



VOLUNTEER TIME

Sunrun believes in giving employees the opportunity to help build stronger communities.

The intention of this benefit is to allow Sunrun employees to participate in community engagement opportunities that are meaningful, purposeful and help those in need. At the same time, Sunrun recognizes that participating in these activities will also enrich and inspire the lives of our employees.

Sunrun provides regular full-time employees up to two paid days off (maximum of 8 hours per day) in order to perform **Volunteer Work**. Volunteer time can only be used for time missed from scheduled work days/hours and must be used for actual volunteer service.

Employees must provide reasonable advance notice to their manager and submit their request for Volunteer Time Off in Workday for manager approval. Work demands can take priority over the Volunteer Time Off request. Employees can choose to volunteer at the organization of their choice or work together with other company members on a team volunteer activity.

Volunteer Time Off is refreshed at the beginning of each calendar year and cannot be accrued or carried-over into the following year. Volunteer time is not payable upon termination of employment.