



SUNRUN

# Code of Business Conduct & Ethics

June 2024



# A message from Mary

More than 15 years ago, we set out to change the world by making clean, renewable energy accessible to every home. In pursuing that goal, we've seen tremendous growth—not only in the number of people to whom we've provided the joy of solar power but in the number of incredible people that have joined our team.

Integral to what we do is how we do it. We believe that radical collaboration will make us a better, faster, and stronger organization. So we strive to create an environment where our teams are free to dream up answers to the future's problems. And above all else, we put safety first—whether it's physical, mental, or emotional. I feel blessed to work with such an amazing, talented team doing incredibly important work for the planet.

This Code of Business Conduct & Ethics is a guide to help you make the right decisions at all times. Within it, you'll find our high ethical standards laid out clearly so that there is no doubt about where we stand on how we treat our customers and each other. Doing the right thing in every situation, no matter the circumstances, is what sets us apart from the competition. As leaders in the clean energy industry, it is our responsibility to lead by example. So let's show the world that we can revolutionize energy without cutting corners, and without compromise.

Mary Powell  
Chief Executive Officer

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# Sunrun credo

At Sunrun we exist to give all people the joy of clean, abundant energy from the sun. Our mission is to put control, simplicity, and possibility in the hands of every person to connect with the cleanest energy on earth.

Three core values guide us in achieving this mission:

## We love people

That means we are relentless in our commitment to every Sunrun customer, always putting their needs and experience first, and standing behind our promises. We recognize that serving our customers requires communicating clearly, acting swiftly, and with the highest quality in all that we do. At every level of Sunrun we ask ourselves how we can do more and how we can do better for our customers, this is how we build trust. In service of our customers and employees, our leadership leads by example and with integrity in every interaction. Building diverse teams and fostering an inclusive and respectful work environment are non-negotiables in our journey.

## We love to create

Our customers rely on us to be innovative, always searching for new and better ways to harness the abundant energy of the sun to improve life on this planet. We are curious and creative, challenging assumptions, and building new products and processes to enhance the lives of our customers.

## We love to run

The need for clean energy solutions to combat climate change is urgent and the opportunity for impact exponential. We are endlessly ambitious in our race to create a planet where clean energy is universal, trusting that our collective efforts will bring shared value to our customers, employees, communities and investors for generations to come.

## We run together. We are Sunrun.





## Scope

The Code of Business Conduct & Ethics (the Code) summarizes the ethical standards and key policies that guide the business conduct of all employees, officers and directors of Sunrun and each of Sunrun's direct and indirect subsidiaries.

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## How to make ethical decisions

The Code is your guide to working with integrity and helping you do the right thing. It does not list every ethical or legal issue that you may face at work. Rather, it is a guide to be used with common sense and good judgment.

Making good decisions and choices builds trust between each of us and the people with whom we interact. While some decisions are obvious and easy to make, not all situations are straightforward. How do we navigate situations where the rules are unclear?

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### When the answer is not clear, ask yourself...

- Is it consistent with Sunrun's core values?
- Is it consistent with Sunrun policies?
- Is it legal?
- Is it the right thing to do?
- If it were made public, would it harm Sunrun's reputation?

If the answer to any of these questions is No, you should speak up!

# How to speak up and report concerns

We are each responsible for acting with integrity and following the Code guidelines. Equally, we are each responsible for speaking up promptly if we believe that someone has violated Sunrun policy or the law, or has otherwise behaved in a way that could negatively impact Sunrun's reputation. For more guidance on how to report concerns, please review the Employee Guidebook or Whistleblower Policy and use the resources listed.

## Open door policy

Speak with your manager, a member of your management team, the People Team, and/or executives

## Employee Relations

[employeerelations@sunrun.com](mailto:employeerelations@sunrun.com)

## Audit Committee

[audit@sunrun.com](mailto:audit@sunrun.com)

## Legal and Compliance

[integrity@sunrun.com](mailto:integrity@sunrun.com)

## Ethics Hotline

855-477-8862  
[sunrun.ethicspoint.com](http://sunrun.ethicspoint.com)

## Mailing address

Sunrun Inc.  
Attn: Chief Legal Officer  
600 California Street, Suite 1800,  
San Francisco, CA 94108

## Scenario

**One of my coworkers frequently makes inappropriate jokes during meetings that make me uncomfortable. What should I do?**

Offensive behavior, including inappropriate jokes, is not tolerated. If you are not comfortable speaking with your coworker or that approach does not work, you should speak to your manager, People Business Partner, or anonymously submit your concern on the third-party hosted web portal, [sunrun.ethicspoint.com](http://sunrun.ethicspoint.com) or via our third-party hosted 24-hour hotline at 855-477-8862 (the Ethics Hotline).

# Retaliation is not tolerated

Sunrun does not tolerate any form of retaliation for reports of alleged violations that are made in good faith. Sharing a concern in good faith means that you honestly believe that there may be a violation of the Code of Business Conduct & Ethics, Sunrun policies, or the law. Examples of prohibited retaliation include but are not limited to firing, demoting, transferring, giving unjustified low or negative performance evaluations, transfers to less desirable positions or schedules, or verbally or physically attacking someone. Other, more subtle, acts of retaliation could include avoiding someone or leaving them out of activities. If you believe you have been subject to retaliation, please report it promptly.

## Scenario

**I wasn't invited to the team holiday party this year. Ever since I talked to Employee Relations about team morale, I have been treated differently and excluded from team events. I tried talking to my manager to let him know how I feel, but that didn't work. Should I report this treatment?**

Yes. All Sunrun employees should have a work environment where they feel empowered and that is free from discrimination, harassment, or retaliation. Please refer to the Employee Guidebook for more information on our policy prohibiting retaliation.

## Investigations

Reported violations will be promptly investigated. The Board of Directors of Sunrun (the Board), or its designated committee will be responsible for investigating violations and determining appropriate disciplinary action for matters involving members of the Board or executive officers. The Board or its designated committee may designate others to conduct or manage investigations on its behalf and recommend disciplinary action. Subject to the general authority of the Board to administer the Code, the Chief Legal Officer will be responsible for investigating violations (including the initiating of any such investigation) and determining appropriate disciplinary action for other employees, agents, and contractors. The Chief Legal Officer may designate others to conduct or manage investigations on the Chief Legal Officer's behalf and recommend disciplinary action. The Board reserves the right to investigate violations and determine appropriate disciplinary action on its own or to designate others to do so in place of, or in addition to, the Chief Legal Officer. It is imperative that the person reporting the violation not conduct an investigation on his or her own. However, employees and directors are expected to cooperate fully with any investigation made by the Company into reported violations.

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## Disciplinary actions

Employees and directors who violate the laws or regulations governing Sunrun's business, the Code, or any other Sunrun policy, procedure or requirement may be subject to disciplinary action, up to and including termination. Employees and directors who have knowledge of a violation and fail to move promptly to report or correct it, or who direct or approve violations, may also be subject to disciplinary action, up to and including termination. Furthermore, violations of some provisions of the Code are illegal and may subject the employee or director to civil and criminal liability.

# Honesty in the marketplace

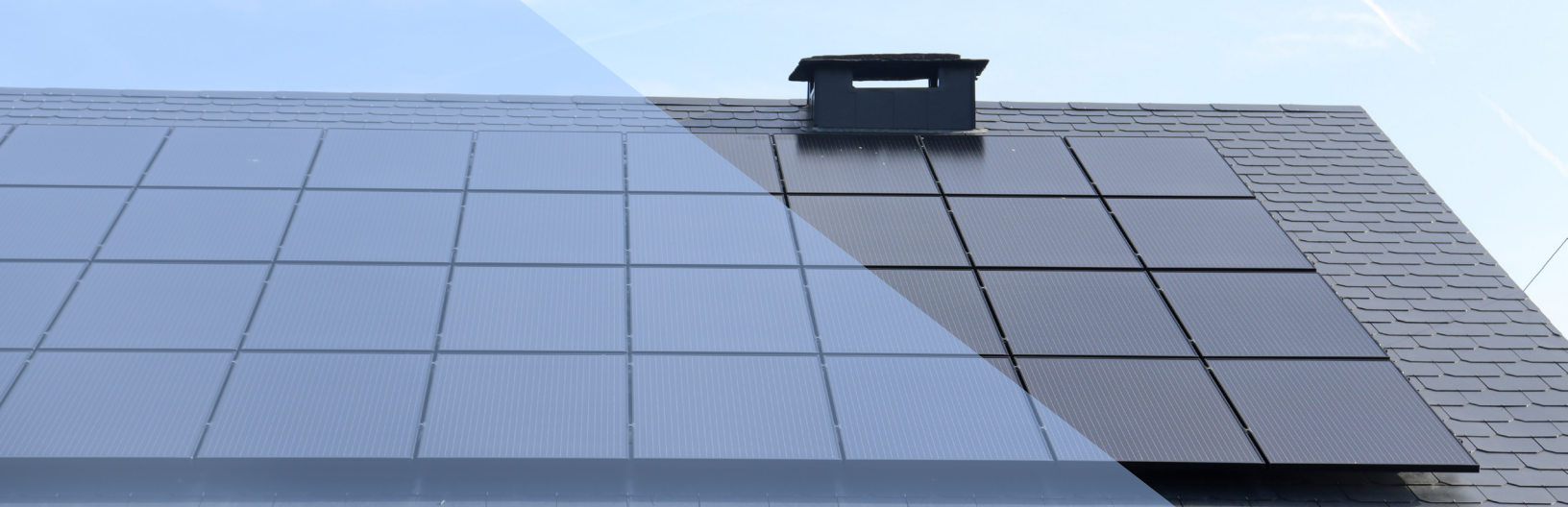
The Code reflects our commitment to delivering results with the highest standards, especially in the way we do business and interact with and support our customers.

“Integrity is at the core of our business. Ultimately, it is up to each of us to uphold our standards and build a reputation as a company that puts doing what’s right above everything else.”

Paul Dickson  
Chief Revenue Officer







## Fair and honest business practices

Sunrun excels while operating fairly and honestly, never through unethical or illegal business practices. We communicate directly and honestly with our customers, business partners, stockholders, and community. We respect others and do not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practices. We provide accurate information to our employees, customers, business partners, stockholders, and creditors, and we do not misuse intellectual property or confidential information of Sunrun or anyone else.

## Accurate accounting and bookkeeping

Sunrun properly accounts for all assets, liabilities, and other bookkeeping information to adhere to policies and legal requirements. All of Sunrun's records, accounts, and financial statements must be maintained in reasonable detail and must accurately reflect the transactions and matters to which they relate. False or misleading records or documentation are strictly prohibited. For additional information, please review the Global Anticorruption Policy, Sunrun Spending Authorization Policy, Travel Time Policy, Travel & Expense Reimbursement Policy, and the Employee Guidebook. Additionally, for questions that are still unclear employees can reach out to [internalaudit@sunrun.com](mailto:internalaudit@sunrun.com).

## Antitrust and competition law

Sunrun is constantly working on ways to be innovative and competitive because our customers should have a best-in-class experience and products. Sunrun believes that competition makes us stronger and better, and therefore, Sunrun will never seek to eliminate or reduce competition through illegal activities, such as agreeing with competitors to charge certain prices to customers, coordinating with competitors during competitive bidding processes, or agreeing with competitors to divide up markets by region, product, or customer.

### Scenario

**I recently learned that two managers within my department have an informal agreement with one of our competitors that essentially controls pricing and products, which is not allowing for our customers to receive fair pricing or creating fair competition in the market, but the company is making a bigger profit. Should I report this?**

Yes. When competition exists, customers benefit from lower prices, more choices, better quality, and greater innovation. Price fixing is harmful to consumers and violates antitrust laws. Antitrust and competition laws protect consumers and further fair competition between companies.

# Anti-corruption & anti-bribery

Sunrun believes in conducting business with integrity and the highest ethical business standards. It is crucial that no one working for or on behalf of Sunrun pay or receive a bribe or anything of value to or from any person, including government officials, in order to improperly influence a business outcome or to obtain favorable treatment. Before offering or providing anything of value to any person, including a government official, you are responsible for understanding Sunrun's Global Anticorruption Policy and for obtaining all necessary pre-approvals.

## Scenarios

**I overheard a conversation between my manager and another employee where my manager stated that he accepted a free trip to Las Vegas from a private company to advance the interests of the company. What should I do?**

According to anticorruption laws, it is illegal to offer, promise, or give anything of value to private parties in order to improperly influence a business outcome or to obtain favorable treatment. Therefore, we should always act in good faith and impartially when doing business with private parties, foreign officials, and non-government officials. Additionally, gifts, entertainment, excessive business promotional activities, covering or reimbursing expenses, in-kind or political contributions, investment opportunities, subcontracts, stock options, and similar items provided to any person are all things of value that can violate anticorruption laws and internal policies. Please refer to Sunrun's Global Anticorruption Policy for guidance and contact the Legal and Compliance Team or use the Ethics Hotline to report your concerns.

**One of our vendors offered to take me to dinner while we were attending the same conference. Can we accept this offer?**

This type of offer would most likely not constitute a bribe because it would probably not influence a business outcome or result in favorable treatment. It would be important to discuss the invitation with your manager if you are uncertain if the offer can be accepted.

**What is the difference between the scenarios, and why can one offer be accepted and not the other?**

The first scenario is an excessive form of entertainment that violates anti-bribery laws and internal policies.

The second scenario describes a reasonable and customary expenditure that may help foster the relationship between the vendor and Sunrun, but is not likely to result in any improper influence.

# Insider trading

It is illegal to trade in the securities of a company while in the possession of non-public information that a reasonable investor would consider important in deciding whether to buy, sell, or hold that company's stock ("insider information"). If you trade based on insider information or tip others, you may be personally liable for civil and criminal fines and even face the possibility of a jail sentence. To help protect you from violating insider trading laws, Sunrun has established quarterly trading windows and optional 10b5-1 plans. Ultimately, it is your individual responsibility to avoid trading on the basis of insider information, regardless of whether the trading window is open. Please review the Insider Trading Policy to understand the do's and don'ts and what constitutes insider trading.

## Scenario

**My colleague mentioned his cousin asked him if he had any inside information that would help his cousin in deciding if he wanted to purchase stock in the colleague's company. I asked the colleague, "What did you say?" He replied, "I told him that I'm not allowed to discuss material non-public information concerning the company with friends, family members, or any other person not authorized to receive such information." Did the colleague do the right thing?**

Yes. Any non-public information about Sunrun or any other company that we acquire in the course of our employment may only be used for legitimate business purposes. We are not allowed to disclose material non-public information concerning Sunrun or any other company to friends, family, or any other person or entity not authorized to receive information. Refer back to the Insider Trading Policy anytime you are unsure how to respond or act.

"As a publicly traded company, we are accountable to not only ourselves, but those who have invested in our mission. We must always act with the utmost integrity. Honesty is foundational to doing the right thing, the right way."

Danny Abajian  
Chief Financial Officer





# Marketing and advertising

At Sunrun we advertise, market, and sell our products honestly, accurately, and responsibly per the Marketing and Advertising Policy. We treat our customers with respect, honesty, and fairness. We substantiate our claims about our products and do not present misleading information in our marketing or advertising materials. We also expect the third parties we work with to adhere to our standards. Please review the Marketing and Advertising Policy.

# Vendor relationships

We do business with responsible third parties. Sunrun is committed to doing business ethically and legally, and Sunrun only works with vendors, suppliers, and other third parties who share the same commitment. Sunrun requires that all Sunrun's vendors read, understand, and comply with the Vendor Code of Conduct and all other conditions of doing business with Sunrun.





# Responsibility in the workplace

At Sunrun, we succeed by embracing a diversity of ideas, perspectives, and backgrounds. Working with integrity and treating each other with respect is at the heart of Sunrun's values: we love **people**, we love to **create**, we love to **run**!

"Integrity and respect are key ingredients to a creative environment and successful workplace. These virtues build trust within our teams and empower individuals to bring their ideas to the table—unlocking their full potential to make a positive impact."

Jeanna Steele  
Chief Legal Officer and Chief People Officer



# Diversity and inclusion

Sunrun values diversity and inclusion within the workplace. All dealings between employees are based upon respect and dignity, and we are committed to providing a workplace where everyone feels valued. Sunrun policy prohibits unlawful discrimination on any protected characteristic such as race, color, creed, gender (including gender identity, gender expression, sex stereotype, and transgender), religion, marital status, age, national origin, ancestry, ethnicity, physical or mental disability, medical condition, sex or sexual orientation, to name a few. Please see the Employee Guidebook for additional information and guidance.

## What is the difference between diversity and inclusion?

Diversity is the difference in characteristics and experiences such as physical, cognitive, socioeconomic, gender, or race.

Inclusion is actively creating an environment where everyone feels empowered to bring their full selves and best ideas, through programs that enable a diverse workforce to thrive.



# Discrimination and harassment

Sunrun is committed to providing a work environment that is free from discrimination, harassment, and disrespectful conduct of any kind. Discrimination, harassment, or other disrespectful behavior can be verbal, non-verbal, or physical. Sunrun does not tolerate this type of behavior in the workplace. Please review the Employee Guidebook for more information on discrimination and harassment.

## Examples of discrimination and harassment

### **Intimidation**

Yelling or threatening behavior; intimidating acts, such as bullying

### **Sexual advances**

Unwanted physical, verbal, or sexual requests or statements

### **Offensive jokes**

Racial slurs or inappropriate comments

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# Health and safety

The health and safety of our employees, contingent workers, and customers are of paramount importance. Sunrun does not tolerate workplace violence and any act or threat of physical violence is expected to be reported immediately. Employees are expected to comply with all safety requirements, policies, standard operating procedures, and attend all required safety training. Employees should never be asked to perform a task in which they feel unsafe. If you are concerned about your or others' safety, you should contact your supervisor immediately or call the incident reporting hotline at 805-547-2601.

For more information, please review the Health & Safety Manual, Heat Illness Awareness and Prevention Plan, Injury & Illness Prevention Plan, and Employee Guidebook.

A photograph of two construction workers on a roof at sunset. The worker in the foreground is wearing a grey shirt and a safety harness, leaning over a large metal panel. The worker in the background is wearing a dark shirt and also has a safety harness. The sky is a warm orange and yellow, and there are trees in the background. A blue diagonal shape is on the left side of the image.

# Recording your time

Non-exempt (hourly) employees must accurately record all hours worked as required by law and Sunrun policy. Non-exempt employees should take all required meal and rest breaks, and never work without pay or fail to report overtime. It is important to follow internal processes when maintaining time records and to let a manager know right away if you are having any problems recording your time. Please review the Timekeeping section of the Employee Guidebook.

## Recording your time accurately

When recording your time, remember that non-exempt employees should never:

- Work without pay, including not recording hours for work done remotely
- Fail to report overtime, whether approved or unapproved
- Record time worked for someone other than yourself
- Inaccurately record the time you worked
- Unnecessarily change hours from your time record



# Avoiding conflicts of interest

Conflicts of interest are prohibited as a matter of Company policy. A conflict of interest is a situation in which personal activities or relationships might influence, or appear to influence, our ability to make decisions objectively and act in Sunrun's best interests.

As a representative of the Company, you are expected to act in the best interests of the Company and avoid any activity that creates a situation in which your actions or loyalties are divided between personal interests and the Company's interests, or between the Company's interests and those of another entity or person.

A conflict situation can arise when an employee or director takes actions or has interests that may make it difficult to perform his or her Company work objectively and effectively. Conflicts of interest may also arise when an employee or director, or a member of his or her family, receives improper personal benefits as a result of his or her position with the Company.

Any business relationship that an employee enters into outside his or her work at the Company or any of its direct or indirect subsidiaries requires the employee's good faith and common sense. Employees are prohibited from accepting simultaneous employment with or otherwise working for any person or entity with which the Company or any of its direct or indirect subsidiaries has a business relationship, without the prior written approval from the Chief Legal Officer or his or her designee (or, in the case of either the CEO or the Chief Legal Officer, prior written approval from the Board). Employees are also required to obtain prior written approval from both the CEO and Chief Legal Officer (or, in the case of either the CEO or the Chief Legal Officer, prior written approval from the Board) before serving on the board of directors of any for-profit entity. In no circumstances will an employee be permitted to work in any capacity for a competitor of the Company.

Conflicts of interest may not always be clear. You are encouraged to be transparent so that potential conflicts can be identified early and appropriate precautions can be taken to protect both you and Sunrun.

# Recognize potential conflicts

Some examples:

- You have a second job with a Sunrun competitor or a company within the energy industry
- You have a direct or indirect reporting relationship with a family member or best friend
- You offer to do some consulting work for a customer
- You are on the board of directors for another company
- You are competing with the Company
- You are using corporate property, information, or position for personal gain

If we can answer Yes to any of these, we should not participate in the exchange. Any questions about whether any gifts or proposed gifts are appropriate should be directed to Legal and Compliance. Additional guidance can be located in the Global Anticorruption Policy regarding specific conditions for gifts and entertainment.

## Scenario

**My husband has a catering business, and I use him for all my catering and event needs. I didn't report this to anyone since I run the events program. He always does great work and gives me a great deal.**

### Should I report this?

Yes. Sunrun permits the employment of family members in certain conditions, but the appropriate channels were not followed to obtain this vendor. To avoid a conflict of interest or an appearance of a conflict of interest, a manager or Employee Relations should be notified of the relationship. By being transparent, an immediate manager and Employee Relations can help determine if any action is necessary.

# Accepting gifts, gratuities, and entertainment

Accepting gifts, gratuities, or entertainment from a potential or current vendor, supplier, or other provider could be a conflict of interest. A gift can be considered anything of value, including cash or gift cards. Consult with your direct manager in these instances to determine whether accepting the gift could be an actual or perceived conflict of interest.

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**No gifts or entertainment should be given or accepted by any employee, director, family member of an employee, or agent unless it:**

- Is not a cash gift
  - Is not over \$100 in value (unless you obtained prior written approval from the Legal Team)
  - Cannot be construed as a bribe
  - Does not violate any laws or regulations
  - Is not one of a series of small gifts or entertainment that can be construed as part of a larger, expensive gift
  - Is not otherwise prohibited by any other gift and entertainment policies
- 

## **Example of gifts or entertainment:**

- Tickets to concerts or other events
- Discounts for services
- Gift cards
- Alcohol
- Meals
- Travel-related expenses

**Regardless of value, before giving or accepting any gifts or entertainment, always consider:**

- Is the exchange intended to influence me or business negotiations?
- Will the exchange appear to others to influence business decisions?
- Will the exchange result in any special or favored treatment?
- Will my participation in the activity reflect poorly on Sunrun?

If we can answer Yes to any of these, we should not participate in the exchange. Any questions about whether any gifts or proposed gifts are appropriate should be directed to Legal and Compliance. Additional guidance can be located in the Global Anti-Corruption Policy regarding specific conditions for gifts and entertainment.

## Protecting Sunrun assets

We are responsible for protecting Sunrun's assets, including physical assets, technology assets, systems that we use, or anything else that Sunrun owns or uses to conduct business. These resources should be used only to perform legitimate business functions, and for reasonable personal purposes, as allowed by Sunrun policy. We may not use company assets for any illegal purpose or for any matter that violates the letter or spirit of the Code or any Sunrun policy.

## Safeguarding confidential and personal information

If Sunrun's proprietary, confidential, or personal information, or such information entrusted to Sunrun by third parties, ends up in the wrong hands, it could have severe consequences. We must protect all proprietary, confidential, and personal information from unintentional or inappropriate disclosure. Always take appropriate steps to protect information and be on the lookout for phishing and other scams, and think before you share! To learn more about how to protect personal and business information, read the Information Security & Compliance Policy.

### Scenario

**Yesterday I received an email from the Supply Chain Team marked Confidential, and it included a client list and product plans. I also noticed that the email distribution list included hundreds of employees from across the company. What should I do?**

Protection of company information starts with us! An incident like this was probably sent by mistake, but it should be reported because disclosure of confidential information to the wrong person could cause a significant risk to the Company. This incident should be reported to your manager, or you can contact the Information Security Team

### Confidential information examples

- Trade secrets
- Research and development ideas
- Proprietary information
- Contracts, sales, and pricing data
- Existing or potential client lists
- Non-public financial data or projections
- Potential acquisitions or investments
- New product or marketing plans
- Personally identifiable information: name, address, phone, email

### How to protect confidential information

- DO NOT share your logins or passwords
- Password protect proprietary or confidential information on a shared drive
- Lock your computer screen when you are away from your computer
- Know who you are disclosing information to, restrict information and access to those who have a legitimate business need to know
- Clearly label all confidential information "Confidential"





# Privacy and data protection

At Sunrun, we keep private information and data just that, private! Our customers, vendors, and employees expect and trust that we will handle their information with care. Therefore, we only use data for its intended purpose and in accordance with all privacy laws and Sunrun policies. For more guidance review the Information Security & Compliance Policy.

## Scenario

**I accidentally sent confidential customer data to a supplier. What should I do?**

Sunrun has a process in place for reporting, escalating, investigating, and resolving information security incidents. An incident is any event that intentionally or unintentionally results in misuse, inappropriate disclosure, modification or inability to access information. Sunrun employees are required to report a potential or confirmed information security incident immediately upon discovery.

**For assistance, please contact:**  
Information Security  
[infosec@sunrun.com](mailto:infosec@sunrun.com)  
415-580-6901  
or submit a ServiceNow ticket

## Using social media responsibly

Sunrun recognizes that social media is an engaging way to share your passions with family, friends, and co-workers. With that said, social media can pose risks to Sunrun's confidential and proprietary information, reputation, and brand if used inappropriately. To minimize business and legal risks, avoid loss of productivity and distraction from job performance, and ensure that Sunrun's technology resources and communications systems are used appropriately, Sunrun expects you to adhere to Sunrun's Social Media Usage Policy.

**If you are unsure about whether to post something on social media, ask yourself:**

Could the post possibly contain confidential information or business secrets?

Could the post be perceived as disrespectful to our customers, clients, suppliers, vendors, partners, or competitors?

Am I being clear that I am writing the post on my own behalf?

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## Political participation

Sunrun supports engaged citizenship. When you engage in political activity, you should always make clear that your actions and opinions are your own, and that you are not representing Sunrun. All personal political activities must be done on your own time, with your own resources. For more information, please review the Employee Guidebook.

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## External communications

To establish consistent, effective, and ongoing communications, only authorized spokespersons may speak with third parties on behalf of the Company. All inquiries or calls from the press and financial analysts should be referred to the CEO, the Chief Financial Officer, the Chief Legal Officer or the Investor Relations Department. Sunrun's policy governing communications made by our employees, officers, directors, and independent contractors with media personnel, members of the investment community, stockholders, and others not bound by confidentiality to Sunrun, is more specifically set forth in the External Communications Policy.

# Courtesy in the community

Engaging with our community is fundamental to Sunrun's values and our mission to create a planet run by the sun. We work hard to leave a lasting, positive impact in every place where we do business.

"In my experience, happiness comes from three things: the impact you make in the world, how many people you are able to help, and the relationships you forge."

Chance Allred  
Chief Experience Officer



## Helping the community live more sustainably

Sunrun is committed to ensuring a sustainable world that supports health, safety, and equality for all. Sunrun offers access to clean and reliable solar power, so people can meet their energy needs.

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## Volunteering and community projects

Sunrun strives to make a positive impact in the communities where we live and work to build stronger communities. Volunteering within the community is a great way to make an impact, and Sunrun provides avenues to make that happen. Check out the Employee Guidebook for more details.

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## Human rights

We love people, and respect for human rights is a fundamental Sunrun value. We are passionate about people and are committed to supporting and improving our communities by electrifying our customers' homes and fulfilling their energy needs.

Sunrun does not tolerate the use of underage or forced labor and will not knowingly work with vendors that utilize such workers. Sunrun expects its vendors to comply with all age-related working restrictions and adhere to state, federal, and international standards. To ensure that our values and commitments are communicated, operationalized, and embedded at every level throughout the Company, review the Human Rights Policy.



# Other elements of the Code

## Waivers

Any waiver of the Code for executive officers or directors may be authorized only by Sunrun's Board or, to the extent permitted by the rules of the NASDAQ stock market and Sunrun's Corporate Governance Guidelines, a committee of the Board, and will be disclosed as required by applicable laws, rules and regulations.

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## Annual review

Any changes to the Code may only be made by the Audit Committee of the Board and will be recommended to the Board for approval and effective upon approval by the Board. The Audit Committee will review and reassess the adequacy of this Code at least annually and recommend to the Board any changes the Audit Committee determines are appropriate. All changes must be promptly disclosed as required by law or regulation.

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## Website posting

The Code, as may be amended from time to time, shall be posted on Sunrun's website. Sunrun shall state in its annual proxy statement that the Code is available on the Sunrun website and provide the website address as required by law or regulation.

# Resources

## Policies

For employees, all policies are available on Current

[Authorized Driver Policy](#)

[COVID-19 Prevention Program](#)

[Employee Guidebook](#)

[External Communications Policy](#)

[Global Anti-Corruption Policy](#)

[Health & Safety Manual](#)

[Heat Illness Awareness and Prevention Plan](#)

[Human Rights Policy](#)

[Information Security & Compliance Policy](#)

[Injury & Illness Prevention Plan](#)

[Insider Trading Policy](#)

[Social Media Usage Policy](#)

[Spending Authorization Policy](#)

[Sunrun Marketing and Advertising Compliance Policy](#)

[Sunrun Travel Policy](#)

[Sunrun Vendor Code of Conduct](#)

[Travel & Expense Reimbursement Policy](#)

[Whistleblower Policy](#)

## Contacts

**Audit Committee**  
[audit@sunrun.com](mailto:audit@sunrun.com)

**Employee Relations**  
[employeerelations@sunrun.com](mailto:employeerelations@sunrun.com)

**Ethics Hotline**  
[sunrun.ethicspoint.com](http://sunrun.ethicspoint.com)  
855-477-8862

**Information Security**  
[infosec@sunrun.com](mailto:infosec@sunrun.com)

**Internal Audit**  
[internalaudit@sunrun.com](mailto:internalaudit@sunrun.com)

**Legal and Compliance**  
[integrity@sunrun.com](mailto:integrity@sunrun.com)