure that we maintain strong corporate governance standards. The Audit Committee assists the Board in ensuring we maintain the highest standards of financial integrity through accurate financial statements and compliance with legal and regulatory requirements. The Compensation Committee upholds our compensation philosophy to reward and retain employees based on the achievement of goals and aims to align executive compensation with shareholder interests and priorities. The Nominating and Corporate Governance Committee identifies, recommends or selects qualified individuals to fill additional or vacant Board positions and oversees the development, maintenance and recommendation of a set of corporate governance principles.

For more information about our Board of Directors, please see our Proxy Statement.

Business Code of Conduct and Ethics

Our Code of Business Conduct and Ethics establishes and defines one of our company values: Do the Right Thing. The Code is a statement of SunPower’s expectations regarding personal and corporate conduct. In living by our Code, we strengthen our company culture and the communities we serve, earn and build the trust of our customers and investors, and achieve our goals—the right way. All people representing SunPower, including employees, contractors, officers and directors of the company, are required to comply with this Code. All employees are required to certify on an annual basis that they have read, understood and agree to comply with the Code.

Whistleblower Protection

SunPower provides a confidential and anonymous helpline through which reports of potential violations or ethical concerns may be submitted. Each report is transmitted to SunPower’s Investigations Coordination Committee which reviews each case and dispositions them following pre-established guidelines. We have a strict policy of non-retaliation which encourages our employees to report any behavior or actions they believe may violate the law or SunPower policies. Additionally, we are committed to creating and fostering an environment where open, honest communications are the expectation, not the exception. This policy allows employees and contractors to feel comfortable asking questions or raising concerns directly with their supervisors, the management team, human resources or the legal department.
Risk Management

SunPower’s Risk Management program supports management in identifying, assessing and monitoring risks and opportunities, and in developing mitigation initiatives and action plans in alignment with our strategy and business goals. Responsibility and accountability for risk management are embedded in all levels of our organization. We evaluate risks at enterprise and business unit levels through executive management engagement and internal reviews with senior leaders and managers of key functions. We conduct bottom-up risk assessments on an annual basis and assess risk components and outlook quarterly. The annual and quarterly risk assessment activities and results are reported to the audit committee of the board of directors.

Data Security and Privacy

SunPower respects the privacy of its customers, employees and third parties. We are subject to numerous federal, state and local laws, regulations and rules relating to the processing, storage, retention and collection of personal information. We keep abreast of evolving data security and privacy regulatory frameworks, and we regularly update our relevant internal policies and awareness materials. Employees are encouraged to review SunPower’s Global Data Protection Policy on an annual basis. Our employees also receive training related to data protection, including our Code of Conduct training. We continuously evaluate our information security policies and identify potential areas of improvement to mitigate cyber threats to the reliability and availability of our systems. We launched a Cyber Security Awareness newsletter which includes facts on the latest cyber threats and informs employees and contractors on best practices for protecting not only the company, but also themselves. We regularly update our internal applications to install the latest security updates as appropriate. Additional information on the personal information we collect, its use and how we protect it can be found in our Privacy policy.
Innovation has been a pillar of our operations since the company’s founding over 35 years ago, and innovation will continue to fuel the growth and evolution of our industry as a whole in the coming years. We seek to innovate in every aspect of our operations, recognizing that our ability to lead the future of solar energy will both solidify our position as industry leader and accelerate our mission of making solar and storage accessible to everyone.
Powering New Homes and California’s Title 24 Mandate

Beginning January 1, 2020, all new residential buildings in California under three stories must include solar to offset the entire building’s electrical load. SunPower is at the forefront of New Home compliance by working with 17 of the top 20 builders in California. By collaborating with builders earlier in the design process—and innovating new solutions to streamline the installation process—we help homeowners and homebuilders contribute to California’s sustainability efforts while reducing the amount of time and materials required.

OneRoof™

Designed specifically for new homes, our OneRoof™ system is an integrated solar roofing solution that’s quick and easy to install, giving home builders a better way to meet code requirements and contribute to California’s ambitious carbon-neutral goals.

We innovate relentlessly. We take risks, learn from our mistakes and never settle for just okay.

SunVault™ Storage

Assembled for SunPower in the U.S., SunVault™ Storage is designed for homeowners as a complete solar + storage solution, to help meet their electricity needs with clean energy and protect their family in a power outage. Our modular design reduces labor and installation time, and our sleek two-box system minimizes components and requires less space compared to competing storage products. Coupled with the industry-leading efficiency of our solar panels, the complete solar + storage system can contribute to the reduction of carbon emissions and provide homeowners resiliency during grid outages.

Virtual Consultations and Social Distancing

Safety is essential to our business. In addition to providing online estimates, we offer all customers free virtual consultations, allowing them to talk to one of our solar professionals about the benefits of going solar, without leaving the comfort—and safety—of their homes. Once a customer moves forward with solar, the entire process is virtually contact free, and our installers rarely, if ever, need to enter a customer’s home.
If the increase in devastating wildfires, winter storms and nationwide power outages have proven anything in the past few years, it’s that the world needs clean energy and backup storage. Yet fewer than 2% of U.S. homeowners and business have solar. We’re committed to doing everything in our power to change that—and we hope you’ll join us.
Contact Us

Join our mission to change the way our world is powered. We welcome your thoughts, inquiries and feedback on this report. Reach out using the contact information below or email us at ESG@sunpower.com.

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