



THE WESTLY GROUP

ESG Annual Report

2022 Recap



Message from Our Managing Partners

At The Westly Group, our value of transparency underpins our continued commitment to environmental, social, and governance (ESG) strategies across our firm and portfolio. While 2022 was a challenging year, it brought about positive change and progress towards increased corporate reporting and transparency. From significant calls to back up ESG claims to record investment and research, the year highlighted the importance of the work that underpins ESG initiatives. At The Westly Group, we are confident that our efforts to integrate ESG into our investment and portfolio management processes will continue to build trust among our key stakeholders and help our portfolio companies build long term sustainable business models.

Across the global economy, emissions continue to rise and burden under-resourced communities, and harms to society proliferate through unchecked innovation. It is imperative that we continue to craft our investment strategies with an intersectional lens to reduce these harms and bring effective solutions to our communities. We believe in unlocking the benefits of equitable innovation, and are proud to invest in companies that build solutions for a wide set of stakeholders.

In 2021, we made significant progress: we codified our commitments with the release of our public ESG Policy; measured and reported our firm-level Scope 1, 2, and 3 emissions, as well as the Scope 1 and 2 emissions for our portfolio companies; spearheaded firmwide diversity and inclusion initiatives; and deepened relationships with leading thought partners to continue our learnings. In 2022, we expanded our data collection to include self-reported limited Scope 3 emissions and more granular details on governance structures among our portfolio companies. With two years of data, we are building infrastructure to establish a clear baseline which will enable us to identify priority ESG areas for each of our companies.

It is critical that we bring our founders along in our journey, so we will also focus on intentional engagement with our portfolio. We believe that strong ESG management helps to identify risks early on and create value in the long term, so we want to reduce the operational burden of getting started. This year, we are focused on utilizing our presence on company boards to ensure ESG is on the agenda and providing companies with free access to an ESG SaaS tool, enabling them to seamlessly share data with us and create a roadmap for their own progress.



With nearly two decades of experience backing Climate Tech entrepreneurs across the economy beginning with Clean Tech 1.0, we know what works and what does not. As we deepen our investment focus to account for the nuances at the intersection of the climate crisis and technological innovation, we see ourselves as equal partners to our founders on their journey towards positive impact via scalable success in their businesses. We will continue to embody our ESG values as a firm and take action to support our portfolio companies in doing the same by:

- 1) Bringing ESG topics to the board level for each portfolio company and using portfolio company data to inform our engagement with them
- 2) Expanding the ESG data points we collect annually as an organization and continuing to improve collection of hard-to-measure metrics, such as Scope 3 emissions data
- 3) Collaborating with global partner organizations (like PRI and VentureESG) to establish best-in-class ESG frameworks and reporting as a signatory

By having an open door with our founders, collaborating with experts in the field to continue educating ourselves, and sharing our progress, we remain committed to raising the bar for ourselves and contributing to progress within the venture capital community for years to come.

A handwritten signature in black ink that reads "Steve Westly".

Steve Westly,

Founder & Managing Partner

A handwritten signature in black ink that reads "Tim Wang".

Tim Wang,

Managing Partner

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Key Takeaways

The Westly Group has a long track record of investing in companies that revolutionize industries and have a positive impact on the world. Our investment areas – the digitization and sustainability of energy, mobility, buildings, industrial technology, and cybersecurity – are interconnected with secular trends from climate mitigation and adaptation, data privacy, and responsible AI to environmental justice and socioeconomic inequality.

The Westly Group continued to expand our ESG strategy and data reporting in 2022 and the three main takeaways from this annual report include:

1 Governance is Key

In 2022, we experienced the steep decline of tech valuations induced by highly uncertain market conditions and exacerbated by a decade of limited attention to governance across the industry. A series of high-profile court cases only solidified for us the importance of building strong governance in our portfolio companies. We ask for policy- and people-centric metrics because we want a snapshot of our companies' risk management, controls, and team composition, and we have been working to refine these metrics over the past couple of years.

This helps us to understand where they are, and we are pleased to see so many of our companies reporting robust policy frameworks even at early stages of company development. We are also focused on our firm's practices: this year, we deepened our governance structures by instituting an internal ESG working group to hold ourselves accountable. We hope this will position us to be better partners to our portfolio companies and LPs.

2 Moving Towards Engagement

We began our ESG journey with a questionnaire to gauge where our portfolio companies stood and to passively monitor their performance on key indicators. For the second year in a row, we dove deeper into qualitative case studies with select companies to unpack the nuance of what ESG means to them and to identify areas where we can be more helpful as a partner.

This year, we are gearing up to more actively engage so that we can support our portfolio companies and, ultimately, unlock ESG as a value creator for our companies and LPs. Resourcing our portfolio companies with a SaaS tool to streamline the ESG data sharing process and allow both parties to compare performance year over year is just the beginning of our shift towards engaging with our companies on these topics.

3 Progress Towards Net Zero Continues

Last year, we set out to be one of the first venture capital firms to fully quantify our portfolio's emissions and set Scope 3 targets to align to the Paris Agreement goals. We began by reporting our Scope 1, 2, and 3 emissions at the firm level, which included the Scope 1 and 2 emissions of our portfolio companies.

This year, we are proud to go one step further by collecting Scope 3 data from our portfolio companies. While this was new for many of our companies, we are preparing them for the growing transparency demands they will face as mature companies, as climate regulations become more commonplace in the EU, U.S., and elsewhere. As we are among the few firms committed to quantifying and reducing our firm's operational and portfolio emissions, we hope to continue sharing with and learning from our peers as we collectively work towards net zero. We are excited to be part of the Venture Climate Alliance to help accelerate these efforts.



About The Westly Group

Since our inception in 2007, The Westly Group has established itself as one of the largest venture funds in North America focused on energy, mobility, buildings, industrial technology, and cybersecurity with \$700 million under management. We invest in startups led by exceptional teams to build sustainable, global technology companies. A growing number of major corporations and governments are now committing to pursue or require net-zero emissions by mid-century or sooner. These commitments, combined with a growing consumer demand for “green” products and services, are creating large opportunities in the sustainability sector.



Trends We Are Seeing: 2023

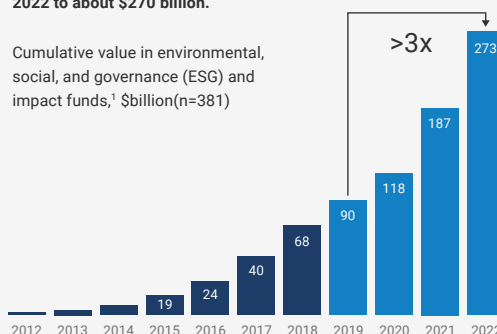
The cumulative capital raised for funds related to environmental, social, and governance efforts exceeded \$270 billion at the end of 2022, [according to McKinsey](#). That marks a threefold increase from the start of 2019, driven by the launch of over 330 new sustainability, ESG, and impact funds. Of course, 2022 was not all good news for ESG investing. Global ESG exchange-traded fund inflows fell to pre-2020 levels, [according to Bloomberg](#), and U.S. anti-ESG activism ramped up. But institutional [investors pushed back](#) on attempts to restrict their ability to consider ESG factors, and the momentum for increased consideration of ESG factors in the venture capital asset class remains strong.

Groups like The Principles of Responsible Investment (PRI), Diversity VC, and VentureESG – of which The Westly Group is a founding member – continue to lead the charge to make ESG a standard part of VC due diligence, portfolio management, and internal fund management. VentureESG, for example, recently [proposed a standardized environmental term sheet clause](#) in partnership with Leaders for Climate Action, and Diversity VC plans to introduce a standardized DEI term sheet clause.

Moreover, PitchBook's latest survey data shows that 49% of LPs consider it extremely or very important for GPs to use an ESG risk factor framework in their selection and management of portfolio companies. We expect this preference to rise over time across the industry, and suspect the share is already much higher among LPs focused on investments in sustainable technologies.

Cumulative capital raised for funds related to environmental, social, and governance efforts tripled between 2019 and 2022 to about \$270 billion.

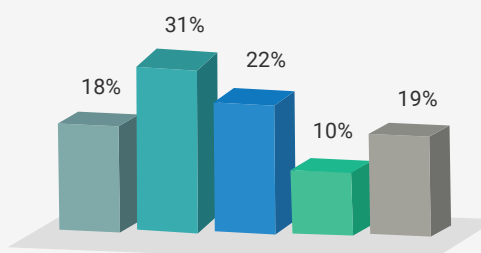
Cumulative value in environmental, social, and governance (ESG) and impact funds,¹ \$billion(n=381)



¹"Cumulative final closed size in ESG, climate, Sustainable Finance Disclosure Regulation, and impact buyout or infra funds where fund size has been disclosed Source: pitchBook; McKinsey analysis

McKinsey & Company

How important is it that an asset manager (GP) utilizes an ESG risk factor framework in their acquisition and management of portfolio companies when they are deciding to commit to or recommend a fund?



- Extremely important
- Very important
- Moderately important
- Slightly important
- Not at all important

Source: Pitchbook Geography: Global
Respondents: LPs, Both & Other

ESG Framework

Our Methodology

In 2022, we expanded our ESG framework, and collected the following metrics for each of our portfolio companies:

Environmental	Greenhouse Gas Emissions	»»»	Scope 1, 2 & 3 Emissions*
	Energy Use	»»»	Electricity consumed by a company's office
Social	Employee Diversity	»»»	Gender Race/Ethnicity
	Jobs Created	»»»	Full Time Roles
Governance	Board Diversity	»»»	Gender Race/Ethnicity
	Policy	»»»	Equal Opportunity Data Security Family Medical Leave
	Board Independence	»»»	% Independent Board Directors & Compensation Committee

Full List of Policies Include:

- » Anti-Bribery or Anti-Corruption Policy
- » Anti-Bullying Policy
- » Anti-Discrimination Policy
- » Data Privacy Policy
- » Data Security Policy
- » Diversity & Equal Opportunity Policy
- » Sexual Harassment Policy
- » Whistleblowing Policy
- » FML Policy (Family Medical Leave)
- » Human Rights Policy (Privacy & Labor Rights)
- » Environmental Policy

Scope 1

Direct emissions produced by equipment owned or leased by the company (ex: company vehicles, boilers, furnaces).

Scope 2

Indirect emissions from the generation of purchased energy.

Scope 3*

Indirect emissions associated with the company's value chain but created by upstream and downstream activities (ex: employee commuting, business travel, investment portfolio).

Jobs Created

Number of new full-time jobs opened and filled in 2022

Gender**

Men, Women, Non Binary

Race/Ethnicity**

White or Caucasian, Asian, Black or African American, Latinx, Latino, Latina, Native American or Alaska Native, Two or more races**

*Measuring Scope 3 Operational Emissions for The Westly Group and self-reported Scope 3 for Portfolio Companies

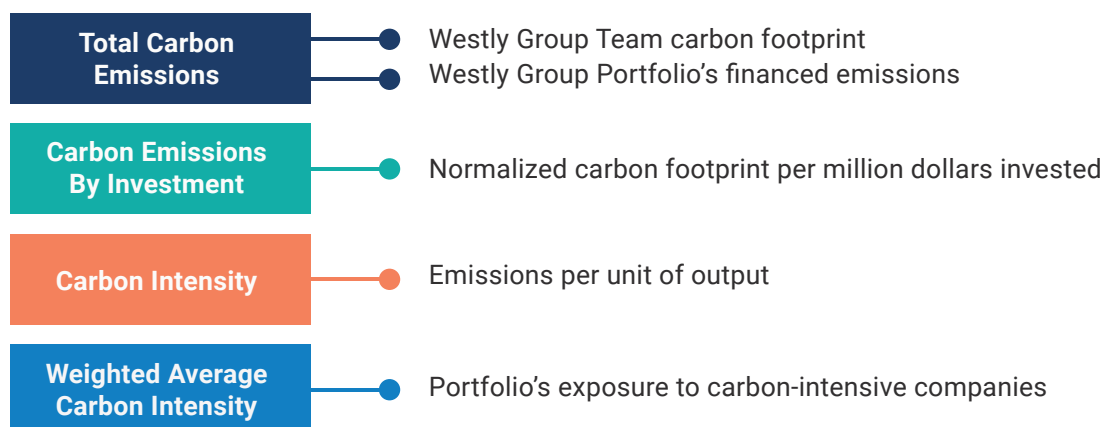
**Categories aligned to US Equal Employment Opportunity Commission (EEOC) federal standards

ESG Data Readout

Environmental

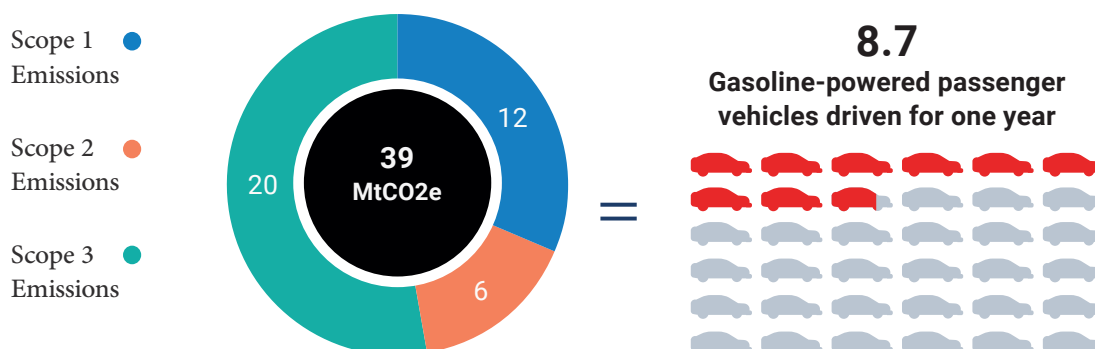
Assessing the carbon footprint of a portfolio is the first step in addressing the impacts of investments on climate change. Carbon footprinting sets a baseline for future action on measurement, reporting, risk management, and decarbonization.

Methodology for Calculating GHG Emissions



Westly Group Carbon Footprint*

Westly Group Team Scope 1, 2, and 3 Emissions

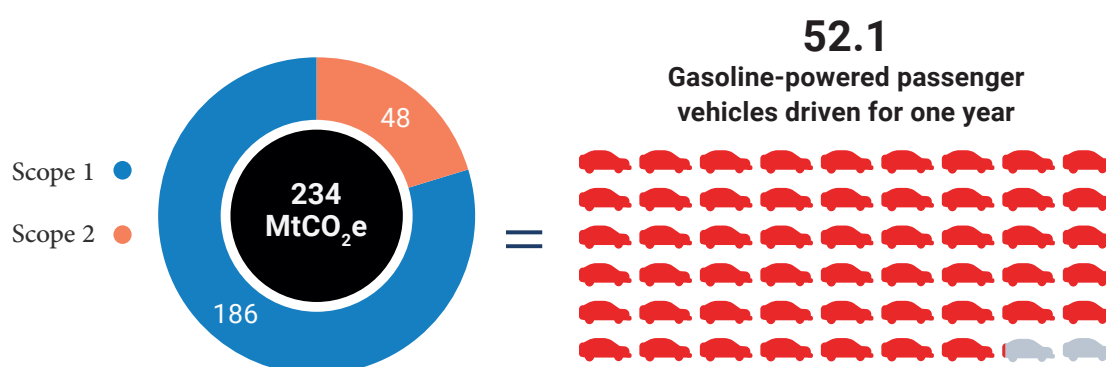


*Our team has collaborated with PulsESG & Metric ESG to collect portfolio ESG data, measure performance, and compare to peer benchmarks. Their platform helps private investors and companies track and improve ESG outcomes.

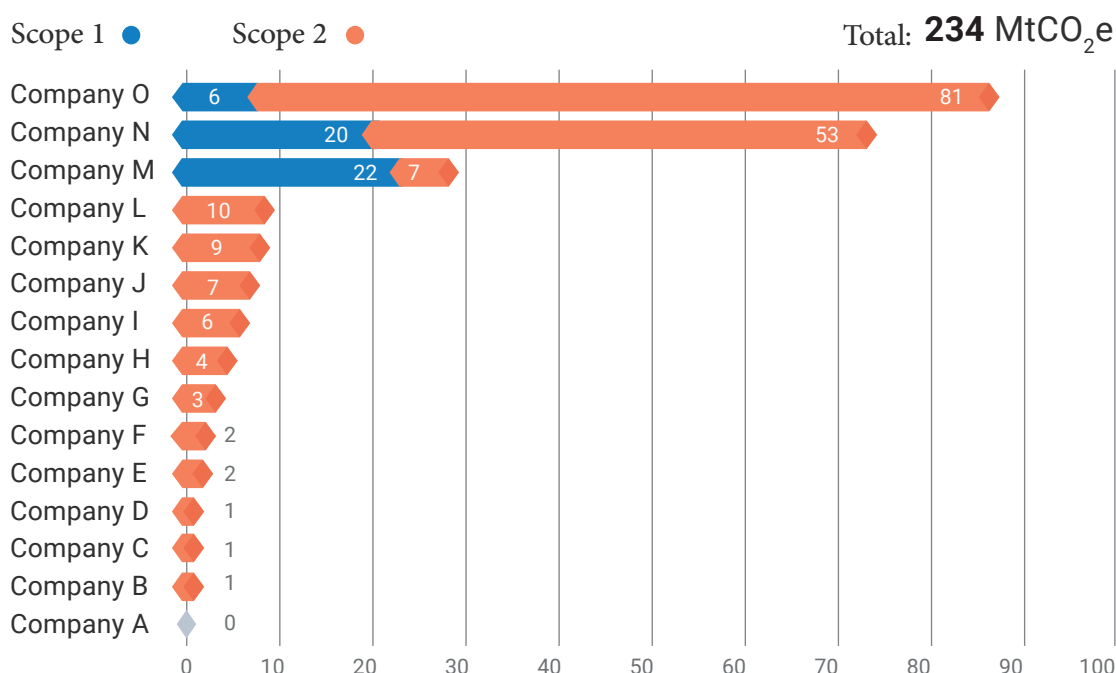
Westly Group Company Portfolio Emissions Scope 1 & 2 (MTCO₂e)

Westly Group's financed emissions are the GHG emissions produced by portfolio companies. We have multiplied each portfolio company's Scope 1 and Scope 2 emissions by our percent ownership to calculate our financed emissions. In 2022, we continued to measure Scope 1 & 2 Emissions across our portfolio companies.

Westly Group Portfolio Emissions Scope 1 & 2 (MTCO₂e)



Westly Group Company Portfolio Emissions Scope 1 & 2 (MTCO₂e)

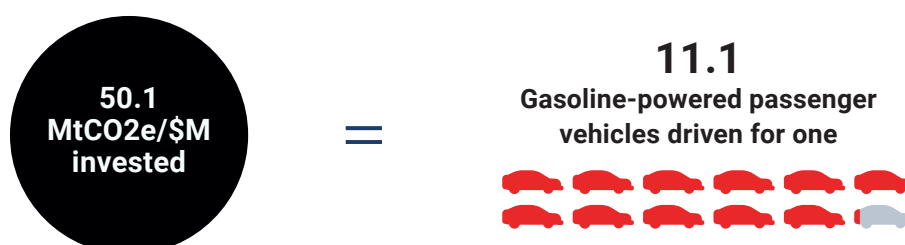


Westly Group Company Portfolio Scope 3 emissions

We expanded our carbon footprint assessment to include self-reported Scope 3 emissions for the first time. In 2022, there were only three portfolio companies (compared to 15 for Scope 1 & 2) that reported on scope 3 emissions, (equaling 184 MtCO₂e or 41 gasoline-powered passenger vehicles driven for one year). This continues to be an opportunity to improve future reporting.

Carbon Emissions By Investment (MTCO₂e/\$M Invested)

Normalized Carbon Emissions by every \$1M invested. This allows comparison of portfolio of different investment sizes



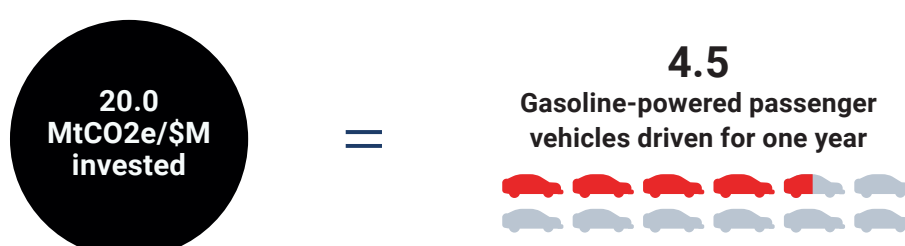
Carbon Intensity (MTCO₂e/\$M Sales)

Measures carbon efficiency of a portfolio by measuring the volume of carbon emissions per dollar of sales generated by portfolio companies



Weighted Average Carbon Intensity (WACI)

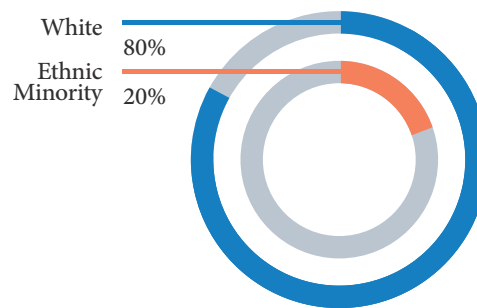
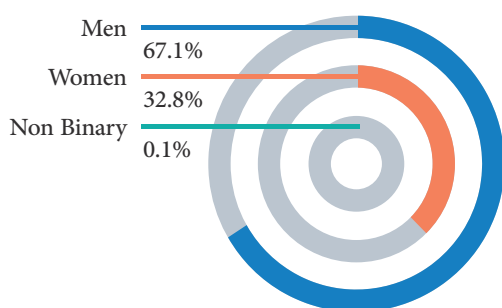
Measures portfolio exposure to carbon intensive companies taking into consideration the weighted portfolio weight



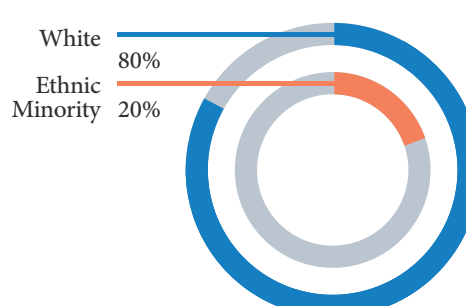
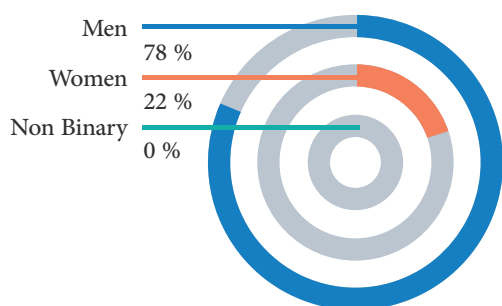
Social

Corporate social performance includes work on diversity, equity & inclusion, human rights, and workplace health and safety. As part of our focus this year, we collected a variety of diversity metrics at each portfolio company.

Employee Diversity at Westly Group Portfolio Companies



C-Suite Diversity at Westly Group Portfolio Companies



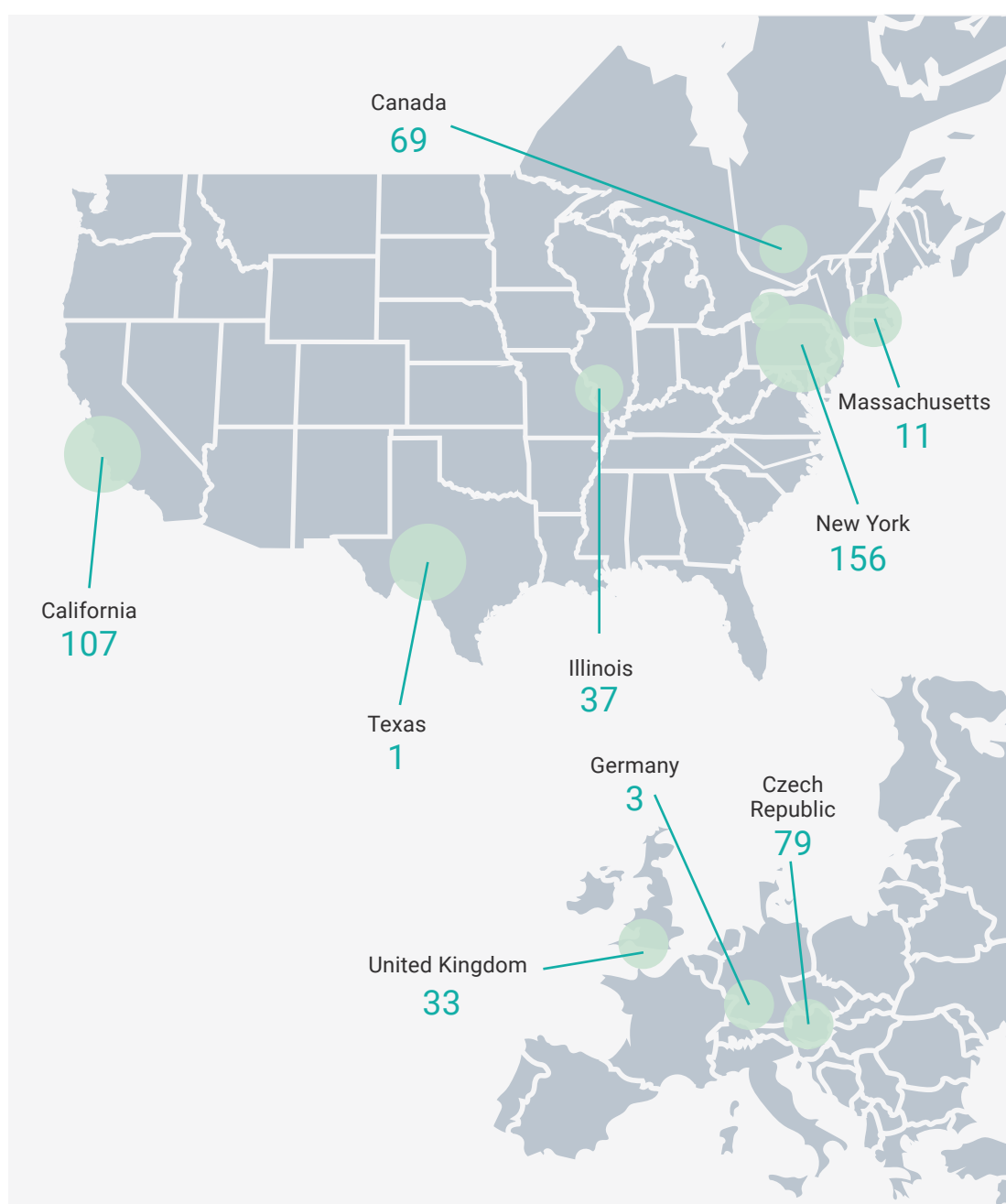
Westly Group Takeaway

Studies continue to show the importance of diversity in helping companies grow scale, reach the customers of tomorrow, and have better financial performance (diverse workforces are 35% more likely to experience greater financial returns than their respective non-diverse counterparts). Comparing year over year data on gender and race/ethnicity representation, there were minor improvements at the C-suite level on both gender and race/ethnicity at the top line. There was a +5% YoY increase of women in C suite positions and +2% YoY growth on minority representation at the C-Suite positions.

This may be a result of including a diversity term sheet clause in our investments and while this incremental improvement is encouraging, they track below the overall workforce (women represent 47% of US Civilian labor force & minority candidates represent 23% of the US Civilian labor force). The Westly Group will continue to establish the baseline with the yearly data collection and aims to dive deeper into Black & LatinX minority groups to understand recruiting practices and the impact on the recent flux of global markets on these two minority groups.

Jobs Created

As of year-end 2022 our reporting portfolio companies employed over 1,400 employees and created 496 direct jobs*. Robust and sustainable job creation is a core ESG metric as healthy job creation develops strong and secure economies. The Westly Group primarily invests in early-stage companies in the United States but is seeing growing deal flow in Europe and Asia.



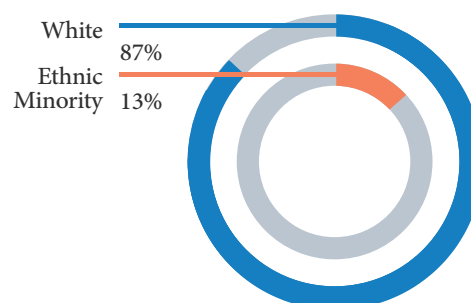
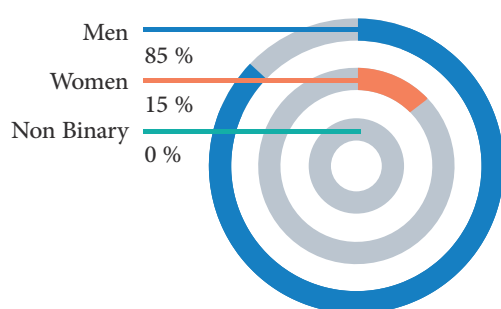
*Number of new full time roles open and filled by a company from Jan 1st 2022 to Dec 31st 2022

Governance

Governance

Internal system of practices, controls and procedures a company adopts to make effective decisions, comply with the law, and meet the needs of external shareholders.

Board Diversity at Westly Group Portfolio Companies



67%

of board directors are independent

50%

of Portfolio Companies have an independent Compensation Committee

50%

of Portfolio Companies have a Board Chair that is not the CEO

Westly Group Takeaway

Board diversity continues to remain a challenging problem in the private sector. In a Crunchbase study focused on US private companies, women held 16% of board seats amongst companies in 2022 (up from 7% in 2019). The average number of women per board remains less than one and research suggests that boards need at least three women to capture the full economic benefits of diversity. To help improve board diversity, beginning in Jan 2021, The Westly Group has included term sheet clauses for every investment to encourage Portfolio Companies to commit to equal employment opportunity in the search process and selection on board roles. Additionally, The Westly Group committed to tracking gender and race/ethnicity metrics of all applicants for every open position at The Westly Group and comparing the gender and ethnicity metrics against local population demographics for similar roles in adjacent industries. In cases where there is a discrepancy between the industry standard and our applicant pipeline for underrepresented groups, we work with a recruiter to adjust our recruitment strategy in order to create a diverse and qualified pipeline of candidates during the search process and selection for investment committee members.

Measuring Board Independence at Westly Group Portfolio Companies

Company	50% of Board Directors are Independent	CEO is Board Chair	100% Independent Compensation Committee
Company A	●	▼	●
Company B	●	●	●
Company C	●	●	●
Company D	●	●	●
Company E	●	▼	▼
Company F	●	▼	●
Company G	▼	▼	▼
Company H	▼	▼	▼
Company I	▼	●	▼
Company J	▼	▼	▼
Company K	●	●	▼
Company L	●	●	●
Company M	▼	▼	▼
Westly Group Portfolio	67%	50%	50%

Yes ● No ▼

Westly Group Takeaway

Board independence is a key metric as studies have shown that corporate governance measures of the presence of independent members on the board of directors and lack of political pressure on board members have a positive effect on financial performance. For this reason, The Westly Group expanded the data collection to better understand the percentage of independent board members at their portfolio companies. Moving forward, as companies look to expand their board, The Westly Group sees their role in helping companies commit to equal opportunity in the search process and selection for new board roles as well as increasing the independent majority to help act in the best interest of its shareholders.

Policies at Westly Group Portfolio Companies

	Company A	Company B	Company C	Company D	Company E	Company F	Company G	Company H	Company I	Company J	Company K	Company L	Company M	Company N	Company O
Anti-Bribery or Anti-Corruption Policy	●	●	●	●	●	●	●	●	●	●	▼	●	●	▼	●
Anti-Bullying Policy	●	●	●	▼	●	▼	▼	▼	▼	●	●	●	▼	▼	●
Anti-Discrimination Policy	●	●	●	●	●	●	●	●	●	●	●	●	●	●	▼
Data Privacy Policy	●	●	●	●	●	●	●	●	●	●	●	●	●	▼	●
Data Security Policy	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Diversity & Equal Opportunity Policy	●	●	●	●	▼	●	●	●	▼	●	●	●	●	●	▼
Sexual Harassment Policy	●	●	●	●	●	●	▼	●	●	●	●	●	●	●	▼
Whistleblowing Policy	●	●	▼	●	▼	●	▼	●	▼	▼	●	●	▼	▼	●
FML Policy (Paternity/Maternity)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	▼
Human Rights Policy (Privacy & Labor)	●	●	▼	▼	▼	▼	▼	▼	▼	▼	●	●	●	▼	●
Environmental Policy	●	▼	▼	▼	●	▼	▼	▼	▼	●	▼	●	●	▼	●

Has Policy ● Does Not Have Policy ▼

DEI Deep Dive

The lack of diversity in venture capital is striking.

In the U.S., just 16% of the partners at venture capital firms are women and only 22% are minorities, according to the National Venture Capital Association. At the board level, only 29% of board seats are occupied by women and just 20% are occupied by minorities. This inequity can also be seen in the amount of capital raised by startups. In 2022, women founders

secured just 2% of VC funding in the U.S., according to PitchBook.

As a venture capital firm, we are often providing startups with their first institutional funding and, as such, we believe our diversity initiatives can have a significant impact on them.

For this reason we continued to prioritize diversity initiatives at our firm in 2022:

Deal Flow Gender Tracking

We evaluate 3,400 companies annually for investment. To be mindful of industry-wide gender disparity, we track the gender breakdown of founders and CEOs at every stage of our diligence process: Sourcing & Screening, Initial Diligence, Strategic Diligence, Deep Diligence, and Term Sheet.

The gender breakdown data is sent out to the team in a monthly report to increase team awareness and consciousness about the demographics of founders from whom we hear pitches.

Portfolio Company Gender and Race/Ethnicity Tracking

We track the gender and ethnicity of board members, c-suite and employees across all our portfolio companies in our efforts to identify opportunities to engage with our companies on DEI, and ultimately increase representation of under-represented minorities within our portfolio.

DEI Term Sheet Clause: 'Equity Proviso'

To support our portfolio companies in thinking about diversity early, the firm created a diversity and equity term sheet clause that outlines our expectations around board representation and team demographics that we provide our portfolio companies following an investment. We also added a statement of diversity, inclusion, and ESG in our term sheets. We are working with VentureESG & Diversity VC to standardize this term sheet clause for the venture capital asset class. You can view the full DEI term sheet clause [here](#).

PRI DEI DDQ

The Westly Group worked with the Principles for Responsible Investing (PRI) to create the DEI DDQ. It is designed to help institutional investors understand how investment managers and investment consultants approach diversity, equity and inclusion (DEI) within their own organizations, through their investment activities or the manager research process. [More information can be found here.](#)

Partnerships

The Westly Group actively collaborates with global ESG working groups, and aims to put emergent guiding standards into action. By sharing our practices with and encouraging other firms, we hope to progress towards an equitable, inclusive, and ESG-integrated VC ecosystem.

Please find a list of our partnerships and commitments below:

Signatory of:



In 2021, The Westly Group joined as a signatory of the Principles for Responsible Investing (PRI), a UN-supported agency dedicated to advancing responsible investing.

To date, The Westly Group has contributed to key initiatives including:

»» **Responsible Investment DDQ for VC LPs:**

Group of LPs and GPs developed a due diligence questionnaire to help investors (LPs) understand and evaluate a GP's responsible investment practices. [See the DDQ](#)

»» **DEI DDQ for Institutional Investors:**

Designed to help institutional investors understand how investment managers and investment consultants approach diversity, equity and inclusion (DEI) within their own organizations, through their investment activities or the manager research process. [See the DDQ here](#)

»» **PRI ESG Case Study:**

The PRI developed a series of case studies on best practices on ESG incorporation in venture capital and profiled The Westly Group. [See the full case here](#)

VentureESG/.

In 2022, The Westly Group continued to work closely with VentureESG as a contributing member on the steering committee. VentureESG is a non-profit community-based organization that provides guidance on concrete ESG practices (e.g. ESG framework, ESG policy) for VC firms. The Westly Group co-authored the [Environmental "E" Term Sheet Clause](#) with [VentureESG](#) and [Leaders for Climate Action](#) with the goal of helping VC firms provide resources and tools for startups to help them create a strategy around their climate journey. Read more about the [release here](#).

DIVERSITY VC

Diversity VC is a nonprofit helping drive diversity, equity and inclusion in VC. The Westly Group was active in helping Diversity VC's second research paper, The Equity Record, which focuses on following institutional capital to underrepresented minority-led funds and founders to see if there is a correlation with untapped source of value creation. You can read more about the report [here](#).



In 2022, The Westly Group joined Responsible Innovation Labs. Responsible Innovation Labs is working at the intersection of founders and investors to create a new generation of high growth tech companies with responsible innovation at their core. Responsible Innovation Labs aims to align incentives through culture change, practical frameworks, and infrastructure.



The Westly Group was an early member of the Venture Climate Alliance, a group of venture capital firms that are committed to supporting a rapid, global transition to net zero. As an early touchpoint between capital markets and early-stage innovation, VCs have the unique ability to help startups integrate net zero goals from day one. The Westly Group has joined the methodology working group and will help develop industry standards and track progress for both VC firms and portfolio companies.

Case Studies

A Spotlight on ESG & Impact in our Portfolio

In our portfolio, we have always dedicated our work to the mission of helping disruptive technologies and leading entrepreneurs grow and break through traditional industries. Not only do we believe our investments produce positive impacts in their corresponding industries, we also hope our portfolio advances strong environmental, social, and governance practices that raise the operating standards for the broader ecosystem.

We are working to bolster these beliefs not only by tracking the ESG metrics reported in the previous section, but also by collecting qualitative information through ESG-focused deep dives with some of our companies.

We are proud to highlight a few of the many companies in our portfolio that are distinctly dedicated to solving complex challenges while upholding their founding values. While each company is focused on a critical issue area – accelerating decarbonization of buildings, improving care in life-threatening emergencies, & data security and privacy for critical infrastructure – they are also building and incorporating internal strategies to ensure their values can scale as they grow. These three companies exemplify the dynamic approach that we, at The Westly Group, believe is fundamental to achieving systems-level change.

Through conversations with each company's leadership, we learned about their existing ESG-focused strategies and gathered insights on how we, as their investors, can offer support to advance their ESG goals. As we set out on the next stage of our ESG journey, expanding our ESG-focused portfolio services and driving ESG discussion at the board level is a strategic priority. We hope to incorporate learnings from engaging with our portfolio companies that already define best practices in their respective industries.

The logo for WOLTAIR, featuring the word "WOLTAIR" in a bold, red, italicized sans-serif font.The logo for RapidSOS, featuring the word "RapidSOS" in a dark blue sans-serif font, followed by a stylized icon of two interlocking L-shaped blocks, one red and one blue.



CASE STUDY

WOLTAIR

Accelerating Building Decarbonization on the Supply- and Demand-Side

Woltair is a leader in decarbonizing building energy and heating, democratizing access to clean energy devices for homeowners, and providing workforce management capabilities to installation technicians. With an early focus on cultivating a strong culture, Woltair's impact and financial success have scaled hand-in-hand. Looking ahead, Woltair also hopes to support the next generation of the clean energy workforce.

- » Decarbonizing households: With a strong focus on decarbonization of heat, Woltair is simplifying the historically complex process of household heat pump adoption. By helping demystify the installation and maintenance of clean energy solutions, Woltair is unlocking the carbon abatement potential of households for decades to come.
- » Supporting technician productivity: Woltair's platform enables technicians to streamline their administrative processes, customer acquisition, and equipment sourcing. By leveraging Woltair's software platform to eliminate time-consuming operational pressures, technicians can triple their productivity and complete an average of 12 jobs each month.

Training for the Clean Energy Transition

A core pillar of the clean energy transition is the upskilling of the energy labor workforce. With a keen understanding of the need for more skilled technicians, they have created "Woltair Academy" – a training center where technicians can meet in small in-person groups, participate in workshops, and enhance their skill sets. Woltair is intentional about fostering community among the technicians using its platform. Their goal is not only to help expand technicians' skill sets, but also to support them in building strong relationships in the installation community.

The Woltair team considers this investment essential, not only for the company, but for the clean energy transition as a whole. By investing in the workforce development of this sector, Woltair is simultaneously ensuring the long-term job security for technicians by equipping them with skills necessary to operate in a low-carbon economy and helping more families access the benefits of energy efficiency. Further, Woltair's focus on heating means it has the potential for higher impact in terms of carbon abatement and upskilling the workforce, given the fact that heat pump integration is fundamentally more complex than other clean energy technologies.



The Role of ESG and Culture in a Scaling Company

Woltair has prioritized ESG from the start, understanding the importance of making decisions that optimize for the long-term viability and scalability of the company. Since the beginning, building a strong culture and defining values has united the team around a shared, purpose-driven strategy. In every decision making process, leadership considers their formal policies and procedures and their impact on the well-being of their employees, customers, and company culture.

This process is supported by Woltair's diverse board, intentionally structured with members of different backgrounds, geographies, and areas of expertise. The focus on diversity of thought and background has allowed Woltair to achieve tremendous revenue growth each year since the company's inception, while maintaining the culture and values alignment that the company was built on.





CASE STUDY

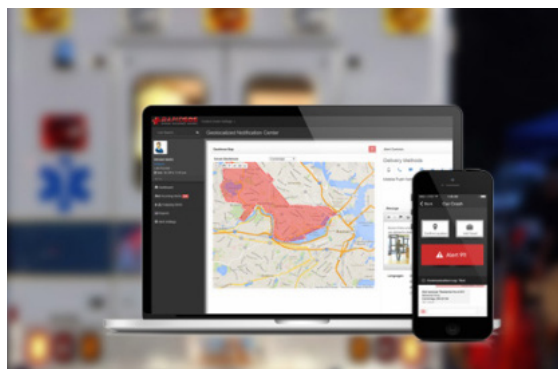
RapidSOS 

RapidSOS Improves Care through Life-Saving Emergency Response Technology

RapidSOS is an intelligent safety platform that securely links life-saving data from 500+ million connected devices, apps and sensors and 90+ technology partners directly to RapidSOS Safety Agents, 911, and first responders globally. Data shared through the platform is accessible to 15,000+ first responder agencies and supports over half a million first responders each year.

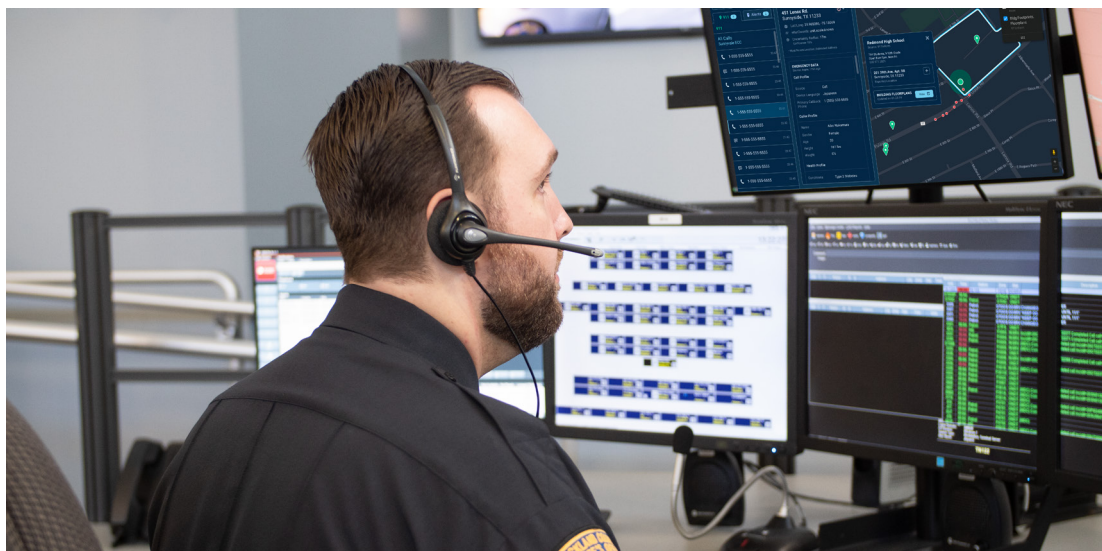
During emergencies, first responders need to have access to the best possible data to guide their response and get to the scene as quickly as possible. Sadly, this has not always been the case. Every year, there are 1 million emergency-related fatalities. 320,000 people die **before responders arrive** because they cannot be located by emergency services in time after calling 911. RapidSOS is on a mission to transform this system and save lives in the process.

Whether there's an unsafe moment or an emergency, RapidSOS delivers essential data from devices, homes, or buildings to the right place, when it matters most - providing a lifeline to safety and security. By providing 911 with life-saving data, from real-time location to emergency medical information, RapidSOS decreases response times and helps improve first responders' situational awareness before they arrive on the scene.



Cultivating Shared Purpose and Values

Just as RapidSOS looks out for individuals in times of emergency, the team also embodies its core values including acting with urgency, and holding purpose over pride. United by the company's lifesaving mission, the RapidSOS team acts with the same urgency as the first responders who rely on their solutions.



Powered by Partnerships

RapidSOS's vision is to empower safer, stronger communities with intelligent, data-driven emergency response worldwide. To achieve this, RapidSOS partners with leading companies to collect a wide range of data points that help power their platform. Apple is one of RapidSOS's foundational partners, using the platform to quickly and securely share location data with 911 centers. Honeywell is another, working with RapidSOS to carefully monitor environments and achieve greatly improved response times within buildings.

These partnerships have helped RapidSOS process a huge amount of data every day. On New Year's Eve of 2022 (the busiest day of the year for 911 traffic), RapidSOS processed a high of 550 emergency calls per second, and supported 165 million emergencies in total throughout the year.



CASE STUDY



Background

Via Science (VIA) was founded in 2016 with the mission to make communities cleaner, safer, and more equitable. VIA's platform leverages AI and Blockchain technologies to help the U.S. Department of Defense and Fortune 500 companies around the globe enable real-time verification, ingestion, and privacy-preserving analysis of confidential data.

Building Values and Inclusion into Culture

With a clear mission, VIA's founders established core values before day one and have continued to articulate and promote them ever since. Inclusion is a key pillar of the company – the team understands that if people are happy and motivated, they will be empowered to do their best work. This is captured in their value “love in = love out.” As a result, VIA has focused on creating a space in which everyone feels comfortable sharing their perspectives and ideas and, equally importantly, learning from the perspectives of others. This is encapsulated in their value, “challenge with respect, respect a challenge.” The team has achieved this through well-communicated systems and processes such as: a recruitment process that vets for values-fit, onboarding training that clearly defines company values, a clear communication model for ongoing code reviews, and matching every team member with a wellness advisor.

The VIA team understands that company culture cannot simply be codified in a book. Rather, culture must be integrated into a team's day-to-day operations. At VIA, the team believes that a healthy workplace culture is not something that only one person at the company can drive – it needs to be cultivated by every team member from one-on-one settings to larger groups. This approach has helped VIA create a close-knit, productive team that represents 20 different nationalities and speaks 14 languages.

Supporting the Infrastructure that Powers the World

The VIA team made the decision to focus on impact-oriented customers from the beginning. While there are many more mission-driven companies today, their decision was so extraordinary at the time of their founding that Harvard Business School wrote three case studies about their mission-driven strategy in 2018 and 2019. VIA's decision to support essential infrastructure has paid off as the clean energy transition accelerated and the opportunity has grown in size. The VIA team initially started with a plan to develop AI to predict grid failure and support renewable energy integration. The team quickly found that the rate-limiting factor to impact was access to data. That is, data to fuel AI models while maintaining security was the most important piece of the puzzle.

That's when VIA's Web3 platform was developed. By enabling customers' highly confidential data to be analyzed while keeping it in their possession, VIA provides the platform their customers need to coordinate with third parties to meet and track their progress towards their decarbonization goals.

Choosing Mission-Aligned Customers and Partners

When considering a potential partner or customer, the VIA team ensures that the organization is aligned with at least one of the three core components of VIA's mission statement: helping communities become **cleaner**, **safer**, and more **equitable**. In this way, VIA's approach of building core values and positive culture into the fabric of the company from the beginning comes full circle.

VIA's ability to keep data secure and private is essential to these partnerships. The team now works with the largest national security and energy infrastructure organizations in the world.

As an example, a recent [survey](#) from the World Resources Institute states:

"We find that 95 percent of respondents are interested in VGI [Vehicle-to-Grid Initiatives] programs, mostly due to the chance to be greener, save energy, and earn a financial incentive. However, 94 percent of respondents are concerned with at least one feature of VGI, most commonly data privacy ... Black, Indigenous, and people of color (BIPOC); lower-income people; and female respondents generally report higher levels of concern, specifically about VGI's impact on data privacy."

From electric charging data to predicting equipment failure, VIA supports these partners in solving urgent challenges including human well-being, carbon emissions reduction, and security of sensitive data.



LP Net-Zero Commitments

The Westly Group has twenty-two of the world's leading energy, mobility, insurance, and industrial technology companies as investors. 17 of our investors have 2050 net-zero commitments. Here are a few metrics on our investors:

Market Cap
\$696B

Customers
68M

Revenue
\$663B

Our Partners

Mobility

Alaska
AIRLINES

OSHKOSH



GEOTAB

BRIDGESTONE

Industry 4.0

ABB

TRANE
TECHNOLOGIES

Hitachi Energy

CNH
INDUSTRIAL

Insurance

State Farm
VENTURES

Water

xylem
Let's Solve Water

Energy & Utilities

DUKE
ENERGY

IDAHO
POWER

CHUBU
Electric Power



Dominion
Energy

PSE
PUGET
SOUND
ENERGY

AMERICAN
ELECTRIC
POWER

TOKYO GAS

ENEOS

NorthWestern
Energy

origin

VISTRA

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Questions and comments are welcome at shaun@westlygroup.com.

*The company dataset includes private companies where Westly Group has an active holding value in 2022

** Companies Included only for GHG emissions based on revenue growth calculation methodology