2024 Sustainability Report

Pattern

About the Report

This is Pattern Energy's fifth sustainability report. It has been prepared with reference to the latest Global Reporting Initiative (GRI) Universal Standards and informed by the following:

- Sustainability Accounting Standards Board (SASB) sector disclosures:
  - Wind Technology and Project Developers
  - Solar Technology and Project Developers
  - Electric Utilities and Power Generators
- United Nations Sustainable Development Goals (UNSDGs)
- Equator Principles
- Task Force on Climate-Related Financial Disclosures (TCFD) recommendations
- International Sustainability Standards Board (ISSB)

In addition, we are a participant member of the GRESB Infrastructure Assessment.

The performance metrics disclosed in this report relate to the calendar year ending December 31, 2023.

Except where indicated, the practices and metrics disclosed in this report apply to the operational boundary of our utility-scale North American business activities and assets. Metrics that are out-of-bounds for this report, unless otherwise noted, include those associated with our U.S. distributed energy affiliates, Solect Energy and Dynamic Energy.

Where applicable, data limitations and exclusions are described. References to Pattern Energy may include our predecessor entities. All financial figures reported are in U.S. dollars.

While data in this report has undergone vigorous internal reviews, including through our Internal Audit process, no external assurance has been sought for this report.

As part of our ongoing commitment to continually improve our sustainability disclosures and engagement, we welcome your input. Please send your comments to sustainability@patternenergy.com.

Pattern

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MESSAGE FROM OUR CEO

Power the Future

Welcome to our 2024 Sustainability Report. It feels like I say this every year; however, last year truly was pivotal for Pattern Energy. I am immensely proud of and grateful for what we accomplished together. It was a year of significant milestones, challenges, and growth, demonstrating our company's strength and commitment to our mission to transition the world to renewable energy.

Pattern's operational fleet generated over 17,000 gigawatt hours (GWh) of clean electricity in 2023, equal to the needs of nearly 4 million people across North America. We expect our annual production to increase by 80% when our historic SunZia Wind and Transmission (SunZia) project, which is under construction, reaches operations in 2026.

SunZia is transformative for our company and our industry, exemplifying the three pillars of Pattern's new vision—Power the Future—a declaration of the organization we want to be.

We aim to lead the global economy's energy transition as an exceptional and innovative independent enterprise. We set out to "Power the Future" by implementing our strategic pillars: Drive the Market, Advance Together, and Excel in Execution. These pillars are incorporated into every aspect of our business, guiding our objectives and strategy.

One of the key highlights of 2023 was the successful financial close to fund construction of SunZia, the largest renewable energy infrastructure project in U.S. history. Financing and building at this scale are ways we Drive the Market. Pattern raised an extraordinary $11 billion, including $8.8 billion in green loans and letters of credit facilities from 17 financial institutions tied to Pattern's Green Financing Framework.

Understanding our customers' needs and the dynamics of a weather-driven grid, we are leading the way in decarbonizing the electric sector and helping to improve grid reliability.

SunZia will provide customers in the western grid access to New Mexico's abundant wind energy resource and be particularly impactful in greening the night by complementing daytime solar output across the Southwest. It also enables more than $20 billion in economic development benefits from its construction and operations, demonstrating that building renewable energy infrastructure supports economic growth.

With infrastructure to be built on private, state, and federal lands, bringing SunZia to the start of construction is the result of more than a decade of extensive stakeholder consultation and collaboration.

It is an example of how we Advance Together as a company and beyond the walls of Pattern. In collaboration with groups such as the National Audubon Society, we are raising the bar on precedent-setting environmental best practices that can serve as a model for future clean energy infrastructure projects built at scale.

We advance together with the communities where we work and live. Earning respect through transparency and accountability and creating benefits in the communities that host our facilities is foundational to who we are as a company. We are pleased that in 2023, Pattern and our projects contributed over $100 million to local economies through a combination of landowner royalties, property tax payments, and donations to organizations and causes.

I am also proud of our engaged and dedicated workforce. Our people are the heart of Pattern. Their passion, intellect, and grit help us make history. We continue to grow and empower our leaders from within through programs like our newly launched Diverse Rising Leaders Academy.

Now in our 15th year as a company, our aim for 2024 is to continue to Excel in Execution as we bring to life the largest renewable energy infrastructure project our continent has seen.

Hunter Armistead,
CEO, Pattern Energy

MESSAGE FROM OUR PRESIDENT

Our Vision in Action

I joined Pattern because the company has – many times over its fifteen-year history – delivered projects that address some of the most complex challenges in the energy transition.

As I reflect on my first year with the company, I want to share some insights on how we put our vision to Power the Future into action, a direct result of our operational focus and the collective efforts of our dedicated team.

Improving our operational efficiency was a top priority in my first year and an example of our Excel in Execution pillar. Our Field Operations saw considerable growth in 2023 as we transitioned seven wind power sites to "self-perform," where Pattern employs the turbine technicians instead of contracting with a third party.

We grew our self-perform capacity by 20% and hired 50 wind turbine technicians, who completed our new customized field operations onboarding program. Increasing our self-perform capabilities helps us to optimize our resource allocation, reduce downtime, and improve maintenance schedules.

We are pleased that even with the increase in our wind technicians, we had zero reportable employee injuries, and we performed better than our corporate safety goal for Pattern, our affiliates, and contractors combined. When it comes to safety, we strive for continuous improvement and are evolving our approach to account for psychological safety. We're also creating performance metrics to measure the presence of safety rather than the absence of it.

Pattern completed construction on our first utility-scale wind power project in Alberta, Canada, making Lanfine Wind our eleventh project brought to operation in the country. The 151 MW wind facility utilizes the largest turbine in our fleet at 4.3 MW and supports the local region through the Lanfine Wind Community Benefits Program.

All of our employees across the company, whether they work in an office or climb towers, seek to Excel in Execution. Each of us is transforming the way we work by utilizing new technologies. We are investing in the evolution of our internal processes to drive greater organizational effectiveness and support our ambitious goals.

Business transformation initiatives are unlocking scale and productivity while improving our agility through a connected and automated enterprise, enhancing data-driven decision-making, and maximizing the productivity of our talented employees.

Advancing Together with our communities, employees, and as a company is a crucial driver of Pattern's success. I am proud of our engaged workforce and high participation and retention rates.

Employees launched our newest Affinity Network on Veteran's Day in the U.S. and Remembrance Day in Canada: Veterans in Renewables (ViR). ViR's mission is to support Veterans at the company through leadership and mentorship opportunities and recruit more Veterans to join us. ViR and our other six Affinity Networks help build meaningful connections and foster belonging at Pattern.

Our distributed energy affiliates – Solect Energy and Dynamic Energy – also had an impressive year. Both executed strategic growth plans into new markets and completed milestone projects in Connecticut, capitalizing on new state programs there.

Solect initiated a strategic growth plan to expand its service area to include other New England states, plus New York and New Jersey. Dynamic also strategically expanded into 15 states, building on their accomplishments in their home state of Pennsylvania and the Mid-Atlantic.

Pattern will continue to optimize our operations and invest in our people and technologies to advance together as we Power the Future. By doing so, we are not only preparing for the next five years, we are actively shaping them.

Kristina Lund,
President, Pattern Energy

2023 Sustainability Highlights

Generating Sustainable Energy

100%
Clean energy portfolio

32
Facilities owned or operated

6 GW
Total installed capacity

17,000 GWh
Energy generated

= 3.96 million
People's needs met equivalent

17.8 million
CO_2e metric tons avoided compared to coal-fired generation

= 3.8 million
Cars off the roads equivalent

9.2 billion
Gallons of H_2O conserved compared to coal-fired generation

= 280,000
People's annual water usage

712 mt CO_2e
GHG Scope 1
Direct emissions from sources we own or control

10,073 mt CO_2e
GHG Scope 2
Indirect emissions from purchased electricity

6,350,204 mt CO_2e
Avoided emissions from our clean generation

Contributing to Our Communities

$77.4 million
Landowner payments

$22.4 million
Property tax payments

$8.5 million
Community donations

$108.3 million
Contributions to local economies

$80 thousand
Employee donations through Cauze

Supporting Our Exceptional Employees

Achieved 98% employee survey response rate and 82% employee engagement score.

37% Racial & ethnic diversity in U.S. workforce

32% Management roles held by racially & ethnically diverse employees

35% Female employees

34% Management roles held by women

35% Senior management roles held by women

9% Employee turnover

91% Employee retention

26 hours Average employee training hours

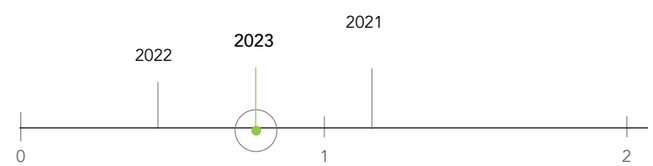
Empowering Our Teams

Pattern Energy employees **647**

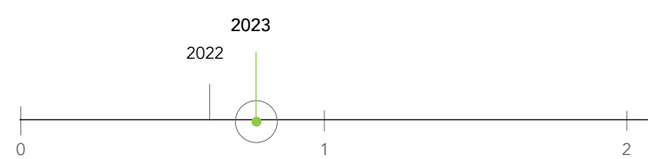
Employees of Solect Energy and Dynamic Energy, our distributed energy affiliates **192**

Prioritizing Health and Safety

Pattern Energy Employees
Total Recordable Injury Rate (TRIR) **0.0**



Pattern Energy Employees + Contractors
TRIR **0.86**



Pattern + Affiliates + Contractors
TRIR **0.82**

Our Company

What We Do

Pattern Energy Group LP (Pattern Energy or Pattern) is one of the world's leading private renewable energy and transmission companies. We conduct our renewable energy business as an integrated platform. Pattern develops, constructs, owns, and operates utility-scale wind, solar, transmission, energy storage, and green fuels projects across North America.

Our renewable energy generation delivers clean, reliable, and affordable power procured under long-term contracts with utilities, municipalities, and other load-serving entities to provide to their customers. We also sell our energy to commercial customers to power their businesses, such as stores and data centers.

We acquired Vibrant Clean Energy (VCE) in 2023 to advance our strategy of offering customers differentiated renewable energy that meets their time and shape needs. VCE is at the forefront of optimization modeling for energy systems and will help us make data-driven decisions in the context of weather-driven electric grids.

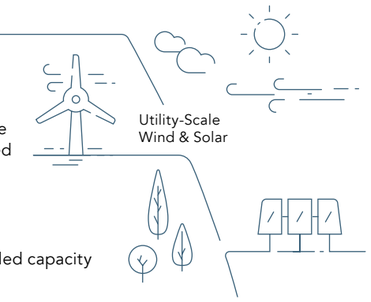
Pattern is also expanding our presence in the U.S. distributed energy market, focusing on commercial and community solar through our affiliates, Solect Energy and Dynamic Energy. Our affiliates develop, construct, and operate distributed resources near where their customers use the power, reducing the need to transport energy long distances.

Pattern is a partnership between the Canada Pension Plan Investment Board (CPP Investments™), private equity funds managed by Riverstone Holdings LLC, and certain members of Pattern management.

Our headquarters are in San Francisco and we have a large office in Houston, where we monitor our utility-scale fleet from our Operations Control Center. We have additional corporate offices in San Diego, Albuquerque, Toronto, and Amsterdam, plus operating facilities in eight U.S. states, five Canadian provinces, Puerto Rico, and Mexico. We are expanding our footprint with projects under development throughout the U.S. and Canada.

Pattern is in the business of building opportunities for local communities. Our approach begins and ends with establishing trust, accountability, and transparency. We aim to grow our company in a safe and responsible manner and with respect for communities and cultures where we have a presence.

Generation

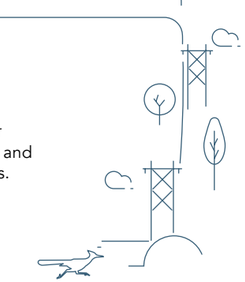


32 utility-scale renewable energy facilities owned or operated

6,047 MW installed capacity

Through our affiliates Solect Energy and Dynamic Energy, we develop, construct, and operate distributed energy resources, including commercial and community solar and battery storage.

Transmission



500+ miles
of transmission infrastructure to connect our utility-scale facilities to electric grid systems and transport our renewable energy to end users.

End user

17,000+ GWh
clean, renewable energy produced in 2023

= 3.96 million
people's annual electricity needs

We sell low-cost energy to utilities serving millions of people and commercial customers to power their homes and businesses.

Utility-Scale Portfolio

Our operational portfolio includes 32 renewable energy facilities that use proven, best-in-class technology and have an installed capacity of 6 gigawatts (GW) in the U.S., Canada, and Mexico. In 2023, we saw the culmination of a successful partnership when we sold our ownership interest in our Japanese affiliate, Green Power Investment Corp. (GPI), which had grown into a leading renewables business in Japan.

We also completed construction on our first utility-scale wind power project in Alberta, Canada, making Lanfine Wind our eleventh project brought to operation in the country. The 151 MW wind facility utilizes the largest turbine in our fleet at 4.3 MW. Lanfine Wind sells half of its output to West Fraser, a diversified wood products company, supporting their efforts to reduce greenhouse gas emissions.

In the U.S., following over a decade of development activities and extensive due diligence and planning, we kicked off construction on the largest renewable energy infrastructure project in the country's history: SunZia Wind and Transmission.

More than triple the size of Pattern's nearby Western Spirit Wind, which we completed construction on in 2021, SunZia Wind will generate clean electricity equal to the needs of more than three million people once complete.

The ~553-mile bi-directional +/- 525 kV high-voltage direct current (HVDC) SunZia Transmission line will transport energy to customers in the western electricity grid.

Pattern updated our Green Financing Framework in 2023 to align with the latest market principles on transparency and reporting and help us utilize green financial instruments to support the construction of SunZia and advance our development pipeline.

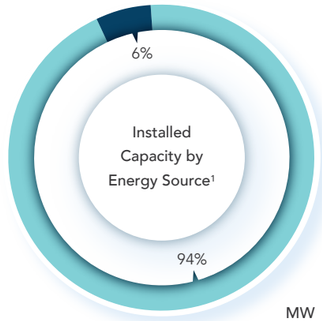
Over the next decade, Pattern aims to bring an additional 25+ GW of renewable power to market, meeting growing customer and investor demand for clean energy.

Our development strategy is diversified, from strategic partnerships, high-voltage transmission, and transmission-enabled renewables to green hydrogen, energy storage, and wind and solar standalone and hybrid projects.

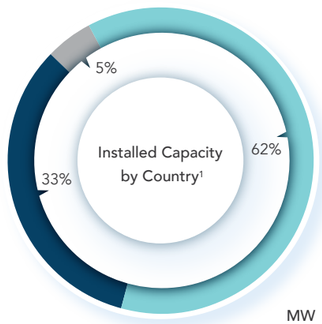
Building transformational energy projects takes grit and determination. Our teams' dedication to solving challenges through creative solutions and collaboration with stakeholders, guided by our company's values and commitments, has been the foundation of our success since Pattern's inception.

Over the next decade, we aim to bring an additional 25+ GW of renewable power to market.

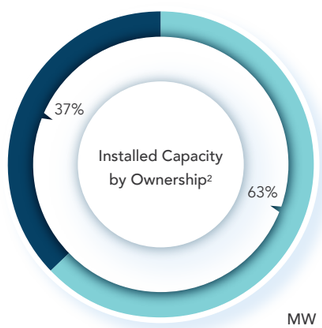
Performance Metrics



	MW
Wind	5,664
Solar	383



	MW
United States	3,768
Canada	1,979
Mexico	300



	MW
Pattern Energy	3,785
Other	2,262

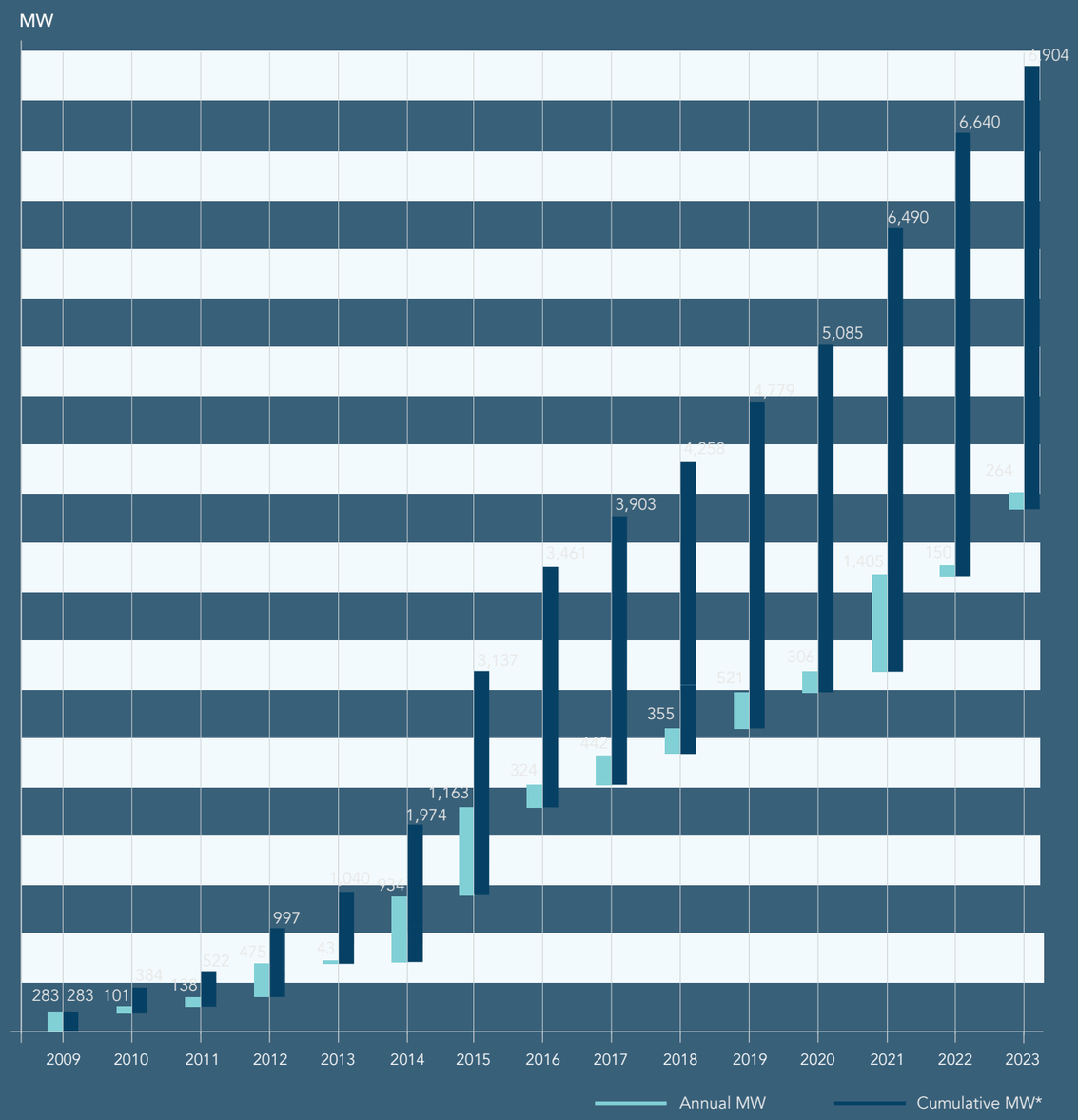
[1] Pattern operates or holds ownership interest.
[2] Excluding tax equity, Pattern owns 4,272 MW.

NORTH AMERICA

Projects and Facilities

Map displaying construction and operational sites as of December 31, 2023. Visit PatternEnergy.com for current portfolio.

Installed or Acquired Capacity by Year



* Represents **cumulative** total of utility-scale renewable power facilities installed or acquired by Pattern each year, irrespective of facility-specific ownership percentage and with installed capacity rounded to the nearest whole number. The cumulative total includes sites that we no longer own or operate, making it greater than our current owned and operational capacity. Solar power is represented as MWac.

Operational Portfolio

Facility	Installed Capacity (MW)	Commercial Operation Year	State / Province / Territory	Country
Amazon Wind Farm Fowler Ridge	150	2015	Indiana	U.S.
Armow Wind	180	2015	Ontario	Canada
Belle River Wind	100	2015	Ontario	Canada
Broadview Wind	324	2015	New Mexico	U.S.
Grady Wind	221	2019	New Mexico	U.S
Grand Renewable Wind	149	2014	Ontario	Canada
Gulf Wind	271	2021	Texas	U.S.
Hatchet Ridge Wind	101	2010	California	U.S
Helios Generation	150	2022	Zacatecas	Mexico
Henvey Inlet Wind	300	2010	Ontario	Canada
K2 Wind	270	2015	Ontario	Canada
Lanfine Wind	151	2023	Alberta	Canada
Logan's Gap Wind	200	2015	Texas	U.S.
Lost Creek Wind	168	2010	Missouri	U.S.
Meikle Wind	179	2016	British Columbia	Canada
Mont Saint-Marguerite Wind	143	2018	Quebec	Canada
North Kent Wind	99	2018	Ontario	Canada
Ocotillo Wind	265	2012, 2013	California	U.S.
Panhandle Wind 1	218	2014	Texas	U.S.
Panhandle Wind 2	182	2014	Texas	U.S.
Phoenix Solar	83	2021	Texas	U.S.
Post Rock Wind	201	2012	Kansas	U.S.
Santa Isabel Wind	101	2012	Puerto Rico	U.S.
South Kent Wind	270	2014	Ontario	Canada
Spring Valley Wind	152	2012	Nevada	U.S.
St. Joseph Wind	138	2011	Manitoba	Canada
Stillwater Wind	80	2018	Montana	U.S.
Tuli Energy	150	2019	Zacatecas	Mexico
Western Spirit Wind - Clines Corner Wind	324	2021	New Mexico	U.S.
Western Spirit Wind - Duran Mesa	105	2021	New Mexico	U.S.
Western Spirit Wind - Red Cloud Wind	350	2021	New Mexico	U.S.
Western Spirit Wind - Tecolote Wind	272	2021	New Mexico	U.S.

Note: Solar power capacity in MWac. Installed capacity of operational sites as of December 31, 2023, irrespective of facility-specific ownership percentage and with installed capacity rounded to the nearest whole number. Visit PatternEnergy.com for current portfolio.

Distributed Energy Portfolio

Pattern's distributed energy affiliates, Solect Energy and Dynamic Energy, provide customized solar, energy storage, and EV charging solutions to their varied customers, lowering their clients' energy costs and helping them achieve their sustainability and financial goals.

Distributed energy increases consumer access to clean electricity and bolsters grid resilience by integrating renewable energy sources into local electric distribution networks. It produces energy close to where it is consumed and empowers communities and businesses to participate directly in the clean energy transition.

Solect Energy is a leader in the Northeast for developing, constructing, financing, and maintaining commercial and industrial solar and battery energy storage systems. Solect has a diverse customer base, including businesses, government agencies, cities and towns, and nonprofits who want to capture the many benefits of solar power.

Focusing on solar projects ranging from 100 kW to 2 MW, Solect develops projects via various financing methods, including customer purchases, site leases, and Power Purchase Agreements (PPAs). They also serve public entities and nonprofits through a strategic partnership with PowerOptions, the largest energy consortium in New England.

Traditionally a Massachusetts-focused company, Solect initiated a strategic growth plan in 2023 to expand its service area to include other New England states, plus New York and New Jersey, and are already experiencing success in this effort.

In 2023, the Solect team completed one of Connecticut's first front-of-the-meter, buy-all projects, enabling the client to capitalize on bill credits or receive direct compensation in exchange for selling power and Renewable Energy Certificates (RECs) to the local electric utility. The 843 kW rooftop solar project was developed for Yarde Metals, a subsidiary of Reliance Steel & Aluminum Co., a prominent North American metal industry company and a repeat client for Solect.

Dynamic Energy is a full-service developer and builder of distributed generation projects across the U.S. Building on their successes in their home state of Pennsylvania and in the Mid-Atlantic, Dynamic has strategically expanded into 15 states. One example of their expansion into new territories was completing Connecticut's first operational community solar project, a 2.1 MW project built on an industrial property owned by STAG Industrial.

In 2023, they sold and provided engineering, procurement, and construction (EPC) services for 42 MWs of commercial and EPC projects for end-customer owner-operators. They also developed and sold more than 70 MWs of community solar assets to institutional project financiers.

Solect Energy

99 Employees

774 Commercial solar projects completed

152 MW Solar power installed

23 Battery projects completed, totaling 10.65 MWh

500 Customers

Dynamic Energy

93 Employees

250+ Commercial and community solar projects completed

600+ MW Solar power commercialized

See Solect.com and DynamicEnergy.com to learn more about our distributed energy affiliates. Metrics as of December 31, 2023.

Dynamic partners with commercial businesses, institutions, and property owners to help them achieve their energy and sustainability goals. They assist their clients in navigating the complexities of state and federal energy policy, distribution-level utility interconnection tariffs and protocols, project permitting, and the structuring of project finance transactions.

The Dynamic team considers sustainability throughout the project lifecycle. They collaborate with landowners and local authorities to implement sustainable practices like sheep grazing, pollinator planting, and other agrivoltaics activities on their ground-mount solar projects. The in-house procurement team considers ESG factors during vendor selection, carefully vetting manufacturers and subcontractors. They also employ advanced engineering techniques to minimize waste and help ensure effective recycling at project sites.

Pattern continues to support the growth of our distributed energy affiliates while also giving them the independence to do what they do best in their markets.

Areas of integration include our governance and safety practices, such as our supply chain due diligence approach when procuring solar panels and assisting our affiliates in providing a safe work environment for employees and contractors. Solect and Dynamic employees also complete Pattern's compliance training on anti-bribery, anti-corruption, and anti-harassment.

In 2023, Pattern integrated Solect and Dynamic into Pattern's recruiting process to directly support them in finding and hiring talent. We had Solect and Dynamic interns in our 2023 summer intern class, and their employees participated in an engagement survey that will help us identify areas where we can better support our distributed energy affiliates.

> The capacity of the electric grid's infrastructure is one of the biggest challenges in advancing the energy transition. Pattern is working to increase the grid's transmission capacity through our transformative projects like SunZia and Southern Spirit. Our distributed energy initiatives at Solect and Dynamic complement our utility-scale business by leveraging our capabilities to advance the energy transition at the other end of the power grid. Using existing distribution-level interconnection capacity, we are helping to meet customer demand for clean energy today without waiting for long-term infrastructure improvements.
>
> **John Bodt,**
> Vice President, Head of Distributed Generation, Pattern Energy

What Guides Us

Sustainability is integral to everything we do at Pattern as we work to fulfill our mission to transition the world to renewable energy. Decarbonizing our energy systems is a pressing need to address the impacts of our changing climate.

Critical to achieving our mission is our responsibility to respect the environments, communities, and cultures where we have a presence. Framed copies of our Statements of Safety and Health, Community and Cultural, Environmental and Diversity, Equity, and Inclusion Commitments, signed by our CEO, hang in our offices and operational facilities.

They guide us as we develop, construct, and operate renewable energy facilities and strive to provide a safe, diverse, equitable, and inclusive workplace where all employees belong and feel valued and empowered. Our management systems, programmatic approaches, and strong governance provide the foundation for meeting our commitments.

Pattern's core values of creative energy and spirit, pride of ownership and follow-through, and a team-first attitude lead us to innovative solutions to challenges, develop projects for long-term success, and prioritize collaboration and collective outcomes over individual achievements. Our values define how we approach our work. They act as our compass, steering our decision-making and actions every day. Each year, we recognize employees who exemplify these values.

2023 Pattern Values Award Recipients

Creative Spirit and Energy
Spencer Fredericks
Senior Asset Management Associate
Shadeow Ellis
Wind Technician, Lost Creek Wind

Pride of Ownership and Follow-through
Jason Shapiro
Senior Manager, Reliability Engineering
Darryl Ireland
Operations Manager, Electrical

Team Before Self
Harold Phipps
Senior Manager, Real Time Operations
JC Ryan
Lead Electrical Engineer, Ops Engineering

Our Vision

The appointment of our new CEO, Hunter Armistead, and our approaching 15th anniversary allowed us to reflect on the company's future in the renewable energy industry.

We launched our new vision—Power the Future—as a declaration of the organization we want to be. Our vision challenges us to lead the energy transition, sets a timeline, and creates accountability with our stakeholders.

Our vision is to lead our global economy's energy transition and decarbonization as an exceptional and innovative independent enterprise. We execute our vision through its three strategic pillars. These pillars are incorporated into every aspect of our business, guiding our objectives and driving us toward our mission.

Drive the Market

We stay ahead of the market and drive it forward with our proprietary, data-driven view and market dynamics—from designing our pipeline with an understanding of the impacts of the weather to building a product set accounting for customers' needs and shaping policy to create opportunities and defend our assets.

Advance Together

We forge lasting partnerships, collaborate, and leverage our diversity for shared success. Internally, we develop our talent and cross-functional collaboration while harnessing the value that comes from an inclusive and culture. Externally, we build relationships and trust with landowners, suppliers, contractors, and communities to successfully build and operate our assets.

Excel in Execution

We deliver the most bold and innovative initiatives in the market through continuous improvement and operational excellence at all levels of our organization.

Mission

Transitioning the World to Renewable Energy

We work toward our mission by implementing the strategic pillars of our vision, guided by our values and commitments, while managing our ESG focus areas.

Vision

Power the Future

- Drive the Market
- Advance Together
- Excel in Execution

Our Power the Future vision is to lead our global economy's energy transition and decarbonization as an exceptional and innovative independent enterprise. We execute our vision through its three strategic pillars.

Values

- Creative Spirit & Energy
- Pride of Ownership & Follow-through
- Team First, Before Self

Our foundational values support the implementation of our vision's strategic pillars.

Commitments

- Community & Culture
- Diversity, Equity, & Inclusion
- Environment
- Safety & Heath

Our formal commitments guide us as we sustainably develop, construct, and operate renewable energy assets and grow our workforce.

Our Approach to Sustainability

Sustainability Framework

We consider sustainability in everything we do at Pattern – from our mission to transition the world to renewable energy to the formal commitment statements that guide us and the strategic pillars of our Power the Future vision.

Management of our ESG focus areas helps us meet our commitments and implement our vision while in pursuit of our mission.

We define our ESG focus areas through a materiality assessment every three years. Our ESG material topics are areas we prioritize in terms of management, measurement, and reporting.

For each topic, we consider stakeholder engagement and communications, the assessment and management of risks and opportunities, our governance and management approaches, and performance tracking and disclosures.

International ESG standards inform our practices and disclosures:

- Global Reporting Initiative (GRI) Standards
- Sustainability Accounting Standards Board (SASB) Industry-Specific Standards
- Taskforce for Climate-related Financial Disclosures
- United Nations (UN) Sustainable Development Goals
- UN Global Compact
- UN Guiding Principles on Business and Human Rights
- The Equator Principles

In 2023, we hired sustainability experts to assess our alignment to a subset of these standards and the inaugural standards by the International Sustainability Standards Board (ISSB). Identifying gaps in our alignment helps us select areas for improvement.

United Nations Sustainable Development Goals

Pattern supports the Sustainable Development Goals (SDGs), a set of 17 global goals designed to achieve a more sustainable future for all by ending poverty, fighting inequalities, and tackling climate change while ensuring no one is left behind. We believe we can contribute the most to the following SDG goals and targets.

As a renewable energy company, Pattern generates affordable and clean energy and takes action to combat climate change. We continually seek ways to use innovation and technology to improve our performance. We also support many SDGs through our formal commitment statements, charitable giving, and management approaches.

SUSTAINABLE DEVELOPMENT GOALS

3	GOOD HEALTH AND WELL-BEING	3.4 3.9
5	GENDER EQUALITY	5.5
7	AFFORDABLE AND CLEAN ENERGY	7.1 7.2
8	DECENT WORK AND ECONOMIC GROWTH	8.2 8.3 8.4 8.8
9	INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.1 9.2 9.3 9.4
11	SUSTAINABLE CITIES AND COMMUNITIES	11.3 11.4 11.6
13	CLIMATE ACTION	13.2 13.2 13.3
15	LIFE ON LAND	15.1 15.3 15.4 15.5

Sustainability Governance

Pattern's commitment to sustainability starts at the top, with our Board of Directors actively supporting our program and discussing ESG-related topics at every meeting.

Quarterly Board meetings include time on different ESG-related topics from a programmatic and strategic standpoint, such as cybersecurity, workforce compensation, risk management, and our overarching sustainability program. Sustainability governance falls under the responsibility of the Board of Directors' Nominating, Governance, and Compensation Committee.

Our Senior Vice President of External Affairs and Market Development has operational responsibility for our sustainability program, and a cross-functional Sustainability Advisory Committee supports our External Affairs team in shaping and implementing our sustainability objectives and strategies.

As our company grows and our sustainability program matures, so does our governance of sustainability topics. During project development, we apply a stage-gating process to our investment management workflow to help ensure projects meet rigorous criteria, including environmental and social considerations. Our Investment Committee will only approve funding for the next development stage once the project meets critical milestones.

During project construction, our community, safety, and environmental teams remain engaged on the project site and in the area. We also hold our contractors and suppliers accountable for complying with applicable laws, permit obligations, and environmental and social plans. When a project enters the operations phase, ESG topics are governed by the practices and procedures documented in our Community, Safety, and Environmental Management Systems. Site-specific community, safety, and environmental plans also exist.

In 2023, we published our Human Rights Statement and Supplier Code of Conduct and expanded the availability of our EthicsPoint hotline to external stakeholders.

Pattern's Human Rights Statement summarizes our approach to embedding respect for human rights into our business practices, including due diligence, stakeholder engagement and communications, and the governance and grievance mechanisms to hold us accountable.

Our Supplier Code of Conduct establishes the minimum standards that our suppliers should meet regarding ethical business practices, worker treatment, workplace safety, environmental stewardship, community impacts, and reporting and compliance.

Determining What Matters Most

In 2023, the company engaged the expertise of a third-party consulting firm to evolve and update our 2020 Materiality Assessment by conducting a Double Materiality Assessment.

Double materiality is a newer model for prioritizing ESG topics and disclosures, one that is becoming the standard and is a regulatory requirement for certain companies operating in the European Union. Instead of assessing ESG factors separately from financial materiality, double materiality evaluates both sustainability and financial materiality.

The consultants applied an inward impact lens, focusing on how ESG issues affect the company's performance, and an outward impact lens, focusing on how the company impacts the environment and society through our actions.

They incorporated the GRI Materiality Principle, the SASB Materiality Map, and aspects of the European Financial Reporting Advisory Group's Materiality Assessment Guidance to identify, prioritize, and validate the ESG topics that are most significant to Pattern and its stakeholders.

The Double Materiality Assessment informs our ESG Strategic Roadmap, which will guide our ESG priorities for the next few years.

The assessment involved analyzing topics that are most significant to the company (inward impacts), those where the company has significant external impacts (outward impacts), and whether there are risks or opportunities to consider for these topics.

Identification

The process of selecting ESG topics considered applicable industry and ESG standards, peer benchmarking, and internal documents, such as the company's risk register. We also identified internal and external stakeholders to engage based on those who are influential to or impacted by our company's operations and activities.

Prioritization

An online survey, followed by interviews, informed the evaluation of stakeholder perspectives. Internal and external surveys received 168 anonymous individual responses, resulting in insights on Pattern's ESG commitments, topics of importance and impacts, and the company's ability to address them.

There were roughly an equal number of internal and external participants, including 6% who identified as members of Indigenous nations.

Respondents selected their affiliated stakeholder category, ordered below by the number of responses per category.

INTERNAL STAKEHOLDERS
Operations, asset management
People and culture
Business development
Finance
Public engagement
Health and safety
Environmental
Other
Board of Directors or Shareholder
Compliance, legal, risk management
Engineering, procurement, construction
Enterprise technology
Legislative and regulatory

EXTERNAL STAKEHOLDERS
Landowner with leased land
Project lender
Project area community member
Non-governmental organization
Elected official
Other
Supplier, vendor
JV project partner
Customer, off-taker

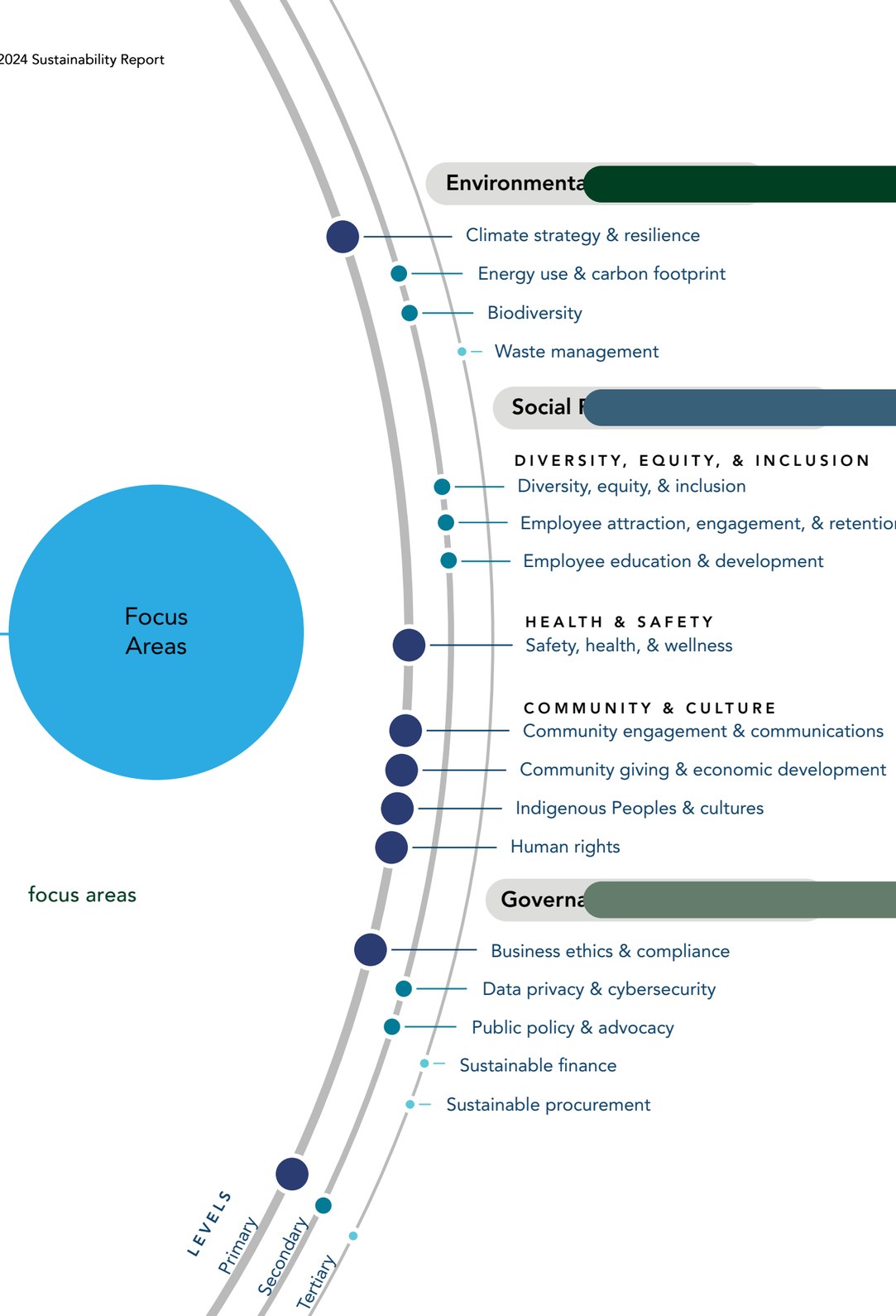
The consultants followed the survey by interviewing ten external and ten internal survey respondents. Interviewee selection considered those who volunteered in their survey response to participate and the desire to capture diverse perspectives through the interviews. The conversations provided valuable context, including insights into the impact of specific topics and how Pattern addresses them in our activities.

Validation

To ensure that inward impacts, including financial materiality, were reasonably incorporated into the assessment, the consultants applied weights to the survey findings and topics deemed financially material from applicable standards and the company's risk register.

Pattern executives and subject matter experts whose work covers our ESG focus areas participated in an ESG Workshop: Delivering Value with Focus. The consultant presented the early assessment results, including desktop research and stakeholder insights, and facilitated breakout groups to discuss potential goals and next steps for a subset of the survey topics.

The outcomes of this process reflect the merit of stakeholder engagement and will shape how we prioritize our sustainability work.



Climate strategy and resilience
Measuring, managing, and mitigating climate-related impacts to our business.

Biodiversity
Measuring, reducing, and mitigating our impacts on natural ecosystems and biodiversity.

Energy use and carbon footprint
Measuring, managing, and mitigating energy consumption and our carbon footprint.

Waste management
Measuring, reducing, and recycling waste from corporate offices, facility operations, and repowers.

Diversity, equity, and inclusion
Developing and implementing strategies, policies, and programs that support a diverse, equitable, and inclusive workplace.

Employee education and development
Helping employees achieve their full potential and goals through ongoing personal and professional learning and development opportunities.

Community engagement and communications
Engaging and communicating with local stakeholders and communities where we develop, construct, and operate.

Indigenous Peoples and cultures
Respecting the rights, heritage, and history of Indigenous Peoples and supporting Indigenous partnerships and businesses throughout our value chain.

Employee attraction, engagement, and retention
Fostering a positive workplace experience with engaged employees and competitive benefits to attract and retain top talent.

Safety, health, and wellness
Supporting and promoting a culture of safety and wellbeing for our employees and contractors through practices, policies, and programs.

Community giving and economic development
Supporting local businesses, organizations, and causes in the communities where we have a presence.

Human rights
Respecting internationally recognized human rights across our business activities and value chain.

Business ethics and compliance
Adhering to ethical and responsible business standards through strong corporate governance practices and compliance with applicable laws and regulations.

Public policy and advocacy
Promoting responsible legislative and regulatory policy and processes that support our business and industry through advocacy, lobbying, and political contributions.

Sustainable procurement
Committing to ethical procurement practices by managing materials sourcing, promoting fair social and environmental practices, and supporting local and diverse-owned businesses.

Data privacy and information security
Protecting data and information systems throughout our enterprise by enacting mechanisms to prevent privacy violations and mitigate cybersecurity threats.

Sustainable finance
Conducting due diligence prior to investing in new projects, acquisitions, and partnerships with the intent to avoid, reduce, and mitigate potential negative social and environmental impacts and optimize the positive impacts that may result from our investments.

Engaging Our Stakeholders

Pattern values stakeholder engagement and considers it a central component of our sustainability program and a key driver of our company's success. We recognize that stakeholders, both internal and external, play a crucial role in shaping our performance. By actively involving them, we can gather diverse input and perspectives, which in turn, helps us meet our business and sustainability objectives.

We strive to identify actions the company can take to create shared value. Stakeholder engagement has helped us design better projects for communities, deliver products to meet customers' needs, provide employees with benefits that support retention, and contribute to a workplace culture that promotes inclusivity.

We aim to create feedback loops that support continuous improvement.

Pattern engages and communicates with our stakeholder groups through various mediums and strategies. Internally, we utilize employee surveys, HR round tables, Town Halls, and our employee intranet, The Current, as engagement mechanisms. Externally, we hold public meetings in our project areas, host gatherings with participating and prospective landowners, perform engagement activities as defined by project permitting guidelines, open project offices, hire community liaisons, present to civic organizations, and meet one-on-one with stakeholders.

We proactively communicate our ESG practices and disclosures to stakeholders through the sustainability page of our website and by publishing an annual Sustainability Report. We also share ESG-related stories through our website, social media outlets, and newsletters.

The company responds to requests for ESG disclosures from various stakeholders, including our shareholders, investors, project lenders, and current and prospective customers. Most come in the form of questionnaires based on recognized ESG frameworks. We also answer sustainability-related questions in project permit applications.

Topics trending over the past year include shareholders requesting carbon impact accounting, project lenders seeking alignment with the Equator Principles framework, investors and customers emphasizing diversity, equity, and inclusion practices and metrics, and customers inquiring more about our projects' community benefits and environmental assessments. We apply what matters to our stakeholders to improve our management approaches and disclosures.

Pattern's Human Rights Statement, published in 2023, documents our commitments to respecting human rights, including workers' rights, Indigenous Peoples, landowners, and communities. It describes our due diligence processes to identify stakeholders in our project areas and assess the potential impacts of our activities, and how we engage, consult, and communicate with our stakeholders.

INTERNAL
Affinity Networks
Board of Directors
Diversity, Equity, and Inclusion Council
Employees
Executive, Leadership, and One Pattern Teams

EXTERNAL
Auditors
Colleges and universities
Customers and off-takers
Federal, regional, and local elected officials
First Nations
Indigenous Peoples
Industry associations
Industry subject matter experts
Insurance underwriters
Lenders and bond holders
Nongovernmental organizations
Nonparticipating, nearby landowners
Participating landowners
Permitting authorities
Project area communities
Rating agencies
Regulators and government agencies
Shareholders
Tribal Nations
Vendors and suppliers

Advancing Our Industry

Pattern actively collaborates with industry peers and stakeholders through trade associations and other membership groups. Areas of cooperation entail funding research, sharing and developing best practices, championing solutions to market barriers, growing demand for renewable energy, and supporting diversity, equity, and inclusion.

Our trade association participation includes leadership positions on the boards of directors of national associations in the countries where we are active and in alliances focused on state and regional advocacy with legislatures, agencies, and grid operators.

Pattern staff chair and engage in association committees and working groups to further our collective objectives. We also participate in other organizations to align with key stakeholders and advance specific aspects of our business.

We take leadership positions in collaborative efforts to advance research on the interactions between wildlife and renewable energy. Our position on the Board of Directors of the Renewable Energy Wildlife Institute creates opportunities to support research that can help the industry expand while protecting and conserving wildlife.

Through our American Clean Power Association (ACP) leadership, we contributed to the Energy Transition for All initiative to benefit workers and communities.

Pattern participates on ACP's DEI Committee, which helps the industry and companies meet the Energy Transition for All commitments organized under three pillars: expanding worker opportunities, creating value for communities, and leading in diversity and inclusion.

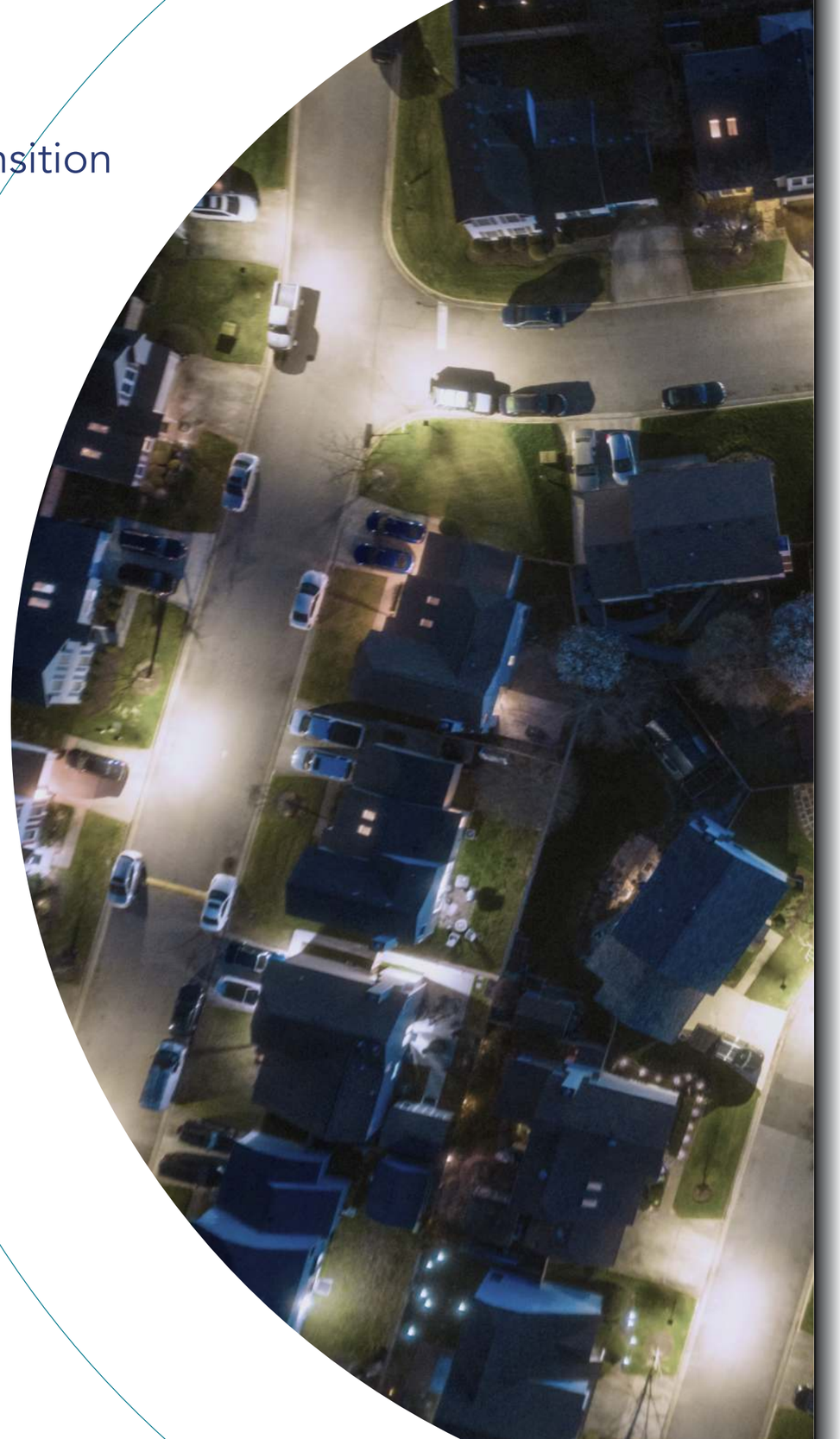
We sponsor and engage in groups directly contributing to industry diversity, equity, and inclusion. Pattern sponsored the American Association of Blacks in Energy 2023 annual conference in Houston. Our executives participated in panel discussions, and Pattern's Blacks in Renewable Energy (BiRE) Affinity Network leaders attended the conference.

We also continued our corporate sponsorship of Women of Renewable Industries and Sustainable Energy (WRISE), where our staff participate in leadership roles at the WRISE national level and in their local chapters. In 2023, Pattern had representatives co-chair and participate on WRISE's Leadership Forum planning committee.

Active participation in coalitions and trade associations builds consensus on critical issues and extends our collective influence.

- **Advanced Energy United**
  Board Member
- **Advanced Power Alliance**
  Executive Committee Member
- **American Clean Power Association**
  Founder, Board Member
- **Asociación Mexicana de Energía Eólica (Mexican Wind Energy Association)**
  Executive Committee Member; Founding Member
- **Asociación Mexicana de Energía Solar (Mexican Solar Energy Association)**
  Member through our partnership with CEMEX Energía
- **Canadian Renewable Energy Association**
  Board Member
- **Clean Energy Buyers Association**
  Member
- **Clean Grid Alliance**
  Board Member
- **Energy and Wildlife Action Coalition**
  Founder, Steering Committee Member
- **Interwest Energy Alliance**
  Board Member
- **North American Generator Forum**
  Member
- **Renewable Energy Wildlife Institute**
  Founder, Board Member, Co-chair of Research and Outreach Committees

Energy Transition in Action



SunZia Wind and Transmission

SunZia Wind and SunZia Transmission (together, SunZia) comprise the largest renewable energy infrastructure project in U.S. history and will enable access to clean, reliable, and affordable electricity across western states.

Development of the historic project took nearly two decades. The need for a new high-capacity transmission line connecting western markets to New Mexico's abundant renewable energy potential was identified in 2006 when representatives of utilities, government agencies, and developers met to discuss the southwest region's power grid.

SouthWestern Power Group (SWPG), the original developer of SunZia Transmission, submitted a federal application to build the SunZia Transmission line in 2008, which initiated the federal review process. In 2016, Pattern started development activities on the SunZia Wind project, which in 2018 became the anchor tenant, or primary user, of SunZia Transmission. We began assisting the development effort on SunZia Transmission that same year and purchased the project from SWPG in 2022.

The story of SunZia Wind and Transmission exemplifies Pattern's Power the Future vision and its three strategic pillars.

SunZia reached a key milestone in 2023 when Pattern completed project financing on the historic endeavor, a culmination of years of assessments, engagement and collaboration, and permitting processes at all levels of government.

SunZia Wind is under construction in New Mexico's Torrance, Lincoln, and San Miguel counties. Its capacity of 3,515 MW will make it the largest onshore wind facility in the Western Hemisphere.

SunZia Transmission, a ~553-mile bi-directional ±525 kV high-voltage direct current (HVDC) transmission line, crosses 12 counties on state, federal, and private land between SunZia Wind in central New Mexico and south-central Arizona. HVDC is most effective for carrying energy over long distances. The line will provide customers in the western electricity grid access to New Mexico's abundant wind energy resource.

Once complete in 2026, SunZia expects to generate clean electricity equal to the annual needs of more than three million residents. SunZia also brings corollary benefits by demonstrating that working toward a sustainable future can produce more than clean energy. SunZia is enabling groundbreaking environmental research and economic development.

SunZia Wind North

- 1,089 MW
- 242 Vestas 163-4.5 MW wind turbines
- 70 miles 345kV gen-tie
- 281 miles of access roads
- 3 substations

SunZia Wind South

- 2,426 MW
- 674 GE Vernova 3.6-154 wind turbines
- 70 miles 345kV gen-tie
- 530 miles of access roads
- 7 substations

SunZia Transmission

- ~553 miles of DC line on lattice and monopole structures
- ~1 mile, 2 single circuit 500kV AC lines
- 2,162 DC transmission line structures

HVDC Converter Stations

- East and west converter stations
- 525kV DC voltage bi-pole configuration
- AC choppers (east station only)

> Our hope is our successful financing of the largest clean energy infrastructure project in American history serves as an example for other ambitious renewable infrastructure initiatives that are needed to accelerate our transition to a carbon free future.

Hunter Armistead,
Chief Executive Officer, Pattern Energy

Drive The Market

SunZia is driving the market in multiple ways. With its infusion of clean energy onto the grid and a generation profile that peaks in the evening, its output complements the abundant solar generation available in the West. SunZia will green the night with evening and nighttime-producing wind generation to displace fossil fuels.

SunZia diversifies energy resources and geography while offering clean energy at scale. High-capacity, reliable transmission also supports interregional reliability.

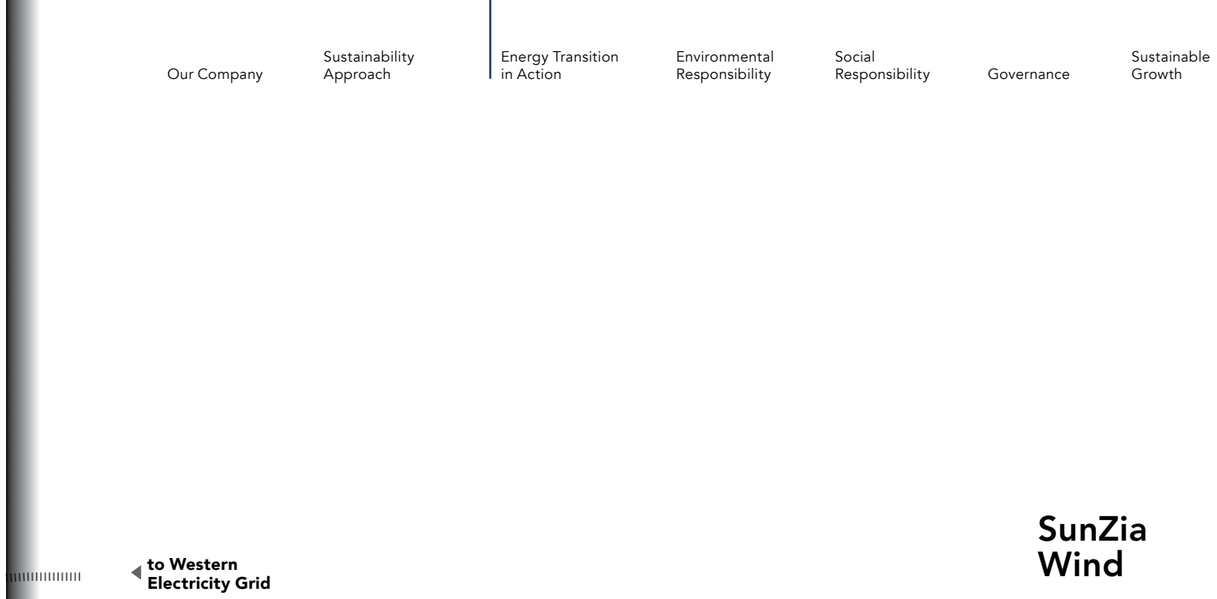
Before closing on construction financing, the Pattern team contracted more than 50% of SunZia Wind's expected output with load-serving entities, such as utilities and community choice aggregators.

Pattern raised a historic $11 billion in project financing to support SunZia construction, including $8.8 billion in green loans and letters of credit facilities provided by 17 financial institutions and tied to Pattern's Green Financing Framework. The financing requires compliance with the Equator Principles, an international ESG framework.

Project lenders, which included U.S. and international financial institutions and an export credit agency, conducted rigorous ESG due diligence that involved scrutiny of SunZia Wind and Transmission's environmental and social assessments prepared by independent consultants representing the lenders. The reviews included SunZia's Climate Change Risk and Human Rights Assessments, which aligned with the latest version of the Equator Principles that enhance ESG due diligence on projects in developed countries.

> SunZia Wind supercharges our plan to deliver 24/7 affordable renewable power in the near future. By providing reliable power whether or not the sun is shining, this contract is a game-changer toward meeting our hourly renewable power matching goal more than any other long-term power contract we have signed to date.

Shawn Marshall,
CEO, Peninsula Clean Energy



> The SunZia financing is a testament to the commitment of our financing partners to renewable energy and Pattern. The size and scale of the SunZia project and the multifaceted financing show that the renewable energy space can secure attractive capital at levels previously only seen in traditional generation.

Daniel Elkort,
Executive Vice President, Pattern Energy

3 million	Americans' electricity needs met equivalent
14 million	Metric tons CO_2 avoided annually compared to coal-fired generation
$8.8 billion	Construction funds tied to Pattern's Green Financing Framework

Advance Together

Developed with a deep commitment to local communities and environmental stewardship, we took the time to listen to concerns, answer questions, and assess impacts and solutions together. An example is how we addressed communities' desires to minimize federally required lighting on transmission and wind turbine towers, including investing in a radar system to keep the wind turbine towers' red lights off unless an aircraft approaches the project area.

SunZia Wind is being built on private and New Mexico state trust lands. SunZia Transmission's route is through private, state, and federal lands in New Mexico and Arizona. The combination required robust stakeholder consultation processes and impact assessments to earn county, state, and federal permit approvals.

We also applied our development approach and best practices to meet Pattern's formal commitments to respect the environment, communities, and cultures.

We aim to be long-term partners in our communities and create lasting community and economic benefits – from sustaining donations to community-based organizations to sponsoring events like the Junior Livestock Pavilion and Junior Livestock Auction at the New Mexico State Fair and employing local workers and vendors. Pattern's involvement in the region started early and will continue throughout construction and operations.

Environmental stewardship

Pattern sought and incorporated feedback from local, regional, and national conservation organizations ranging from local groups like the Save Our Bosque Task Force to regional groups like Western Resource Advocates and national organizations like the National Audubon Society.

Consistent with our long history of collaboratively advancing conservation and clean energy objectives, Pattern began working with environmental non-governmental organizations (e-NGOs) on SunZia Transmission in 2018, shortly after Pattern's SunZia Wind project became the anchor tenant for SunZia Transmission.

We actively engaged with the conservation community. The transparent and responsive engagement resulted in an innovative final proposal to rebuild an existing transmission line and collocate SunZia Transmission within the line's existing easements in the Sevilleta National Wildlife Refuge (Sevilleta).

The Sevilleta is a protected desert ecosystem. Collocation in the Sevilleta with the existing transmission line on a single set of structures, which predate the establishment of the Sevilleta, reduced environmental impacts, and facilitated the 2020 application for an amendment to the Bureau of Land Management (BLM)'s Right of Way (ROW) in New Mexico that a number of environmental groups supported.

We continued transparent engagement with conservation organizations by establishing an e-NGO SunZia Working Group to develop voluntary mitigation solutions. The e-NGO SunZia Working Group began meeting roughly monthly through the conclusion of the federal permitting process, and Pattern hosted additional stakeholder sessions to focus on and address specific environmental concerns.

The e-NGO engagement process has been extremely successful, demonstrably improved SunZia, and represents a replicable model for partnership between stakeholder groups and the private sector for future clean energy infrastructure projects.

The process undertaken for SunZia resulted in the development of precedent-setting best practices designed to reduce impacts and support habitat restoration that exceeds local, state, and federal requirements.

SunZia Transmission is setting a gold standard in mitigation projects from restoring thousands of acres of wildlife habitat to investing in emerging technology and long-term conservation research.

Examples of SunZia Transmission's environmental initiatives resulting from the collaborative approach include:

- Installing, testing, and studying an innovative technology illuminating the transmission line with UV light to increase the visibility for large-bodied waterfowl.
- Supporting ongoing research on flight behaviors of the sandhill crane in partnership with the U.S. Fish & Wildlife Service.
- Working with Bat Conservation International and a local saguaro cactus grower to plant more than 15,000 agave and saguaros to benefit bats, birds, and other wildlife.
- Purchasing and restoring habitat on a 1,100-acre property along the Rio Grande River that will be donated to become part of the National Wildlife Refuge System.
- Partnering with the Arizona Department of Game and Fish on several thousand acres of habitat restoration.

> More transmission is needed to reduce climate impacts and create a cleaner future where birds and people can thrive, and the SunZia project is a significant step forward in the expansion of our nation's clean energy infrastructure. Audubon's collaboration with Pattern Energy exemplifies how clean energy developers and conservation organizations can work together to ensure that transmission projects use the latest data and science to minimize impacts on birds and communities.

Jon Hayes,
Vice President and Executive Director, Audubon Southwest

Cultural preservation

Pattern applied our same commitment to respecting cultural resources in the design of SunZia as we did on our nearby 1,051 MW Western Spirit Wind project and its associated transmission line, where through collaboration with state and Tribal representatives and local archaeologists, we took an iterative approach to avoid and minimize impacts to cultural sites on both private and state land.

The New Mexico State Land Office (NMSLO) led Tribal consultation on project infrastructure siting for SunZia Wind. The engagement framework empowered Tribes to propose management directions, such as avoiding or mitigating impacts on cultural sites and resources.

Across the largest wind project in the Western Hemisphere, we avoided direct impacts on Tribal cultural sites identified by trained field archaeologists and avoided and minimized indirect impacts on cultural resources. We did this by redesigning the project's layout and infrastructure. Cultural specialists worked with project engineers to reroute and relocate access roads, wind turbines, and powerlines.

For SunZia Transmission, the BLM began Tribal consultation in 2009 during the scoping process for the National Environmental Policy Act (NEPA) environmental impact statement (EIS) by contacting more than 20 Tribal nations with ties to the project region.

The inclusive consultation process, including site visits with Tribal representatives and multiple rounds of consulting party reviews and comments, resulted in valuable feedback on culturally important landscapes and modifications to the project's design to address concerns.

As part of the effort to minimize impacts, the SunZia Transmission route within the San Pedro Valley in Arizona parallels existing infrastructure, including transmission and pipeline facilities, for about 40% of the 50-mile segment.

In 2014, the BLM entered into a Programmatic Agreement under the National Historic Preservation Act (NHPA). The Programmatic Agreement provides a process framework to guide the identification and treatment of cultural resources potentially affected by the project and pre-conditions for authorizing construction of the project.

In 2015, the BLM approved the ROW for SunZia Transmission in Arizona and New Mexico. Subsequently, in May 2023, they approved an amended ROW for the New Mexico route. Pattern mobilized to begin construction activities following the approval of the amended ROW in accordance with the Programmatic Agreement process.

Should an unexpected cultural finding occur during civil engineering studies or construction activity, the BLM and Pattern consult with the Tribes, per the Programmatic Agreement framework, to address the discovery.

Two Tribes and two e-NGOs filed a legal challenge against the BLM's approval of the 50-mile ROW route through the San Pedro Valley in the Arizona federal district court in 2023. In June 2024, the Federal Court dismissed the suit, denying the plaintiffs' request for an emergency injunction and ruling that the six-year federal statute of limitations barred their challenge to the ROW in Arizona.

The Tribes have a similar complaint before the Arizona Corporation Commission. However, the regulatory body has postponed the state proceeding pending final resolution of the federal litigation.

The Tribal consultation process in the U.S. invites Tribal governments to engage in nation-to-nation consultation to help mitigate potential adverse impacts of an impending development project. The process does not provide a role for Pattern to directly engage with Tribes during project development due to the trust relationship and obligations set by the federal government.

We are learning from our experiences and evolving our approach in the U.S. to engage with Tribal nations earlier in the development process to supplement the federal government-to-government process, even though Tribes and the U.S. may be reluctant at times to embrace such parallel efforts.

We look forward to continued consultation and active engagement to find opportunities to collaborate on Tribal benefit initiatives, Tribal clean energy opportunities, incorporation of Tribal knowledge, and respect for Tribal sovereignty, as we have at our projects elsewhere.

Economic infusion

SunZia Wind and Transmission is expected to generate $20.5 billion in total economic benefit, which includes direct capital investment, according to the results of an independent study conducted by research firm Energy, Economic & Environment Consultants LLC.

$16.2 billion

Direct economic impacts through capital and operational expenditures, including payments to private landowners.

$3 billion

Indirect and induced economic benefits across New Mexico and Arizona through the purchases of goods and services resulting from the expenditures and the subsequent impact of direct and indirect benefits to public services, including police, fire, schools, and households.

$1.3 billion

Fiscal impacts from payments benefiting governments, communities, and schools, including taxes, PILOT payments, community donations and sponsorships, and land payments to federal and state agencies.

100+

Permanent on-site positions for 30+ years of operations.

2,000+

Construction positions on-site over ~2.5 years.

Excel in Execution

The size of the SunZia build is equivalent to constructing a handful of projects as one large-scale effort and requires alignment across many suppliers and contractors, with more than 2,000 workers expected on site during peak construction activity.

The SunZia Wind facility consists of two separate wind projects, SunZia Wind North and SunZia Wind South. We are constructing the accompanying ~553-mile HVDC SunZia Transmission line in three phases, bookended by two HVDC converter stations that transform energy from the wind facility to direct current (DC) and then back to alternating current (AC).

Quanta Infrastructure Solutions Group is the EPC contractor for the transmission line, and a consortium arrangement with Quanta Infrastructure Solutions Group and Hitachi Energy is supplying the HVDC converter stations. The wind project EPC contractor is Blattner Energy, a Quanta-affiliated company. The wind turbines are being supplied by GE Vernova and Vestas.

Pattern strives to expand local economic benefits for communities. We use local and regional vendors, contractors, and trades when possible. SunZia Transmission has a Project Labor Agreement with the International Brotherhood of Electrical Workers (IBEW).

All workers are trained in environmental and cultural awareness to facilitate keeping our commitments. Safety measures are also essential during project construction. We require safety training and drills and have first-aid medical stations in each active construction section.

SunZia Wind and Transmission Milestones

2006

Southwest utilities, developers, and government agencies decided Arizona and New Mexico needed a powerful new line to connect the west with New Mexico's abundant renewable energy potential

2007

SouthWestern Power Group (SWPG), a subsidiary of MMR Group, kicked off development activities on SunZia Transmission

2008

SWPG submitted federal application to build new transmission line

2009

The Bureau of Land Management (BLM) began Tribal consultation during the federal permitting scoping process

2014

BLM entered into a Programmatic Agreement under National Historic Preservation Act

2015

SWPG received federal approval for SunZia Transmission and began the state and local permitting processes

Pattern begins our involvement in SunZia Wind and Transmission in 2016

2016

Pattern began development on the SunZia Wind project in New Mexico

2018

Pattern's SunZia Wind project became the anchor tenant for SunZia Transmission

Pattern started assisting with the transmission development efforts

2020

SunZia Transmission applied to the BLM for a new New Mexico route that would be more protective of wildlife

2021

New Mexico Renewable Energy Transmission Authority becomes a partner on the development of SunZia Transmission in New Mexico

2022

Pattern purchased SunZia Transmission from SWPG

SunZia received all required county and state-level approvals in New Mexico and Arizona

2023

SunZia Transmission received its Final Environmental Impact Statement and Record of Decision from the BLM

Pattern closed on project financing and commenced full construction on SunZia

Environmental Responsibility

RELEVANT SDGs

3 7 11 13 15

Our Approach

We consider it our responsibility to produce and transport renewable energy to consumers in a way that respects the integrity of our environment. Pattern's Statement of Environmental Commitments provides our foundational assurances and methods to protect the environment. We apply a multidimensional management approach to meet our commitments throughout our projects' lifecycles.

Our approach considers applicable laws and regulations as minimum standards and applies industry best practices, international standards, and continual reassessment. Each project we embark on goes through a rigorous investment management workflow that entails a stage-gating process, whereby we must meet specific milestones that consider environmental criteria before the project is approved to move into the next stage.

We are enhancing the incorporation of international ESG standards into our assessments and decision-making. The Equator Principles, a project risk management framework, influences our environmental practices as we contribute to the United Nations Sustainable Development Goals on climate action, affordable and clean energy, and protecting life on land.

Pattern's project and corporate risk management process assesses and monitors environmental risks, including climate-related risks. Our Executive Team receives monthly updates on risks, mitigation plans, compliance, and internal controls, and our Board of Directors receives quarterly updates.

As part of our continuous improvement efforts, we restructured and expanded our environmental teams, previously separated by project phase, to vertically integrate under one environmental department for a more fluid approach from project origination through development, construction, operations, and eventual decommissioning.

Environmental Stewardship Throughout the Project Lifecycle

Project Development

The project lifecycle begins with an environmental and permitting assessment involving desktop surveys and biodiversity screening to identify potential risks and applicable laws and permit requirements. In addition to jurisdictional laws governing a project area, we apply the U.S. Fish & Wildlife Service Wind Energy Guidelines, Eagle Conservation Plan Guidance, and the Avian Power Line Interaction Committee guidelines and standards for transmission lines.

We evolved our assessment approach for our development projects to adhere to international biodiversity standards, which can include different definitions for critical habitat or species at risk compared to laws governing a project area.

We began using the Integrated Biodiversity Assessment Tool (iBAT) to gather information we need to assess potential biodiversity concerns under international standards. We applied this approach to SunZia Wind and Transmission, which aligned with our emphasis on the sandhill crane.

In 2023, we purchased a 1,100-acre farm with extensive water rights along the Rio Grande River and adjacent to a refuge. We will restore the property to wildlife habitat to support crane populations before donating the property to become part of the National Wildlife Refuge System.

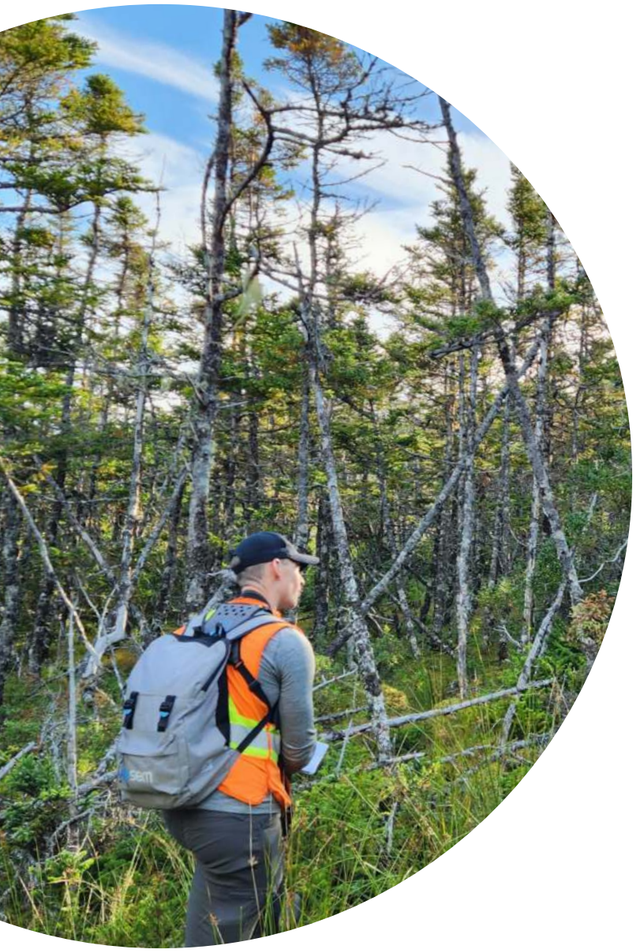
Identifying and assessing potential impacts informs our strategies to avoid, reduce, and mitigate unfavorable impacts.

Comprehensive wildlife and cultural studies assess a site's suitability for development and help us understand potential risks to habitat and cultural resources.

Pattern's Environmental Permitting team manages detailed field surveys and consultations with applicable agencies, experts, and stakeholders to identify and complete necessary studies.

Actions resulting from the findings are incorporated into project plans and may include layout changes or further assessments to help ensure a net biodiversity benefit.

> **We work collaboratively with diverse stakeholders and experts during all project phases. Consultation with environmental organizations and biological and cultural experts is especially vital during a project's assessment and planning activities to help us implement our commitment to avoid, minimize, and mitigate potential impacts.**
>
> **Natalie McCue,**
> Vice President, Environmental Affairs, Pattern Energy



Project Execution

Our Environmental EPC team gets involved during the project's pre-construction phase to ensure we can fulfill commitments we want to make for the construction period. The team also applies its engineering and construction perspective to use design and other methods to address concerns and mitigate impacts.

After a project receives its material permits, the team creates a compliance strategy matrix and discusses it with project construction and operations teams.

When a project enters the construction phase, the Environmental EPC team continues to focus on the avoidance, minimization, and mitigation of potential impacts, and collaboration with internal and external stakeholders. They work closely with project construction managers, engineers, consultants, and contractors to meet environmental responsibilities.

We halt construction activity immediately to properly assess the situation if crews discover an unexpected plant, animal, cultural artifact, or paleontological finding.

The Environmental EPC team continues consultation and collaboration with agencies and other stakeholders from development to work through challenges that may arise and to minimize and restore impacts from project construction.

Our Worker Environmental Awareness Program provides every worker on the construction site, from truck drivers to crane operators, the necessary knowledge and skills to uphold our environmental and cultural obligations. The program, which all workers must undergo and retrain annually, serves as our first line of defense in environmental awareness and protection.

We also comply with regulations and best management practices to prevent site erosion and minimize impacts on water. Groundwater, surface water, and wetlands are all subject to regulations in our jurisdictions. For example, all U.S. projects must prepare a Stormwater Pollution Prevention Plan before the start of construction.

The Environmental EPC team maintains the environmental compliance matrix created during project development and refers to it with the operations team leading up to the transition from construction to operations. The Environmental Operations team incorporates the commitments and compliance obligations into site-specific plans and Pattern's Project Agreement Compliance Tracker (PACT) platform.

Facility Operations

Pattern's Environmental Management System (EMS) documents our environmental processes and procedures for audits, spills, waste, and wildlife during facility operations.

Our Environmental Health Safety (EHS) tool tracks incidents and resolutions. Field-based teams receive annual interactive Environmental Awareness Training on the EMS procedures and site plans, and we conduct internal environmental audits to assess compliance.

Our Henvey Inlet Wind facility, a joint venture with Henvey Inlet First Nation's Nigig Power Corporation, takes various actions to protect turtle and snake species and their habitats. Henvey Inlet Wind built eco-passages into the roads to provide safe passage for reptiles. Reptile hibernacula were also created on-site, which involved recreating the specific vegetation and water conditions these animals need.

Everyone on site receives wildlife training on what to do if encountering a turtle or a snake on the road, including an at-risk species reporting system. Staff must drive slower during the active season and keep their eyes on the road to watch for wildlife. We also support research and conservation efforts beyond the site, and in 2023 launched an anti-poaching awareness campaign in the community and region. We monitor for any effects on wildlife and adjust operations to reduce and mitigate impacts if needed.

Unlike most forms of energy production, wind turbines and solar panels do not use water in their day-to-day operation. Some solar facilities require occasional panel washing, depending on location and weather. Rainfall naturally cleans the solar panels at our current sites. Therefore, the water use at our operational sites is minimal.

Pattern's sites adhere to applicable federal, provincial, state, and local waste handling and disposal regulations. Each facility has a Waste Management Plan to manage our waste in alignment with relevant laws and regulations. Our site teams review plans annually to confirm that waste designation forms and vendors are accurate and appropriate.

We operate and maintain our assets to generate renewable energy for the long term. Repowering is a term used when we increase a site's productivity or extend its life by upgrading equipment components when technological advancements justify the investment.

Decommissioning plans guide the process of removing project infrastructure in a way that restores the land to its original state should a facility come to the end of its useful life. In repowering and decommissioning, we minimize waste by prioritizing recycling and repurposing components to the extent possible.

Our facility teams also prioritize waste reduction and cleanup in their communities. Pattern's Stillwater Wind facility in Montana received our internal Environmental Stewardship Award for their annual spring cleanup along I-90 and local roads. The site team took the initiative in response to the amount of trash visible as they drove to work. They clean up trash along this stretch of roadway on days when the wind is blowing strong and they don't want to shut down turbines for preventative maintenance.

Our Broadview Wind and Grady Wind teams in New Mexico repurposed more than 100 wood pallets by delivering them to community members to create raised garden beds, and our Lost Creek Wind facility in Missouri reduced plastic bottle waste at a local summer camp by donating reusable Pattern water bottles.

Partnerships to Protect Biodiversity

Pattern collaborates closely with communities, local organizations, and natural resource agencies to design our projects with the utmost respect for wildlife and their habitats. We also support biodiversity research at and near our sites and industry-wide to advance the collective understanding of how wildlife interacts with renewable energy infrastructure.

We are a proud leading partner and board member of the Renewable Energy Wildlife Institute (REWI), where we work with industry, environmental non-profits, and scientists to advance research. Through our participation in the REWI Renewable Energy Wildlife Research Fund, Pattern funded six different scientific studies in 2023.

Sponsored research included evaluating biodiversity at solar facilities, validating smart curtailment to reduce risk to bat species from wind turbines, and testing the effect painting wind turbine blades can have on avian collision risk. This collaborative approach supports our commitment to achieving positive biodiversity and environmental stewardship outcomes while transitioning the world to renewable energy.

Environmental stewardship and community engagement often go together. Pattern's Argentia Renewables project, under development in Newfoundland, Canada, is a renewable energy-powered green hydrogen and ammonia production and export facility. Our team has worked with local environmental stakeholders throughout the project's development.

About an hour's drive down the Avalon Peninsula from the project area is the Cape St. Mary's Ecological Reserve, one of North America's largest seabird colonies, where over 20,000 northern gannets make their home and raise their nestlings yearly. Pattern is partnering with Memorial University and Cape St. Mary's to fund three years of conservation science and community stewardship work at the ecological reserve.

> Working with environmental stakeholders, we collected data on sandhill crane behavior in the Middle Rio Grande Valley. To site transmission infrastructure more responsibly, we committed to installing ultraviolet light technology to increase the visibility of the wires to birds in a sensitive migratory corridor.

Adam Cernea Clark,
Director, Permitting and Policy Strategy, Pattern Energy

- **American Clean Power Association (ACP)**
  Chair, Eagle Subcommittee; Participant on all wildlife-related committees and subcommittees
- **ACP Migratory Birds Committee and ACP Bats Committee**
  Participant
- **Avian Power Line Interaction Committee**
  Participant
- **Canada Renewable Energy Association**
  Founder and participant, National Siting and Environmental Issues Group
- **Canada Wind Energy Bird and Bat Monitoring Database Steering Committee**
  Industry Representative
- **Energy and Wildlife Action Coalition**
  Founder; Member of Steering Committee, Policy Committee, and all technical committees
- **Renewable Energy Wildlife Institute**
  Founder; Board of Directors; Co-Chair of the Research Committee and Outreach Committee, Research Fund Executive Committee member

Managing Our Climate Risks and Impacts

Measuring and managing climate-related risks and opportunities is essential to the long-term success of our projects and our company.

The Taskforce on Climate-related Financial Disclosures (TCFD) is a framework created by the Financial Stability Board for companies and investors to disclose climate-related risks to stakeholders.

> The framework focuses on four core elements: governance, strategy, risk management, and metrics and targets.

Governance

Pattern's Enterprise Risk Management program provides a systematic process for identifying and mitigating risks, including environmental threats like climate change.

Risk Registers cover corporate and project-level risks. We account for climate-related hazards in various ways, including classifying extreme weather events as a primary risk in our Corporate Risk Register.

Our GHG Inventory Management Plan (IMP) documents our GHG Scope 1, 2, and 3 (Scope 3 categories 1, 2, and 6) sources and processes for collecting, analyzing, and verifying this data. Evaluating and tracking our impacts can help us prioritize our reduction and mitigation strategies to reduce our carbon footprint.

To prepare for emerging regulatory reporting requirements on our climate impacts, we are expanding our GHG IMP documentation, automating our processes, and strengthening our controls, including through consultation with our Internal Audit team.

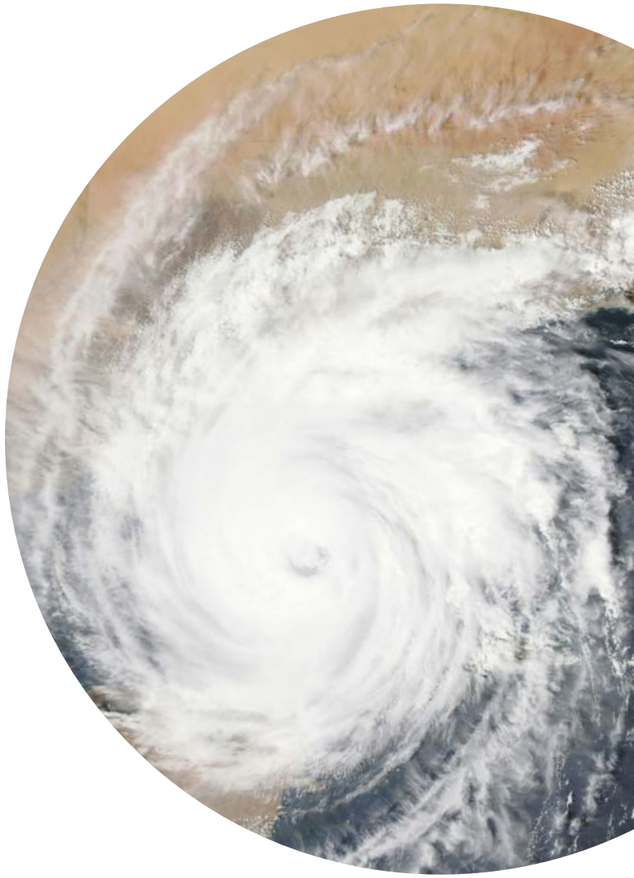
We are also standardizing our approach to evaluating the impacts of climate risks on our development prospects, operating facilities, and energy trading business.

In 2023, Pattern commissioned a project-specific Climate Change Risk Assessment (CCRA) that applied the Equator Principles' CCRA guidance and TCFD recommendations. The assessment results inform our mitigation plans, such as wildfire safety precautions.

We have incorporated a programmatic approach to conducting such assessments during our project development stage-gate process, requiring us to consider the impacts of climate risks on our projects before executive management approves them entering later development stages.

> Weather and climate influence when we can deliver our renewable energy to the grid and can impact our short- and long-term revenue. We take a proactive approach to understanding these risks, including through independent studies. We apply what we learn to the full project lifecycle, from evaluating a prospective site to real-time weather forecasting for our field teams and energy trading desk.

Patrick Pyle,
Assistant Vice President, Meteorology and GIS, Pattern Energy



Strategy

Climate change presents risks and opportunities for our business. Because our activities help reduce climate-changing emissions from the power sector, we benefit from increased demand for our product from utilities, corporate purchasers, and government policies with renewable energy targets. However, changing weather patterns and extreme weather events can influence our site production, availability, and markets.

In addition to integrating project-specific climate impact assessments into our development process, we have enhanced our enterprise strategic approach to assessing the impacts of weather and climate on our technology, project siting, and energy resources.

In 2023, Pattern acquired Vibrant Clean Energy (VCE), an influential energy systems modeling company, to help us make better-informed decisions driven by weather impacts on the electric grid. The VCE team joined the company as part of our Fundamentals and New Markets Department. Aligned to the acquisition, we moved our Meteorology and GIS team into the Fundamentals and New Markets Department.

We also partnered with experts on groundbreaking research. Pattern participated in a three-year research effort to understand how sensitive our wind energy resource is to the ongoing impacts of climate change on global weather patterns.

Consultants and Cornell University used the most sophisticated regional and global climate models to analyze our long-term wind resource risk exposure, looking to 2050 and 2100.

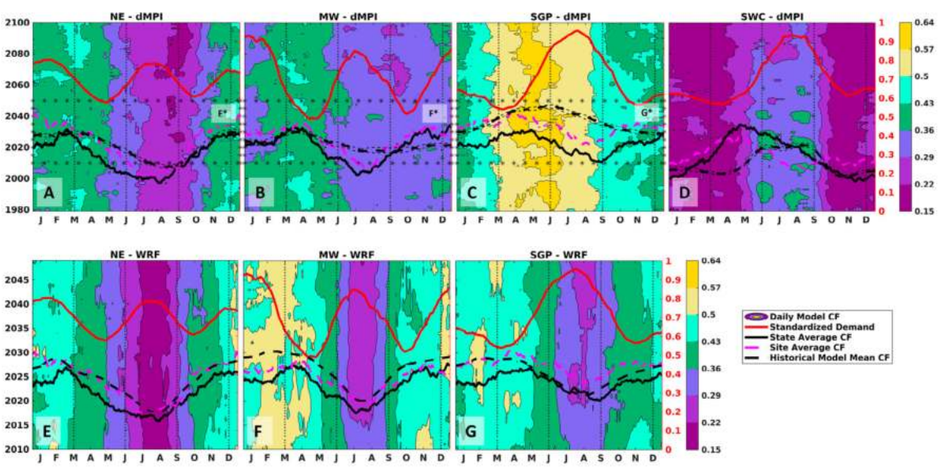
Participants provided a literature review of over 200 white papers, historical wind speed analysis, and future climate scenario estimates. All provided a peer commentary on the other participants' studies. In 2023, the Journal of Applied Meteorology and Climatology published the two papers by Cornell University researchers.

The climate modeling analysis examined varying scenarios to understand how future global climate outcomes may impact Pattern's energy resources. The research entailed 35 future climate scenarios simulated by climate models within the Coupled Model Intercomparison Projects (CMIP) using CMIP5 and CMIP6. The Intergovernmental Panel on Climate Change used these climate models for their Fifth and Sixth Assessment Reports.

One study looked at high wind gusts at Pattern's facilities and changes in frequency distributions of the wind resource to see if there was an increase in low and high wind periods.

Understanding what drives the energy resource across the Pattern fleet helps improve forecasting and inform commercial decisions. The study correlated fleet behavior to climate indices, which will help enhance sub-seasonal to seasonal forecasting capabilities. The findings did not foresee a material decline in Pattern wind resources overall, and we believe technological advances will mitigate the impact of minor resource changes over time.

Future uses of the study findings entail assessing the long-term implications of financial scenarios and building economic models based on this best available science. We will continue to invest in additional studies and follow the science as it matures.



Risk Management

Pattern references the TCFD guidance in assessing the physical and transition risks a changing climate may create for our business from a corporate and project perspective.

Physical risks can be acute or chronic. Assessing their potential impact on our business involves consideration of the hazards, exposures, and vulnerabilities. We consider physical risks from periodic event-driven extreme weather and natural disasters to long-term changes in weather patterns and the resources we use to generate clean energy.

Transition risks are less tangible and involve the impacts on our business from the societal and economic shifts to a low-carbon economy. These may include policy, technological, market, and reputational risks.

Examples of Pattern's multidimensional approach to climate risk assessment and mitigation include:

- At the start of a new project, we assess the ecological nature of the area and the renewable energy resources.
- We conduct technical risk assessments with construction and engineering experts during the project design phase to help ensure the project infrastructure can materially withstand extreme wind speeds and temperatures.
- Climate vulnerability assessments address risk at the operational asset level and minimize potential damage if a severe weather event occurs.
- We further mitigate impacts to our fleet through sophisticated forecasting, modeling, and coordination between our Energy Management and Meteorological teams.

There are times when extreme weather impacts our financials, such as through market pricing or hindering our ability to deliver energy. Our mitigation strategies include promoting grid hardening with policymakers, evaluating financial products to address commodity pricing risks, and improving our ability to forecast and respond quickly during extreme weather.

Our Meteorology, Energy Management, and Field Operations teams help us prepare for extreme weather. Pattern meteorologists provide advance notice when potential weather disruptions are on the horizon, from one hour to six months ahead. This notice allows us to develop production forecasts and prepare for possible disruptions.

We make mitigation decisions immediately before a weather event and in real-time during the event, such as deploying strategies to prevent ice build-up on the turbine blades. We follow North American Electric Reliability Corporation (NERC) regulations and implement weatherization drills at our sites.

Our teams also monitor wildfire risk, which is increasing from a warming planet, and its potential impact on our facilities. Pattern's Safety Management System (SMS) describes emergency action plans for our operating sites, including fire response. When we identified wildfire encroachment could pose a risk to our people and assets, we provided additional training to site personnel and developed a wildfire mitigation program.

In 2023, we finalized our Wildfire Management Program that expanded on fire safety plans within the Emergency Preparedness Response Procedure of our SMS. The program includes documentation of roles, responsibilities, and expectations for facility management and support teams, education on best practices focusing on personnel safety and operating obligations, site-tailored fire equipment and communication resources, and a template for Wildfire Risk Assessments conducted by third-party experts.

The program aims to prevent safety incidents and interruptions to energy production caused by wildfires and will be reviewed annually for continuous improvement opportunities.

Metrics and Targets

We have disclosed our enterprise GHG emissions in our annual Sustainability Report for four reporting cycles. We are currently working with consultants to evaluate appropriate, meaningful, and achievable targets that make sense for a 100% renewable energy company.

Our wind turbines and solar panels do not directly emit emissions to operate, and our enterprise-wide power consumption is minor compared to our clean energy production. However, our value chain produces emissions, including activities to run our business, manufacture our equipment, and construct our projects.

We purchase electricity to meet the lighting, cooling, and heating needs of our corporate offices and our sites' operations buildings. In 2023, we investigated whether there were green power purchasing options from utility providers that service our rural areas, and we did not find viable alternatives.

We track enterprise-wide energy consumption through utility invoices, including stationary combustion for backup generators and purchased electricity at offices and sites.

Another carbon impact reduction initiative we are undertaking is a pilot program to evaluate incorporating hybrid and electric vehicles into our vehicle fleet. Following an extended lead period between placing the orders, we received two electric trucks in the U.S. and two hybrid trucks in Canada in 2023. As part of the pilot, we analyze various factors to inform future fleet decisions.

Pattern's San Francisco headquarters and our new Houston office have LEED Gold certification. LEED (Leadership in Energy and Environmental Design) is the world's most widely used green building rating system. LEED certification provides a framework for healthy, highly efficient, and cost-saving green buildings.

Performance Metrics

Clean Energy Generated by Year

	5 year total 2019 - 2023	2023
GENERATION (GIGAWATT-HOURS)	74,260	17,030
EQUIVALENT ANNUAL PEOPLE'S ELECTRICITY NEEDS MET	17,690,000	3,960,000

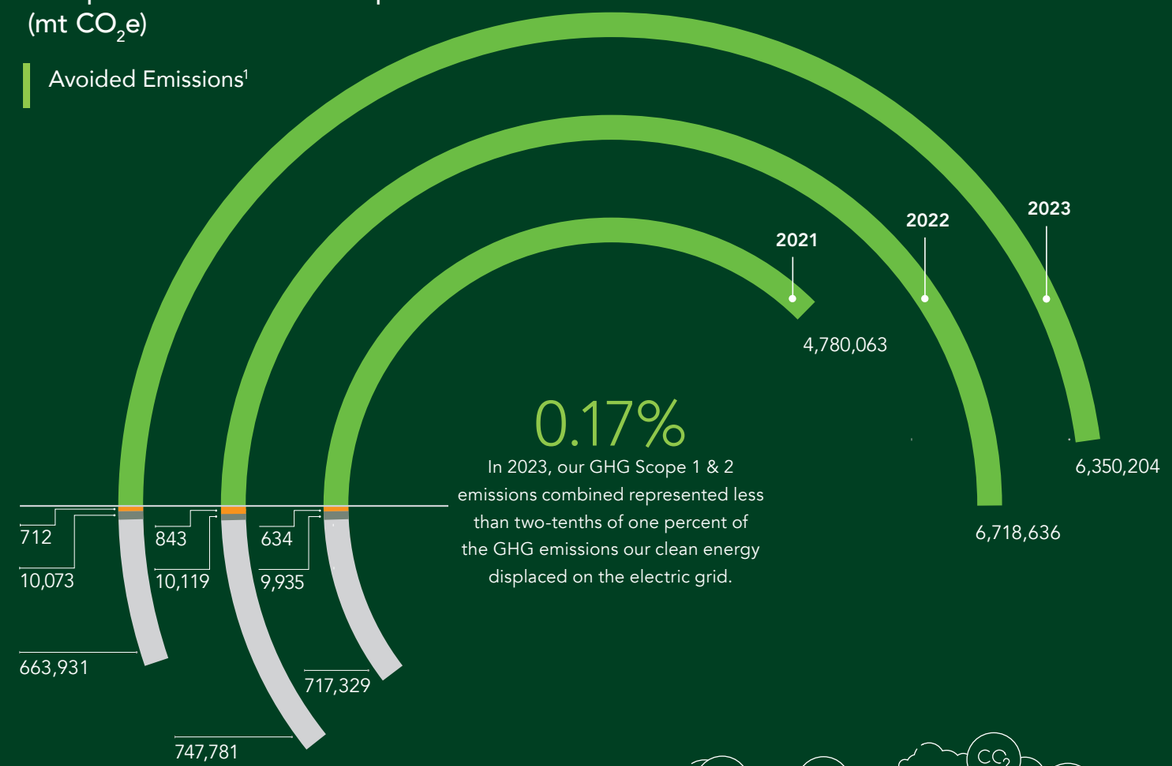
Environmental Benefits of Our Production Compared to Coal-Fired Generation*

	5 year total 2019 - 2023	2023
METRIC TONS OF CARBON DIOXIDE EMISSIONS AVOIDED	75.8 million	17.8 million
EQUIVALENT CARS OFF THE ROAD	16.3 million	3.8 million
GALLONS OF WATER CONSERVED	40.2 billion	9.2 billion
EQUIVALENT TO FRESHWATER NEEDS OF	1,223,000 people	280,000 people

*Based on total production from Pattern's utility-scale operational fleet, regardless of ownership percentage. Comparison to coal-fired generation uses average CO_2 emissions factor for U.S. electric utility and independent power generation with coal as fuel source, per the U.S. Energy Information Administration (EIA).

Comparison of Our GHG Impacts (mt CO_2e)

Avoided Emissions[1]



0.17%

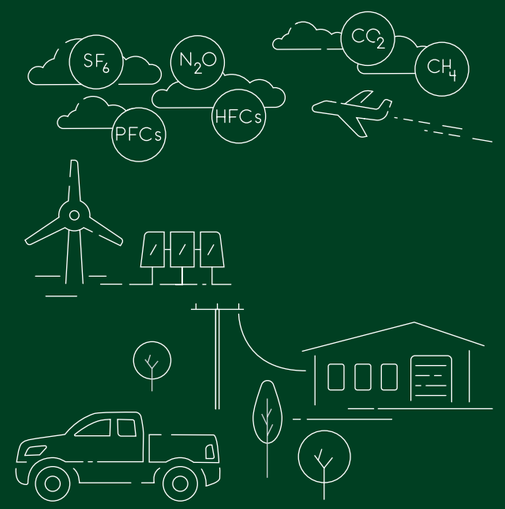
In 2023, our GHG Scope 1 & 2 emissions combined represented less than two-tenths of one percent of the GHG emissions our clean energy displaced on the electric grid.

Greenhouse Gas Emissions Categories[2]

GHG Scope 1
Direct emissions from sources we own or control, such as stationary backup generators at our facilities and our fleet vehicles.

GHG Scope 2
Indirect emissions from purchased electricity for heating and cooling our corporate and site offices and back feed power when needed for turbines, substations, and switchyards.

GHG Scope 3
Indirect emissions associated with our value chain, including staff business travel, waste generated by our office headquarters, and emissions of our suppliers.



[1] Avoided emissions based on Pattern's operational control boundary using the Combined Marginal Emission Factor (Regional) for U.S. assets, per the U.S. Environmental Protection Agency's Avoided Emissions and Generation Tool, and Average Emission Factor (Regional) for Canada assets, per Environment and Climate Change Canada's National Inventory report submitted to the United Nations Framework Convention on Climate Change.

[2] Greenhouse Gas Emissions calculated in accordance with the Greenhouse Gas Protocol and based on Pattern's operational control of our North American utility-scale renewable energy business, including offices with more than one employee. Scope 1 includes our vehicle fleet and fuel purchased for heating and backup generators. Scope 2 reflects our purchased electricity and uses location-based methodology. Pattern uses the spend-based approach for Scope 3, categories 1 and 2 disclosures.

Social Responsibility

RELEVANT SDGs

3 5 8 11

WORKFORCE

Our Approach

Pattern's success is deeply rooted in our steadfast dedication to our employees, as evidenced by our company culture and talent management approach. We have an intentional and holistic view of talent management, encompassing the full employee lifecycle, from talent acquisition and development through engagement and retention.

Our goal is to be the best place to work in our industry. We are proud of our low attrition and high employee participation and engagement rates, and we stay focused on continuous improvement by creating mechanisms for feedback loops with our staff. We respect the unique skills, experience, and perspectives individuals bring to their teams and the organization.

We strive to cultivate a culture where employees feel valued and empowered to tackle challenges that drive the energy transition.

Our People and Culture team meets our workforce needs by accessing diverse talent pools, providing competitive compensation packages, advancing succession planning, and investing in workforce training. They support employees throughout their tenure at the company, help grow their careers, and encourage them to reach their full potential.

Pattern also helps grow the next generation of talent through supporting college curriculums, student scholarships, educational organizations, and our intern program.

We strictly forbid discrimination in our approach to recruitment, advancement, and compensation practices. Every employee is treated fairly and with respect. We review our Employee Handbook annually and update it as needed to reflect evolving workplace dynamics and best practices. Our Board of Directors regularly evaluates our workforce planning, practices, and metrics.

> We recognize that our people are the key to our success at Pattern. As the head of our People and Culture team, I have the privilege of working on the most rewarding part of our strategy: the people. I know the significance of giving everyone opportunities for professional growth. We take good care of our employees by providing them with opportunities and preparing them for future roles as our company grows. We are also strategic in attracting new talent and understand the importance of developing the workforce to prepare people in our communities for the jobs we are creating.

Marta Ontiveros,
Senior Vice President, People and Culture, Pattern Energy

Finding Top Talent

Pattern expanded our teams over the past year to meet the needs of our evolving portfolio. We created jobs that varied in geography, disciplines, and career tenure, from entry- and mid-level positions to company president.

We grew our expertise and resources in areas that directly contribute to our development pipeline, construction activities, and operating fleet, such as land, environmental, public and government affairs, finance, engineering, asset management, and regulatory compliance. We also enhanced the functional areas that are foundational to the business, including enterprise technology, accounting, legal, and governance.

In recent years, we expanded our geographical reach to meet talent where they are when remote positions are feasible. At our operational sites, we need employees on-site to run and maintain the facilities, and we strive to hire workers from the regions where we operate. Our Field Operations saw considerable growth in 2023 as we transitioned seven wind power sites to "self-perform," where Pattern employs the turbine technicians instead of contracting with a third party.

We hired 50 wind turbine technicians and created a customized onboarding program for field operations.

The renewable energy business demands specialized skills, yet many are also transferable skills from other industries or energy sectors. Our strategies for connecting with candidates include participating in professional and business associations, increasing our visibility at conferences, engaging with technical programs, colleges, and universities, and collaborating with community and industry partners.

We sponsor workforce development and networking groups, including the American Association of Blacks in Energy (AABE), Women of Renewable Industries and Sustainable Energy (WRISE), and the Houston Area Urban League. Pattern employees also hold leadership positions and participate in their activities, demonstrating a commitment to increasing diversity at our company and in our industry.

Pattern supports local workforce development by partnering with technical schools and colleges and encourages our industry peers to do the same. In New Mexico, we've teamed up with the North American Wind Research and Training Center on the campus of Mesalands Community College to recruit wind technicians.

We have cultivated strong relationships with universities including ones near our corporate offices. We partner with some to influence and drive curriculum, while at others, we speak on panels, participate in career fairs, and sponsor energy-related initiatives. Some partners include Rice University's Employer Advisory Council, Stanford University's Circle of Influence, Georgia State University's DEI Council, and UC Berkley's Employee Advisory Board.

Meeting Tomorrow's Talent Today

One of Pattern's strategies for building the talent pipeline is our internship program. Since the inception of our formal program, we have hosted nearly 100 students, with approximately 20% continuing work with the company post-internship.

Our 2023 intern class was the most diverse group yet. We utilized a new intern recruiting platform that helped us expand our access to more than 1,000 new colleges and universities, reaching more students with diverse characteristics and backgrounds.

78% of our 2023 interns identified with an underrepresented group.

39% Racially and ethnically diverse

39% Female

17% First-generation college students

11% LGBTQ+

6% Veterans

6% People with disabilities

The internship program offers a robust introduction to Pattern and the renewable energy industry. During the welcome week, interns met representatives from various departments and disciplines, learned about financial literacy from a trained expert, and received professional headshots.

Throughout the internship, they participated in a speaker series with members of our Executive Team, toured a wind facility, and joined activities hosted by Pattern's Affinity Networks.

As the ESG and DEI summer intern, Brandon Sadur worked on several important projects, including investigating options to reduce Pattern's GHG Scope 2 emissions by researching utility providers' green choice programs, performing industry peer benchmarking research, and utilizing his certification from the Sustainability Accounting Standards Board (SASB) to develop Pattern's SASB Disclosures Index.

After completing his graduate studies and obtaining a Master of Business Administration at the University of Utah, Brandon accepted a full-time position as Pattern's ESG Associate.

"Our goal is to recruit diverse, high-quality talent that will help support Pattern's business objectives while Pattern provides students with a rich hands-on learning experience that helps them determine their own career paths and passions.

Shemiell Joseph,
DEI and Campus Relations Manager, People and Culture, Pattern Energy

Developing Our Talent

Pattern applies a programmatic approach to employee development throughout the employment lifecycle. We go beyond job-specific training to include leadership workshops, structured programs, mentorship, methods for receiving constructive feedback from peers, and self-guided growth opportunities.

Talent management platform

tracks employee training hours, while providing opportunities to discover topic-specific training or assign training to teams.

Performance management

includes annual goal setting with mid-year and end-of-year assessments. Every employee must set professional development, DEI, and position-related performance goals tied to bonus compensation, demonstrating the company's prioritization of DEI and professional development.

Succession planning

uses data analytics and a set of leadership competencies essential to the company to evaluate internal talent, talent development opportunities, and critical roles we expect to fill. We are a firm believer in promoting from within when employees have the desire and experience that will help them succeed in an open position.

Mentee-driven mentorship program

connects interested employees with Pattern leaders further in their careers to gain advice, tap into networks, and learn from their experiences. Mentors and mentees undergo training to facilitate successful outcomes.

360 Feedback program

provides employees with candid, anonymous feedback on their alignment to Pattern's leadership competencies. It helps employees increase their effectiveness by identifying their strengths and areas for development or derailing behaviors. Each participant has a feedback coach to review the findings report and develop an action plan. Every employee has the opportunity to participate.

DARE to Lead

is a curriculum that drives leadership development. It helps prospective, new, and existing leaders build skills mapped to the DARE framework. We had 43 graduates of the 2023 program, bringing the total to nearly 150 graduates since the program's inception.

The DARE to Lead Program is a great training opportunity for employees that forges accountability partners throughout the company with its unique and interactive approach. DARE to Lead allowed me to disconnect from the regular tasks that make up my job and reconnect to my role, colleagues, and the company with renewed purpose and appreciation for the values that make Pattern an exceptional place to work.

Amanda Bosquez,
Manager, Software Support, Operational Excellence, Pattern Energy

Engaging Our Talent

Engaging talent is essential for us to advance together and achieve our mission. Asking employees about their experience at Pattern and ways we can improve makes us a better company and contributes to more satisfied workforce and higher retention.

We use various strategies to engage and communicate with our staff, including surveys, roundtables, town halls, our employee intranet, and dedicated Human Resources (HR) Business Partners for each department. HR Business Partners provide support to their assigned departments, serving as consultants and trusted advisors on HR-related issues, as well as acting as employee champions and change agents.

We conduct a full employee engagement survey every 18 months, with smaller topic-specific pulse surveys in between full surveys. Surveys allow employees to provide anonymous feedback in a way the company can analyze and act on.

98% of Pattern employees completed the employee engagement survey.

An independent party administered the approximately 60-question survey. In the results analysis, questions are grouped into 16 factors that represent behavioral topics or cultural attributes, making the findings more meaningful and actionable.

Examples of the survey factors include engagement, enablement, leadership, feedback and recognition, and company confidence. Engagement reflects the degree of enthusiasm and connection employees feel toward their organization. It measures their motivation to take proactive steps that benefit the organization and indicates their commitment to remaining with the company.

Studies show that engaged workers are more satisfied with their jobs and better performers. The engagement factor score is considered high if it is 75% or above.

82% employee engagement score, a 4% increase compared to the previous full survey.

Survey results showed that the company can improve how we demonstrate to employees that we take action based on the survey findings. More frequent communication about our efforts tied to the survey results will help us improve in this area.

The surveys have contributed to new programs and company actions, such as:

- Providing a monthly reimbursement stipend for personal, physical, or mental wellness activities.
- Developing the Pattern Thanks peer-to-peer recognition platform as a mechanism to reward employees, including through spot points that translate to reward dollars.
- Sharing the survey results on our employee intranet, The Current, for transparency. HR Business Partners also meet with each department to discuss team-specific results.

Pattern's Engagement Task Force, led by the HR Business Partners, reviews survey results to create action plans and set key performance measures. In 2023, the Task Force added employee volunteers, expanding membership beyond Pattern senior leadership.

In response to the 2023 results, the Task Force recommended performance measures to maintain the high leadership score and improve in the action-focused category.

Pattern is committed to fostering an inclusive and dynamic workplace. Listening to our employees is key to our growth, and the survey is an invaluable tool for us to understand and address the needs of our teams. I encourage all employees to share their voices, as their feedback drives our progress and shapes the future of our company.

Baliia McKinney,
Director, HR Business Partner, People and Culture, Pattern Energy

Retaining Our Talent

We know that people have a choice of where they work. Only by listening to and engaging with our employees can we create an exceptional and inclusive workplace that inspires people to come to work, values individual differences, recognizes their achievements, and offers equitable rewards.

Today's employees look for employers to do more than provide a competitive salary. Pattern offers our employees a broad suite of benefits and empowers them to fulfill their professional and personal potential.

Providing Competitive and Equitable Benefits

We believe in equal pay for equal work. We act on this belief by providing competitive, equitable, and comprehensive employee compensation and benefits to all full-time employees. Our Total Rewards team evaluates our compensation programs annually to help ensure they meet this objective.

We decide on compensation for new hires, promotions, or merit increases, based on salary ranges for the position and performance. We engage an external firm to review our pay and benefits packages to help ensure fairness to our employees. Salary ranges reflect the cost of labor due to geographic location. An independent party conducts an annual pay equity review by gender and race to verify the effectiveness of the steps we take to pay our employees equitably.

Pattern partners with an external advisor to review trends in compensation and equity for the benefit of our employees. We manage a robust analysis of role responsibilities to assess contribution and exposure to company activities and projects. The Executive Team and Board of Directors review our annual salary and bonus process, and manager training and employee information sessions on rewards programs occur annually.

> **Creating a competitive benefits strategy begins with understanding what is important to our employees. We rely on feedback from focus groups and surveys to help ensure we provide benefits that meet our diverse workforce's needs.**
>
> **Karan Foster,**
> Director, Compensation and Benefits, People and Culture, Pattern Energy

Promoting Mental and Physical Wellness

Supporting employee wellness contributes to a productive and positive work environment. It involves providing benefits and resources to promote physical and emotional well-being, which increases job satisfaction, reduces absenteeism, and improves overall performance.

Pattern's Employee Assistance Program (EAP) offers 24/7 access to comprehensive wellness support, complemented by proactive health initiatives from our medical insurance provider.

In response to employee feedback and organizational needs, we introduced a hybrid work model across our corporate locations, allowing teams to work in the office on designated days and come together for collaborative weeks. We also instituted a $50/month wellness reimbursement stipend for all employees in 2023 and raised it to $75/month in 2024, in addition to gym membership perks for employees who work full time out of one of Pattern's office locations.

We support working families through the Cleo program, which Pattern launched in 2023 and offers resources on planning a family and caring for an adult loved one. We also have on-site wellness and lactation rooms in our corporate offices.

We actively encourage our employees to take time away from work to attend personal events like a child's soccer game, participate in cultural celebrations, or enjoy a well-deserved vacation. We believe such time off is vital for rejuvenation and a key component of our benefits package. All employees start work at Pattern with five weeks of paid time off to use for vacation, sick, or wellness days.

Employee Benefits

- AD&D and supplemental AD&D insurance
- Bereavement leave and support
- Cleo program for end-to-end support to working families
- Company-provided medical, dental, and vision insurance
- Five weeks of Paid Time Off
- Flexible spending accounts
- Health savings accounts
- Hospital indemnity, accident, and critical illness insurance
- Legal support
- Life and supplemental life insurance
- Paid parental leave for mothers up to 25 weeks
- Paid parental leave for fathers and adoptive parents up to 13 weeks
- Pet insurance
- Retirement plan and resources
- Short-term and long-term disability insurance
- Travel assistance services
- Unlimited access to a network of birth and postpartum doulas, lactation consultants, and childhood development experts
- WinFertility, a family-building benefit offering support and guidance for reproductive health

Opened New Houston Office

In 2023, we moved our Houston office west of its former downtown location to the Montrose neighborhood. The location was chosen, in part, in response to employee feedback.

The office is home to our growing workforce of approximately 150 Houston employees and our Operations Control Center, which remotely monitors and controls our renewable energy facilities 24/7.

An open workspace design promotes employee collaboration.

Pattern commissioned a local Houston artist to paint the reception area. The colorful and vibrant mural showcases elements of the office's lively Montrose community and an artistic interpretation of Pattern's mission to transition the world to renewable energy.

> **Pattern's Talent Management strategy is at the core of our business planning. We can only excel at advancing together if we develop and prepare internal talent, hire the best of the best, and support the future of our industry by providing workforce development opportunities to our communities. Talent management is about investing in people, which ultimately benefits the success of our people, company, and industry.**
>
> **Amanda Cambrice,**
> Senior Director, Talent Management, People and Culture, Pattern Energy

Empowering Diversity, Equity, and Inclusion

Pattern is committed to a diverse, equitable, and inclusive workplace where all employees belong, regardless of personal backgrounds, characteristics, or abilities. We want our employees to feel valued, appreciated, and supported.

Having diverse teams and leadership and providing an environment where employees from underrepresented groups are encouraged and empowered leads to a more engaged workforce that results in better outcomes for our employees and business.

Pattern's Statement of Diversity, Equity, and Inclusion (DEI) Commitments and DEI Council guide our actions. The DEI Council, comprised of representatives of Pattern's executive leadership, Affinity Networks, and workforce, helps the company foster a culture of mutual respect and attract and retain diverse talent by promoting programs that align with the company's DEI commitments and business objectives.

DEI Council created the Pattern RISE framework to apply a DEI perspective throughout the employment lifecycle.

Pattern RISE addresses areas identified as opportunities for improvement in our 2021 DEI-specific pulse survey. To gauge our progress, we integrated the same DEI survey questions into our 2023 employee engagement survey.

We were pleased that the DEI scores showed significant improvement, between 3% and 20%, for all questions except one. We strive for continual improvement over time and are excited to see what we can accomplish through the Pattern RISE framework.

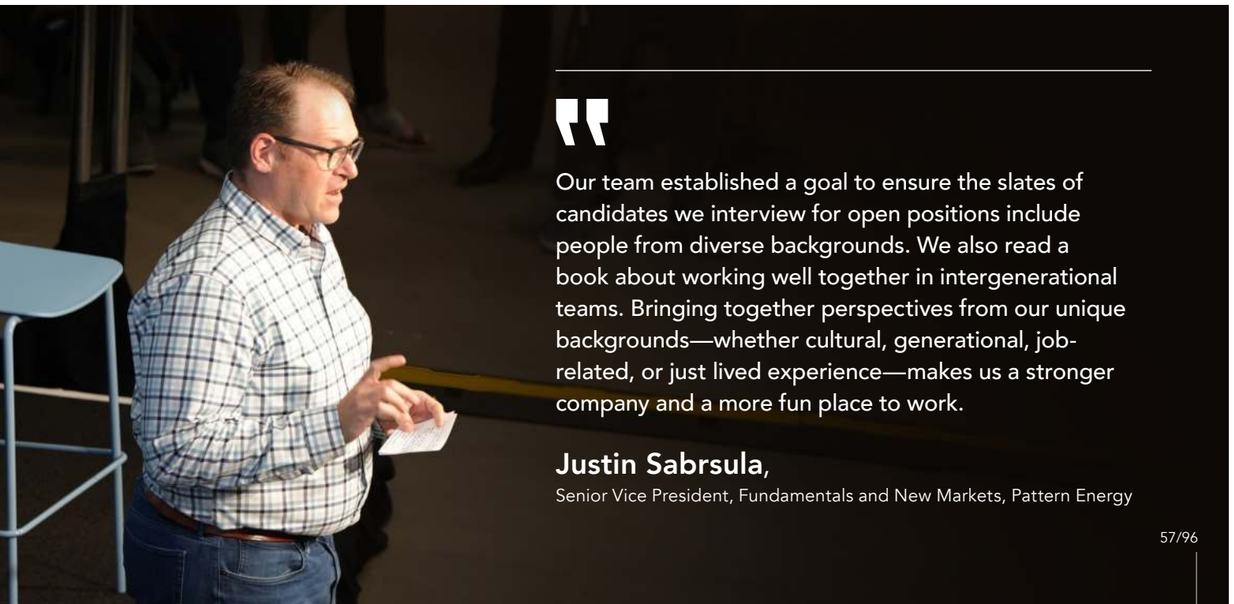
The only area to not show improvement in 2023 indicates the need to increase our internal communications when there are open positions on our teams. In addition to raising awareness about our Internal Jobs Portal, we believe our succession planning program and enhancing other communications tactics will improve this metric.

The Pattern RISE framework contains four pillars, each representing an overarching goal. Working Groups employ strategies to drive progress toward the goals and track performance.

The initial focus areas of Pattern RISE in 2023 included:

- Identifying ways to enhance DEI in our recruitment and onboarding processes,
- Developing tactics to infuse inclusion into our daily activities,
- Supporting Pattern senior leadership in demonstrating their DEI commitments, and
- Launching a Diverse Rising Leaders' Academy to empower diverse employees.

Pattern is committed to developing a strong pipeline of diverse talent. Two cohorts of our new Diverse Rising Leaders Academy commenced in 2023 and included 23 diverse, rising leaders at the company. The program consists of facilitated workshops to develop essential leadership skills, individualized career coaching, and a community of rising leaders.



"Our team established a goal to ensure the slates of candidates we interview for open positions include people from diverse backgrounds. We also read a book about working well together in intergenerational teams. Bringing together perspectives from our unique backgrounds—whether cultural, generational, job-related, or just lived experience—makes us a stronger company and a more fun place to work.

Justin Sabrsula,
Senior Vice President, Fundamentals and New Markets, Pattern Energy

"Pattern's Diverse Rising Leaders Academy enabled me to create strong connections across the organization, understand my value proposition as a diverse leader, and learn techniques for effective communication. My cohort made a safe space for feedback and goal setting. After coaching and monthly cohort meetings, I positioned myself for career advancement while exemplifying that being a leader and your authentic self are not mutually exclusive.

Angie Tagal,
Talent Acquisition Lead, People and Culture, Pattern Energy

R — **Represent**
Create an environment where underrepresented employees feel represented at all levels.

I — **Ignite inclusion**
Build a culture of inclusion and belonging through changes at the structural level, including resources for leaders and employees.

S — **Starts at the top**
Advance accountability and support leaders with demonstrating genuine, actionable DEI commitments.

E — **Enhance equity**
Develop and implement initiatives to create a culture of fairness in all aspects of the employee life cycle.

Diversity Month

Pattern's fourth annual employee-led Diversity Month brought new creative and inclusive activities to showcase and celebrate the diversity of our staff—from an artistic map representing our cultural connections around the world to bringing people together through music, food, and games.

We hosted a DJ Hour featuring a musical journey through time, generations, and cultures that explored various musical genres and tested employees' knowledge with trivia. The online event allowed staff around the company to participate individually or in groups and demonstrated a new way to use music to unite people.

The Clu Studio uses games and immersive experiences as a tool to address unconscious bias in organizations. They hosted an engaging discussion where our executive panelists shared their journeys of self-discovery and reflection on allyship. They also led staff in a "What would you do?" activity, allowing participants to engage in meaningful discussions, challenge their biases, and explore new perspectives.

We brought the Pattern Cookbook project from the previous year's Diversity Month full circle by turning employees' favorite recipes into a delightful lunch experience. Employees across Pattern's offices and operating facilities enjoyed meals inspired by Pattern's Cookbook: The Community Kitchen.

Affinity Networks

Pattern's employee-led Affinity Networks help build meaningful connections and foster belonging by creating opportunities for community outreach, networking, and professional development.

Our Affinity Networks have more than 650 members, with many employees in more than one network, elevating perspectives of underrepresented groups and bringing our diversity to life through events and cultural celebrations.

ViR Veterans in Renewables

On Veteran's Day in the U.S. and Remembrance Day in Canada, employees launched Pattern's Veterans in Renewables (ViR) Affinity Network. The ViR mission is to serve as a valued resource to existing Veterans and Veteran supporters at Pattern through awareness, mentorship, and recruitment.

The wind industry has a high percentage of Veterans as wind turbine technicians. ViR's vision is to help Veterans continue to play a key role in transitioning the world to renewable energy. ViR hopes to provide leadership and mentorship opportunities for Veterans at Pattern and become a vehicle to recruit Veterans to join the Pattern family.

ViR commemorated its launch by sending a national flag to display at every Pattern facility and corporate office and giving ViR members challenge coins in honor of the military tradition. The challenge coin, a medallion, originated as an award to soldiers or civilians to recognize an achievement or to show they were part of a particular group.

The coin has become a part of military history, and we want to continue the tradition by recognizing the people at the company who have served.

We are proud to support and employ Veterans across our organization. Veterans of all stripes can find a place at Pattern. Pattern participated in the Military Makeover: Operation Career program so Veterans can learn more about Pattern and our career opportunities across North America.

> My experience in the Navy taught me how important the team is to accomplish the mission, whether in a billion-dollar warship, on a hospital ship, or at Pattern. I'm extremely proud of how Pattern embraces Veterans, and I believe Pattern is a place where Veterans will find a sense of belonging.

Ryan Pierce,
Vice President, Field Operations, Pattern Energy
U.S. Navy Veteran and ViR Executive Sponsor

AsPIRE Asian & Pacific Islanders in Renewable Energy

Asian Pacific Islanders in Renewable Energy (AsPIRE) delivered symbolic red envelopes to Pattern employees and sponsored a virtual dumpling-making class to celebrate the Lunar New Year. Giving red envelopes originates in some of the oldest stories of Chinese New Year and has become an Asian tradition. AsPIRE also provided lanterns and mooncakes to offices for the Mid-Autumn Moon Festival.

BiRE Blacks in Renewable Energy

Members of our Blacks in Renewable Energy (BiRE) Affinity Network traveled to Southwestern Ontario to learn more about the history of the Underground Railroad and the importance of Black history in Canada. The team visited three historic museums and Pattern's wind facilities in the area.

BiRE was also proud to partner with Children's Book Project in San Francisco, Books Between Kids in Houston, and San Diego Book Project throughout Black History Month. During the month of February, we invited Pattern employees to donate books through donation boxes in our offices and via Amazon Wish lists.

CARE Caregivers Around Renewable Energy

Caregivers Around Renewable Energy (CARE) formed in 2022 to serve as a resource for employees, promote personal and professional development for all forms of caregivers and their allies, and expand awareness of the challenges that caregivers face.

In 2023, CARE hosted a dog treat-making event for Valentine's Day, held a self-care workshop with a guest speaker, and sponsored professional headshots for members. They also continued their ongoing Coffee and Conversations series, which included topics on spring break, balancing work and personal commitments, and how to be an ally to your LGBTQ+ child.

REAL
Renewable Energy and Latine

BiRE teamed up with our Renewable Energy and Latine (REAL) Affinity Network to co-host a Hip-Hop Beats, Eats, and Conversations event. Employees came together to hear thought-provoking content and invigorating music while having fun and networking.

REAL sponsored Pattern employees to attend a Latino cARTographics event. The project developed by the University of Houston Center for Mexican American and Latino/a Studies is an interactive art exhibit featuring visual Latino art's social and geographic landscape.

PRIDE

Aligning with Pattern PRIDE's mission and mentoring objectives, the Affinity Network sponsored coaching sessions for staff to promote professional development and overcome challenges. They also hosted PRIDE Month events in the San Francisco and Houston offices, which included a trivia game to inform staff about LGBTQ+ contributions to the energy sector, San Francisco and Houston history, and arts and culture.

WIRE
women in renewable energy

Women in Renewable Energy (WiRE) focused on collaborations with external women in clean energy groups to provide opportunities for women of Pattern to connect, build community, and empower each other.

Partnerships included co-hosting networking events with Young Professionals in Energy and Women in Climate Investing & Finance. WiRE also partnered with WRISE Houston to bring together industry-wide summer interns for an event in our Houston office.

> **I'm proud that the Pattern's Power the Future vision for employees to Advance Together invites everyone to bring their full selves to the enterprise. Pattern commemorates June Pride Month by displaying the 11-stripe inclusive Pride Flag in our offices and conveys our commitment to inclusion with educational and social programming.**

Josh Thomas,
Manager, External Affairs, Pattern Energy
PRIDE Affinity Network President

Performance Metrics

Workforce Overview

647 U.S. and Canada full-time employees

186 New employee hires

98% Employee survey response rate

82% Employee survey engagement score

35% Female employees

37% Racial & ethnic diversity in U.S. workforce

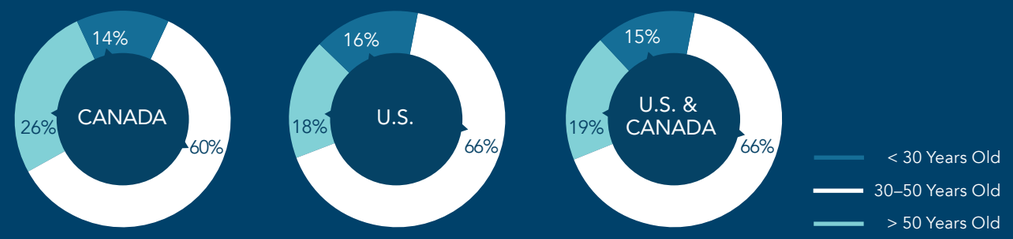
32% Management roles held by racially and ethnically diverse U.S. employees

25% Senior management roles held by racially and ethnically diverse U.S. employees

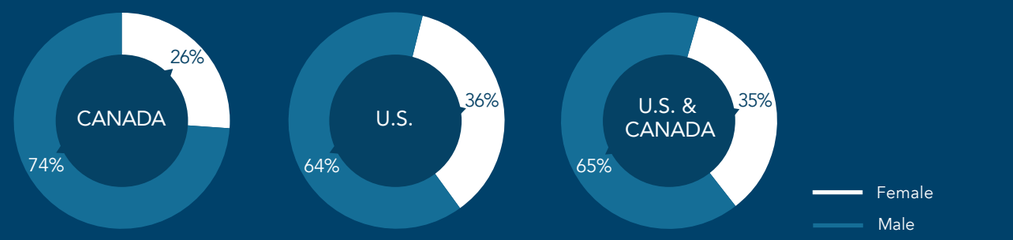
	2019	2020	2021	2022	2023
Employee Turnover	18%	13%	11%	11%	9%
Management Roles Held by Women	35%	37%	38%	39%	34%
Senior Management Roles Held by Women		27%	35%	37%	35%

Note: Metrics are applicable to Pattern employees in the U.S. and Canada and do not include our DG affiliates. Pattern had seven employees outside of the United States and Canada in 2023.

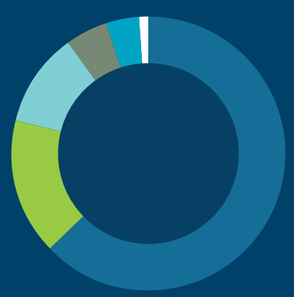
Age Diversity by Country



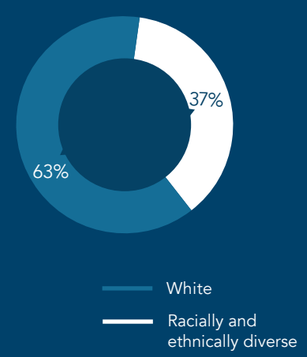
Gender Diversity by Country



Racial and Ethnic Representation in U.S. Workforce



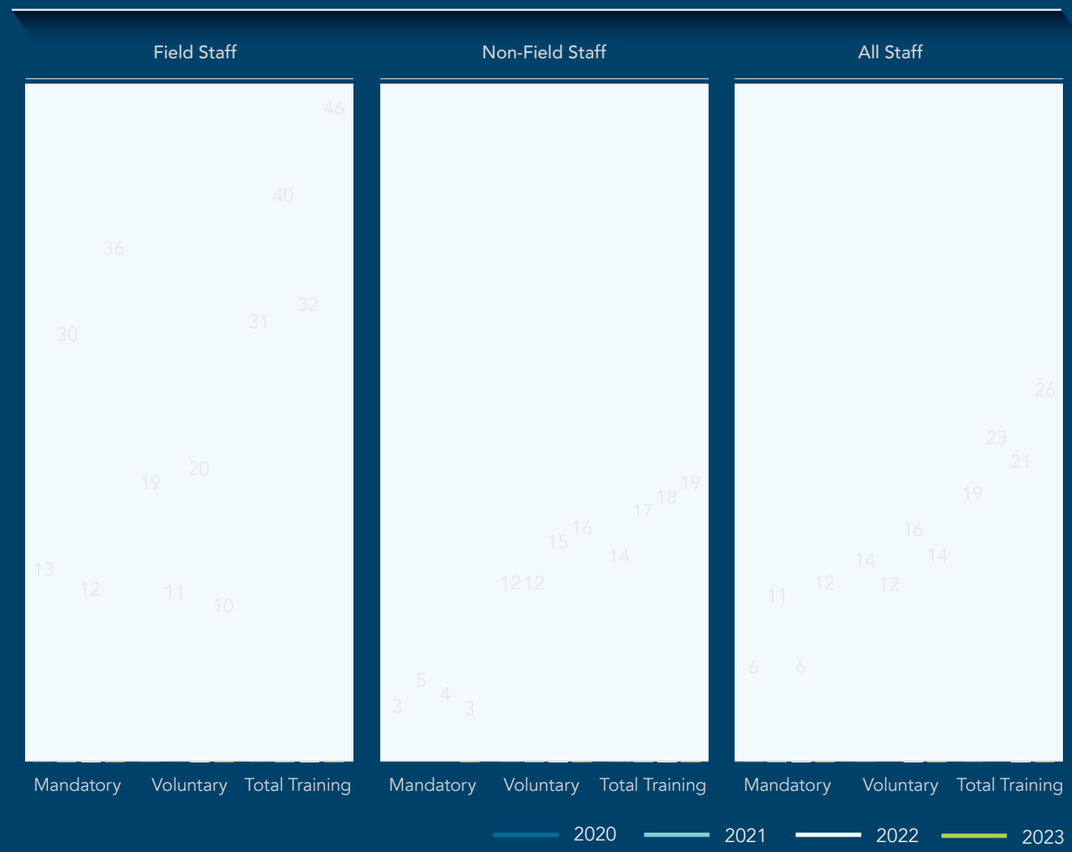
White (non-Hispanic or Latino)	63%
Asian	16%
Hispanic/Latino	11%
Black/African American	5%
Two or More Races	4%
American Indian/Alaska Native	1%



Note: Does not include the 64 employees Pattern had outside of the U.S. as of December 31, 2023, where 57 of those employees work in Canada, and this is not a federally supported question. Hispanic/Latino refers to all multiracial, white, and nonwhite respondents who identified Hispanic/Latino as their ethnicity. White is non-Hispanic/Latino.

Pattern Energy Workforce Training Hours

	Mandatory Training Hours	Voluntary Training Hours	Total Training Hours	Average Total Training Hours per Employee
Non-Field Staff	1,363	7,639	9,002	19
Field Staff	6,258	1,708	7,966	46



Note: Applies to training hours completed during the 2023 calendar year and the Pattern field and non-field employee headcount as of December 31, 2023. Excludes Pattern affiliates and contractors. Operations field staff participate in mandatory training on various safety, first aid, and regulated topics specific to their work. Examples include NERC required trainings, FERC Standards of Conduct, Working at Heights and Rescue Training, among others. Our mandatory field staff training hours increase for the years we expand our number of self-perform sites, such as in 2021 and 2023. Drug and alcohol in the workplace training is required of field managers. All new employees must complete trainings on Pattern culture orientation, the employee handbook, harassment prevention, and Pattern's Code of Conduct and Business Ethics. Voluntary training includes Affinity Network events and Pattern's professional development initiatives.

HEALTH AND SAFETY

Our Approach

Pattern is committed to the well-being of our employees, contractors, and the communities where we develop, build, and operate renewable energy projects. Our Statement of Safety and Health Commitments details our practices to support an injury-free environment.

Our approach to fulfilling our commitments encompasses a comprehensive safety strategy, which includes integrating safety into preconstruction planning, contractor screening and oversight, training programs that involve contractors and community partners, a safety management system, and performance tracking.

Building complex infrastructure projects and operating energy facilities entails natural occupational health and safety risks. Compliance with relevant health and safety laws and regulations serves as our baseline.

We apply industry best practices and seek new and innovative approaches to strive for continuous safety improvement.

Our EHS management platform documents safety metrics. We conduct a monthly executive safety review panel with construction and operations leadership to proactively identify preventive safety measures. We also discuss safety more broadly on regional and department calls.

As we oversee the construction of the largest renewable energy infrastructure project in U.S. history and expand our portfolio into new jurisdictions, we aim to continuously improve our safety program to address and reduce inherent risks.

Our original Pattern for Safety campaign has supported the growth of a robust safety culture over the past decade, aiming to meet our goal of zero injuries. In 2023, we created the Next Level Safety campaign to focus on psychological safety, in addition to physical safety, and measure the presence of safety rather than the absence of it.

We also designed the restructuring of our safety team into a vertically integrated department to give the team flexibility and better integration across project phases. An enterprise-wide approach emphasizes safety planning earlier during project development and considers office safety in addition to field safety. The safety team rolled out the restructuring and new campaign in 2024.

> **Safety is not about intensity; it is about consistency. A constant effort by our teams to evaluate risk and implement safeguards is lowering the likelihood of negative consequences to our workers and creating the capacity for people to fail safely.**
>
> **Ben MacDonald,**
> Senior Director, Health and Safety, Pattern Energy

Building Projects Safely

Pattern's health and safety team is getting involved earlier during project development, reflecting the scale and complexity of projects in our pipeline. During a project's preconstruction phase, the team begins construction safety planning and incorporates contractor screening into our third-party prequalification platform, ISNetworld.

We only contract with companies that share our safety values and engineering, procurement, and construction (EPC) companies with years of experience in our industry.

ISNetworld examines contractors' safety management programs to ensure they align with regulatory standards and Pattern's established requirements for contractors.

Our EPC contractors hire and manage their subcontractors. We require subcontractors who will perform high-risk work to prequalify to our safety standards. Our team works closely with our contractors to support a safe working environment at our sites and help their safety personnel fulfill their obligations. We perform contractor audits to review safety compliance. If we find a safety gap, we work with the contractor to help them improve.

We require contractors to have a certain number of safety professionals on-site based on the number of workers they have performing work. Pattern also has its own safety professionals on-site, in addition to those of a third-party firm, to monitor safety compliance.

We empower our workforce through safety training and "stop work" authority to halt activity if a worker perceives a hazard.

SunZia Wind and Transmission kicked off significant construction activity in 2023. The size of the initiative is equivalent to constructing a handful of projects as one large-scale effort and requires aligning safety plans across multiple EPCs and OEMs.

The SunZia Wind facility consists of two separate wind projects, SunZia North and SunZia South, with two different turbine suppliers. We are constructing the accompanying ~553-mile HVDC SunZia Transmission line in three phases, bookended by two HVDC converter stations that transform energy from the wind facility to direct current (DC) and then back to alternating current (AC).

We have a first aid "room" at each construction site, staffed full-time with a paramedic or nurse. For the transmission line, it is a mobile medical facility that moves as construction continues along the line's route. All on-site Pattern representatives receive first aid and AED training and have AEDs in their vehicles.

Each of the SunZia construction segments is required to conduct safety drills. The EPC contractor performs tabletop drills to run through scenarios and discuss what workers would do while looking for opportunities to improve and gaps to address. They also perform safety drills in the field. Examples of safety rescue drills on SunZia Transmission involved an injured worker at the top of a transmission line tower and a forklift incident.

Operating Facilities Safely

We instill a culture of safety that begins with employee onboarding and continues with consistent training, partnerships with our contractors and communities, and rewarding safety.

Our safety approach includes building in the capacity to allow for mistakes to happen safely. People are human and mistakes happen. It is important to learn from those mistakes and allow room for mistakes to happen without them causing injuries. We build capacity for safety in every task we do.

Pattern's Safety Management System (SMS) with its 35 programs provides the framework to perform our work safely during facility operations.

In 2023, we assessed our SMS by comparing our policies and procedures with industry best practices, the Equator Principles risk management framework, and the World Bank Environmental, Health, and Safety General Guidelines. The findings informed improvements we made to our procedures. Examples include:

- Enhanced our programmatic approach to creating Safe Work Instructions (SWIs), including updating historical SWIs. Before a new SWI is approved and added to our SWI Library, three independent reviews must occur – by a technical expert, a member of the engineering team, and a member of the health and safety team.
- Updated weatherization procedures to include supply lists for summer and winter weatherization and incorporated reminders into Pattern's EHS tool for each facility to meet target preparedness dates.
- Added more details on emergency drill requirements and created a "Rescue and Emergency Drill Scenario Library" to provide rescue or emergency scenarios for facilities to use or modify for the facility-specific environment and local hazards.

> **Pattern has shown its commitment to excellence by investing in our most valuable resource: our people. We are elevating our employee training standards and reputation by adopting the Global Wind Organization program, an international safety and quality training standard considered the benchmark in our industry.**
>
> **Jake Black,**
> Training Manager, Health, Safety, Environmental, Pattern Energy

Doubled Our Self-Perform Sites

Nearly half of our operating wind fleet is "self-perform," where the turbine technicians on-site are Pattern employees. At our other facilities, turbine technicians employed by the Original Equipment Manufacturer (OEM) or a third party provide operations and maintenance services, while Pattern employs the on-site managers.

We transitioned seven more sites to self-perform and hired fifty wind turbine technicians.

Pattern created a new onboarding program for field employees and adopted the Global Wind Organization (GWO) training curriculum to certify our turbine technicians. It was important to us that our new technicians completed the GWO training in person, whether at our chosen specialized training center or on their job sites. We now require our turbine technicians to receive the GWO and Qualified Electrical Worker certifications

Emergency Preparedness

Pattern has robust emergency preparedness and management procedures for potential safety incidents during facility operations. Site teams regularly review response plans and conduct safety drills.

In an emergency, Pattern's Operation Control Center manages internal notifications and acts as the offsite emergency coordinator until the facility manager or designee can respond accordingly.

Training drills provide opportunities to discover lessons learned that we communicate across the fleet.

Our facilities conduct emergency response drills using various planned scenarios to capture real-life working events. Pattern teams and contractors work with local emergency management service providers to complete the exercises, from identifying the circumstances to concluding the response where they load victims into ambulances.

We require three mock emergency drills annually at each operational site. One drill includes a safety rescue, another prepares us to respond in a wildfire, earthquake, or tornado, and the third is a fire drill in the Operations and Maintenance building. Self-perform facilities execute four additional rescue scenarios during the year where technicians practice using their rescue equipment.

Partnering for Safety

In addition to working with our local first responders on drills, we give back to support their needs, which in turn helps them care for their communities' safety needs.

An example is our Broadview Wind and Grady Wind facilities in New Mexico donating jump bags with AED systems to the Curry County Road Department to enhance their team's ability to handle emergencies in the field.

Our Kansas facility, Post Rock Wind, contributed to the Ellsworth County Volunteer Fire Department and the Ellsworth County EMS. The EMS crew demonstrated to the Post Rock Wind team the automatic CPR machine they could purchase that performs CPR, freeing up the EMS medics to tend to patients' other needs.

Recognizing Safety Excellence

Pattern believes recognizing excellence strengthens our safety culture and serves as positive reinforcement to elevate our collective safety performance.

Pattern Field Operations personnel nominate team members and sites, and a Selection Committee reviews submissions. Winners receive customized awards at our annual Operations Meeting.

Safety Stewardship Award – Individual

Individual awards recognize staff who stand out as safety leaders. We look for people who are not afraid to speak up, stop work when needed to prioritize safety, implement lessons learned and best practices, and create or evolve safety techniques.

Ulli Pieplow, Assistant Facility Manager, Armow Wind

Tom Ashby, Assistant Facility Manager, Spring Valley Wind

Safe Driver Award

Our Safe Driver Award is given to the member of Field Operations with the best overall driving score, derived from on-vehicle monitoring of safe driving indicators and considering the number of miles driven.

Wesley Roach, Assistant Facility Manager, Western Spirit Wind – Clines Corner

Safety Stewardship Award – Facility

The Safety Stewardship Award for a facility goes to a team that collectively works together to keep themselves, contractors, and visitors safe at the site every day.

Broadview Wind, New Mexico

Measuring and Reporting on Safety

Pattern's EHS management platform documents all safety incidents. We track observations, near misses, recordable injuries, lost days due to injuries, fleet and contractor-owned vehicle accidents, property damage, and other metrics for construction projects and operating facilities.

The Safety team provides weekly updates on project, regional, and department calls, monthly reports to our executive team, and quarterly briefings for our Board of Directors.

An executive safety review panel with construction and operations leadership identifies preventative safety measures by discussing incidents that resulted in an actual or potential injury. Focusing on the potential severity of incidents can help identify preventable measures instead of relying on traditional reporting metrics that tend to be lagging indicators.

Pattern has a formal process when contractors are involved in incidents. The severity of the incident determines the specific timeframes within which contractors must report incidents and whether they form an incident review team. The contractor leads the root cause analysis investigations, and Pattern staff participate in the assessments.

The industry needs to evolve how we report on safety performance beyond the typical metrics and the focus on TRIR. We will continue to disclose these metrics for interested stakeholders as we also advance how we measure the presence of safety rather than the absence of it.

Our Next Level Safety campaign emphasizes the importance of psychological safety: working in an environment where people are comfortable expressing their ideas, thoughts, and lessons learned from their safety experiences. We want to encourage a collaborative environment where people are comfortable sharing and watching out for each other.

Next Level

SAFETY

Performance Metrics

2023 Metrics	Total Recordable Injuries	Total Recordable Injury Rate	Lost-Time Injuries	Lost-Time Injury Frequency Rate
All Employees	0	0	0	0.0
All Contractors	14	1.34	2	0.19

Note: Metrics cover Pattern employees and contractors, including subcontractors when applicable, in the U.S., Canada, and Mexico. Does not include our distributed energy affiliates.

Total Recordable Injury Rate (TRIR)

Pattern Employees + Contractors

0.86 TRIR

All Pattern Employees

0.0 TRIR

Pattern Employees + Affiliates + Contractors

0.82 TRIR

Note: Affiliates include distributed energy affiliates and their contractors.

In 2023, we performed better than our corporate safety target of 1.33 Total Recordable Injury Rate (TRIR) for Pattern, affiliates, and contractors combined, and we are pleased our employees had zero injuries.

COMMUNITY AND CULTURE

Our Approach

Pattern's Statement of Community and Cultural Commitments serves as a cornerstone for our community engagement throughout the lifecycle of our renewable energy and transmission projects. We start with establishing accountability and working to build trust with local stakeholders.v

We open lines of communication early in the development process and create opportunities for continuous two-way interaction. Gathered through both formal and informal channels, we work to incorporate stakeholder feedback to help ensure our investment is serving local communities and creating a lasting, positive impact.

We apply a programmatic approach to facilitate meeting our formal commitments through project development, construction, and operations. This includes embedding our practices, including community impact assessments and engagement plans, into our Project Relay stage-gate process.

Only after a project meets critical milestones in the prior stage-gate does our executive management approve funding for the project to move to the next stage of development. The approach continues through the handoff to construction and into operations, helping our community commitments to remain integral as a project evolves through each stage of its lifecycle.

In 2023, Pattern's Executive Team approved our Human Rights Statement to document our methods for respecting human rights, including workers' rights and the rights of underrepresented and marginalized groups, Indigenous Peoples, landowners, and communities.

We published the Statement on our website to describe our due diligence processes to identify rightsholders and stakeholders and assess the potential impacts of our activities. It also expresses how we engage and communicate, provide meaningful benefits, and administer the governance and grievance mechanisms we established to hold ourselves accountable.

Our commitment to public engagement reflects our deep respect for the communities we partner with. Community input is invaluable in shaping our projects. We work hard to maintain a strong presence in communities, building relationships that endure beyond project completion.

Adhar Johnson,
Senior Director, Public Engagement, Pattern Energy

Deliberate and Meaningful Engagement

Learning about the communities where we develop our projects is key to planning thoughtful engagement. We intentionally cultivate our understanding of communities' cultures and needs to help us respectfully engage and actively collaborate with the people who know their community best.

As part of our approach, we strive to understand environmental justice concerns in communities. For us, this means evaluating the historical burdens of pollution and how our presence can avoid contributing to them while striving to ensure that the benefits of our projects are shared equitably.

Our team listens to local feedback and analyzes environmental, demographic, and historical data. We apply the information and insights we gain from our conversations and research into a comprehensive risks and opportunities assessment, which informs project-specific community engagement plans and how we meaningfully involve stakeholders.

Pattern has dedicated teams who live in and engage with community leaders and members, local business owners, service providers, and landowners. A local presence allows us to easily share information and respond to questions about our project and facilities.

Our project teams proactively find opportunities to engage with residents, such as presenting to civic and business organizations, hosting tables at community events, and holding public meetings.

We commit to transparent, inclusive, and continuous communication and project-specific consultation processes that are culturally appropriate and tailored to the methods and languages that meet the community's needs. We employ various communication techniques, from printed and electronic newsletters, advertisements in local papers and programs, posting notices on community bulletin boards, and maintaining webpages with project information.

As a project proceeds through the development process, we set clear expectations about what construction and operations will look like and how our relationships with landowners and communities will evolve over the life of the project, including what communications they can expect and how we can work together to create relevant and impactful community benefits for the long term.

We have a well-established track record of creating meaningful and lasting positive impacts in the communities where we have a presence.

Pattern's dedication to communities where they work aligned perfectly with our community foundation's vision. When you have a company from outside a local region, it's important to the residents what their long-term community impact will be.

Niki Gray,
Executive Director,
Community Foundation of Southeastern Alberta

Fostering Collaborative Relationships

Our relationships with Indigenous Peoples in our project areas have resulted in meaningful consultation and the creation of financial partnerships and benefit programs. By listening to and learning from Indigenous communities, we develop long-term relationships that lead to building more sustainable renewable energy facilities.

In the U.S., the unique legal relationship between the federal government and Tribal nations, based on Supreme Court precedent and hundreds of federal laws, forms the foundation of a special trust relationship. As a result, the practice and procedural requirements are to have the U.S. lead engagement with Tribal nations on a government-to-government basis.

While project developers may not always participate in these government-to-government engagements, or may only be invited to participate periodically, we have prioritized early and meaningful engagement with Tribal nations. We actively seek opportunities to engage and consistently express to federal agencies our desire to collaborate in this proactive manner.

Based on community requests and desires, we may host information meetings, deliver presentations, participate in local events, and hold job fairs in or near Tribal communities and nations. We also collaborate with and involve Indigenous Peoples in archaeological fieldwork, site studies, and construction monitoring, and we welcome incorporating traditional knowledge into our projects.

Pattern strongly believes in the value and potential of meaningful partnerships with Indigenous Peoples. We operate ten facilities with local Indigenous populations and four with First Nations as partial owners. We support initiatives of Indigenous Peoples that emphasize cultural awareness, economic development, ecological preservation, health and wellness, and youth and education.

We also welcome opportunities to share technical assistance and explore the potential for partnerships to develop clean energy. Our programs are tailored to each community's needs and desires and may include scholarships, workforce training, and cultural revitalization efforts.

We are proud to be a renewable energy member of the Sustaining Partner Program of the First Nations Major Projects Coalition, a nonprofit located in Vancouver, British Columbia, focused on building such partnerships in the energy sector. Our membership provides opportunities to continue collaborating with First Nations in Canada on energy and climate solutions infrastructure projects, with the potential to expand the Coalition's work in the U.S.

Ways to Connect with Us

We share our contact information through a variety of methods, including on the Contact Us page of our website.

Members of the public where we have development projects may find the project team's contact information on the project webpage, in project newsletters and local advertisements, and shared during local presentations and meetings.

In addition to these methods, we post our contact information on signage at our construction and operations sites.

We aim to respond to inquiries within 48 hours, and if related to project development, we record the feedback in the development record.

We have an established Landowner Line, 1.832.476.7770.

Landowners involved in our projects can call anytime to ask questions or provide feedback about their experience with Pattern employees or representatives.

In case there are situations where someone does not feel comfortable sharing concerns directly with us, we opened our Ethics Hotline to external parties to create a mechanism for stakeholders to report grievances anonymously.

Independent representatives take questions and concerns over the phone at 1.833.626.1549 and through a web portal, patternenergy.ethicspoint.com.

The information provided will be sent to Pattern by the third-party, ensuring confidentiality and anonymity if desired by the reporter.

The methods for reaching us are described in the Reporting Grievances section of our Human Rights Statement available on the Sustainability page of Pattern's website.

Communicating through any of these channels initiates our response process, which entails investigation and remediation where warranted.

We value honest, open communications with our stakeholders and hope they feel comfortable being open and honest with us.

Developing Respectful Partnerships

We deeply value the privilege of utilizing the land to capture renewable energy from the wind and sunlight and to transmit clean energy from its source to where it is needed. We approach being on others' land with the utmost respect and commitment.

Our land agents work directly with landowners participating in Pattern projects, can answer questions about leases, and coordinate access for development and environmental studies. Any individual engaging with landowners on behalf of Pattern, either employees or contractors, must follow our Land Agent Code of Conduct. It affirms Pattern's commitment to be respectful in all communications and requires that all interactions are factually correct, made in good faith, and reflect fair dealing.

At our Lanfine Wind project in Alberta that reached operations in 2023, we worked with an Aboriginal-owned land and lease acquisition firm, Akoda Land Ltd., that brings landowners and developers together. Working with people from the region helps us build trust with landowners and a better understanding of their needs.

We enter into good faith negotiations with landowners to lease or procure an easement over their land to study the possibility of developing a project. Should a project proceed, we enter into a long-term lease or easement agreement with respect to wind, solar, and transmission projects. Often with transmission assets, the easement agreements are perpetual.

Pattern's executed land lease agreements outline protections for land rights. Our land leases include an obligation to work with the landowner for their input and review on the siting of project infrastructure and requirements to reclaim the property with similar vegetation, including noxious weed and non-native weed standards and decommissioning standards for reclamation.

Landowners are still able to farm and ranch on their lands. If our activity impacts a landowner's business, we compensate for it, and land agreements cover this commitment.

We had filtered through a lot of people that wanted to sign with us for wind development, and we settled on Pattern Energy because we had a trust in them that we couldn't find with anyone else.

Ricky Huey,
Landowner and business owner, Western Spirit Wind, New Mexico

Building Economic Opportunity

Engagement with landowners and community stakeholders deepens as a project moves from development into construction.

Renewable energy project construction, like any construction project, can be disruptive to the people living near the site. Maintaining the open lines of communication created during development is critical and a responsibility we take very seriously.

Landowners and community members receive regular updates about construction activities through project newsletters and direct outreach from the project team. Consistent and clear communication during construction is key to keeping everyone safe and minimizing and mitigating disruptions.

The construction of our projects is also a time of significant economic impact in local communities. Each project will support job creation and drive increased demand for goods and services from local businesses, including hotels and restaurants.

Creating Sustainable Benefits

Once a Pattern facility reaches its operational phase, we deliver on the commitments made during development and construction and remain engaged with landowners and communities.

We contribute to local economies for the facility's life through landowner lease payments and property tax revenue that can fund civic and emergency services and local schools. We continue to support local causes through our community benefits programs, which include giving back through sponsorships, donations, and volunteering. We also provide unique learning opportunities for local groups and school classes visiting our sites.

Pattern's Community Management System (CMS) governs community engagement during operations. The CMS documents our planning approach, individual and team roles and responsibilities, and the process for tracking and responding to stakeholder inquiries.

We require every site to maintain a Community Engagement Plan and track performance metrics to prioritize community outreach and strive for continuous improvement. We share our ideas and lessons learned across our operating fleet and recognize people and teams with awards for exemplifying our community values.

Our giving activities follow our Anti-Corruption Policy and adhere to local and international laws. Community giving is a foundational commitment and philosophy for Pattern, but it is also critical there are no real or perceived conflicts of interest associated with our sponsorships and donations.

We really focus on hiring local and supporting our local communities. It's great to see people working at the site that live in the area. Our projects provide work opportunities for residents, including opportunities to learn a new skill or trade. We need a lot more skilled labor and operators to support not only Pattern's ambitions but also the industry's growth.

Derek Price,
Senior Vice President, Engineering, Procurement, Construction, Pattern Energy

Supporting Our Communities

Below are some examples of how we gave back to our communities in 2023. You can read more about these causes and others on our website, where we post stories from our areas on their respective project pages and in the News section. You can also sign up to receive periodic e-newsletters where we share stories about organizations, causes, and events.

Pattern's commitment to giving back extends to the communities where we have corporate offices. Through efforts spearheaded by our Workplace Operations and Experience team, Affinity Networks, and employees, we contribute to local causes, support local and diverse businesses, and organize volunteer opportunities for our staff.

Sponsoring agricultural causes

Farming and farmers help sustain life by providing the food we all need to survive. Pattern was proud to sponsor the 2023 New Mexico Junior Livestock Auction, the culminating event for student champions from around the state after a year of raising livestock in New Mexico FFA and 4-H. The auction helps participants learn about the ranching business and earn money for their future.

We also sponsored the Iowa County Fair to cover the cost of tickets for community members who otherwise could not attend. One woman shared her appreciation and said it was the first time in almost a decade that she could attend to support her 16-year-old granddaughter while she was showing her pigs.

Pattern contributed to the 2nd Annual Small Minority Farmers and Ranchers Conference, which promotes sustainable ranching and farming practices and self-sufficient food economies. The conference organizers support young Black farmers in communities where there is a need for local, healthy food sources.

Promoting educational development

Pattern invests in the next generation of clean energy workers by contributing to organizations promoting renewable energy education and scholarships for students in our project areas. Many of our operational facilities provide scholarships for post-secondary education through direct collaboration with high schools, community foundations, and First Nations.

Pattern sponsored six teams from four states at the 2023 National KidWind Challenge, and our employees volunteered at the event. Organized by the nonprofit KidWind, more than 300 students from across the U.S. came together to design and build miniature wind turbines. The KidWind Challenge is a fun and engaging way for students to learn about problem-solving and science through the lens of wind and solar energy.

Pattern also supported nine educators from five states to attend KidWind's 2023 Recharge Academy, which equips educators with new tools and a curriculum to teach the next generation of renewable energy professionals.

Other educational organizations Pattern contributes to include REpowering Schools and Relay Education. REpowering Schools is a nonprofit organization that provides renewable energy education to students of all ages around the U.S. through research projects and hands-on activities. Relay Education's mission is to educate and inspire youth to contribute to a renewable energy future. The Canadian organization delivers programming to students on conservation, climate change, renewable energy, and green careers.

Supporting post-secondary education

Indigenous students from the Six Nations of the Grand River have access to resources to attend college or university through the Grand River Post Secondary Education Office. Pattern's Grand Renewable Wind facility contributes to support scholarships. Funds from Grand Renewable Wind help provide college or university funding for Indigenous students from the Six Nations of the Grand River.

The North American Wind Research and Training Center, located on the campus of Mesalands Community College, attracts students from the local region and around the world. It offers programs for students seeking qualifications to work as a wind technician. Pattern supports their efforts and has hired technicians from their program, including Jeffrey Cordova.

> **I was born and raised in Tucumcari, New Mexico. We have a wind turbine in town at the college, so I gravitated to that after school. I received a position with Pattern's Broadview Wind facility, and I've been here ever since. The Broadview and Grady Wind facilities have been very helpful for the community. We all thrive because these wind towers are here.**
>
> **Jeffrey Cordova,**
> Assistant Facility Manager, Broadview Wind

Employee volunteering and giving

Our staff frequently gathered in our offices and at our sites to make care packages for local causes. Examples included making care kits for local women's charities for International Women's Day, comfort bags for kids and families in local hospitals, and backpacks with school supplies to support kids' back-to-school needs.

In addition to making corporate sponsorships and donations, we leverage the Cauze giving platform to facilitate employee donations to the causes they care about.

In 2023, Pattern employees donated nearly $80,000 to 145 unique nonprofits. Many of our employees' donations supported our office communities' food banks and educational institutions, including the Friends of Energy Institute, which benefits the Houston Energy Institute High School, and the ICA San Francisco Work Study organization.

Other employee contributions went to recovery efforts following the tragic Maui wildfire, Doctors Without Borders, CAF America for the Turkey and Syria Earthquake Relief Fund, International Rescue Committee, and Save the Children International.

$80 thousand — Employee donations through Cauze

Performance Metrics

Contributions to Local Economies

$77.4 million — Landowner payments

$22.4 million — Property tax payments

$8.5 million — Community donations

$108.3 million — Contributions to local economies

Note: Payments related to land lease agreements, property taxes (including PILOT programs), and donations and sponsorships made by Pattern or U.S. and Canada project entities where Pattern either holds ownership interest or operates the facility. Community giving includes sponsorships and donations to support causes in Pattern's office communities and in our project area communities. Currency reported in USD.

Governance

RELEVANT SDGs

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Our Approach

Pattern has robust governance approaches to support a culture of strong ethics, responsible business practices, and risk management. We regularly review our governance controls to affirm adherence to our policies and compliance obligations.

An independent director chairs our Board of Directors, which consists of our CEO, shareholder representatives, and three independent directors. The directors bring diverse experience and knowledge to the company, including cybersecurity, finance, energy, business development, and risk management.

The Board of Directors follows procedures and standards in the company's Limited Partnership Agreement. Three standing committees assist in its oversight activities, governed by their respective charters, and cover various topics, including board oversight of governance matters.

We examine our governance policies annually to determine if updates are necessary based on our experience and best practices. Pattern employees can easily access our policies through the Governance Center on our intranet.

Pattern requires employee training on specific policies. Our integrated talent management system tracks compliance. Mandatory training topics include global compliance, anti-corruption, workplace harassment, and discrimination prevention.

Pattern Energy Board of Directors

Board size	9
Female directors	33%
Independent directors	33%

Note: As of Q1 2024, when two new independent directors joined the Board of Directors.

Enterprise Risk Management

Pattern's Board of Directors oversees the company's Enterprise Risk Management (ERM) program through its Audit Committee. The Audit Committee receives quarterly updates and reviews material risks.

Our Executive Team, led by our CEO, receives monthly updates on risk, mitigation plans, compliance, and internal controls. Risk management starts at the top and permeates throughout our organization.

Pattern's ERM program identifies and mitigates enterprise and project risks, including risks related to our priority ESG topics. Our risk management framework facilitates risk owners applying a standardized approach to documenting their assessment of risks. Risks are categorized, tracked, and analyzed. Outlooks consider time horizons and various scenarios.

Risk owners cover strategic, financial, reputational, operational, and compliance risks and assess various topics, including climate-related, health and safety, cybersecurity, legislative and regulatory policy, capital markets, supply chain, and our workforce.

Business Ethics and Compliance

Pattern operates our company on a foundation of business ethics and compliance. Our Code of Business Conduct and Ethics, Anti-Corruption Policy, and employee handbook describe our requirements and expectations of our employees and their rights and benefits as Pattern employees.

Employees must abide by Pattern's Code of Business Conduct and Ethics and Anti-Corruption Policy. We track adherence through questionnaires and a controls certification process.

Our Pattern Project Agreement Compliance Tracker (Pattern PACT) centralizes compliance tracking across our business units and standardizes how we manage our obligations in agreements and regulatory compliance.

We recognize the importance of avoiding complacency and consistently emphasize the significance of business ethics to our staff, partners, and suppliers. We engage stakeholders and conduct periodic benchmarking with industry peers and best practices to identify areas for continuous improvement.

Pattern incorporates internationally recognized human rights standards into our business practices, which apply to our employees, affiliates, and subsidiaries. We respect workers' rights and have policies and systems to support our obligations and commitments to our workforce. We forbid modern slavery, forced labor, or human trafficking in our business activities. Our background check process verifies the eligibility of all workers.

Human Rights

Pattern's Human Rights Statement, approved by our Executive Team and published on our website in 2023, documents our commitments to human rights, including workers' rights and the rights of underrepresented and marginalized groups, Indigenous Peoples, landowners, and communities.

It describes our due diligence processes to identify stakeholders and assess the potential impacts of our activities, how we engage, consult, and communicate with our stakeholders and provide meaningful benefits, and the governance and grievance mechanisms to hold us accountable.

We want our employees to feel comfortable and empowered to report instances where they believe violations of policies or standards have occurred directly to their managers, HR Business Partners, or Pattern senior leadership.

Pattern's Whistleblower Policy prohibits retaliation or intimidation against any Pattern employee who reports a concern in good faith.

In situations when someone prefers to place a confidential, anonymous report, they are encouraged to use our Ethics Hotline hosted by EthicsPoint. Independent third-party representatives who speak the native language of callers take questions and concerns over the phone, and reports may be made through a web portal or mobile application.

We also value honest, open communications with our external stakeholders and hope they feel comfortable raising concerns or grievances through the channels for specific stakeholder audiences described in the Reporting Grievances section of our Human Rights Statement and our website's Contact Us page.

In 2023, we opened our Ethics Hotline to external parties, including our suppliers, to create a mechanism to report grievances anonymously if they do not feel comfortable sharing them directly with us.

The information provided will be sent to Pattern by EthicsPoint. Communicating through any of these channels initiates our response process, which entails investigation and remediation where warranted.

An independent third party compared Pattern's corporate policies and practices to four human rights standards and frameworks in 2023 and found the company conformed with the standards evaluated.

Frameworks and standards assessed included:

- Equator Principles Guidance Note on Human Rights Assessments
- International Finance Corporation Performance Standards
- UN Guiding Principles on Business and Human Rights
- Business and Human Rights Resource Center's Renewable Energy and Human Rights Benchmark

We also require our affiliates, partners, and suppliers to respect fundamental human rights. We are incorporating similar human rights assessments into our due diligence of major vendors to review their alignment with international human rights standards.

Sustainable Procurement

Our suppliers are essential partners in our mission to transition the world to renewable energy. We require our suppliers and those of our subsidiaries to conduct business lawfully and ethically and with respect for human rights. Our suppliers must comply with all applicable laws, including but not limited to laws related to forced or compulsory labor and minimum age of labor.

In 2023, Pattern published our Supplier Code of Conduct to document the minimum standards our suppliers should meet regarding ethical business practices, worker treatment, workplace safety, environmental stewardship, community impacts, and reporting and compliance.

We incorporated the Supplier Code of Conduct into our standard Terms and Conditions that apply to manufacturers, distributors, vendors, contractors, and other suppliers who provide goods and services to Pattern and its subsidiaries. We require acknowledgment of the Code from all new suppliers in our Vendor Portal and are obtaining acknowledgments from our existing vendors.

Pattern performs due diligence on suppliers, including using LSEG's World-Check system. We vet our construction and operations suppliers further through third-party prequalification firm ISNetworld. The ESG Assure feature of ISNetworld captures suppliers' responses to an ESG survey, which includes human rights topics.

ISNetworld reviews contractors and subcontractors that perform work we consider medium-to-high safety risk, including examination of their management programs to confirm they align with minimum regulatory standards and Pattern's established requirements for contractors. We perform contractor audits to review compliance.

Supply Chain Overview

We work with thousands of suppliers of goods and services to meet our corporate and project needs. During project development, we engage various professional service providers to support our development activities, including vendors related to land and environmental assessments and public engagement. We use local businesses and providers, such as renting venues for public meetings, catering for events, printing services, local office space, and hiring community liaisons.

For project construction, we employ top-tier general contractors with years of experience in our industry and robust sustainability reporting. Our general contractors hire experienced subcontractors in civil and electrical work and mechanical assembly, among other services, and materials associated with building renewable energy and transmission infrastructure.

Our wind turbine and solar panel equipment suppliers are well-established in our industry and have strong ESG practices. Manufacturers such as GE Vernova, Vestas, Siemens Gamesa, and First Solar are the primary suppliers to our current operating fleet. These manufacturers have diverse value chains based in North America, Europe, and Asia.

Pattern and our operating facilities procure various goods and services for our sites. Examples of goods procured include fuel for vehicles and backup generators, equipment rentals, spare parts, and office supplies. Services include janitorial, road maintenance, landscaping, waste disposal and recycling, equipment maintenance, telecom, environmental, and safety training.

We also purchase various goods and services to run our business, including software, office supplies, and professional services. The vast majority of our providers reside in the countries where we use their products or services, with many from our site and office communities. The company's new Supplier Diversity Program tracks our use of local suppliers.

Supplier Diversity

Responsible procurement practices align with our formal commitments to safety, communities, and the environment. Promoting diversity in our supply chain contributes to meeting the pledges in our Statement of Diversity, Equity, and Inclusion Commitments and our support for an energy transition for all. Furthermore, our work with local businesses strengthens the economic base of the communities where we work.

In 2023, Pattern's Executive Team approved our Supplier Diversity Program to engage our suppliers to collect annual diversity certifications, capture performance metrics, and encourage them to utilize diverse suppliers in their value chains.

The program considers and contributes to Pattern's supplier-related commitments and customer requests for supplier diversity reporting.

We implemented the program by including diversity questions in our vendor onboarding documentation. We are also asking our existing suppliers to update this information in their vendor profiles with us.

The answers are synced to vendor profiles in our procurement platform, allowing for enterprise-wide and facility-specific reporting of our spending on local and diverse business enterprises.

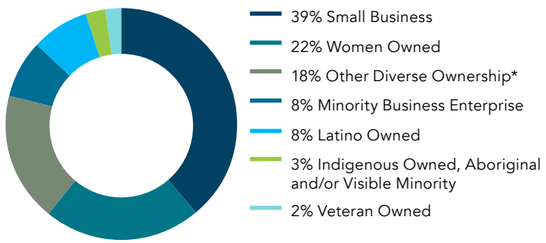
Our first objective is to understand better the diversity and local businesses in our supplier base to establish a baseline. We may set targets to increase our spending on local and diverse enterprises in the future.

We currently report on the diversity of our suppliers in the ISNetworld platform, our third-party prequalification firm for construction and operations suppliers we deem to have a medium-to-high safety risk. The platform captures businesses at least 51% owned and operated by an individual or group from a traditionally underrepresented or underserved group.

Of nearly 375 U.S. and Canadian contractors in our ISNetworld database, 28% self-report diverse ownership, an increase of 5% from the previous year, and 7% report more than one form of diverse ownership. The percentage reporting diverse certifications by an independent third party remained constant at 16%.

Of the 28% reporting diverse ownership, the breakdown by ownership type is below.

Businesses Reporting Diverse Ownership



*Represents 13% of companies selecting other diverse ownership and 5% of companies selecting five different diverse categories that were each equal to 1.5% or less.

Public Policy and Advocacy

Pattern conducts our business in a highly regulated landscape with layers of governmental oversight that vary by country and region. Elected and appointed officials can impact our ability to support sustainable development goals, including providing affordable renewable energy.

Our government and regulatory affairs professionals engage responsibly and constructively in policy discussions across jurisdictions where we have a presence. We interact directly with officials about our activities in their territories and promote policies that support our company's mission.

We play a leadership role in advocacy through our trade associations, including our CEO, who serves on the American Clean Power Association board of directors. Pattern participates in associations where we have a business interest, focusing on federal, state, and regional advocacy with legislatures, agencies, and grid operators.

Our priority policy areas involve:

- Fair and predictable markets
- Climate change, a just energy transition, and innovation
- Energy infrastructure security and reliability
- Fiscal, tax, and trade policy
- Regulatory certainty and stability

Examples of our activities over the past year include:

- Engaging in efforts to ensure optimal Inflation Reduction Act (IRA) guidance.
- Helping advance the creation of a Regional Transmission Organization (RTO) in the western U.S. to support a more reliable grid and cost-effectively accelerate decarbonization across the west.
- Promoting responsible permitting and siting policy that supports the environment and public engagement.
- Supporting the Canadian government to advance an Investment Tax Credit (ITC) for clean technologies and green hydrogen.

In accordance with U.S. federal and state law, Pattern manages a political action committee (PAC). Contributions to the PAC are voluntary and limited to eligible Pattern employees. The PAC contributes to federal and state candidate PACs, committee PACs, and other PACs subject to approval by the governing body made up of Pattern employees.

Outside the U.S., rules governing interactions with policymakers vary by country. We have implemented internal policies regarding compliance with all applicable laws and regulations in countries where relevant interactions with policymakers may occur, including the U.S. Foreign Corrupt Practices Act.

We promote sound public policy to advance decarbonization and serve the public interest.

Data Privacy and Cybersecurity

Pattern's business is increasingly digitized, and our dependence on systems and data continues to expand and become more strategic in running our business. Simultaneously, cybersecurity is a growing risk for the renewable energy industry as remote and dispersed assets are more vulnerable to attacks.

We remain vigilant to cyber-related threats across our enterprise to prevent disruptions to our energy production and transmission to our customers. Guided by our Information Technology (IT) Security Policy, the Senior Vice President of Enterprise Technology leads our efforts, and our Board Audit Committee receives quarterly cybersecurity updates.

The IT Security Policy leverages the National Institute of Standards and Technology (NIST) Special Publication 800-53 as a security framework. Our IT-managed control systems are a subset of the framework with processes aligned to North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards. We also use the Department of Energy's Cybersecurity Capability Maturity Model (C2M2) to drive strategy for our control systems.

Pattern has many layers and redundancies of cybersecurity measures for our corporate and facility networks and Operations Control Center. We continue strengthening measures on corporate infrastructure and the technology infrastructure that runs our power generation assets to enhance security and reliability. In 2023, we completed the virtualization of that infrastructure, which positions us well to protect it and maintain robust CIP compliance.

We also concluded a company-wide security assessment last year that reinforced our strong security position and gave us insight into further actions to continuously improve our security posture and maintain the security of our data, intellectual property, and valuable customer information.

Technology is enabling threat actors to become more sophisticated and global. Due to its criticality, the energy generation industry faces increased cyber-attacks, disrupting companies financially and operationally. Cybersecurity is a top priority for Pattern, and we continue investing in technology and awareness programs to protect our assets and avoid operational disruption.

Alvaro Corena,
Senior Vice President, Enterprise Technology, Pattern Energy

Sustainable Growth

RELEVANT SDGs

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Scaling for a Sustainable Future

Through our "New Horizon" initiative, launched to connect our people, processes, technology, and data, we defined and initiated a strategic process and digital roadmap that will enable Pattern to standardize and automate our most critical business processes.

We are improving our business by systematizing our step-by-step process of moving a project through its lifecycle, expanding our energy trading capabilities and construction management systems, and investing in data architecture and documentation management.

New Horizon is unlocking scale and productivity while improving our agility through a connected and automated enterprise, enhancing data-driven decision-making, and maximizing the productivity of our talented employees.

Dedicating the resources to scale efficiently facilitates bringing our transformative development pipeline to fruition and driving the operational performance of our fleet through advanced analytics and new technologies.

By leveraging innovative tools like machine learning and testing our hypotheses, we can identify leading metrics to help manage the balancing act between maximizing production, mitigating downtime, and preventing material failures, helping us understand how to extend the useful life of major components.

Our efforts also support advancements in the industry by contributing to industry research collaborations and hosting trials at our operating sites. A better understanding of the causes of mechanical failures that lead to turbine downtime can inform strategic prevention and mitigation measures.

> As we implement our Power the Future vision through its three strategic pillars, we are focused on Excel in Execution by transforming the way we work. We are investing in the evolution of our internal processes to drive greater organizational effectiveness and support our ambitious goals.
>
> **Kristina Lund**
> President, Pattern Energy

Financing a Sustainable Future

In 2023, Pattern designed and published a new Green Financing Framework to help us further our mission to transition the world to renewable energy while advancing the United Nations Sustainable Development Goals (SDG), specifically SDG 7: Affordable and Clean Energy.

Our Green Financing Framework allows Pattern and its subsidiaries to issue Green Financing Instruments to finance or refinance eligible projects, helping us execute our ambitious development pipeline that includes unlocking renewable energy resources through transmission infrastructure, growing our core utility-scale wind and solar business, and diversifying our portfolio with green fuels and energy storage.

The Framework commits to transparency, disclosures, and reporting through green financing principles by the Loan Syndications and Trading Association and the International Capital Markets Association. Sustainalytics provided a second-party opinion, finding that the "Pattern Energy Green Financing Framework is credible and impactful and aligns with the four core components of the Green Bond Principles 2021 and the Green Loan Principles 2023."

The Framework supersedes Pattern's Green Financing Framework from June 2020, which we fully allocated for eligible green projects within one year of issuance.

Pattern's 2023 Green Financing Framework, Second-Party Opinion, and 2020 Green Bond report are available on the Sustainability page of our website.

We are confident that our sustainable business model, passionate and talented workforce, and strategic insights enable us to scale to meet increasing demand for clean energy, while also advancing together and creating lasting value for our company, communities, and stakeholders.

> Together, we can transition the world to renewable energy.

Disclosures Index:

- Global Reporting Initiative Standards
- Sustainability Accounting Standards Board Metrics
- United Nations Sustainable Development Goals

GRI Content Index

Statement of Use

Pattern's 2024 Sustainability Report includes disclosures cited in this GRI-Content Index for the period January 1–December 31, 2023 with reference to the GRI Standards.

Applicable GRI Standards

GRI 1: Foundation 2021

Universal Standards

GRI 2: General Disclosures

The Organization and Its Reporting Practices

GRI No.	Description	Report Section	Additional Information and Omissions
2-1	Organizational details	Our Company	Pattern Energy Group LP
2-2	Entities included in the organization's sustainability reporting	Our Company, About the Report	
2-3	Reporting period, frequency and contact point	About the Report	
2-4	Restatements of information		We have made no material restatements of information provided in the previous report.
2-5	External assurance	About the Report	

Activities and Workers

GRI No.	Description	Report Section	Additional Information and Omissions
2-6	Activities, value chain, and other business relationships	Our Company, Sustainable Procurement	
2-7	Employees	Workforce	
2-8	Workers who are not employees	Workforce	

Governance

GRI No.	Description	Report Section	Additional Information and Omissions
2-9	Governance structure and composition	Governance	
2-11	Chair of the highest governance body	Governance	The Chairman is not a senior executive in the organization.
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Approach, Environmental Responsibility, Social Responsibility, Governance	
2-13	Delegation of responsibility for managing impacts	Sustainability Approach, Governance	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Approach	
2-15	Conflicts of interest	Governance	Covered in Pattern's Code of Business Conduct and Ethics.
2-16	Communication of critical concerns	Workforce, Governance	
2-17	Collective knowledge of the highest governance body	Governance	
2-21	Annual total compensation ratio		

Strategy, Policies, and Practices

GRI No.	Description	Report Section	Additional Information and Omissions
2-22	Statement on sustainable development strategy	Message from Our CEO, Sustainable Growth	
2-23	Policy commitments	What Guides Us, Sustainability Approach, Environmental Responsibility, Governance, Social Responsibility	Human Rights Statement
2-26	Mechanisms for seeking advice and raising concerns	Governance, Ways to Contact Us	
2-27	Compliance with laws and regulations	Environmental Responsibility, Governance	
2-28	Membership associations	Advancing Our Industry, Protecting Biodiversity	

Stakeholder Engagement

GRI No.	Description	Report Section	Additional Information and Omissions
2-29	Approach to stakeholder engagement	Engaging Our Stakeholders	
2-30	Collective bargaining agreements	Community and Culture, Energy Transition in Action, Workforce	Pattern Energy employees are not part of a union. We do work with unions on some of our construction projects.

GRI 3: Material Topics

GRI No.	Description	Report Section	Additional Information and Omissions
3-1	Process to determine material topics	Sustainability Approach	
3-2	List of material topics	Sustainability Approach	

Topic-Specific Standards

GRI 200: Economic Topics

Economic Performance

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	About the Report, Our Company, Sustainability Approach, Community and Culture	
201-1	Direct economic value generated and distributed	Community and Culture	As a private company, the following metrics are confidential: direct economic value generated and distributed on an accruals basis, revenues, operating costs, wages and benefits, and payments to providers of capital.
201-2	Financial implications and other risks and opportunities due to climate change	Managing Our Climate Risks and Impacts	

Indirect Economic Impacts

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Community and Culture, Energy Transition in Action	
203-1	Infrastructure investments and services supported	Our Company, Energy Transition in Action, Sustainable Procurement	
203-2	Significant indirect economic impacts	Energy Transition in Action, Community and Culture, Sustainable Procurement	

Procurement Practices

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Sustainable Procurement	
204-1	Proportion of spending on local suppliers	Sustainable Procurement	

Anti-Corruption

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance	
205-1	Operations assessed for risks related to corruption	Governance	All of our operations are assessed for risks related to corruption. We have a controls certification process that requires 100% compliance.
205-2	Communication and training about anticorruption policies and procedures	Workforce, Governance	
205-3	Confirmed incidents of corruption and actions taken	Governance	

Anti-Competitive Behavior

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance	

GRI 300: Environmental Topics

Energy

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
302-1	Energy consumption within the organization	Environmental Responsibility	
302-2	Energy consumption outside of the organization	Environmental Responsibility	29,303 MWh consumed through purchased electricity and fuel converted to electricity units, applicable to operational control boundary, including corporate offices.
302-3	Energy intensity		Our consumption divided by production = 0.0019

Water and Effluents

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
303-1	Interactions with water as a shared resource	Environmental Responsibility	
303-2	Management of water discharge-related impacts	Environmental Responsibility	
303-3	Water withdrawal	Environmental Responsibility	
303-4	Water discharge	Environmental Responsibility	
303-5	Water consumption	Environmental Responsibility	

Biodiversity

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility, Energy Transition in Action	
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Responsibility	
304-3	Habitats protected or restored	Energy Transition in Action, Environmental Responsibility	

Emissions

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility	During a review of 2022 disclosures, a discrepancy in the application of emissions factors was found that overstated our Scope 1 and 2 emissions. The emission factors have been adjusted and the Scope 1 and 2 metrics restated.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility	During a review of 2022 disclosures, a discrepancy in the application of emissions factors was found that overstated our Scope 1 and 2 emissions. The emission factors have been adjusted and the Scope 1 and 2 metrics restated.
305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility	While Pattern's CapEx increased in 2023 due to starting construction on SunZia Wind and Transmission, our aggregate GHG impact decreased due to a change in NAICS coding and emission factor assumptions.
305-4	GHG emissions intensity	Environmental Responsibility	0.00070 metric tons CO_2 per MWh of energy generated (Scope 1 and 2) for operational control boundary.
305-5	Reduction of GHG emissions	Environmental Responsibility	6,350,204 mtCO_2e emissions avoided on the electric grid due to our clean energy production. Avoided emissions based on Combined Marginal Emission Factor (Regional) for U.S. assets and Average Emission Factor (Regional) for Canada assets.
305-6	Emissions of ozone depleting substances (ODS)	Environmental Responsibility	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Responsibility	

Waste

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
306-2	Management of significant waste-related impacts	Environmental Responsibility	Pattern generates a small amount of "universal waste," such as fluorescent light bulbs and batteries, which we dispose of via vendors with appropriate experience handling the materials. Due to our minimal waste production, we qualify as a Very Small Quantity Generator under U.S. Environmental Protection Agency (EPA) regulations. We recycle used oil from gearboxes and other sources, producing no "waste oil" per regulatory categories. Used oil at wind facilities includes gearbox lubrication, hydraulic fluid, and grease for the yaw pitch in the nacelle. We change wind turbine oils based on analytical results from sampling, which averages about once every seven years per turbine. An approved waste management vendor recycles the oil by filtering out water and metal contaminants. Refineries can then use the oil in their processes to produce gasoline or energy. Solar facilities only use small amounts of oil for lubrication sealed inside the tracking motors. These do not require replacement or maintenance.

GRI 400: Social Topics

Employment

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce	
401-1	New employee hires and employee turnover	Workforce	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce	
401-3	Parental leave	Workforce	

Training and Education

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce	
404-1	Average hours of training per year per employee	Workforce	
404-2	Programs for upgrading employee skills and transition assistance programs	Workforce	
404-3	Percentage of employees receiving regular performance and career development reviews	Workforce	All Pattern Energy employees are required to submit self-performance reviews and undergo performance reviews with their managers annually, in addition to mid-year updates. As part of this process, employees and managers discuss desired career paths and training. We use our Integrated Talent Management program to track progress in meeting annual goals and record annual performance reviews.

Diversity and Equal Opportunity

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce	
405-1	Diversity of governance bodies and employees	Workforce, Governance	
405-2	Ratio of basic salary and remuneration of women to men	Workforce	

Non-Discrimination

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce, Governance	
406-1	Incidents of discrimination and corrective actions taken	Workforce	Pattern Energy Group LP had no incidents of discrimination.

Child Labor

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Human Rights, Sustainable Procurement	
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainable Procurement	

Forced or Compulsory Labor

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Human Rights	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Procurement	

Rights of Indigenous Peoples

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Energy Transition in Action, Community and Culture	

Local Communities

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Community and Culture	
413-1	Operations with local community engagement, impact assessments, and development programs	Community and Culture	
413-2	Operations with significant actual and potential negative impacts on local communities	Community and Culture	

Supplier Social Assessment

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Health and Safety, Sustainable Procurement	
414-1	New suppliers that were screened using social criteria	Health and Safety, Sustainable Procurement	
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Procurement	

Public Policy

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Sustainability Approach, Public Policy and Advocacy	
415-1	Political contributions	Public Policy and Advocacy	

Customer Privacy

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Public Policy and Advocacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of data	Governance	None.

SASB Disclosures

Wind Technology & Project Developers

Disclosure Topic	Accounting Metric	Report Section	Additional Information
Workforce Health and Safety	RR-WT-320a.1: Total recordable incident rate (TRIR) and fatality rate for direct employees and contract employees	Health and Safety	Zero employee and zero contractor fatalities.
Ecological Impacts of Project Development	RR-WT-410a.3: Description of efforts to address ecological and community impacts of wind turbine production through turbine design	Energy Transition in Action, Enviromental Responsibility, Community and Culture, Susatainable Growth	
Materials Sourcing	RR-WT-440a.1: Description of the management of risks associated with the use of critical materials	Sustainable Procurement	

Solar Technology & Project Developers

Disclosure Topic	Accounting Metric	Report Section	Additional Information
Ecological Impacts of Project Development	RR-ST-160a.2: Description of efforts in solar energy system project development to address community and ecological impacts	Environmental Responsibility, Community and Culture	
Management of Energy Infrastructure Integration & Related Regulations	RR-ST-410a.1: Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	Energy Transition in Action, Public Pilicy and Advocacy	
	RR-ST-410a.2: Description of risks and opportunities associated with energy policy and its impact on the integration of solar energy into existing energy infrastructure	Energy Transition in Action, Public Pilicy and Advocacy	
Materials Sourcing	RR-ST-440a.1: Management of risks associated with the use of critical materials	Sustainable Procurement	Pattern's Supplier Code of Conduct
	RR-ST-440a.2: Description of the management of environmental risks associated with the polysilicon supply chain	Sustainable Procurement	Pattern's Supplier Code of Conduct
Activity Metric	RR-ST-000.B: Total capacity of completed solar energy systems	Our Company	

Electric Utilities & Power Generators

Disclosure Topic	Accounting Metric	Report Section	Additional Information
GHG Emissions & Energy Resource Planning	IF-EU-110a.1: (1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissionsreporting regulations	Managing Our Climate Risks and Impacts	Pattern's GHG Scope 1 emissions were not subject to regulated reductions or reporting in 2023.
	IF-EU-110a.3: Discussion of long- and shortterm strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Managing Our Climate Risks and Impacts	
Energy Affordability	IF-EU-240a.4: Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Public Policy and Advocacy	

United Nations Sustainable Development Goals

Pattern supports the Sustainable Development Goals (SDGs), a set of 17 global goals designed to achieve a more sustainable future for all by ending poverty, fighting inequalities, and tackling climate change while ensuring no one is left behind. We believe we can contribute the most to the goals and targets below.

As a renewable energy company, Pattern generates affordable and clean energy and takes action to combat climate change. We continually seek ways to use innovation and technology to improve our performance. We also support many SDGs through our formal commitment statements, charitable giving, and management approaches.

SDG Goal	SDG Targets	How We Are Contributing
SDG 3: Good health and well-being	3.4, 3.9	— Supporting the health and well-being of workers — Contributing to global health through reduction of carbon emissions
SDG 5: Gender equality	5.5	— Empowering women's participation and equal opportunities in leadership
SDG 7: Affordable and clean energy	7.1, 7.2	— Providing access to affordable, reliable energy
SDG 8: Decent work and economic growth	8.2, 8.3, 8.4, 8.8	— Helping communities and nations create economic development and prosperity through renewable energy projects — Supporting local job creation in our office and project locations, small and diverse businesses, employee health and safety
SDG 9: Industry, innovation, and infrastructure	9.1, 9.2, 9.3, 9.4	— Developing and operating sustainable energy infrastructure, including generation and transmission — Contributing to driving innovation in the renewable energy industry by funding and participating in research — Supporting efforts of small-scale enterprises through value chain
SDG 11: Sustainable cities and communities	11.3, 11.4, 11.6	— Helping to improve air quality by reducing reliance on fossil fuel production — Contributing to civic, cultural, educational, and environmental causes through our community benefits programs
SDG 13: Climate action	13.1, 13.2, 13.3	— Managing our resiliency to climate risks — Supporting climate education, awareness, and capacity building — Directly reducing climate-changing emissions from the energy sector through our business activity
SDG 15: Life on land	15.1, 15.3, 15.4, 15.5	— Supporting efforts to protect local biodiversity and endangered species in areas where we have a presence

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