

2025

Sustainability
Report



About the Report

This is Pattern Energy's sixth 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)

Pattern Energy is a participant member of the GRESB Infrastructure Assessment.

The performance metrics disclosed in this report relate to the calendar year ending December 31, 2024. The affiliated Disclosures Index is available on our website, PatternEnergy.com/sustainability.

Except where indicated, the practices and metrics 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 rigorous internal review, including through our Internal Audit process, no external assurance has been sought for this report.

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



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MESSAGE FROM OUR CEO

Power the Future

Welcome to our 2025 Sustainability Report. Each year brings new challenges and milestones—but 2024 stands out as perhaps the most transformative in Pattern Energy’s history. As we marked our 15th year as a company, we demonstrated our ability to scale, evolve, and lead in an era where meeting energy demand has never been more urgent or more complex.

We began this company with the bold idea that it was possible to build a values-driven energy company that could do big things and do them the right way. Fifteen years later, we have proven that idea can endure, grow, and power remarkable achievements. In 2024, our legacy came into clearer focus. We can see and measure it, and we took time to celebrate it.

We achieved a number of milestones as construction progressed on our SunZia Wind and Transmission project. When complete, SunZia will be the largest clean energy infrastructure project in U.S. history. The work happening now across New Mexico and Arizona is a powerful demonstration of the three pillars of our Power the Future vision: Drive the Market, Advance Together, and Excel in Execution.

SunZia is not just a project—it’s proof that Pattern has become an enterprise capable of developing and delivering infrastructure at a historic scale. To deliver this project, we had to level up in every area including engineering, transmission planning, community engagement, environmental responsibility, financing, energy trading, procurement and project execution, to name a few. We’ve worked alongside environmental organizations, such as the National Audubon Society, and with landowners, Tribal representatives, and public agencies to minimize impacts and raise the bar for how clean energy infrastructure is developed and built. This is how we Advance Together.

Another defining moment of 2024 was the transition of ownership from our founding investor, Riverstone Holdings LLC, to a new group of world-class shareholders, including APG Asset Management N.V., on behalf of the largest Dutch pension fund, ABP, and Australian Retirement Trust. This milestone closed one chapter for us. As our steady and trusted partner since our formation, Riverstone helped guide us to the next chapter in our story. With the support of our new investors, we are now positioned to build on that foundation. Pattern is strengthened by their global perspective, long-term commitment, and shared belief in our mission.

As the pace of electrification accelerates, Pattern is investing in the infrastructure needed to build a modern grid. We are leveraging our expertise as we expand our platform of reliable and cost-effective energy resources to meet this growing demand. Our Southern Spirit Transmission project will connect regions, improve reliability, and create capacity in multiple markets, especially across a region where weather instability is increasingly impacting how, when, and where we use electricity.

In 2024, we also continued to invest in our people and leadership. We welcomed Barry E. Davis as Chair of our Board of Directors and Carla Tully as a new director, each bringing critical insights as we scale. We also added experienced leaders to our executive team, including Matt Rhodes as Chief Financial Officer and Holly Adams as Vice President of Origination. These additions reflect our continued focus on building an industry-leading leadership team, while preparing to take on even more complex challenges.

We remain deeply committed to the communities we serve. In 2024, Pattern projects and facilities contributed over \$140 million to rural economies across North America through landowner payments, tax revenue, job creation, and community investment. Building trust through transparency, accountability, and partnership remains at the core of who we are.

Fifteen years ago, Pattern launched during a global financial crisis. We were small, scrappy, and driven by the idea to build a better energy future. Today, we are shaping that future by building transformative infrastructure, delivering meaningful economic benefits, and staying grounded in the values that have defined us since the beginning.

Thank you to all our partners, employees, communities, and stakeholders who helped make 2024 such a defining year. Together, we are building more than projects; we’re building momentum.

Hunter Armistead,
CEO, Pattern Energy



MESSAGE FROM OUR PRESIDENT

Our Vision in Action

In my first full year at Pattern, I've seen firsthand how our people bring our vision to Power the Future to life through operational excellence. Across the company, we've embarked on a significant journey of business transformation, focused on efficiency and scale, and we're executing with discipline and clarity.

At the center of this transformation is New Horizon, our roadmap for evolving how we operate internally—from financial systems and procurement to documentation and decision-making. New Horizon is enabling a connected, agile, and data-driven enterprise. We are redesigning processes and deploying modern tools to make our work more efficient, transparent, and impactful.

This transformation isn't just digital—it's cultural. We're applying technology to do more, not just differently, but better. We are investing in the systems and people that will help us scale while maintaining the integrity and reliability our partners and customers expect.

Pattern's approach to site optimization illustrates our commitment to investing in operational excellence. Our strategy focuses on extending the life and improving the performance of our assets to help ensure we maximize their value.

Our first of these efforts, Gulf Wind, has already delivered a measurable increase in availability. Ocotillo Wind followed that model with a targeted Blade Replacement Program, focused on reliability upgrades and aligned with our customer commitments. These efforts demonstrate our ability to innovate within real-world constraints and maximize value through smart engineering.

Of course, none of this is possible without Pattern's people. The strength of our workforce is our greatest asset. Over the past year, we've made meaningful progress in supporting the growth, safety, and engagement of our employees. We introduced the concept of psychological safety, a new but vital indicator of a healthy, high-performing culture. Across roles and regions, our teams continue to demonstrate commitment, resilience, and ingenuity. These are the traits that power our success, and I'm proud to lead a team so focused on building something lasting.

Our long-term partnerships also reflect our impact. We celebrated the fifth anniversary of Henvey Inlet Wind reaching operations, a milestone achieved as an equal joint venture (JV) partnership with Nigig Power Corporation, a subsidiary of Henvey Inlet First Nation, the first of its kind in Canada. This 50/50 JV partnership earned international recognition, including an invitation to engage with global leaders in the Sustainable Markets Initiative, a testament to how strong local partnerships can drive global impact.

Pattern was built on a foundation of strong values, and over the past 15 years, we've demonstrated we can adapt and scale without losing our identity. As we prepare for what's ahead—rising demand, grid modernization, and new forms of energy use—Pattern is ready. We're growing a company that is agile, reliable, and competitive, and we're doing it with purpose.

We are not just transforming for the future. We are executing now with clarity and intention.

Kristina Lund,
President, Pattern Energy



2024 Sustainability Highlights

Generating Sustainable Energy



Contributing to Our Communities



Supporting Our Exceptional Employees



Racial & ethnic diversity in U.S. workforce



Management roles held by racially & ethnically diverse employees



Female employees



Management roles held by women



Employee retention rate



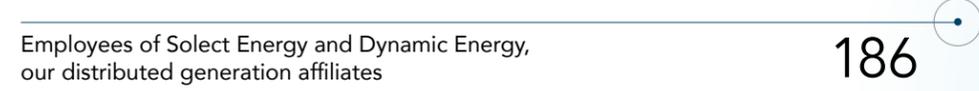
Employee engagement score



Employee survey participation rate



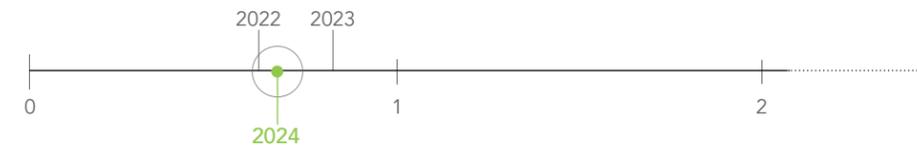
Empowering Our Teams



Training



Prioritizing Health and Safety



Our Company



What We Do

Pattern Energy Group LP (Pattern Energy or Pattern) is one of the world's leading privately owned developers and operators of clean energy and transmission infrastructure. Pattern develops, constructs, owns, and operates utility-scale wind, solar, transmission, and energy storage projects across North America.

Our clean energy generation facilities deliver reliable, affordable power procured under long-term contracts with utilities, municipalities, commercial and industrial users, and other load-serving entities, ultimately serving millions of customers each year.

Our affiliates Slect Energy and Dynamic Energy, leaders in the distributed generation market, develop, construct, and operate commercial and community solar projects in the United States.

At the end of 2024, Pattern announced the departure of one of our founding investors, Riverstone Holdings LLC, when the entirety of their stake in the company was sold to a consortium of investors led by APG Asset Management N.V. on behalf of the largest Dutch pension fund, ABP, and Australian Retirement Trust.

The consortium joins the Canada Pension Plan Investment Board (CPP Investments), which has been Pattern's majority shareholder since 2020, and certain members of Pattern's management team. Pattern will leverage this new growth capital to scale our platform and advance our 30-gigawatt project pipeline.

The Pattern team supports our North American utility-scale development pipeline and operating facilities in eight U.S. states and Puerto Rico, five Canadian provinces, and one Mexican state from our corporate offices in San Francisco, San Diego, Santa Fe, Boulder, Toronto, and Houston, where we monitor our utility-scale fleet from our Operations Control Center.

Generation



Utility-Scale Wind & Solar

32 utility-scale renewable energy facilities owned or operated

6,047 MW installed capacity



Commercial & Community Solar

Through our affiliates Slect Energy and Dynamic Energy, we develop, construct, and operate distributed generation 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



17,740 GWh clean, renewable energy produced in 2024

= 4.3 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

Pattern has a long history of developing bold initiatives that expand homegrown energy infrastructure and improve grid reliability. We have a strong and geographically diverse fleet of operational facilities, along with a deep development pipeline.

Our assets utilize proven, best-in-class technologies and benefit from the expertise of our integrated teams throughout the entire project lifecycle. Customer needs drive demand for our products. They also influence our diversified development strategy, which includes creative and strategic partnerships, as well as high-voltage transmission, energy storage, and standalone and hybrid wind and solar projects.

Advancing Diversified Energy Solutions

We designed the Southern Spirit Transmission project to serve as a backbone between the Texas and Southeastern transmission grids while preserving Texas's grid independence. The project connects two grids with different weather patterns to strengthen reliability and affordability for customers across both regions. Beyond this critical grid connection, we continue to advance our solar pipeline in the mid-south and Southeast.

In the Midwest, we're wrapping up development activities and preparing for the construction of the Heritage Prairie Renewables project in Illinois—a wind and solar power project that provides a co-located approach to meeting growing energy demand.

On the Island of Puerto Rico, we're committed to supporting grid reliability and energy security through a portfolio of solar and battery storage projects. These projects, in addition to our operating Santa Isabel Wind facility, will contribute to economic development and provide a new source of reliable, affordable power to the Island.

We're expanding our operational presence across five Canadian provinces by partnering with local communities and First Nations to develop projects, including the Broughton Wind project in Quebec, among others.

We apply environmental, social, and governance principles to our development projects through a systematic approach. In 2024, we enhanced our proprietary method by using technology and an innovative process to scale our ability to deliver complex utility-scale infrastructure projects responsibly.

Executing Transformative Energy Infrastructure

An example of our ability to deliver big is our SunZia Wind and Transmission project. Following more than a decade of preparation, SunZia moved into full construction in 2024. When complete in 2026, it will deliver enough electricity to meet the annual needs of more than 1 million American homes. The project is also providing significant economic and community benefits across New Mexico and Arizona.

Our Engineering, Construction, and Procurement (EPC) group drives execution certainty by sustaining high technical, safety, and environmental standards, while fostering close relationships with our landowners and communities.

We've implemented a best-in-class construction project management system that we use to document controls, scheduling, and collaboration with our suppliers. However, we are most proud of our safety culture that supported a year of zero lost-time safety incidents at a project with thousands of on-site workers.

Executing a project of the size and scale of SunZia, which spans twelve counties across two states and involves a multitude of companies collaborating to build one of the most significant energy infrastructure projects in U.S. history, requires a high level of cooperation and transparency, led by Pattern.

At the same time, we are actively preparing for SunZia's operations phase. Our SunZia Workforce Planning Working Group, in collaboration with our wind turbine suppliers, is collaborating on a workforce recruitment, training, and development strategy to support the approximately 100 personnel needed to operate and maintain the facility long term.

Long-Term View of Operational Excellence

Our role as operators of energy assets is not just to convert wind and sun into energy—it's to convert it when the resource is prevalent, at the highest availability, delivering what our customers need through safe and reliable operations.

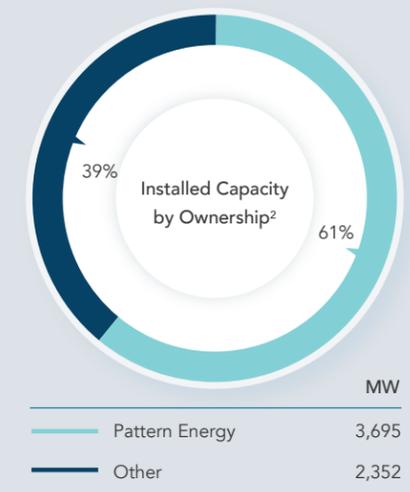
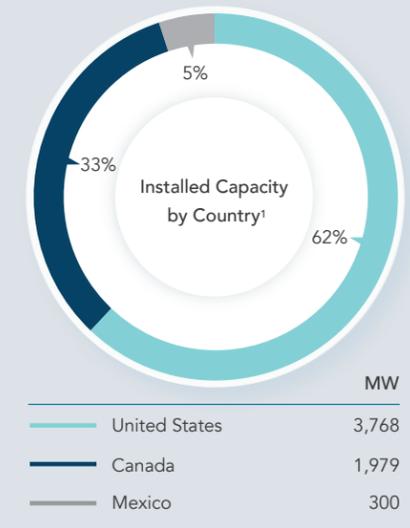
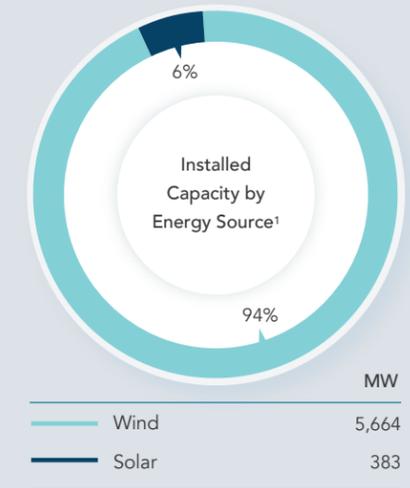
We operate our fleet as a portfolio, sharing knowledge and lessons learned across all operating assets, which helps us strategically—from increasing our energy availability, predicting and managing technical issues, mitigating the effects of extreme weather, to managing our supply chain and spare parts more effectively.

Pattern's Power Operations team supports the 32 facilities we operate, where our teams are proud to harvest local energy sources to support energy security and reliability. Our corporate offices that house our Operations Control Centers, energy management and scheduling teams, among other critical back office functions, play a vital role in ensuring reliable and compliant fleet operations.

We've built an integrated enterprise in our first 15 years as a company that enables seamless transitions between the development, construction, and operations of our transformative energy assets. Our leadership continues to invest in the tools and systems that support scaling our pipeline and portfolio over the next 15 years and beyond.

Performance Metrics

6,047 MW installed capacity



¹ Pattern currently operates or holds ownership interest.
² Excluding tax equity, Pattern owns 4,148 MW of installed capacity.





Projects and Facilities



Map displaying operational facilities and select construction sites as of December 31, 2024. Visit [PatternEnergy.com](https://www.patternenergy.com) for current portfolio.

Operational Portfolio

Facility	Installed Capacity (MW)	Commercial Operation Year	State / Province / Territory	Country
Amazon Wind Farm Fowler Ridge	150	2015	Indiana	U.S.
Arrow Wind	180	2015	Ontario	Canada
Belle River Wind	100	2017	Ontario	Canada
Broadview Wind	324	2017	New Mexico	U.S.
Grady Wind	221	2019	New Mexico	U.S.
Grand Renewable Wind	149	2014	Ontario	Canada
Gulf Wind	271	2009, 2021	Texas	U.S.
Hatchet Ridge Wind	101	2010	California	U.S.
Helios Generation	150	2022	Zacatecas	Mexico
Henvey Inlet Wind	300	2019	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 Sainte-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: Installed capacity of operational sites as of December 31, 2024, irrespective of facility-specific ownership percentage and with installed capacity rounded to the nearest whole number. Solar power capacity in MWac. Visit [PatternEnergy.com](https://www.patternenergy.com) for current portfolio.

Distributed Energy Portfolio

Pattern’s Distributed Generation (DG affiliates, Solect Energy and Dynamic Energy, provide customized solar, energy storage, and EV charging solutions for their customers, lowering their energy costs and helping them achieve their sustainability and financial goals.

Distributed generation increases consumer access to reliable electricity and bolsters grid resilience by integrating renewable energy sources into local electric distribution networks. Distributed generation projects provide affordable, reliable energy and create jobs in local communities.

Dynamic Energy

Based in Philadelphia, Pennsylvania, Dynamic Energy is a full-service developer and engineering, procurement, and construction (EPC) provider for distributed generation solar and storage projects across the U.S.

Over nearly 20 years, the company has developed, designed, engineered, financed, and constructed nearly 300 commercial and community solar, battery storage, and EV charging projects, totaling 688 MW of installed capacity in 15 states.

Dynamic is also the builder of record for third-party clean energy developers and asset owners who need proven EPC services to get their projects built and energized. In 2024, Dynamic provided EPC services for 16 projects totaling more than 45 MW of solar power across eight states.

Safety and Best Practices

Dynamic developed a proprietary EPC Playbook that leverages its decades of solar project execution expertise, procedures, and best practices. Covering all stages of a project lifecycle—from mobilization to completion—the playbook provides a roadmap for the construction and operations teams to deliver high-quality projects consistently.

Dynamic’s construction team also maintains an exceptional safety record within the industry. In 2024, Dynamic had over 100,000 hours worked with zero recordable incidents. The company has established strict job site safety procedures that exceed standards set by the U.S. federal agency Occupational Safety and Health Administration (OSHA) and maintains a low Experience Modification Rating, which is an insurance metric that reflects a company’s overall safety record and expected future risk.



Solar Development Market Leader

In addition to its commercial work, Dynamic is a skilled and trusted market leader in community solar and distributed generation land development. With a team of experts focused on GIS analysis, market entry strategy, interconnection, and permitting, Dynamic develops shovel-ready and de-risked energy projects for its project buyers. Dynamic works with landowners and local communities to transform underutilized land into local distributed generation and community solar projects within key solar markets in Maine, Massachusetts, Virginia, Illinois, Connecticut, Pennsylvania, and New York.

Market Specific Expertise

The success of distributed generation platforms depends on the ability to navigate the volatile and complex solar landscape in the U.S., which varies significantly by state, utility, and business model. Dynamic’s team of seasoned experts in solar policy, interconnection, real estate, legal, design, construction, and finance responds swiftly to policy and incentive changes, developing projects that meet local needs and regulatory requirements.

Environmental and Social Initiatives

As a mission-driven organization, Dynamic’s commitment to adapting and thriving in fast-changing energy markets is complemented by its comprehensive approach to environmental and social practices.

Sustainable Operations and Maintenance

On ground-mount projects, Dynamic collaborates with landowners and local authorities to implement sustainable practices, such as sheep grazing and pollinator planting, contributing to environmentally friendly operations and asset management practices.

Minimizing Waste and Our Carbon Footprint

Dynamic’s Philadelphia office is in a LEED-certified building with optimal public transit and bike commuting access for local employees. Dynamic also employs advanced engineering techniques to minimize waste and ensure effective recycling at project sites.

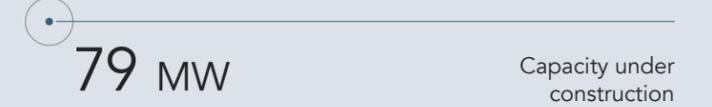
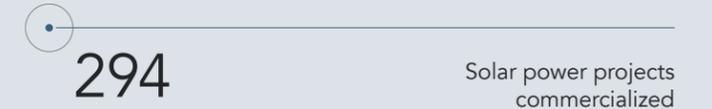
Impactful Procurement

The in-house procurement team prioritizes environmental and social governance in vendor selection, carefully vetting manufacturers and subcontractors for responsible sourcing practices. Dynamic is also a member of Amicus Solar Collaborative, a certified B Corporation purchasing collective that leverages collective purchasing power to reduce solar panel and equipment costs while also sharing best practices, advocating for fair government policies, and providing a community of businesses dedicated to making a positive impact.

Employee-Led Volunteering

In addition to the company’s volunteering and giving initiatives employees participate in each year, several company leaders engage actively through elected and appointed roles in their local communities.

Performance Metrics



See DynamicEnergy.com to learn more about our distributed generation affiliate. Metrics as of December 31, 2024. Solar power in MWdc.



Distributed Generation is one of the fastest-growing sectors in the energy economy, driven by the demand for affordable and clean energy deployed locally, at the point of consumption by utilities, businesses, and communities. Dynamic is proud of our work to develop and build clean energy assets for the benefit of distribution grids across the country.

John Conley
CEO, Dynamic Energy



Solect Energy

Headquartered in Hopkinton, Massachusetts, Solect Energy develops, finances, builds, and maintains commercial and industrial solar and battery energy storage systems across the Northeast U.S.

Over the past 15 years, Solect has grown from a startup to a top-tier regional provider, serving businesses, nonprofits, municipalities, and educational institutions with distributed clean energy solutions. Solar Power World ranked Solect the #1 commercial and industrial solar developer in Massachusetts based on kilowatts (kW) installed in 2024.

The company's average system size in 2024—approximately 300 kW—is well-suited to the region's policy landscape and the built environment, encompassing commercial buildings, warehouses, schools, hospitals, manufacturing plants, and commercial real estate.

Solect serves public entities and nonprofits through a strategic partnership with PowerOptions, the largest energy consortium in New England. Solect has completed over 200 projects with public entities, primarily facilitated by the PowerOptions solar and storage program, including pilot projects with public entities in Rhode Island.



Expanding into New Markets

The year 2024 marked Solect's geographic expansion with a series of impactful rooftop and canopy solar installations across New York, New Jersey, and Pennsylvania. The Solect team is proud to serve prominent companies in these new markets, including Service Tire Truck Centers, Approved Storage and Waste Hauling, and Key Properties.

Additionally, Solect expanded its strategic development capabilities to offer co-development services in collaboration with other developers, building owners, and energy market participants.

Driving Impact Through Culture and Values

In 2024, Solect formalized its cross-functional Culture Club—an employee-led group that promotes shared values and reflects those values in both internal culture and customer experience. The group emphasizes team accountability, professionalism, and building trust, aligning internal culture with a high standard for client and customer service.

In addition to deepening employee engagement, the Culture Club helped Solect formalize an updated set of values: Safety, Ownership, Leadership, Engagement, Commitment, and Trust. The updated values form the essence of its brand and a clear foundation for how the company delivers results both internally and externally.

Solect's commitment to providing an outstanding customer experience continues to drive project referrals and additional projects across its service areas.



Everything we do—every system we install, every community we serve—reflects our belief that clean energy should be accessible, reliable, and built to last. It's an honor to help power our region's transition with solar and storage solutions that make a difference for our customers and the communities they call home.

Ken Driscoll

Founder and CEO, Solect Energy

Leading Through Policy and Industry Coalitions

Solect plays an active role in policy advocacy to further enhance the renewable energy landscape, including interconnection and state programs supporting solar and storage.

As a member of the Massachusetts Interconnection Implementation Review Group (IIRG), the company contributed to interconnection reforms, including improving clarity and timelines, and enabling tens of megawatts of projects previously stalled in area and group studies to move forward.

Solect is also an active member of industry associations focused on improving energy policies and leveraging collective influence, including the Solar Energy Industries Association, the Solar Energy Business Association of New England, the Alliance for Climate Transition (ACT), and Advanced Energy United. The Massachusetts SMART 3.0 Solar incentive program exemplifies effective advocacy for improved state policies.

Investing in Education and Workforce Development

Solect continues to play an active role in the Massachusetts STEM Council, fostering strong industry partnerships with educational institutions, such as the Christa McAuliffe Center at Framingham State University and MassBay Community College.

Through partnerships with Mass Clean Energy Center and ACT, the company supported workforce diversity programs, employed five interns, and hired a full-time team member from its 2024 intern cohort.

Contributing to Economic and Community Causes

Solect launched a supplier diversity initiative in 2024 to contribute to inclusive economic growth in their region by offering mentorship and capacity-building support to smaller vendors and underrepresented suppliers. Strengthening its local vendor network enhances service delivery and promotes equity in the company's supply chain.

Solect also supports a range of community organizations through financial contributions and employee volunteerism, including the Impact Melanoma Foundation, the Hopkinton Arts Council, the Berkshire Innovation Center, and New England Women in Energy and the Environment. Employees contribute their time to speak at conferences and participate in working groups, providing policy and opportunity updates to various customer associations.

Solect enters its next chapter with a strong foundation in operations, customer care, and mission-driven growth—powering the Northeast's energy transition one power system at a time.



Performance Metrics



See [Solect.com](https://www.solect.com) to learn more about our distributed generation affiliate. Metrics as of December 31, 2024. Solar power installed in MWdc.

What Guides Us

Pattern’s mission to transition the world to renewable energy drives our passionate and talented workforce. We are guided in our work by our vision, values, and commitments.

We execute our Power the Future vision to transition the global energy economy as an exceptional and innovative independent enterprise by implementing its three strategic pillars through all aspects of our business.

Drive the Market

We stay ahead of the market and drive it forward with our proprietary, data-driven view and understanding of market dynamics—from designing our pipeline with an understanding of the interaction between weather and energy to building a product that meets customers’ needs.

Advance Together

We forge lasting partnerships, collaborate, and leverage inclusion for shared success. Internally, we harness the value of an inclusive culture, talent development, and cross-functional collaboration. Externally, we foster relationships and trust with our partners, including landowners, suppliers, contractors, and communities, to successfully develop and operate our assets.

Excel in Execution

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

Pattern’s core values are the defining standards by which we approach our work and make decisions. Creative energy and spirit, pride of ownership and follow-through, combined with a team-first attitude, lead us to innovative solutions to challenges, develop projects for long-term success, and prioritize collaboration and collective outcomes.

We formalized our values in our commitment statements that outline how we sustainably develop, construct, and operate energy facilities and infrastructure, while providing a safe and inclusive workplace where all employees feel valued and empowered. Our management systems, programmatic approaches, and strong governance provide the foundation for success.

The energy infrastructure we build, the power we provide, the customers and communities we serve, and the jobs we create all contribute to a sustainable future.



Our Vision in Action

15 Years of Powering the Future

2009

Pattern Energy celebrated our fifteenth anniversary in 2024. We took the time to express our gratitude and reflect on our story of growth and innovation.

Since our founding in 2009, the communities that host our facilities have been integral to our success. As we celebrate this milestone, we extend our heartfelt thanks to all the communities and landowners that have supported and partnered with us throughout the years.

Pattern would not be the company we are today without the close relationships we developed with customers, suppliers, and communities in the company’s earliest days. We owe much of our success and accomplishments to the many partners who put their faith in us, and who we are proud to continue to work with today.



Our early achievements—from Hatchet Ridge Wind in Burney, California and Gulf Wind in Kenedy County, Texas, to St. Joseph Wind in St. Joseph, Manitoba—were only possible with the support of the people who call these places home and the confidence our investors had in our unwavering commitment to deliver on our promises.

The successful development of St. Joseph Wind in 2011 established Pattern as a trusted partner for community-led renewable energy initiatives. The project began as a vision of local leaders who were committed to bring their plan to life. St. Joseph Wind was also Pattern’s first Canadian development project to reach commercial operation, creating a foundation for further partnerships across the country.

Our joint venture with Samsung Renewable Energy (SRE) in Ontario marked a significant milestone in Pattern’s growth. It led to the development of South Kent Wind in Chatham-Kent and five other major SRE joint venture wind power projects, including three projects with First Nation partners. The collaborative spirit of local stakeholders was instrumental in bringing these ambitious projects to life and in creating meaningful, lasting community benefits for their communities. Construction of our Ontario projects also spurred demand for wind energy blade and tower manufacturing plants in the province.

2011



The relationship we have enjoyed with Henvey Inlet First Nation is important to shaping Pattern’s story. Like St. Joseph Wind, the development of Henvey Inlet Wind began with the local community. Pattern is honored to be trusted by Henvey Inlet First Nation to operate the facility in a manner that respects their community’s close connection with their land and its profound connection to their cultural heritage. Such partnerships would not be possible without local people who generously share their time and ideas to help bring projects to life.



2013

The company's rapid growth through 2012 included a series of industry firsts, such as the operationalization of the first utility-scale wind energy facilities in Nevada (Spring Valley Wind) and Puerto Rico (Santa Isabel Wind), and our expansion into new markets. From those early successes to today, our cornerstone has remained the support of local communities and our teams' dedication to working collaboratively with diverse stakeholders on innovative solutions to challenges.

In 2013, we formed Pattern Energy Group Inc. through an Initial Public Offering (IPO) and further expanded into new markets, bringing our values into project acquisitions and joint venture partnerships. We entered the U.S. heartland through the acquisitions of Post Rock Wind and Lost Creek Wind in the Midwest and we grew our international footprint.

As Pattern expanded internationally, we developed partnerships with local businesses and communities in Chile, Japan, and Mexico. Pattern built Chile's largest wind and solar power facilities; enjoyed a fruitful, decade-long partnership with Green Power Investment Corp. (GPI), a Japanese developer and operator, and brought multiple solar and wind projects to operation through our joint venture with CEMEX in Mexico.

In 2020, the Canada Public Pension Investment Board joined Riverstone Holdings, and Pattern's executive management team, to take Pattern Energy Group Inc. private and reintegrate our development and operating businesses.

In the following two years, Pattern entered the distributed generation market through the acquisitions of Solect Energy and Dynamic Energy, adding innovative localized solutions that address customers' energy needs to our offerings.

Simultaneously, we leveraged our integrated capabilities and experience gained at our Broadview Wind and Grady Wind facilities in New Mexico to make history by executing on larger, more complex transmission-enabled projects, Western Spirit Wind and Transmission (New Mexico) and SunZia Wind and Transmission (New Mexico and Arizona).



2026

2020



We recognize that Pattern's continued success is not preordained. In addition to the support of the communities where we work, it requires the dedication of a talented workforce—one that upholds the values and commitments that are foundational to our company.

Our team keeps our commitments to create economic opportunities for communities where we have a presence, preserve the natural environment, including wildlife habitat and cultural resources, and build industry-leading projects with the safety of our workforce and the public at the forefront.

Over the past 15 years, our team has grown ten-fold, from 80 employees at our founding to more than 800 employees today. Over the same period, our programmatic approach to managing sustainability topics has evolved to meet the challenges of our diverse operational fleet and development pipeline.

Our story does not stop here. Once complete in 2026, SunZia Wind and Transmission will be the largest renewable energy infrastructure project in the Western Hemisphere. To accomplish such a feat, Pattern has relied on the support of local partners throughout New Mexico and Arizona and the dedication of thousands of workers focused on safely building infrastructure that will stand the test of time.

Our Approach to Sustainability

Sustainability Framework

Pattern considers sustainability in everything we do—from our mission to transition the world to renewable energy to the formal commitment statements that guide our work and the strategic pillars of our Power the Future vision.

Our sustainability focus areas are defined through an Environmental, Social, and Governance (ESG) double materiality assessment conducted every three years. Third-party sustainability experts conduct the evaluation, focusing on how ESG issues affect the company's performance and how the company's actions impact the environment and society.

International reporting standards and frameworks, the practices of other renewable energy companies, ESG inquiries from our shareholders, lenders, and customers, and feedback received from our stakeholders through formal ESG materiality surveys and interviews, are all considered as part of this thorough and critical assessment.

The assessment helps us not only define but also prioritize our sustainability focus areas. For each focus area, we consider governance, risk management, strategy, and performance metrics. We document our objectives by focus area in our Sustainability Strategic Roadmap that is prepared and maintained in collaboration with internal subject matter experts.

Pattern uses the international standards and frameworks identified below to inform our ESG practices and disclosures:

- Global Reporting Initiative (GRI) Standards
- International Sustainability Standards Board (ISSB)
- Sustainability Accounting Standards Board (SASB) Industry-Specific Standards
- Task Force for Climate-related Financial Disclosures (TCFD)
- United Nations (UN) Sustainable Development Goals
- UN Global Compact
- UN Guiding Principles on Business and Human Rights
- UN Universal Declaration of Human Rights
- UN Declaration of the Rights of Indigenous Peoples
- The Equator Principles

We highlight Pattern's contributions to 8 of the 17 United Nations Sustainable Development Goals throughout this report. We contribute the most to the goals and targets listed in the graphic to the right.



Grounded in globally recognized sustainability standards and informed by a double materiality assessment, our Sustainability Framework provides a roadmap that aligns our activities with evolving ESG reporting obligations and strategic opportunities.

Beth O'Brien,
Director, ESG and Sustainability, Pattern Energy



	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	13.1	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. The Board of Directors considers various ESG topics at quarterly board meetings, dedicating time to review our programmatic and strategic approach on key issues, including cybersecurity, workforce compensation, risk management, and our overarching sustainability program.

Sustainability governance is the responsibility of the Board’s Nominating, Governance, and Compensation Committee. The Board’s Audit Committee also receives an annual report on our process and controls for verifying ESG disclosures.

Pattern’s Senior Vice President of External Affairs and Market Development has operational responsibility for the sustainability program. Our Director of Sustainability collaborates with a cross-functional Sustainability Advisory Committee and internal subject matter experts to shape and implement our sustainability objectives and strategies.

Certain members of Pattern’s Executive Team have oversight of material ESG topics related to their respective teams, and several Executive Team members participate on Pattern’s Sustainability Advisory Committee. Internal, cross-functional working groups are also integral to the continual improvement of our management of priority topics, including climate risk assessments, sustainable procurement, and ESG considerations in project financing.

Enabling Scalability Through Process and Technology

Pattern has implemented the Internal Audit Team’s recommendations to enhance process documentation and controls for our ESG disclosures. Central to our sustainability program is a Sustainability Management System. The system provides a comprehensive framework that governs our management of ESG strategy and reporting, including process flows for data collection and verification methods, as well as quality assurance measures to meet both regulatory and stakeholder reporting requirements.

We deployed a software solution to manage our ESG disclosures, including greenhouse gas emissions, providing a single source of truth for our project and enterprise-level metrics and supporting evidence. It also facilitates engagement with our internal data providers and disclosure audits.

Pattern also more formally integrated ESG governance into the process used to manage a project’s lifecycle, from the ideation stage through facility operations. We adopted a prescribed stepwise approach to guide our alignment with the latest version of the Equator Principles, an internationally recognized framework for risk management in project development.

When a project enters the construction phase, our Public Engagement, Environmental, and Health and Safety Teams work closely with contractors to help ensure compliance with applicable laws, permit obligations, and our social and environmental commitments.

During facility operations, the practices and procedures documented in our Community, Safety, Environmental, and Sustainability Management Systems govern ESG topics. Each operating site also has site-specific community, safety, and environmental plans, which facilitate compliance with facility and enterprise-level investor, customer, and regulatory ESG reporting.



Engaging Our Stakeholders

Stakeholder engagement is a core component of Pattern's sustainability program and a key driver of our success. Stakeholders—both internal and external—play a crucial role in shaping our sustainability priorities. We actively seek stakeholder input and gather a variety of perspectives, which in turn helps us make better business and sustainability decisions.

Stakeholder engagement has helped us to design better projects, make more meaningful community contributions, deliver better products to meet customers' needs, provide employees with benefits that support retention, and foster a workplace culture that promotes inclusivity.

Pattern engages and communicates with stakeholder groups and key audiences through various targeted platforms. Internally, we utilize employee surveys, town halls, and our employee newsletter as tools to enhance employee engagement. Externally, we hold public meetings and gatherings with participating and prospective landowners, open project offices, hire community liaisons, present to civic organizations, and meet one-on-one with community leaders and other stakeholders.

We communicate our sustainability practices and disclosures on the sustainability page of our website and through the publication of this Sustainability Report. We also share stories on our social media channels, through traditional media, and in our newsletters.



The company responds to ESG disclosure requests from our shareholders, project investors, and current and prospective customers. While most requests come in the form of questionnaires based on recognized ESG frameworks and standards, we also answer sustainability-related questions in project permit applications and as part of customer proposals.

Topics trending over the past year include carbon impact accounting, community benefits, environmental assessments, supplier and workforce diversity, and procurement practices.

INTERNAL STAKEHOLDERS

- Board of Directors
- Employees
- Employee Resource Groups
- Executive Team
- Pattern Leadership Team

EXTERNAL STAKEHOLDERS

- 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 landowners
- Participating landowners
- Permitting authorities
- Project area communities
- Rating agencies
- Regulators and government agencies
- Shareholders
- Tribal Nations
- Vendors and suppliers

Advancing Our Industry

Pattern collaborates with industry peers and stakeholders through trade associations and industry organizations. Areas of cooperation include funding research, sharing and developing best practices, championing solutions to market barriers, and supporting workforce development and recruitment.

Pattern executives and staff hold leadership positions on the boards of directors of national and regional trade associations. Pattern experts regularly speak at conferences and present research papers and posters to share their knowledge and experience to advance the industry. We also support state and regional advocacy organizations that work with legislatures,

governmental agencies, and grid operators. Active participation in coalitions and trade associations helps build consensus among industry stakeholders on critical issues.

We are leaders in collaborative efforts to advance research on the interactions between wildlife and energy, including through our position on the Board of Directors of the Renewable Energy Wildlife Institute.

Pattern also engages in groups that contribute to professional development and the growth of the industry workforce. We sponsor the American Association of Blacks in Energy and the Women of Renewable Industries and Sustainable Energy (WRISE), and our staff hold leadership roles at the WRISE national level and in their local chapters.

Industry Trade Organizations

- **Advanced Energy United**
Board Member
- **Advanced Power Alliance**
Executive Committee Member
- **American Clean Power Association**
Founder, Board Member
- **American Council on Renewable Energy**
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**
Non-voting Board Member, Quebec Steering Committee Member
- **Clean Energy Buyers Association**
Member
- **Clean Grid Alliance**
Board Member
- **Interwest Energy Alliance**
Board Member
- **North American Generator Forum**
Member

Industry Biodiversity Collaborations

- **American Clean Power Association (ACP)**
Eagles Subcommittee Chair, Migratory Birds Committee Member, Bats Committee Member
- **Avian Power Line Interaction Committee**
Participant
- **Canada Renewable Energy Association**
Alberta Bat Policy Working Group Member
- **Energy and Wildlife Action Coalition**
Founder, Steering Committee Member, Policy Committee Member
- **Renewable Energy Wildlife Institute**
Founder, Board Member, Research Committee Co-chair, Outreach Committee Co-chair, Research Fund Executive Committee Member

Environmental Responsibility



RELEVANT SDGs



Our Approach

Respect for the environments in which we develop, construct, and operate our projects has always been fundamental to Pattern's business. It is not only our responsibility to create a net benefit to the environment—it is a strategic imperative.

Our approach to responsible development and operations combines scientific integrity and extensive stakeholder engagement to develop innovative solutions. We meet the diverse demands of our investors, regulators, community partners, and customers, and we apply our learnings and feedback from stakeholders to continuously improve.

Pattern follows all applicable laws and regulations as our minimum standard, while striving to raise the bar on what is considered best industry practice. We follow international sustainability frameworks, such as the Equator Principles, to contribute to the United Nations' Sustainable Development Goals, while providing customers with reliable energy that has the least impact on people, wildlife, and the planet.

Through early biodiversity assessments, Tribal and community engagement, and partnerships with environmental non-governmental organizations (e-NGOs), we avoid, reduce, and mitigate the potential negative impacts of our activities while maximizing net benefits.

Our history of collaboration with biodiversity and conservation experts, as well as technology partners, has led to a better understanding of the interaction between wildlife and energy infrastructure. We take pride in driving the market toward more responsible siting of energy projects and the associated infrastructure.

Our Executive Team receives monthly updates on environmental risks, mitigation plans, and compliance. The Board of Directors is briefed quarterly on material risks and the measures we are taking to mitigate them.

Integration Across the Project Lifecycle

In 2024, our environmental experts were vertically integrated into a single team, enabling more collaboration and enhancing fluidity in their work across project development, construction, and operations.

We also enhanced the integration of our ecological work into Pattern's project management process by increasing the steps and documentation required to meet environmental milestones as we advance through project stages.

Pattern's Environmental Team's work begins when assessing a site for potential project development. During this phase, we consider species of concern and jurisdictional requirements, industry guidelines, and international frameworks as we evaluate projects against our robust matrix.

Our matrix includes the U.S. Fish & Wildlife Service (USFWS) Wind Energy Guidelines, Eagle Conservation Plan Guidance, and the Avian Power Line Interaction Committee guidelines and standards for transmission lines. We also apply the Integrated Biodiversity Assessment Tool (IBAT) across all new project reviews to enhance our teams' comprehensive early assessment on critical species, sensitive habitats, and ecological risks.

By combining our data-driven insight and consultation with environmental agencies, Tribal governments, local and national organizations, and landowners, we design better projects and select conservation projects to support or initiate.

During the development of Heritage Prairie Renewables, the combined 900 MW wind and solar project, we have had a long history of collaboration with environmental agencies to assess the risks associated with the project's potential impacts. Coordination with the USFWS and the Illinois Department of Natural Resources, in conjunction with our biodiversity screening, helped us identify sensitive species and potential habitats to consider in the project design.

As projects transition into the construction phase, the members of our Environmental Team focus on project execution, adhering to a compliance strategy matrix and applying our standard approach to avoid, minimize, and mitigate potential impacts. The team collaborates with internal and external stakeholders—working closely with our project construction managers, engineers, contractors, and consultants—to fulfill our environmental obligations and continually seek ways to minimize the impacts of our construction activities.

Pattern grew our team in 2024 to meet and stay ahead of the demands of our portfolio. We formalized new standards to strengthen our on-the-ground execution and updated contract templates to require clear, enforceable measures for restoration, mitigation, and site-specific monitoring.

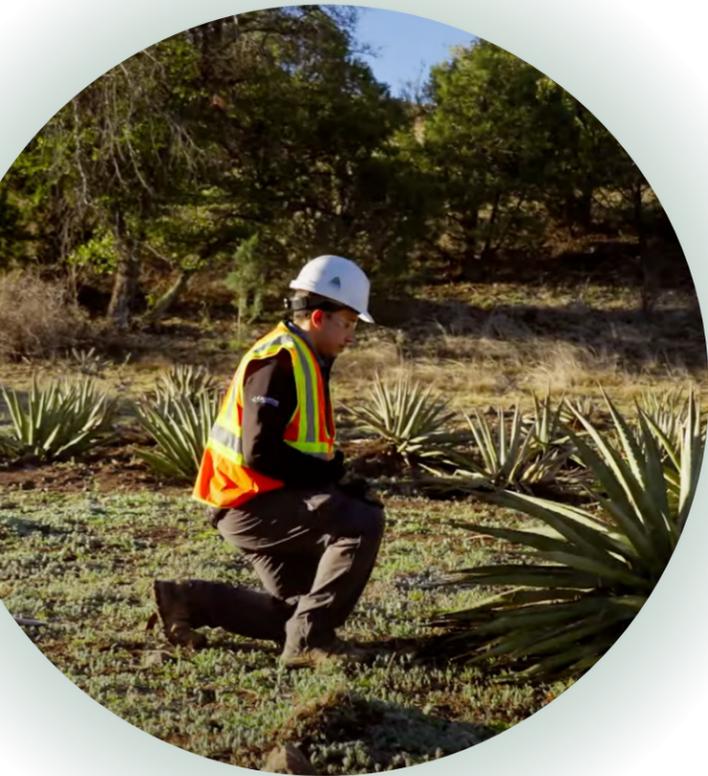
Our Worker Environmental Awareness Program helps ensure that we halt construction activity immediately if construction crews discover an unexpected plant, animal, cultural artifact, or paleontological finding, allowing us to assess the situation appropriately. Consultation and collaboration with agencies and other stakeholders continue throughout the construction process, enabling us to address any challenges that may arise.

SunZia Wind and Transmission

Pattern’s SunZia Wind and Transmission is the largest clean energy infrastructure investment in U.S. history. Full construction was underway across New Mexico and Arizona in 2024. Minimizing potential environmental impacts on an initiative of this scale involves extensive collaboration from planning through execution.

Environmental Stewardship

Engagement with local, regional, and national conservation organizations demonstrably improved the project and is a replicable model for partnership between stakeholder groups and the private sector for future infrastructure projects. This collaboration resulted in new, precedent-setting best practices designed to reduce impacts and support habitat restoration that exceeded local, state, and federal requirements.



Learn how Pattern collaborates with environmental consultants and a local saguaro farm.

SunZia Transmission is setting the new gold standard in environmental mitigation—from restoring thousands of acres of wildlife habitat to investing in innovative technology and long-term conservation research. Examples of our environmental initiatives include:

- Installing, testing, and studying an innovative technology that illuminates the transmission line with ultraviolet (UV) light to increase visibility for large-bodied waterfowl.
- Positioning thermal imaging cameras that utilize machine learning to track migratory bird flights over the power line at river crossings to inform our environmental planning and project management in real-time.
- Providing financial and ongoing research support to study flight behaviors of the sandhill crane in partnership with the U.S. Fish and Wildlife Service.
- Purchasing and restoring habitat on an 1,100-acre property along the Rio Grande River in New Mexico that will be donated and become part of the nearby state or federal wildlife properties.
- Partnering with the Arizona Game and Fish Department on several thousand acres of habitat restoration for migratory birds, big game, and other native species.

Our species mitigation framework has led to significant conservation agreements and protection efforts, including a cactus salvage and replanting partnership with the Arizona Game and Fish Department. Working with Bat Conservation International, a local saguaro cactus grower, and environmental consultant Canacre, we are relocating thousands of agave and saguaros to benefit bats, birds, and other wildlife.

The large, tree-like saguaro cactus, found exclusively in the Sonoran Desert, is closely tied to Arizona’s identity and is an important component of the desert’s ecosystem. Initiatives like these demonstrate how energy development and environmental stewardship go hand-in-hand.



We’ve relocated over 15,000 saguaros and agave throughout the project’s footprint. I think what’s really special about SunZia is the sheer magnitude of the effort going into a project like this.

Justin Montefalcon,
Biologist, Canacre

Cultural Preservation

Pattern applied our same commitment to respecting cultural resources in the design of SunZia Wind as we did on our nearby 1,051-megawatt Western Spirit Wind project, where through collaboration with state and Tribal representatives and local archaeologists, we avoided or minimized 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. This engagement framework empowered Tribes to propose management directions, such as avoiding or mitigating impacts on cultural sites and resources.

We worked to avoid direct impacts on Tribal cultural sites identified by trained field archaeologists and avoided or minimized indirect impacts on cultural resources. We did this through layout adjustments by inviting cultural specialists to work with project engineers to reroute and relocate access roads, wind turbines, and power lines.

For SunZia Transmission, the Bureau of Land Management (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.

Among other measures, 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.

Pattern also voluntarily agreed to additional research on the topic of traditional cultural properties in the San Pedro Valley with the U.S. government’s support and ongoing outreach to the Tribes as part of this consultation process.

Pattern remains a party in a lawsuit filed in 2023 by two Tribes and two e-NGOs against the BLM’s approval of the 50-mile ROW route through the San Pedro Valley in the Arizona federal district court.

Most recently, the Ninth Circuit Court of Appeals sent the case back to the federal district court for consideration of the merits. A similar complaint remains pending before the Arizona Corporation Commission; however, the state proceeding has been stayed pending the resolution of the federal litigation.

We continue to learn from our experiences in the U.S.

We look forward to continued 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.



Operating with Environmental Integrity

Pattern's Environmental Team utilizes the same environmental compliance matrix created during the development period throughout the construction phase. In preparation for facility operations, the team incorporates commitments and compliance obligations into site-specific plans and Pattern's Project Agreement Compliance Tracker (PACT) platform.

Site restoration occurs systematically as construction activities come to a close. Examples of restoration activities include reducing the width of temporary access roads, restoring equipment laydown yards to their natural state, recontouring sites to ensure proper hydrology, reseeding disturbed areas with native vegetation, and restoring any public roads that were impacted by construction traffic.

During the operations phase, complying with our obligations and commitments, whether they be permits, regulations, or agreements with landowners, customers, and investors, is a priority. We continuously monitor our environmental impacts to help ensure that we generate energy with the least possible impact.

Pattern's Environmental Management System (EMS) documents our environmental processes and procedures. We track incidents and resolution through our Environmental, Health, and Safety (EHS) tool. 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 with all procedures.

Responsible Technology Enhancements

In 2024, Pattern began planning for blade replacements at one of our earliest wind projects—Ocotillo Wind in California's Imperial Valley.

We formed a cross-functional team and tasked them with designing an efficient, cost-effective, and environmentally conscious Ocotillo Wind Blade Replacement Program. The team conducted intensive due diligence to identify a proven vendor to recycle the blades and to verify that the bidding companies could fulfill their commitments.

To be recycled, each removed blade is cut into smaller sections to facilitate transportation. Ultimately, the parts are shredded into tiny material that a company uses in their concrete kilns, providing them with a recycled fuel base and reducing their carbon dioxide emissions. In turn, they provide us with a certificate of proof of the blade recycling.

From development concept to extending the life of our operational fleet, we design our environmental strategy to scale with our growth, adapt to changing needs, and meet the expectations of our stakeholders.

It's a comprehensive lifecycle approach—rooted in responsibility, driven by science, and delivered by people who care.

Recognizing Environmental Stewardship

We celebrate on-the-ground leadership through our Environmental Stewardship Awards. Jim Hurd at Hervey Inlet Wind received recognition for his environmental stewardship. Jim's day-to-day job includes conducting inspections for erosion and sediment control and wildlife crossings, performing invasive species management activities, and communicating with First Nations along the transmission line before accessing their land.

In 2024, he encountered an injured snake. Jim went above and beyond his regular duties by volunteering to transport the snake to a rehabilitation center two hours away, demonstrating his commitment to protecting the wildlife that inhabits the land where we operate.

The honoree of the Environmental Stewardship Award for a site went to Grand Renewable Wind. The site team has thoughtfully managed the site's wet retention pond for over ten years, helping it become a thriving, self-sustaining ecosystem. The pond initially struggled to grow vegetation, but through careful care and regular monitoring, it is now thriving.

The site team annually seeded the banks and installed duck boxes and bird feeders to encourage wildlife to frequent the pond. Now, in the site's tenth year of operation, the pond has healthy vegetation growth and a diverse collection of wildlife that call it home.



Managing Climate Risks and Impacts

We are committed to delivering reliable, affordable energy to the electric grid. As an energy developer and operator, our operations are inherently influenced by weather patterns and climate conditions, which can drive both electric demand and supply. Identifying, measuring, and managing climate-related risks and opportunities is essential to the sustained success of our projects and company. Additionally, analyzing our own greenhouse gas (GHG) impacts can help us identify strategies to reduce our carbon footprint.

Pattern adheres to the Task Force on Climate-related Financial Disclosures (TCFD) framework, structuring our climate-related disclosures around its four pillars: governance, strategy, risk management, and metrics and targets.

Governance

Pattern's Enterprise Risk Management (ERM) program, overseen by the Audit Committee of our Board of Directors, offers a systematic approach to identifying and mitigating risks. Our Risk Registers cover both corporate and project-level risks, designated risk owners, and associated mitigation measures. Climate change risk assessments are conducted at both site and enterprise levels, supporting the evaluation of these risks within our ERM program.

Our GHG Inventory Management Plan (IMP) documents our GHG Scope 1, 2, and 3 sources, processes, and controls for collecting, analyzing, and verifying this data. In 2024, our Internal Audit Team reviewed our GHG disclosures and recommended enhancements to documentation and controls, which we have implemented. We also employed a carbon management software solution to facilitate the collection, analysis, and audit of our GHG metrics.

Strategy

In 2024, we strengthened our climate-risk assessment approach by expanding our risk management tools and enhancing on-the-ground measures to improve our resilience. Pattern assesses climate-related risks at both the site and enterprise levels. We are integrating the two-tiered approach into our project development process and broader risk management strategy, enabling us to strengthen resilience, identify business opportunities, and meet evolving voluntary and regulatory reporting requirements.

We continue to refine our Climate Change Risk Assessment (CCRA) framework, a collaborative effort led by our Meteorology and Sustainability teams and aligned with the Equator Principles and TCFD guidance. The CCRA's supplement the technical risk evaluations performed by construction and engineering experts during project development to design infrastructure that can withstand extreme wind speeds, temperatures, and other hazards.

We are building upon our multi-year research with Cornell University and other third-party experts to assess chronic physical risks. The studies included modeling future wind resource patterns across more than 30 climate scenarios, which helps us evaluate how long-term shifts in wind patterns may impact resource forecasting. We also subscribe to a climate risk modeling tool that provides ongoing access to site-specific hazards, such as flooding, hail, extreme winds, and wildfires, under various scenarios.

A cross-functional group of internal subject matter experts considers the potential impacts and mitigation measures by technology type, along with the financial consequences of possible extreme weather events. We aim to use CCRA's to inform decision-making across the project lifecycle—from design to day-to-day operations.

We are also completing a TCFD-aligned climate scenario analysis of physical and transition risks and opportunities across Pattern's utility-scale portfolio and our distributed generation affiliates, Solect and Dynamic. Our assessment examines physical hazard exposure across our portfolio and evaluates key transition risks and opportunities. Growing energy demand and technological advancements in our sector offer tremendous opportunity for the company, which we are exploring in greater detail through our climate scenario analysis.



Risk Management

Pattern's Meteorology, Energy Management, and Field Operations teams are pivotal in managing our risks from extreme weather events through their assessments, preparation, and response.

Our meteorology, geospatial, and energy modeling experts work alongside our developers, engineers, and commercial leads to integrate climate data into risk management strategies. Meteorologists provide advance notice of potential weather disruptions, ranging from one hour to six months ahead, enabling us to develop production forecasts and prepare for possible disruptions. We leverage this expertise to inform our decisions—from project siting to extreme weather forecasting that influences our emergency management strategies during operations.

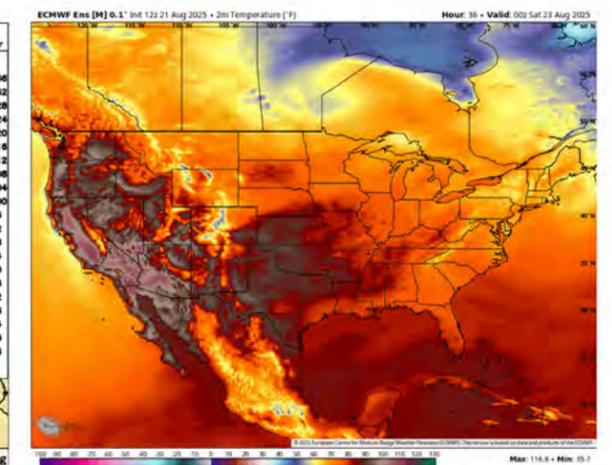
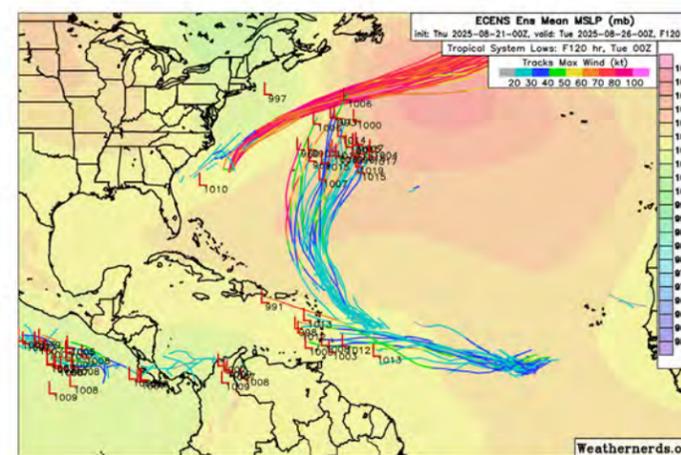
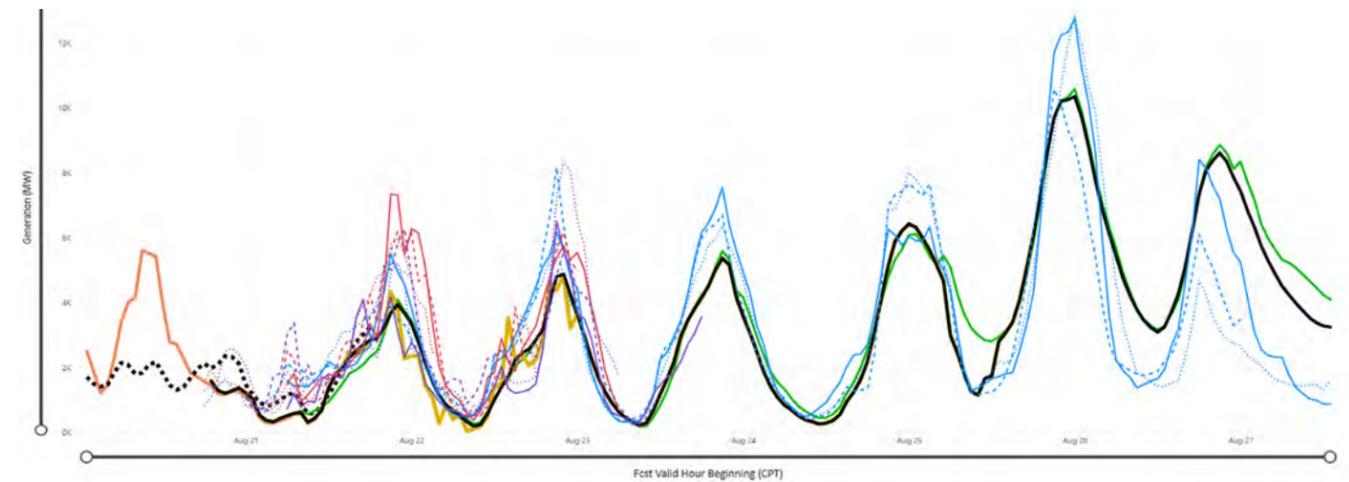
Additionally, we fully incorporated Vibrant Clean Energy (VCE) into Pattern's Fundamentals and New Markets Team and continued to enhance our ability to simulate short and long-term energy flows and pricing under changing system conditions, giving us a competitive edge.

Adherence to North American Electric Reliability Corporation (NERC) regulations on weatherization plans enhances our preparedness. These efforts are supported by Pattern's Safety Management System (SMS), which outlines comprehensive emergency action plans and mandatory training drills for our operating sites.



Pattern's ability to handle extreme weather events through internal coordination is incredible, helping us maximize energy production during extreme cold, heat, snow, and hail.

Ryan Pierce,
Vice President, Field Operations, Pattern Energy





Metrics and Targets

Pattern continues to disclose our enterprise greenhouse gas emissions (GHG) annually, covering Scope 1, Scope 2, and select Scope 3 categories based on a materiality assessment.

We strengthened our approach to measuring and managing GHG emissions through enhanced internal guidance and protocols that support accurate calculations and regulatory compliance. We also implemented a carbon management platform to house our activity data and methodologies, automating the conversion of our inputs into GHG emissions. The platform facilitates data reviews and audits.

We track energy consumption across the enterprise via utility invoices, which account for stationary combustion from backup generators and purchased electricity for the lighting, cooling, and heating needs of our offices and sites. Hard-to-abate emissions primarily arise from fuel consumption for backup generators at our operational facilities, which are used only in emergency situations.

We also track our mobile combustion from fleet vehicles. For 2024 calculations, we implemented a more granular data collection process by collecting mileage and fuel consumption at the vehicle level, which enables a more accurate assessment of emissions from our corporate fleet.

Additionally, we assess value chain emissions related to purchased goods and services and capital goods, accounting for the manufacturing of our equipment and project construction, and the impact of our business travel.

For 2024's GHG Scope 3 category 1 and 2 calculations, we conducted a re-mapping exercise of Pattern's internal accounting categories to the North American Industry Classification System (NAICS) categories, resulting in changes to emission factors for several categories of purchased goods and services.

While our wind turbines and solar panels generate electricity without producing direct emissions, and our enterprise-wide carbon footprint is minimal compared to the emissions avoided through our energy production, we continue to evaluate where we can reduce our GHG impacts and reduction targets that are appropriate for an energy company.

Performance Metrics

Comparison of Our GHG Impacts (mt CO₂e)

In 2024, our GHG Scope 1 & 2 emissions were less than 0.2% of the emissions displaced by our generation on the electric grid.

0.17%

— Avoided Emissions¹

Greenhouse Gas Emissions Categories²

— 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 backfeed power when needed for turbines, substations, and switchyards.

— GHG Scope 3

Indirect emissions associated with our value chain, including our purchased goods and services, capital procurement, and business travel.

¹ Avoided emissions are calculated based on Pattern's operational control boundary of the 2024 annual production from Pattern's operational utility-scale fleet. The calculations for our U.S. sites utilize the 2023 regional emission rates for onshore wind and utility PV in the U.S., as provided by the U.S. Environmental Protection Agency's Avoided Emissions and Generation Tool (AVERT). For our Canada sites, the 2021 regional emissions intensity of electricity generation is applied, as reported in Canada's National Inventory Report submitted to the United Nations Framework Convention on Climate Change.

² Greenhouse Gas Emissions were 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 back up generators. Scope 2 reflects our purchased electricity and uses location-based methodology. Scope 3 includes categories 1, 2, and 6. Pattern uses the spend-based approach for Scope 3, categories 1 and 2 disclosures.



Social Responsibility



RELEVANT SDGs



WORKFORCE

Our Approach

Pattern's success is rooted in a deep commitment to our employees, as evidenced by our company culture and talent management approach. We've built a workplace that values expertise, encourages innovation, and fosters a sense of belonging—because our employees are key to driving long-term growth and delivering reliable energy to communities and businesses.

In 2024, we refined our talent management approach to meet the evolving needs of our dynamic and fast-growing workforce. We take a holistic view of workforce planning across the employee lifecycle—from talent acquisition and onboarding to development and the ongoing employee experience. Creating a more unified and responsive system supports employees at every stage of their careers and supports retention.

Pattern respects the unique experience, skills, and perspectives each individual brings. We believe that when people feel supported, they thrive—and when they thrive, so does our company. We're proud of our low attrition and high employee engagement, and we're constantly improving how we listen, respond, and evolve as an employer. We value our employee feedback mechanisms and actively use them to deliver on our commitments to our workforce.

Fairness, transparency, and accountability guide our culture. Discrimination of any kind is strictly prohibited. We continually review our talent acquisition, promotion, and compensation practices to help ensure we embed fairness and respect into our operating procedures. Pattern's Board of Directors regularly evaluates our workforce metrics and practices, and we annually review and update our Employee Handbook.

We also focus on building the next generation of energy talent. Pattern supports early career programs, student scholarships, and hands-on learning through our internship program—bringing new voices and ideas into our work while opening doors to careers that deliver reliable power to communities across North America.



We are committed to cultivating careers, supporting local economies, and expanding our workforce with purpose and intention. Our goal is for every employee to feel valued, supported, and empowered with the resources necessary for career development, whether they grow within their current position, transition to a different team, or assume a leadership role.

Amanda Cambrice,

Senior Director, Talent Management, People and Culture, Pattern Energy

Where Talent Meets Opportunity

A skilled workforce is essential to safely delivering reliable power. We strategically grow our workforce to support our business objectives and our pipeline, encompassing development, construction, and operations.

Our workforce growth includes roles across career levels—from entry-level positions to executive leadership—and across key functions and geographies.

We believe homegrown jobs benefit local communities, and we seek out ways to provide additional economic benefits through employment in the regions where we do business.

While the energy business demands specialized skills, many are also transferable skills from other industries or energy sectors. We work across multiple channels to reach qualified candidates.

We partner with Veteran programs, universities, community colleges, and technical programs; engage with professional organizations and business associations; and sponsor industry networking groups to attract the top talent to Power the Future at Pattern.

Shaping Future Careers

Building the talent pipeline is the central mission of our internship program. Pattern interns are immersed in learning various aspects of the business each summer, guided by the dedicated support of managers and mentors. The intern program offers a robust introduction to Pattern and the broader energy industry.

Our program not only provides valuable experiences for the interns, but the interns work on assignments that create real value for the company. At the conclusion of the internship, interns present their work to a company-wide audience, allowing all employees to learn from our impressive emerging leaders.

Since the inception of our formal program, we have hosted more than 100 students, with a number still working at Pattern today. In 2024, 16 interns contributed valuable work across multiple departments at Pattern, including the first time we hosted a Field Operations intern. Following the completion of several safety trainings applicable to field work, Sanjay Luckwitz gained experience in safety inspections, preventative maintenance observations, and Balance of Plant activities.

His internship project entailed studying main bearings to create predictive models for potential failures, thus supporting the company's ongoing work in using machine learning to identify trends that can inform our maintenance decisions. Following the conclusion of his internship at Pattern's Western Spirit Wind facility, Sanjay returned to Ohio State University to complete his degree in mechanical engineering.

Growing Talent, Growing Impact

Pattern believes developing talent is one of the most important investments we can make—for our people and our long-term success. Our approach to talent development emphasizes not only traditional advancement but also lateral movement across departments, enabling employees to build broader skill sets, explore new interests, and grow in ways that align with their strengths and career goals.

We are refreshing our core leadership competencies to align with Pattern's evolution and integrating them into the design of a new leadership development program. The initiative includes expanding internal mobility opportunities, helping employees find "non-obvious" career paths, including opportunities for advancement that don't follow a conventional management track.

Our People and Culture Team partners with department leads to identify skill gaps, understand changing business needs, and structure teams for long-term efficiency and resilience.

We support employee growth through role-specific training, leadership workshops and programs, and opportunities to obtain personalized feedback.

Our DARE to Lead curriculum focuses on building practical, values-aligned leadership capabilities. The 360 Feedback program helps employees identify areas for growth and create personalized development plans. Each participant is paired with a trained feedback coach who helps turn insights into action.

To ensure clear performance expectations and career progression, every employee participates in a structured performance management process, including annual goal setting and formal mid-year and end-of-year assessments. Our talent management platform enables employees to track their progress, access new learning content, and assign or explore training across various disciplines.

We identify internal talent with leadership potential and skill sets aligned with our organizational needs and values through succession planning. We believe in promoting from within—and that growth doesn't always look like a title change. Whether employees are deepening their expertise, leading others, or stepping into a new department, we're committed to making Pattern a place where people can build meaningful careers.



Opened New San Diego Office

Pattern built out our new San Diego office in 2024 to support the growth of our team and selected the location to accommodate easier employee commutes and business travel. Inspired by the local community's culture, we designed the office to serve as a hub for collaboration and engagement.

We commemorated its official opening in early 2025 with a celebration. To get to know the neighborhood, the office team partnered with Pattern's Veterans In Renewables (ViR) Employee Resource Group for a field trip to our new neighbor, the USS Midway Aircraft Carrier.

Navy Veteran and ViR member Steve Malinoski, a director on our Engineering, Procurement, Construction Team, shared his insider knowledge during the tour and even created a 3D-printed replica of the ship for our namesake conference room.



Driving Talent Engagement

Engaging talent is essential for us to Advance Together and achieve our mission. Listening to employees about their experience at Pattern and ways we can improve makes us a stronger, more successful company. We know that when employees feel heard, respected, and connected to Pattern’s mission, they do their best work and stay with us longer.

Pattern has adopted a variety of channels to engage with employees and to promote psychological safety, so that employees feel safe, supported, and empowered to share their views. These include surveys, panel discussions, town halls, our employee newsletter, and Human Resources Business Partners (HRBPs) dedicated to business groups and departments. HRBPs provide support to their assigned departments, serving as trusted advisors, employee champions, and change agents.

In 2024, we hosted a forum for candid conversations between employees and members of our Executive Team called "Ask Me Anything." The session provided staff the opportunity to ask direct questions, share feedback, and hear leadership’s perspective on any topics of interest to employees. It also created valuable space to get to know our new executive leaders better—building trust, transparency, and alignment.

An independent third party administers our employee engagement surveys on a regular cycle. Every two years, we conduct a full engagement survey, and in the alternating years, we administer a shorter pulse survey focused on key topics. These surveys provide employees with the opportunity to share anonymous feedback in a format that the company can analyze and take meaningful action.

Survey results provide insight into how connected and motivated our employees feel, their confidence in leadership, and where we can improve. We don’t just collect feedback—we use it to shape decisions across departments, reinforcing our belief that employee voices are critical to our continued success.

Pattern is committed to tying survey results to action. Following the survey, we conducted department- and team-level debriefing sessions to dive deeper into the feedback. From these sessions, over 100 actions were created to address survey feedback. We anticipate seeing the impact of these action plans reflected in the results of the Fall 2025 engagement survey.

99% Of Pattern employees completed the 2024 employee engagement survey.



Employee engagement survey and other feedback loops contributed to new programs and company actions, including:

- Expanding our parental leave policy, which now provides four months of paid leave for non-gestational partners, the same as the gestational benefit offered.
- Increasing the monthly wellness stipend for employees from \$50 to \$75.
- Offering a no-cost health insurance option and two other unique plans that provide our workforce with a choice in their coverage.

To better engage with our teams and employees in our growing company and move employee feedback into action, we created a new Pattern Leadership Team in 2024. We hosted our first Power the Future Summit, organized around the pillars of the company’s vision.

The Pattern Leadership Team brings together the company’s leadership to discuss critical company and industry topics, benefiting from the collective experience of our top talent.

Empowering Inclusivity

We recognize the richness of our collective backgrounds, experiences, and perspectives. 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 yields better outcomes for both our employees and business.

Pattern is committed to a workplace where all employees feel a sense of belonging, regardless of background, characteristics, or abilities. We want our employees to feel valued, appreciated, and supported.

We demonstrate this commitment through the work of Pattern’s leadership, Employee Resource Groups, and the workforce, which help the company foster a culture of mutual respect and attract and retain talent.

Pattern’s Employee Resource Groups cultivate meaningful connections and foster belonging by providing opportunities for community outreach, networking, and professional development. Our Employee Resource Groups elevate unique perspectives and experiences through collaborative activities and events that are open to all staff members.

Pattern advanced inclusivity in 2024 with a panel discussion of company leaders who shared their unique stories and experiences with invisible disabilities, and how an inclusive culture fosters innovation and a genuine sense of belonging within our organization.



Anticipating people’s needs and taking care of them in advance speaks volumes. Structuring offices the right way, screening for invisible disabilities in advance, and implicitly showing through action that they belong can make all the difference.

Sarah Webster,
Senior Vice President, External Affairs and Market Development,
Pattern Energy





BiRE

Blacks in Renewable Energy

Members of our Blacks in Renewable Energy (BiRE) Employee Resource Group had a busy 2024 with numerous opportunities to develop tomorrow's talent. BiRE members and mentors volunteered at the Energy Institute High School, providing a chance to inspire the next generation of energy leaders. The Energy Institute is the first high school in Houston devoted to preparing students for careers in the energy field, mingling the exploration of energy careers with cutting-edge education.

CARE

Caregivers Around Renewable Energy

Caregivers Around Renewable Energy (CARE) continued to be a resource for employees, promoting personal and professional development for all caregivers and their allies, while also building awareness of the challenges that caregivers face. CARE's Coffee and Conversations series featured topics such as summer planning, balancing work and personal commitments, and how to be an ally to your LGBTQ+ child.

PRIDE

Aligning with PRIDE's mission and mentoring objectives, the Employee Resource Group serves as a resource to all Pattern employees, with a focus on those who are members of the LGBTQ+ community, through education, networking, and mentoring opportunities. In 2024, PRIDE partnered with CARE to welcome expert Heather Hester, author of Parenting with Pride: Unlearn Bias and Embrace, Empower, and Love Your LGBTQ+ Teen.

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 at Pattern to connect, build community, and empower one another. In 2024, WiRE also led the initiative to establish a Pattern Toastmasters Club, where everyone is welcome. Members gain valuable presentation and communication skills that benefit both their personal and professional lives.

AsPIRE

Asian & Pacific Islanders in Renewable Energy

Asian Pacific Islanders in Renewable Energy (AsPIRE) celebrated the Year of the Wood Dragon by offering opportunities for education, leadership development, and community engagement to all employees. AsPIRE hosted a panel to discuss the unique barriers faced by Asian American Pacific Islanders (AAPI) employees seeking to advance into management positions.

Three peers who rose to management positions at Pattern shared their experiences in building a successful career in renewable energy. The panel helped better equip AAPI employees to achieve their career goals and provided a deeper perspective to non-AAPI staff at the company.



REAL

Renewable Energy and Latine

REAL celebrated Día de los Muertos with a digital twist on a long-running tradition. A standard fixture in homes celebrating Día de los Muertos is an "ofrenda" (altar) featuring photos and treasured items of loved ones who have passed, along with marigold flowers associated with the day. REAL invited staff to join a "virtual ofrenda" by sharing a photo of a departed loved one and a paragraph about them to create a photo wall of Pattern loved ones.

They also helped the company celebrate Hispanic Heritage Month with festive lunch events in our offices, which included sharing special edition Celia Cruz quarters from the U.S. Mint's American Women Quarters series, Salsa Lessons, and an Afro-Latino Culture and History Session.

Fostering Talent Retention

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 Fair Benefits

Pattern provides 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 we are aware of the full range of benefits available for employees, what's competitive, and what's equitable.

We conduct a robust analysis of role responsibilities to assess contribution and exposure to company activities and projects. Compensation for new hires considers salary ranges for job positions that reflect the cost of labor due to geographic locations. Promotions and merit increases also take into account individual performance.

We engage an external firm to review our pay and benefits packages compared to market trends in compensation, including that we are paying our employees equitably for equal work, to help ensure fairness to our employees. Pattern's 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.

Promoting Mental and Physical Wellness

Supporting employee wellness and psychological safety 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 enhances overall performance. We pay attention to the universe of what benefits are possible, what's competitive, and what's equitable.

Pattern puts our recognition of the importance of mental health into actionable efforts to reduce stress, including trainings and programs to increase awareness, and shared resources for all employees. Pattern's Employee Assistance Program (EAP) offers 24/7 access to comprehensive wellness support, complemented by proactive health initiatives from our medical insurance provider.

Based on employee feedback and organizational needs, we continue to support 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 increased our wellness reimbursement stipend for all employees from \$50 per month to \$75 per month in 2024, in addition to parking, transportation, and gym membership perks for employees who work out of one of Pattern's office locations.

We support working families through the Cleo program, which offers resources on planning a family and caring for an adult loved one. We 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, participate in cultural celebrations, or enjoy a well-deserved vacation. 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
- Employee Assistance Program
- Employer contributions to Health Savings Accounts
- Employer match on 401(k) retirement funds up to 5%
- 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 solution offering fertility management, medical treatment, and support with surrogacy and adoption services

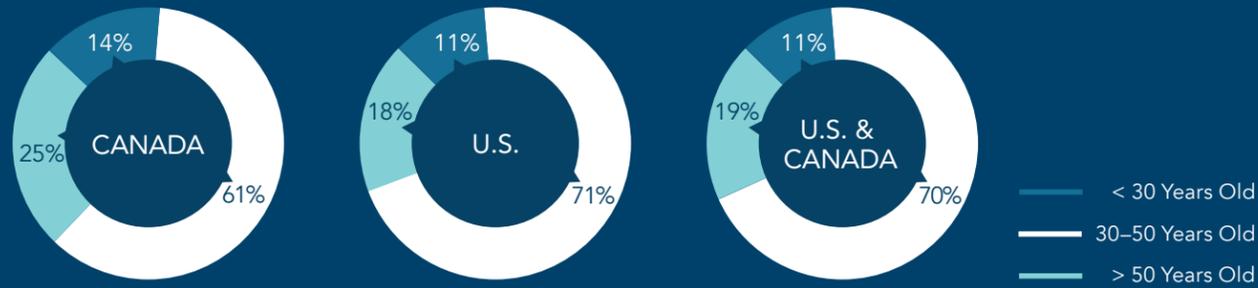
Performance Metrics

Workforce Overview

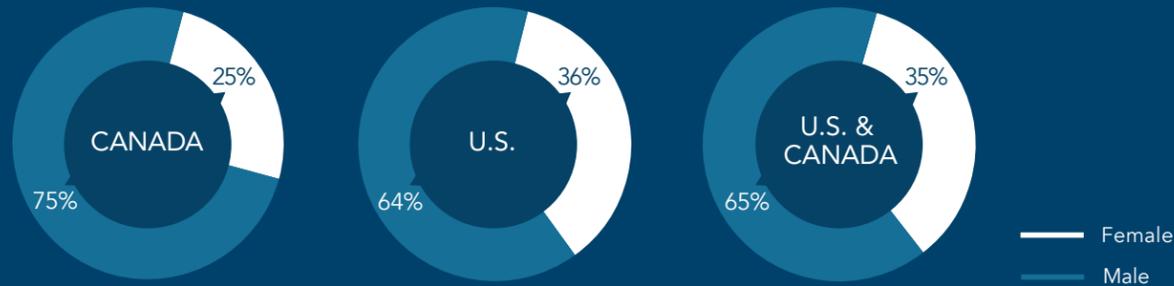


Note: Metrics are applicable to Pattern employees in the U.S. and Canada and do not include our DG affiliates. Pattern had one employee outside of the United States and Canada in 2024.

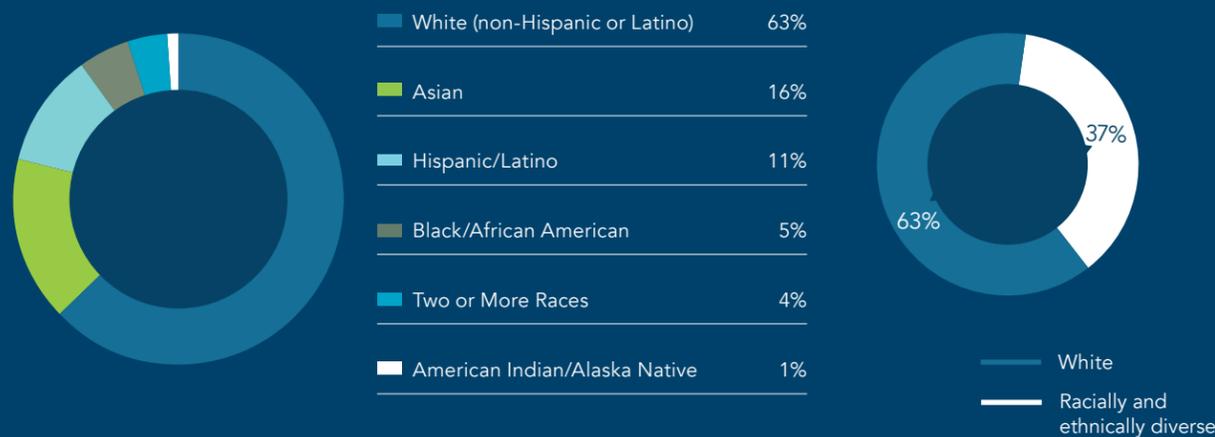
Age Diversity by Country



Gender Diversity by Country



Racial and Ethnic Representation in U.S. Workforce

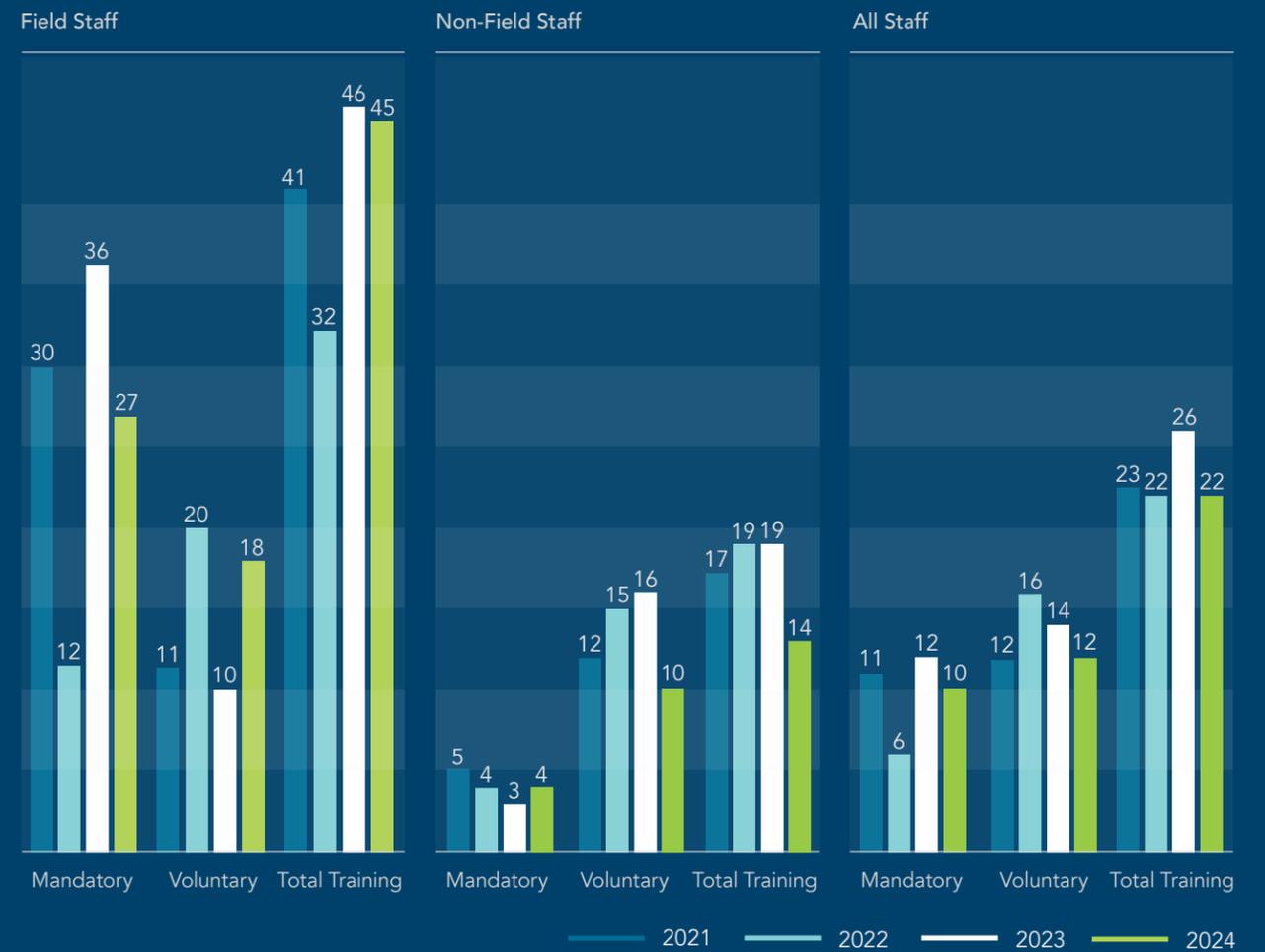


Note: Does not include the 60 employees Pattern had outside of the United States as of December 31, 2024. 59 of such employees work in Canada, where this is not a federally supported question. Hispanic/Latino refers to all multiracial, white, and non-white respondents who identified Hispanic/Latino as 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	1,781	4,755	6,536	14
Field Staff	4,787	3,178	7,965	45
All Staff	6,568	7,932	14,501	22

Average Training Hours by Training, Staff, and Year



Note: Mandatory training topics include code of conduct, anti-corruption, and workplace harassment and discrimination prevention, among others. Development teams are trained in public engagement. Field staff participate in mandatory training on various safety, first aid, environmental, and regulated topics specific to their work. Voluntary training entails a variety of professional development skill sets. See Disclosures Index for full list of mandatory training topics. Our mandatory field staff training hours show an increase for the years we add significant installed capacity (2021) and when we expand our number of self-perform sites (2023).



HEALTH AND SAFETY

Our Approach

Safety has been a centerpiece of our strategic and operational philosophy since the company's inception. We are committed to the well-being of our employees, contractors, and the communities where we develop, build, and operate. In 2024, Pattern became a Leading Member of the Global Wind Organization to provide an active voice in the safety conversation and continue moving technical and safety standards forward for our industry.

Compliance with relevant health and safety laws and regulations serves as our baseline. We strive to go far beyond what is required to help ensure we embed safety into everything we do. Our Statement of Safety and Health Commitments outlines our practices to support a safe workplace.

Our approach to fulfilling our commitments encompasses a comprehensive safety strategy, which includes integrating safety into pre-construction planning, contractor screening and oversight, training programs involving local first responders, a safety management system, and performance tracking.

As we grew our Health and Safety Team in the past year, we created more specialized positions, such as those supporting office safety, development, pre-construction, project execution, facility operations, and roles focused on standardization and program management.

Pattern advanced our Next Level Safety program in 2024 to encompass both psychological safety and physical safety, apply new ways of thinking about human and organizational performance, and engage leadership to create a new corporate safety key performance indicator that measures the presence of safety rather than its absence.

We trained staff across the company to expand the way we collectively think about safety, noting that safety extends beyond work on our project sites, and established a corporate goal tied to staff participation in training about our evolving approach.

- Psychological safety supports better outcomes. In a workplace that practices psychological safety, employees feel comfortable raising concerns, admitting mistakes, and speaking honestly about the struggles they are facing, whether personal or professional.
- New ways of thinking about human and organizational performance represent a shift in the way Pattern approaches safety. Every project encounters the unexpected. Safety is about building resilience and the capacity to be successful even when conditions change. By preparing for errors, our safety practices anticipate predictable issues, enabling the team to respond more effectively when they arise.
- Pattern leadership engaged in the safety conversation to make new commitments and a new safety performance indicator as an enterprise-level goal. Changing the way leadership measures safety success has meaningful effects in the field. Moving forward, we are measuring the existence of safety by using leading indicators, such as our new Safety Observation Rate.

Our Safety Management System (SMS) is a collection of policies and procedures that has historically been tailored to our operating facilities. In 2024, we updated the SMS to provide a framework for enhancements beyond applicability to facility operations, extending the framework to development, construction, and corporate offices. We required all employees to review and acknowledge the updated SMS in our performance management tool and created a centralized location for corporate health and safety resources.

A New Perspective on Workplace Safety

Safety has always been a common topic of discussion in the operations and construction portions of our business. We're now talking more about safety across our organization and developing programs to take a comprehensive approach to safety, encompassing corporate offices, remote workers, business travel, and emergency response and preparedness beyond our sites.

In 2024, Pattern's Health and Safety Team developed the Remote Employee Safety Assessment, a tool we use to evaluate the safety of remote workplaces. The new tool is part of our ongoing commitment to Next Level Safety and is intended for employees who work from home in any capacity. It assesses their remote workspace to identify potential opportunities for creating a safer and healthier environment. The team is using the data gathered from the assessments to identify common trends and feedback that enable the company to address potential problem areas and provide targeted health and safety guidance.

We increased emphasis on worker safety in our corporate offices and dedicated a member of our Health and Safety Team to office safety. Following the completion of an assessment to identify areas for improvement, we developed an Emergency Action Plan for our offices. Our Workplace Operations and Experience Team is now directly connected to our Meteorological Team's weather systems, enabling alerts that assist them in communicating notifications about extreme weather to employees. We also created safety bulletin boards in the common areas of Pattern offices as a tool for posting safety information.

Building Safely at Scale

The scale and complexity of the projects in our pipeline necessitate that our Health and Safety Team engage early during a project's pre-construction phase. The team begins construction safety planning and incorporates contractor screening into our third-party pre-qualification platform, ISNetworld.

We only work with companies that share our safety values and partner with Engineering, Procurement, and Construction (EPC) contractors who have years of experience in our industry. ISNetworld examines contractors' safety management programs to ensure they align with regulatory standards and Pattern's established requirements. Our EPC contractors hire and manage subcontractors, and we require subcontractors who will perform high-risk work to prequalify to our safety standards.

Pre-qualification for contractors outlines requirements from Pattern to the contractor, beyond the baseline reporting requirements, including the number of safety professionals needed on site in relation to the number of workers, first aid personnel, emergency response preparedness, and training expectations. Once a contractor is selected, we work together to create site-specific safety plans that guide every aspect of the construction process and every person who enters the work site.

Pattern works closely with our contractors to support a safe working environment and help their safety personnel fulfill agreed-upon obligations. We perform contractor audits and employ independent monitors to review safety compliance. If we identify a safety gap, we work with the contractor to help them address and improve it.

Safety in Action at SunZia

The construction of SunZia Wind and Transmission (SunZia), one of the largest energy infrastructure projects in U.S. history, is a prime example of how our safety team works closely with contractors to address and reduce inherent risks associated with construction activities.

SunZia Wind consists of SunZia North and SunZia South, utilizing two different turbine suppliers, a 553-mile high-voltage direct current (HVDC) SunZia Transmission line, and two HVDC converter stations that connect to the existing electric grid.

The year 2024 marked the first full year of construction at SunZia, with more than 2,500 workers on site across Arizona and New Mexico during peak activity. Construction activities involve dozens of companies that employ workers on-site. These contractors and subcontractors all contributed input into the SunZia Safety Plan, which everyone on-site must follow.

In addition to our safety professionals, we hire third-party safety professionals to monitor safety compliance at all times during construction. On-site safety professionals perform regular site walkthroughs and share critical safety information between construction crews. During SunZia construction in 2024, there were times when more than 60 safety professionals were on the ground to monitor and actively assess real-time scenarios.

The scale of SunZia presents an opportunity to engage the construction workforce. In this spirit, with our partner Quanta Services, we developed the SunZia "Crew Channel" as a way to communicate directly with the construction workforce in a timely and consistent fashion. The Crew Channel enables Pattern to champion safety, celebrate successes, share workforce stories, provide project updates, and recognize exceptional performance in the field.

Everyone on a job site has a role in safety, and we reinforced this belief during SunZia Safety Day. In the summer of 2024, 1,500 workers took a break from constructing SunZia to come together and celebrate safety successes, recognize individuals embodying safety leadership within their crews, and encourage continued safety diligence as construction progresses.

Pattern is committed to ongoing opportunities that allow for meaningful conversations and collaborative solutions so safety remains a core value underpinning every decision and action on our sites.



The world is truly watching what we are doing with this project...and we're so proud of the safety culture built.

Cary Kottler,
Chief Development Officer, Pattern Energy



Scan the QR code to watch a short video about the incredible strides SunZia made in 2024, from safety achievements to key construction milestones.



Generating Energy Safely

We instill a culture of safety that begins with employee onboarding and continues through consistent training and partnerships with our contractors and communities. Safety is not just a goal—it's an integral part of our culture.

Our strategy is rooted in building the capacity to work safely—even when mistakes occur. That mindset helps us reinforce accountability and resilience across teams.

People are human, and mistakes happen. It is essential to learn from mistakes and allow room for errors to occur without them causing injuries. We build capacity for safety in every task we do.

Pattern's Safety Management System (SMS) is the framework for operating our facilities safely and includes our Safe Work Instructions (SWIs) for maintenance and operational activities. In 2024, we initiated a systematic review of all our SWIs and began updating them, focusing initially on the areas with the highest risk.



We also launched our Safety Champions program, a company-wide initiative designed to empower employees as safety leaders and further embed safety into our culture. Nominated by their managers, 12 individuals were selected for the program's inaugural year.

Safety Champions receive personalized training from EHS staff and external experts, building skills in hazard awareness, communication, and peer mentoring. The program provides a professional development opportunity that builds connections across teams.

Preparing for Emergencies

Pattern has comprehensive and integrated emergency preparedness and management procedures in place for potential safety incidents during facility operations, which we reinforce through a robust training curriculum.

Our Safety Management System's Emergency Preparedness and Response Procedure outlines the parameters governing Pattern's response to emergencies affecting personnel, the environment, or property.

Each facility has site-specific plans, including an Emergency Operations Plan, a Weatherization Plan, and plans tailored to the risks most applicable to each site.

Site teams regularly review response plans and conduct safety drills to prepare better and anticipate challenges and responses before an emergency arises. Training drills provide opportunities to discover lessons learned that we communicate across the fleet.

We created a library of rescue drills that our sites choose from based on their site's risks. For example, we have two sites that practice hurricane preparedness, while other sites may focus on wildfire or flash flood drills. Advanced rescue trainers on our team can add to this library if they see a need for a new drill.

Rescue drills involve real rescue equipment and first responders. Conditions aim to mimic a real emergency, such as using fake fog to simulate smoke from a fire. We intend to create muscle memory through drills to help participants remain calm in a real emergency.

We require all operational facilities to conduct a minimum of three mock safety drills annually. One drill includes a safety rescue, another prepares us to respond in the event of a wildfire, earthquake, or tornado, and the third is a fire drill in the Operations and Maintenance building.

An Innovative Lift for Turbine Technicians

To maintain a wind turbine's peak performance, the nacelle at the top of the turbine tower must be regularly accessed for inspections, maintenance, and replacement of worn parts. Reaching the nacelle from the ground isn't easy. Historically, technicians tasked with working in the nacelle relied on their physical strength to climb a ladder to reach the top.

Pattern is installing personnel lifts at our sites to reduce the impact of the climb on our technicians. Personnel lifts are installed inside the turbine tower and integrated with the existing ladder system. Lifts support technicians who may need to climb multiple turbines per day, thereby minimizing injuries, fatigue, and burnout, while improving productivity and, in turn, enhancing turbine availability. By year-end 2025, we expect to have lifts installed at more than 90% of our operational facilities.

Pattern's commitment to safety goes well beyond relying on technology alone. Wind technicians undergo extensive training and retraining throughout their careers to help ensure they are

equipped with the necessary knowledge, appropriate tooling and equipment, and proper safety gear. Safe climbing practices are a point of emphasis in our safety program. Technicians need to know how to inspect the lifts for defects and what to do in the rare event of an equipment failure.

Lifts may also create challenges if a personnel rescue is necessary from the top of a tower. Therefore, this is a type of challenge we train for. In 2024, one of our Meikle Wind site's emergency drills focused on an up-tower rescue that involved a lift.

The team at Meikle Wind simulated a lift failure during the ascent of the turbine. The team then needed to self-evacuate the lift. Each of our team members has a personal evacuation device. They used their evacuation device to exit the lift and made it safely to the deck below. They did utilize a secondary safety line during the drill, so they were always on a backup system.

Turbine lifts are a crucial component of turbine safety. They can prevent falls, reduce fatigue, and help to minimize wear and tear on the technicians on a day-to-day basis. Over time, this makes a difference in the well-being and longevity of a technician's career in working on turbines.



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 Awards Dinner.

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.

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. 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.

Safety Stewardship Award—Site

Amazon Wind (Indiana)

Safety Stewardship Award—Individual

Kevin Aikenhead, Facility Manager, South Kent Wind (Ontario)

Safety Stewardship Award—Individual

Evan Just, Wind Tech 3, Post Rock Wind (Kansas)

Safe Driver Award

Jim Hurd, Lead Tech, Henvey Inlet Wind (Ontario)

Safe Driver Award Honorable Mention

Jason Jeffers, Assistant Facility Manager, Amazon Wind (Indiana)

Measuring and Reporting on Safety

Pattern tracks safety performance across all sites using our Environmental, Health, and Safety (EHS) tool. The system captures key indicators, including observations, near misses, injuries, lost time, vehicle incidents, and property damage, providing a comprehensive view of risk trends across development, construction, and operations.

Safety data is shared weekly during regional and project team calls, summarized monthly for executive leadership, and formally reviewed quarterly by the Board of Directors. This continuous reporting cycle helps drive accountability and ensures senior visibility into both performance and opportunity areas.

We were pleased that we performed better than our corporate safety target of 1.15 Total Recordable Injury Rate (TRIR) for Pattern, affiliates, and contractors combined.

The industry needs to evolve its approach to reporting safety performance beyond traditional metrics. 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.

We strive to identify patterns and preventative measures through leading indicators rather than relying solely on traditional lagging indicators.

In 2024, we implemented our Safety Observation Rate metric. In its first year, we put forth a target rate of 4, and we achieved 5.9.

An observation must meet specific criteria related to the quality of the observation and how it was distributed to reach the appropriate audiences to count toward our Safety Observation Rate.

Our Next Level Safety campaign also 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.

In 2024, 92% of employees completed our psychological safety training, surpassing our corporate performance goal of 80% completion.

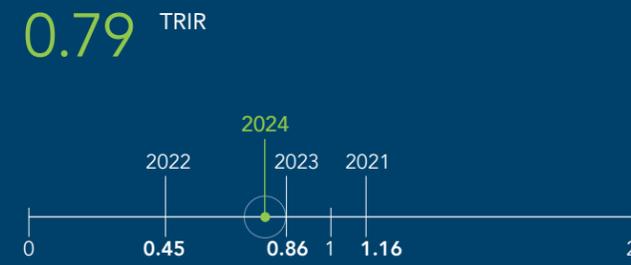
Performance Metrics

2024 Metrics	Total Recordable Injuries	Total Recordable Injury Rate	Lost-Time Injuries	Lost-Time Injury Frequency Rate
All Employees	2	0.28	0	0.0
All Contractors	25	0.92	4	0.15
All Employees & Contractors	27	0.79	4	0.12

Note: Metrics cover Pattern Energy employees and contractors, including subcontractors when applicable, in the U.S., Canada, and Mexico. They do not include our distributed energy affiliates. Rates have been calculated based on 200,000 hours worked.

Total Recordable Injury Rate (TRIR)

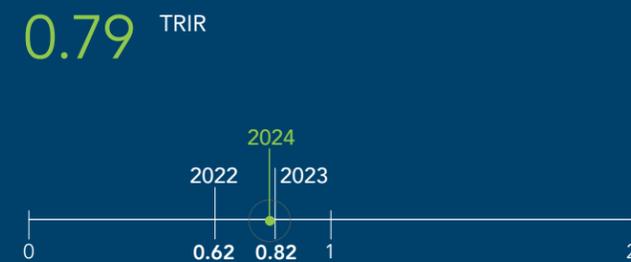
Pattern Employees + Contractors



All Pattern Employees



Pattern Employees + Affiliates + Contractors



In 2024, we performed better than our corporate safety goal of 1.15 TRIR for Pattern, affiliates, and contractors combined.

Note: Affiliates include distributed energy affiliates and their contractors.





COMMUNITY AND CULTURE

Our Approach

Pattern's public engagement approach has enabled us to build lasting partnerships with communities across our development, construction, and operations portfolio, helping projects advance with local support and meaningful community benefits. This success stems from our commitment to early and inclusive engagement, guided by Pattern's Statement of Community and Cultural Commitments.

Our governance mechanisms and management approaches provide the foundation for meeting these commitments, from assessing a project's potential impacts, risks, and opportunities to building and maintaining site-specific Public Engagement Plans and following our Community Management System. We embed these practices in the company's project management process.

We have expanded our in-house Public Engagement Team and strengthened coordination across departments, enabling more consistent community outreach and stronger local relationships from project origination through operations. In 2024, we launched a Public Engagement Toolkit to equip staff with resources and provide guidance for fostering community engagement and partnerships.

We prioritize building accountability and trust through early engagement, responsiveness to stakeholders, feedback loops, and open communication throughout the project lifecycle, while continually striving to improve.

The company's Human Rights Statement outlines our approach to identifying stakeholders and rights holders, addressing potential impacts on communities, workers, landowners, and Indigenous Peoples, as well as our engagement activities and formal governance and grievance mechanisms.

Giving back to the communities where we have a presence, throughout a project's lifecycle and in the communities surrounding our offices, is one of Pattern's foundational commitments. We support a range of causes and strive to create meaningful, long-term impacts.

Our giving activities align with the company's Anti-Corruption Policy and comply with local and international laws to help ensure that there are no real or perceived conflicts of interest associated with our sponsorships and donations.



Scan the QR code to watch a short video about how Pattern Energy gives back through long-term commitments to community foundations in our project areas.

Intentional and Inclusive Engagement

Pattern is committed to long-term partnerships with our host landowners and community members. Understanding the people and places where we develop, construct, and operate projects is essential to building thoughtful partnerships for a shared future.

We invest time learning about local cultures and community needs and priorities to engage respectfully and collaborate meaningfully with those who know their communities best. We combine community feedback with analysis of environmental, demographic, and historical data. These insights inform our risk and opportunity assessments, guide project-specific engagement plans, and shape stakeholder involvement.

Our local partnerships start with listening, learning, and gathering feedback. Public input shapes our projects and engagement style in tangible ways—from determining the most effective communication methods and languages for an area’s residents to practical improvements, such as transportation delivery route changes during construction.

We commit to open, inclusive, and culturally respectful communication through newsletters, local advertisements, bulletin board postings, and project-specific webpages.

Pattern maintains local teams in project areas to build trust, share timely information, and respond directly to community questions. Our teams engage with civic leaders, residents, business owners, and landowners through various mediums, including briefings and presentations, hosting or participating in local events, and more formal public information sessions, to gain insights and share project information.

As projects transition from development to construction and operations, we establish clear expectations about what’s ahead and how our relationship with landowners and the community will evolve.

We work closely with stakeholders to shape lasting community benefits that are locally relevant and meaningful. We have a well-established track record of creating lasting positive impacts in the communities where Pattern does business. We believe being a good neighbor benefits both the areas where we operate and our company’s long-term success.



It’s impressive that even though [Pattern is] new in town, you’ve come to Platteville and stepped up with a huge contribution. It’s commendable and a huge show of commitment to the community.

Clinton Langrek,
City Manager, Platteville, Wisconsin

Fostering Collaboration with Indigenous Nations

Pattern is committed to building lasting, meaningful relationships with Indigenous Nations. Four of our wind facilities have First Nations as equity partners, and Indigenous Peoples are an important part of the communities where we operate.

Trust is built through early engagement, earning mutual respect, and a sustained commitment to learning. To build strong, informed connections and invite meaningful input during project development, we host information sessions, give presentations, and participate in local events. We integrate Traditional Knowledge into project planning and environmental practices and collaborate with Indigenous Nations and communities on archaeological fieldwork, site assessments, and construction monitoring.

Pattern supports Indigenous-led initiatives that reflect community priorities—such as cultural awareness, ecological preservation, economic development, youth education, and health and wellness. These efforts include scholarships, workforce training, and protections for cultural heritage, tailored to the unique interests of each community.

In 2024, Pattern supported the proposed designation of the Bahsahwahbee National Monument near our Spring Valley Wind facility in Ely, Nevada. In partnership with the Bureau of Land Management, we plan to relinquish unused leased acreage within the project boundary so the land may be included in the proposed monument, which would protect a culturally significant site for the Confederated Tribes of the Goshute Reservation, the Ely Shoshone Tribe, and the Duckwater Shoshone Tribe.

Pattern is committed to supporting and actively engaging with Indigenous-led organizations that foster dialogue around partnership, economic development, and capacity building. Through our collaboration as a Sustaining Partner Program member with the First Nations Major Project Coalition, we continue to build relationships with First Nations in Canada and explore similar opportunities in the U.S. The Vancouver-based nonprofit is advancing Indigenous participation in infrastructure and energy.



Ways to Connect with Us

We value honest, two-way communication with our stakeholders and work to make it easy for people to reach us. We share our contact information through multiple channels, including the Contact Us page on our website, local project materials, and public presentations.

In communities where we're developing projects, stakeholders can find contact details for the project team on the project webpage, in newsletters, advertisements, and at public meetings. Once a project is under construction or operational, we post contact information on signage at the site entrance.

We aim to respond to public inquiries within 48 hours. For development-related questions or feedback, we log input in our official development record to help inform project planning and decisions.

Landowners directly involved in our projects can also contact our dedicated Landowner Line at 832-476-7770 to ask questions or share feedback at any time.

If someone prefers a different level of confidentiality, we offer a third-party Ethics Hotline that allows anyone to share concerns anonymously. Reports can be submitted by phone at 1-833-626-1549 or online through a secure web portal. An independent representative collects the information and shares it with Pattern, helping ensure concerns are handled respectfully and appropriately.

Details on how to contact us are outlined in the Reporting Grievances section of our Human Rights Statement, available on the Sustainability page of our website. Any concern submitted through these channels triggers our formal response process, which includes review, investigation, and appropriate follow-up or resolution.



Scan the QR code to watch a short video about how we partner with our landowners.

Developing Respectful Partnerships

We recognize the privilege and responsibility that comes with developing energy infrastructure on privately held and public lands. Whether harnessing wind or solar resources or transmitting electricity to where it's needed, we approach land access with respect, transparency, and accountability.

Pattern's land agents work directly with landowners who participate in our projects—answering questions about leases, coordinating site access, and supporting long-term relationships built on mutual understanding. Every employee or contractor engaging with landowners is required to follow our Land Agent Code of Conduct. This code reinforces our commitment to respectful communication, factual accuracy, good-faith engagement, and fair dealing.

As we build and operate projects that strengthen energy security, we remain committed to doing so in a manner that supports local communities, respects landowner relationships, and delivers long-term value.

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 will enter into a long-term lease or easement agreement for wind, solar, and transmission projects.

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

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



If I had it to do over, I would definitely do it again. If I knew then what I know now, I would be even more willing to do it than I was the first time.

Arthur Chaney,
Rancher, Phoenix Solar, Texas

Building Economic Opportunity

As a project moves into construction, our engagement with landowners and community stakeholders deepens. Construction, like any major infrastructure project, can be disruptive to daily life—especially for those living nearby. Maintaining the open lines of communication established during development is essential. We take this responsibility seriously.

We provide regular updates on construction activities through project newsletters, direct outreach, and on-the-ground communication from our local teams. Clear, consistent communication helps keep the public informed, supports safety, and allows us to minimize and address disruptions as they arise.

Construction is also a time of significant local economic activity. Projects create jobs and increase demand for goods and services—from hotels and restaurants to local contractors and suppliers—bringing meaningful benefits to the communities hosting our facilities.

Our SunZia Wind project is an example of how the demand for project materials and components can contribute to the growth of manufacturing jobs and production plants nationwide. GE Vernova and Vestas Americas both announced that the demand created for SunZia wind turbine components contributed to expansions of their factories in Florida and Colorado, respectively.

GE Vernova's nacelle facility in Florida and blade factory in North Dakota, as well as tower manufacturing facilities in New Mexico, Colorado, and Texas, are all building components for SunZia

Wind. South of Albuquerque, New Mexico, Texas-based Arcosa Inc. repurposed a shuttered factory that once produced red Solo cups to manufacture turbine towers for GE Vernova. Combined, these U.S.-based manufacturing plants and expansions employ thousands of factory workers.

As one of the most significant energy infrastructure projects in the U.S., SunZia aims to create sustainable employment opportunities for New Mexico residents. We are contributing to the development of a skilled local workforce through educational partnerships, strategic communication, and community investment.

We're building relationships with leaders of educational institutions across New Mexico, from public schools, technical schools, community colleges, and universities, to educate teachers, students, and parents about career path opportunities and provide guidance on curriculum requirements to meet hiring standards for wind technicians.

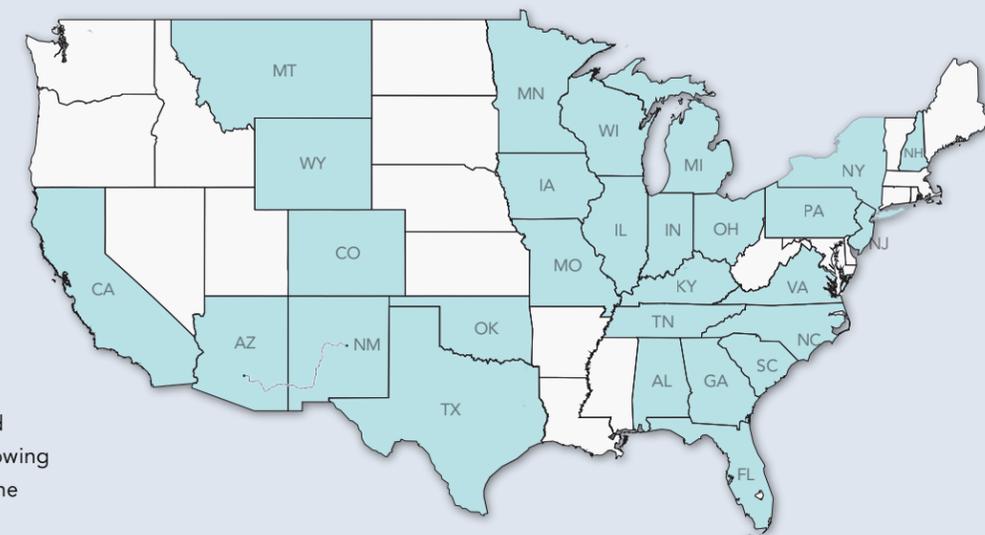
Along with GE Vernova and Vestas Americas, we're also active in career fairs, such as our participation at the Energy Expo and Career Symposium at New Mexico State University in the fall of 2024. Together, we are seeking to fill about 100 positions for turbine technicians, managers, and other critical roles.



Scan the QR code to see how SunZia is creating local job opportunities and fostering economic growth.

Driving Demand for Domestic Manufacturing

States with companies supplying materials and services for the construction of SunZia, demonstrating that SunZia contributes to local economies and job creation across the U.S.



Investing in the U.S. Workforce

Arcosa Inc. built a new manufacturing facility in Belen, New Mexico, and hired approximately 250 workers to meet growing manufacturing demand, including for the construction of SunZia.

Engagement Through Facility Operations

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

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 Public 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 annual awards for exemplifying our community values.

We contribute to local economies throughout each facility’s life through landowner lease payments and property tax revenue, which can fund civic and emergency services, as well as local schools.

Our 1,051-megawatt Western Spirit Wind facility in eastern New Mexico pays nearly \$3 million annually in property taxes, supporting local counties and school districts. Property taxes are not the only way the facility gives back.

From sponsoring county fairs and schools to supporting youth sports, food banks, and community rebuilding efforts when natural disasters hit, we’re proud of how our Western Spirit Wind site team contributes to their community.

In 2024, the team gave their time to the local rodeo arena to help the kids of the Chaparral 4-H group replace old wood on the bleachers. They noticed the bleachers needed a facelift and were becoming a safety hazard, so they helped give those bleachers a fresh look.

Our operational facilities continue to support local causes through our community benefits programs, which include giving back with sponsorships, donations, and volunteering. We also provide unique learning opportunities for local groups and school classes visiting our sites.



Pattern Gives Back

Pattern’s commitment to giving back extends beyond the communities where we develop and operate projects and to the communities surrounding our corporate offices. Below are some examples of how we gave back to our communities in 2024.

Sponsoring Agricultural Events

Our company is proud to support events that bring together the next generation of farmers and ranchers. An example of this is our sponsorship of the Pinal County Fair in Casa Grande, Arizona, located near our SunZia Wind and Transmission project. Each year, the fair hosts a livestock show and auction. Participating youth spend the entire year raising and preparing their animals for the show, which features a diverse range of animals.

The Heritage Prairie Renewable project in Illinois contributed to the Dwight Township High School FFA through their winter auction. The National FFA Organization helps young people develop skills related to leadership and career success through agricultural education, a cause we regularly support across our project areas.

Empowering Education and Educators

We invest in the next generation of clean energy leaders by partnering with organizations that champion energy education and by awarding scholarships to students for post-secondary education through direct collaboration with high schools, community foundations, and First Nations.

Students from the Six Nations of the Grand River have access to resources that support their attendance at college or university through the Grand River Post Secondary Education Office. Pattern’s Grand Renewable Wind facility provides an annual donation to support student scholarships.

Pattern continued our support for the annual National KidWind Challenge, including our employees volunteering at the event, which was held in Louisiana for the first time. 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. Seventeen teams of middle school students participated in the 2024 event at the the University of Louisiana Monroe (ULM).



KidWind Challenge brings science and engineering to life and requires students to use engineering design. Opportunities like this help to excite students in STEM. This innovative event would not be possible without Pattern Energy and the SCILS partnership with Louisiana Tech.

Dr. Anne Case Hanks,
Director of ULM’s School of Sciences



We are really glad to have the funds from Grand Renewable Wind because it helps provide funding that students need due to the cost of attending post-secondary education.

Justine Henhawk-Bomberry,
Director of post-secondary services, Grand River Post Secondary Education Office

Purposeful Partnerships with Community Foundations

The year 2024 marked the 10th anniversary of the South Kent Wind (SKW) Community Fund in Chatham-Kent, Ontario, and our Panhandle Wind Civic and Education Funds in West Texas.

The Chatham Kent Community Foundation administers the SKW Community Fund, established to give back to the region in perpetuity. To celebrate a decade of giving, we gathered with community members, landowners, and local leaders. Attendees shared stories of the Fund’s impact, from youth programs to environmental education, while enjoying local food and live music.

The Panhandle Wind Civic and Education Funds, administered by the Amarillo Area Foundation, have provided vital support to schools, nonprofits, civic programs, and community infrastructure in Carson County, Texas. Created in partnership with local leaders during project development, these funds reflect our long-term commitment to the Texas Panhandle and our belief in reinvesting in the places we call home. From helping educators with classroom resources to supporting civic organizations and town improvement projects, the funds have delivered flexible, locally directed support where it matters most.

Our partnerships with the Chatham-Kent Community Foundation and Amarillo Area Foundation are examples of how renewable energy can bring long-lasting, positive impact—well beyond clean power. They are rooted in collaboration and guided by local leadership, enabling communities to define and achieve their own goals.

Employee Volunteering and Giving

Pattern uses a giving platform to facilitate employee donations to the causes they care about, and we encourage employees to volunteer in their communities.

In recognition of Pattern’s 15th anniversary in 2024 and our commitment to giving back to our communities, every Pattern employee received up to four paid hours to volunteer during the work day, along with a stipend to donate to organizations of their choosing. Employees dedicated volunteer time to a Pattern-organized event or to a cause of their choice.

Examples of how Pattern staff volunteered their time included sorting donated clothes at St. Anthony’s in San Francisco, supporting the Houston community following Hurricane Beryl, and helping at the San Francisco-Marín Food Bank following a corporate-wide food drive.

In 2024, Pattern employees made personal donations and used matching or donated funds from Pattern to support a wide variety of organizations, including Feeding America, Equal Justice Initiative, Wounded Warrior Project, Girls Who Code, and Disability Rights Education and Defense Fund.

Charities receiving the most financial contributions also included NAACP Legal Defense Fund, Hispanic Scholarship Fund, Nami National, and Dress for Success Houston.

Supporting Community Resilience and Recovery

We invest in the communities where we live and work, not only because it is one of our fundamental commitments, but also because our team members have deep roots in these communities. Our teams help us to identify unmet needs in their home towns, often focusing on supporting disaster recovery and strengthening emergency services.

Over the past year, Pattern has supported local community service needs in several ways—from helping to fight fires and providing disaster relief to contributing to local first responders, including financial support for a new fire station near our Uplands Wind project in Wisconsin.

When flash flooding followed a series of wildfires near Ruidoso, New Mexico, all of our New Mexico sites contributed to the Community Foundation of Lincoln County’s fund to support impacted residents. We invited Pattern employees to contribute to the fund, and Pattern also made a corporate donation to help the community’s rebuilding efforts.

We also have a long history of supporting food banks around our sites and facilities. For example, Ocotillo Wind annually supports the Imperial Valley Food Bank’s backpack program, ensuring that kids go home on Fridays with backpacks full of food to eat over the weekend.

In 2024, our Argentia Renewables development project, in partnership with The Port of Argentia and others, contributed to the Placentia Area Food Bank’s Christmas Hamper campaign that distributed more than 400 hampers filled with food, supplies, and essential items to families in need across the region.

Performance Metrics

Contributions to Local Economies

\$111.3 million Landowner payments

\$25.5 million Property tax payments

\$7.4 million Community donations

\$144.2 million Contributions to local economies



This generous donation ensures that The Shelter Fund has the resources to continue making grants to help members of the community who have lost their homes, and so much more, because of the wildfires and floods. It warms our hearts to see members of the community pitching in to help our neighbors.

Barbara Sultemeier,

Board Member, Community Foundation of Lincoln County, New Mexico



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

8 9

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 expertise.

The Board of Directors follows the 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 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 code of conduct, anti-corruption, and workplace harassment, and discrimination prevention.

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.

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

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

One of Pattern's most valuable assets is our reputation for fostering a culture of honesty and accountability. Our unwavering dedication to integrity and ethical conduct remains a cornerstone of how we do business.

Pattern's Code of Business Conduct and Ethics and Anti-Corruption Policy are the foundation of our business ethics approach that describe the requirements and expectations of our employees and that employees must abide by. We track adherence through questionnaires and a controls certification process.

We apply a risk-based approach to our evolving compliance function and our roadmap planning. In 2024, we strengthened our foundation by hiring a Director of Compliance and refreshed our approach to our enterprise-wide compliance roadmap.

We also refreshed Pattern's Anti-Corruption Policy and our Code of Business Conduct and Ethics. We prepared a new compliance training for employees regarding our updated policies and rolled out the training in 2025. It reinforces key topics, including anti-corruption, bribery, human rights, and ethical decision-making. Completion metrics are tracked to help ensure accountability and compliance across the organization.

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 Energy Board of Directors

Board size	9
Female directors	44%
Independent directors	33%

Note: As of Q2 2025 when new shareholder representatives joined the Board of Directors.

Human Rights

Pattern integrates internationally recognized human rights standards across our business practices, which apply to employees, affiliates, and subsidiaries. We respect workers' rights and have policies and systems to support our obligations and commitments to our workforce.

We prohibit forced labor, modern slavery, and human trafficking in any part of our business, and maintain policies and systems to verify worker eligibility and uphold a safe, fair, and lawful workplace.

Pattern's Human Rights Statement is approved by our Executive Team and published on our website. It outlines our commitments to human rights, including workers' rights, 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, HRBPs, Pattern's Legal Team, or Pattern senior leadership. Pattern's Whistleblower Policy prohibits retaliation or intimidation against any Pattern employee who reports a concern in good faith.

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

We also value honest, open communications with our external stakeholders and want them to be comfortable raising concerns or grievances through the channels for specific stakeholder audiences described in the Reporting Grievances section of our Human Rights Statement.

Our Ethics Hotline is available to external parties, including our suppliers, and provides a mechanism to report grievances anonymously. The information provided will be sent to Pattern by the independent third-party. Communicating through any of these channels initiates our response process, which entails investigation and remediation where warranted.



Sustainable Procurement

Our suppliers are essential partners in the pursuit of our mission. We require our suppliers and those of our subsidiaries to conduct their business lawfully, 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, the minimum age of labor, and conflict minerals.

Pattern's Supplier Code of Conduct outlines the minimum standards our suppliers must meet regarding ethical business practices, worker treatment, workplace safety, environmental stewardship, community impacts, and reporting and compliance.

We incorporate the Supplier Code of Conduct into our standard terms and conditions, which apply to manufacturers, distributors, vendors, contractors, and other suppliers providing goods and services to Pattern and its subsidiaries. We require acknowledgment of the Code from all suppliers in our Vendor Portal.

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

ISNetwork reviews contractors and subcontractors that perform work we consider to be medium-to-high safety risk, including an 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, prioritizing the support of local businesses and hiring from the local workforce whenever possible.

During project development, we engage various professional service providers to support our development activities, including those related to land and environmental assessments, as well as public engagement. We routinely contract with local suppliers for a wide range of services, including venue rentals, catering, printing services, office space, and community outreach.

For project construction, we utilize top-tier general contractors with extensive experience in our industry and robust sustainability reporting practices. Our general contractors hire experienced subcontractors for civil and electrical work, mechanical assembly, and other services and supplies associated with building renewable energy and transmission infrastructure. The construction of our projects creates jobs for local communities and generates an influx of revenue for local businesses.

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 predominantly supply our current operating fleet.

Pattern procures a variety of goods and services for our sites. Examples of goods procured include fuel for vehicles and backup generators, equipment rentals, spare parts, and office supplies. Examples of services include janitorial, road maintenance, landscaping, waste disposal and recycling, equipment maintenance, telecommunications, and environmental services.

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 local communities.

Our work with local businesses strengthens the economic base of the communities where we have a presence. Pattern's supplier diversity program tracks our use of local and diverse suppliers to meet our formal commitments, including reporting obligations in our customer agreements.



Public Policy and Advocacy

Pattern helps shape and implement policy frameworks that serve the public interest through responsible energy policy. We conduct our business in a highly regulated landscape with layers of governmental oversight that vary by country and region. Elected and appointed officials can make decisions that impact our markets and business.

We advocate for good public policy and what’s best for our industry, our customers, and society. While we apply a commercial lens to our policy analysis and advocacy, the impact on our business is not our sole driver for the policy positions we take. Our principled approach to advocacy considers long-term horizons. We emphasize responsible energy development and market design, reliable infrastructure, fair and predictable markets, and regulatory certainty and stability.

Pattern’s government and regulatory advocacy work is consolidated under our External Affairs Team. We apply a geographical approach to building our political engagement capacity and resources in the regions where we have a presence. Our External Affairs Team collaborates with internal and external subject matter experts to understand the implications of policies, informing our risk assessments and strategy.

Our government and regulatory affairs professionals engage responsibly and constructively in policy discussions across our jurisdictions. We interact directly with officials about our activities in their districts.

We play a leadership role in advocacy through our trade associations and coalitions, where we strive to build strong alignment with our objectives. Our CEO serves on the board of the American Clean Power Association, and we have positions on the boards of Advanced Energy United and the American Council on Renewable Energy. We are also active members of the Canadian Renewable Energy Association (CanREA), serving as non-voting members on the CanREA Board of Directors and holding a position on their Quebec Steering Committee.

We’re industry leaders in pushing for more efficient energy markets through market expansion and more coordinated and integrated markets in the West. As we advocate for expanding and advancing open access and market opportunities, we also defend against threats to competitive markets to preserve lower costs for customers.

In 2024, we worked to expand the western electric grid through the Subscriber Participating Transmission Owner (SPTO) model, which creates efficiencies that result in financial, environmental, and reliability benefits for consumers. SunZia is positioned to be the first entity to utilize the new SPTO policy, an example of how we are driving the market.

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 Pattern’s PAC governing body, comprised 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.



Data Privacy and Cybersecurity

Cybersecurity is a dynamic discipline—one that evolves in step with our company’s growth, technological advancements, regulatory complexity, and the shifting global threat landscape. As sophisticated cyber threats intensify across the energy sector, we remain steadfast in our commitment to protecting our systems, data, and operations.

We take a proactive, layered approach to cybersecurity, investing in advanced tools and continuous training to safeguard our infrastructure and minimize the risk of disruption. Our strategy is guided by a comprehensive enterprise risk assessment, which informs our Enterprise Security Plan.

Our cybersecurity architecture spans corporate systems, the Operations Control Center, and facility networks. It is anchored in the National Institute of Standards and Technology (NIST) Special Publication 800-53 framework, which underpins our Information Technology Security Policy.

We also integrate the Department of Energy’s Cybersecurity Capability Maturity Model (C2M2) and align with North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards. As our transmission portfolio grows in complexity, we’ve reinforced NERC CIP compliance and accelerated infrastructure virtualization to support enhanced security, reliability, and regulatory alignment.

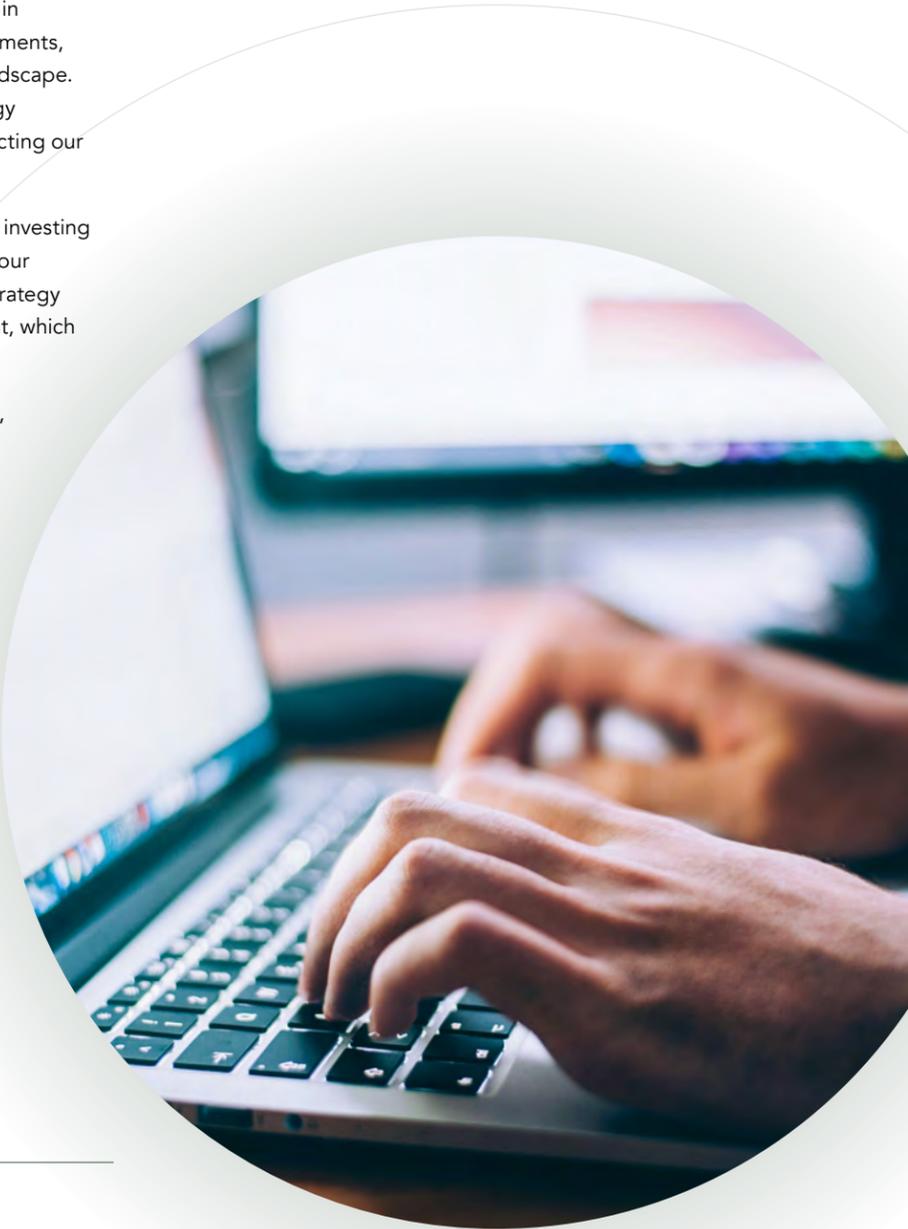
Key performance indicators—such as identified and quarantined phishing campaigns and patching cadence—enable us to monitor progress and continuously improve our ability to detect, manage, and respond to risk.



Cybersecurity risks and threat actors continue growing in sophistication and frequency of attempts, with the energy and utility sector as the top target. Pattern is laser-focused on securing its systems, automating, and scaling its security detection and prevention processes.

Alvaro Corena,

Senior Vice President, Enterprise Technology, Pattern Energy





Power the Future

Driving Efficiency

As we grow to meet the world’s increasing demand for clean energy, Pattern remains committed to scaling in ways that are intentional, efficient, and sustainable. Through targeted investment in people, technology, and infrastructure, we are building a connected enterprise that drives better decision-making, continuous improvement, and long-term value for our stakeholders and shareholders.

Our New Horizon initiative is central to this effort. As the execution engine of our Power the Future vision, New Horizon embodies our commitment to Excel in Execution—streamlining how we work, strengthening our systems, and embedding operational discipline into our culture.

Over the last two years, we have made significant progress in replacing fragmented tools and manual processes with integrated enterprise platforms and improved internal systems. These connected systems are enhancing how we manage project delivery, financial performance, energy markets, and investor reporting.

New Horizon is equipping our teams with the tools to work more efficiently, respond quickly to risks and opportunities, and manage significantly more megawatts while maintaining cost discipline and control. It also enhances our cybersecurity posture by improving architecture, reducing system complexity, and strengthening internal controls.

Pattern’s disciplined approach to growth is helping us bring transformative projects, such as SunZia, to fruition, while advancing our diverse development pipeline and driving long-term operational performance across our sites.



We are delivering energy infrastructure on a historic scale and preparing to take on even more complex challenges. By building transformative infrastructure, delivering meaningful economic benefits, and staying true to the values that have defined us since our inception, we are shaping a future that we can all be proud of.

Hunter Armistead,
CEO, Pattern Energy

Sustainable Growth

Pattern's sustainable business model, strategic insights, and passionate and talented workforce—combined with the strength of our world-class shareholders—enable us to scale responsibly and meet unprecedented increasing energy demand.

As we aim to bring an additional 30 GW of power to market over the next decade, we remain focused on delivering reliable, affordable energy, while creating lasting value for our shareholders, customers, and the communities we serve.

The three strategic pillars of our Power the Future vision guide us as we concentrate on opportunities where we have a competitive advantage—executing complex projects that can deliver products to meet customers' needs.

International sustainability standards and financing principles inform our project development practices and disclosures. Pattern's Green Financing Framework supports our business strategy by enabling us to issue Green Financing Instruments through alignment with the Loan Syndications and Trading Association and the International Capital Markets Association's green financing principles.

Over the past 15 years, we've proven our ability to adapt and scale on a strong foundation of values and a history of delivering on our promises. Pattern is prepared for the next phase of our evolution and is well-positioned to meet growing energy demand with agility, discipline, and to make an impact.

Together, we can
Power the Future.





www.patternenergy.com