

CORPORATE RESPONSIBILITY AT ECOVA



Building a stronger business through good corporate citizenship

2016 marks the fourth year of Ecova's Corporate Responsibility Report. What began as a desire to monitor our footprint on the planet and in the community has now evolved into a full-fledged business strategy, informing operations at every level of the organization. Ecova's Corporate Responsibility Program allows us to truly "walk the talk" as a leader in the energy industry. The principles of corporate responsibility guide us as we nurture employees' professional development, respond collaboratively to clients' needs, give back to the communities in which we live and work, and protect the environment through smarter resource management. Goals achieved in 2016 position us for even greater success as we continue to grow and evolve in years to come, bolstered by the support and global presence of our parent company ENGIE.




45,416
TOTAL HOURS OF
PROFESSIONAL DEVELOPMENT

\$85,559
REIMBURSED THROUGH
EMPLOYEE EDUCATION
REIMBURSEMENT PROGRAM



EMPLOYEES: Empowering Professional Growth

Ecova strives to cultivate an environment in which our employees can grow: sharing their talents with others, developing new skills and proficiencies, and opening up opportunities for advancement to create a long-term career path.



IDENTIFIED OVER
\$603M
IN COST SAVINGS

IDENTIFIED OVER
14.6M
tCO_{2e} IN GHG EMISSIONS
REDUCTIONS



CLIENTS: Guiding Clients to Goals

Every aspect of Ecova's work is driven by our commitment to serving clients effectively and collaboratively.

226
ORGANIZATIONS
SERVED



7,824
HOURS VOLUNTEERED

COMMUNITY:
Caring for Communities

Being a responsible corporate citizen begins with giving back to the communities in which we live and work, both as a company and through our individual employees.

41%
EMPLOYEES TELECOMMUTE OR
USE ALTERNATIVE TRANSIT



**MANAGEMENT
B LEVEL**
2016 CDP CLIMATE CHANGE
QUESTIONNAIRE SCORE

ENVIRONMENT:
Engaging in Environmental Responsibility

Smarter resource use contributes to increased employee comfort and satisfaction, serves as a competitive advantage, and motivates a more strategic approach to business operations.

2017 Goals



EMPLOYEES:

- Provide 45,000 training and professional development hours to our employees
- Achieve 3,000 internal forms of peer-to-peer recognition



CLIENTS:

- Identify \$600M in cost savings and 12M tCO₂e GHG emissions reductions through comprehensive resource management programs
- Provide value to 1,000 clients through our portfolio of services



COMMUNITY:

- Give back 9,000 hours through volunteer and other community outreach efforts
- Develop and launch a strategic community engagement plan



ENVIRONMENT:

- Reduce our own business-related GHG emissions by 3 percent (120 tCO₂e)
- Establish baselines for 100 percent of available resource impacts

READ THE FULL 2016 CORPORATE RESPONSIBILITY REPORT AT
ecova.com/responsibility