

2023 | Sustainability Report



About the Report

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

- GRI G4 Electric Utilities Sector Disclosures
- SASB Wind Technology & Project Developers, Solar Technology & Project Developers, and Electric Utilities & Power Generators standards
- United Nations Sustainable Development Goals (UNSDGs)
- Equator Principles
- Task Force on Climate-Related Financial Disclosures (TCFD) recommendations

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

The performance metrics disclosed in this report relate to the calendar year ending December 31, 2022.

Except where indicated, the practices and metrics disclosed in this report apply to the operational boundary of our utility-scale North American business activities and assets. Metrics that are out-of-bounds for this report, unless otherwise noted, include those associated with our assets in Japan managed by our Japanese affiliate Green Power Investments Corporation (GPI) and 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 dollar figures reported are in U.S. dollars.

While data in this report has undergone vigorous internal reviews, no external assurance has been sought for this report.

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

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MESSAGE FROM OUR CEO

Forging a Cleaner Future Together

Welcome to our 2023 Sustainability Report. It is both exhilarating and humbling to lead Pattern as it enters a new defining chapter – one in which the world is racing to address the impacts of our changing climate. We’re in an economy-wide transformation where decarbonizing our energy systems is imperative and is a goal aligned with Pattern’s mission to transition the world to renewable energy.

The power industry is at an inflection point. Demand for clean, renewable energy, driven by private and public commitments and electrification across our markets, has never been higher. At the same time, the U.S. Inflation Reduction Act’s historic passage in 2022, combined with the clean technology Investment Tax Credit (ITC) and clean hydrogen ITC in Canada, provides long-term policy support for clean energy in North America. This moment calls for Pattern’s experience in building at scale.

Over the last 14 years, we have grown our operational fleet to more than 35 utility-scale renewable energy sites, totaling over 6,000 MW of installed capacity. In 2022, we expanded the distributed energy and storage side of our business – powering municipalities, businesses, and schools – by acquiring Dynamic Energy, and we built an internal green fuels team to further diversify our reach.

We’re building our organizational capabilities and operational excellence to respond to demand and market trends. The expansion of our origination team helps us better understand our customers’ needs, and we’ve built the enterprise to deliver renewable energy where they are and when they need it.

Last year was the first year of operations of our Western Spirit Wind facility in New Mexico, the largest single-phase wind power installation in the U.S. The facility’s production increased Pattern’s annual generation by more than 20% and helped meet surging energy demand in the West. Our sites produced energy equal to the annual electricity needs of 4.2 million people.

Pattern continued development on our SunZia Wind and Transmission project, a capacity three times that of Western Spirit Wind, and received all necessary county and state-level permits. The Bureau of Land Management published its Final Environmental Impact Statement and Record of Decision earlier this year, and we expect to start major construction activities in 2023.

These two projects demonstrate how Pattern confronts challenges. We thrive on solving complex problems and have the experience to deliver North America’s most significant renewable power projects. We do not, however, tackle or overcome challenges alone.

Our teams work with diverse stakeholders to advance our mission – from landowners and communities hosting our projects, organizations providing insightful feedback, customers purchasing our power, regulators granting permits to operate, and project lenders investing in a sustainable future. We also work with experienced construction contractors and prioritize safety of their staff as well as ours. We reduced a key safety metric by more than half in 2022 compared to the previous year, driving toward our goal of zero injuries.

Throughout the lifecycle of our assets, we strive to listen to, learn from, and support our local communities. Last year alone, we provided more than \$90 million to the local economies around our sites and offices through property taxes, land leases, and community contributions.

This track record led the First Nations Major Projects Coalition to select Pattern as the first renewable energy member of its Sustaining Partner Program. Our involvement will provide additional opportunities to continue our work with Indigenous Peoples on essential clean energy infrastructure projects.

Pattern’s successful track record with partners includes our work with our affiliate, Green Power Investment Corp. (GPI), which has grown into a leading renewables business in Japan. Over the last year, we continued the construction of the Ishikari Offshore Wind and Storage Project, Japan’s largest combined offshore wind and energy storage facility.

We also saw the need for more of a local force with deep connections to partner with GPI and drive its business forward. In 2023, we announced an agreement to sell our ownership interest, the culmination of a successful partnership. I am grateful to the GPI team for the years of friendship, collaboration, and success.

From our investments in our communities and commitments to environmental stewardship and safety to how we empower our workforce, we infuse sustainability practices into all we do. We strive to maximize the benefits created by our activities and expand opportunities for our stakeholders. And, of course, a vital aspect of growing a sustainable company is supporting our employees.

I am proud that Pattern was recognized as a 2022 Top Workplace in the Bay Area by The San Francisco Chronicle and also as the #1 renewable energy company. We invest in our employees by providing competitive compensation and benefits and career development opportunities. We are building a workplace culture where everyone feels they belong and knows they are valuable contributors to our collective success.

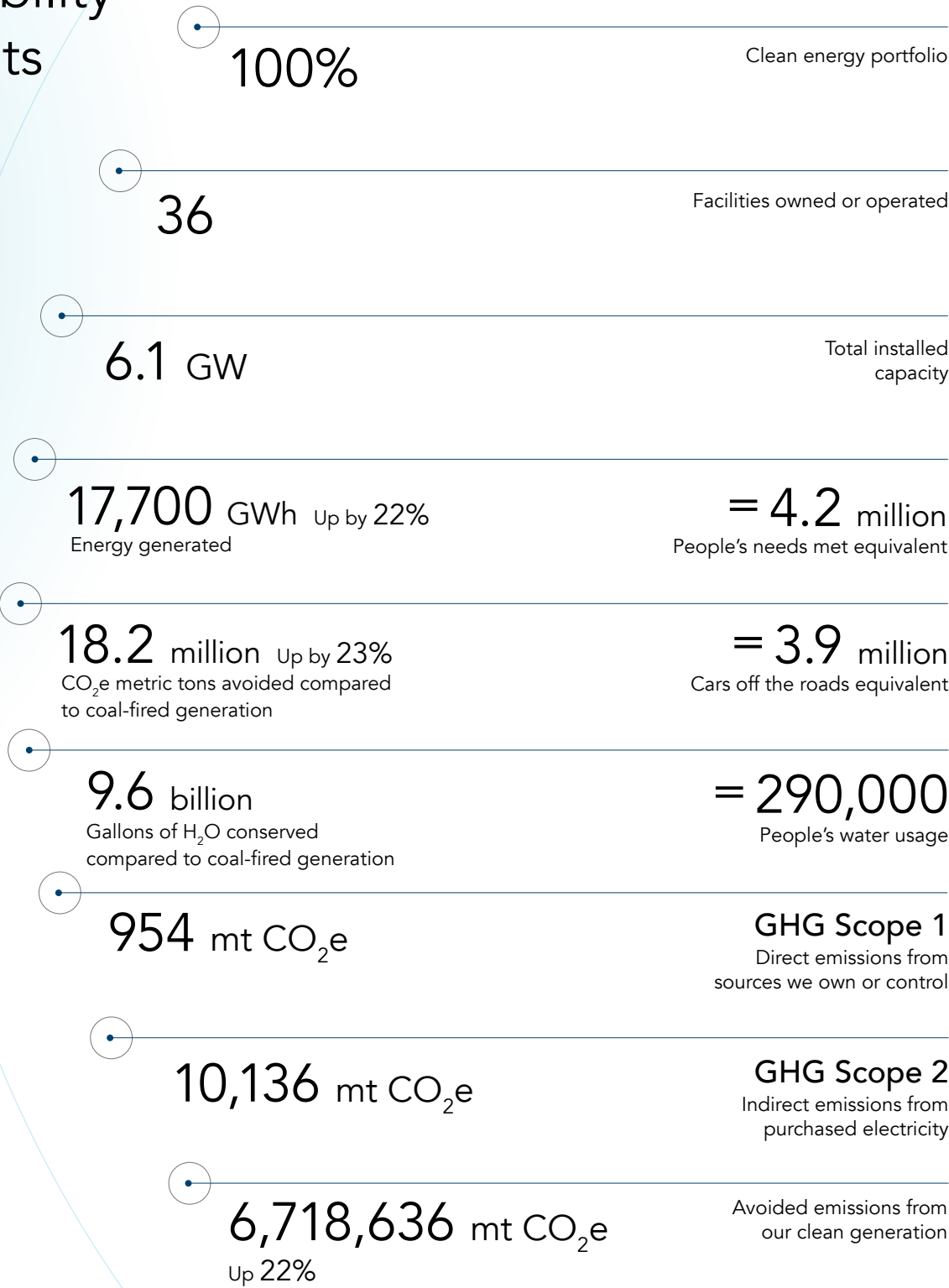
We must apply a perspective of diversity, equity, and inclusion (DEI) to everything we do – internally and externally. We’ve come a long way in our approach to DEI since our inception, and I’m excited about how we’ve positioned ourselves to continue significant growth in this area. With input from all employees, our internal DEI Council developed the Pattern RISE program last year to expand how we contribute to diversity, equity, and inclusion across the company.

Pattern people have the heart and passion to drive our mission forward. This passion, combined with our experience, organizational capabilities, and intuition, make us a leading force in the energy transition. We look forward to working with you, our stakeholders, to transition the world to renewable energy.

Hunter Armistead,
CEO, Pattern Energy

2022 Sustainability Highlights

Generating Sustainable Energy



Contributing to Our Communities





— Voted a 2022 Top Workplace in the Bay Area by The San Francisco Chronicle and the #1 renewable energy company.

Supporting Our Exceptional Employees



Racial & ethnic diversity in U.S. workforce



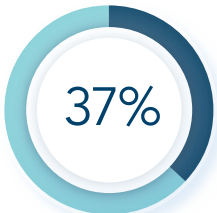
Management roles held by racially & ethnically diverse employees



Female employees



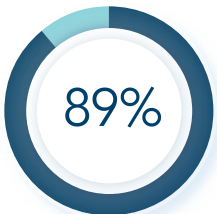
Management roles held by women



Senior management roles held by women



Employee turnover

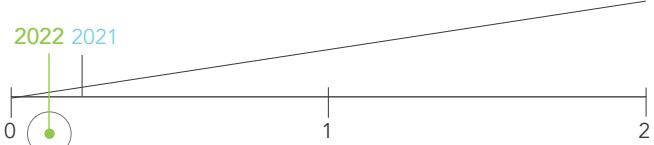


Employee retention

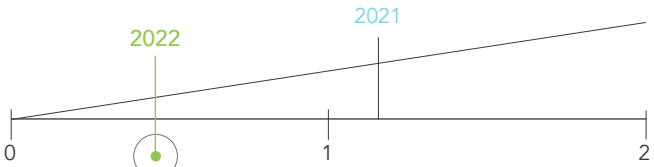
21 hours

Average employee training hours

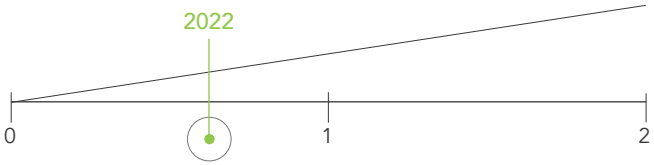
Prioritizing Health and Safety



0.17 Employees TRIR



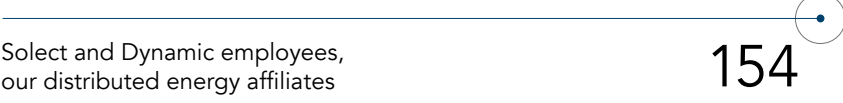
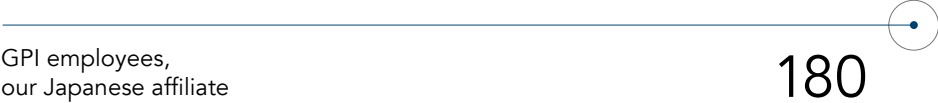
0.45 Employees + Contractors TRIR



0.62 Pattern + Affiliates + Contractors TRIR

Driving toward zero injuries and a Total Recordable Injury Rate (TRIR) of 0.0

Empowering Our Teams



Our Company

What We Do

Pattern Energy Group LP (Pattern Energy or Pattern) is one of the world’s leading private renewable energy and transmission companies. We develop, construct, own, and operate high-quality wind, solar, transmission, and energy storage projects worldwide.

Our operational portfolio includes utility-scale renewable energy facilities in the United States, Canada, Japan,¹ and Mexico. We also have a growing presence in the U.S. distributed generation market (commercial and community solar) through our affiliates, Slect Energy and Dynamic Energy.

Pattern is a partnership among the Canada Pension Plan Investment Board (CPP Investments™), private equity funds managed by Riverstone Holdings LLC, and certain members of Pattern management. Headquartered in San Francisco, California, we monitor our fleet from our Operations Control Center in Houston, and have offices in San Diego, Albuquerque, Toronto, Tokyo, and Amsterdam.

What guides us

Pattern’s passionate and ambitious workforce drives us toward our mission to transition the world to renewable energy. Four commitment statements are fundamental to our business and guide us to pursue our mission sustainably, with an approach that creates value for all our stakeholders.

We safely develop, construct, and operate our renewable energy assets, while respecting the environments, communities, and cultures that host them. We also commit to providing a workplace and culture that supports diversity, equity, and inclusion, where all employees feel they belong.

Our core values of creative energy and spirit, pride of ownership and follow-through, and a team-first attitude lead us to innovative solutions to challenges, to develop projects for long-term success, and to prioritize collaboration and collective outcomes over individual achievements.

¹ In May 2023, Pattern announced it has entered an agreement for the sale of its directly owned Japanese assets and 100% of its interest in its affiliate in Japan, Green Power Investment Corp. (GPI), to NTT Anode Energy Corporation and JERA Co., Inc. The transaction is expected to close by the end of 2023, following the necessary regulatory review process in Japan.

Generation

36 utility-scale renewable energy facilities owned or operated

6,086 MW installed capacity

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

Transmission

500+ miles

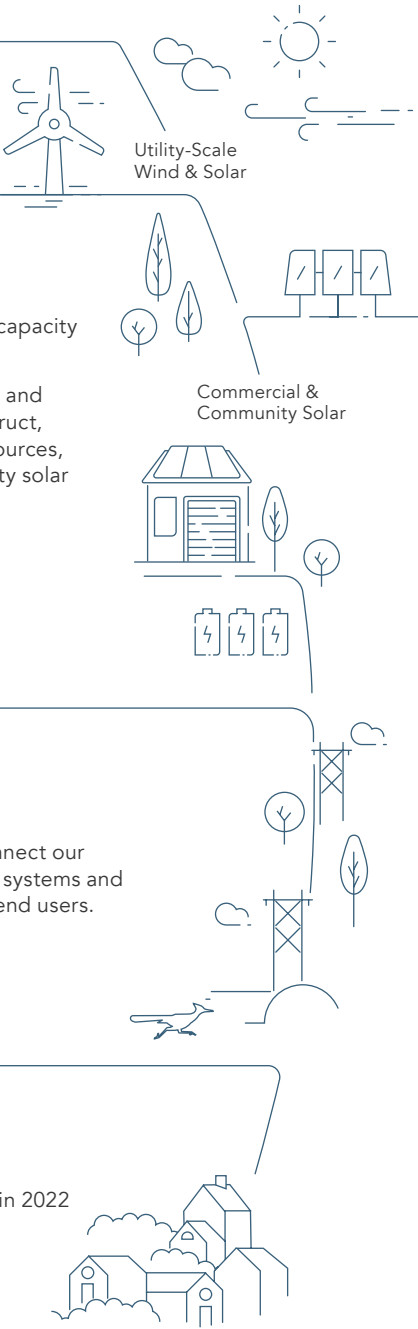
of transmission infrastructure to connect our utility-scale facilities to electric grid systems and transport our renewable energy to end users.

End user

17,700+ GWh clean, renewable energy produced in 2022

= 4.2 million people’s annual electricity needs

We sell low-cost energy to utilities serving millions of people and commercial customers to power their businesses, such as stores and data centers.



Utility-Scale Portfolio

We operate our utility-scale renewable energy business as an integrated platform – from project origination and development, pre-construction activities, and project finance through project construction to facility operations and asset management.

At the end of 2022, our operational fleet included 36 utility-scale renewable energy facilities, totaling 6,086 MW of installed capacity. The majority of energy from our generation facilities is procured under long-term contracts with utilities, municipalities, and other load-serving entities to provide their customers with clean, reliable, and affordable power.

Our development strategy is diversified, from creative partnerships and strategic placements near coal plant retirements to high-voltage transmission-enabled renewables and greenfield wind and solar standalone and hybrid projects.

In 2022, we secured key permit approvals and interconnection queue positions for projects in our development pipeline, including permits for SunZia Wind and Transmission, the solar permit for our hybrid wind and solar project Heritage Prairie Renewables, and nearly 9 GW of MISO queue positions for our solar projects in the Midwest.

We moved forward development activities on other projects, including our Southern Spirit Transmission project, our Uplands Wind project in Wisconsin, and our PT Transitions joint venture portfolio with Talen Energy Corporation.

We are connecting areas of the country that have different weather patterns – Texas and the Southeast, and New Mexico to the West – to give customers differentiated renewable energy that meets the time and shape of their needs.

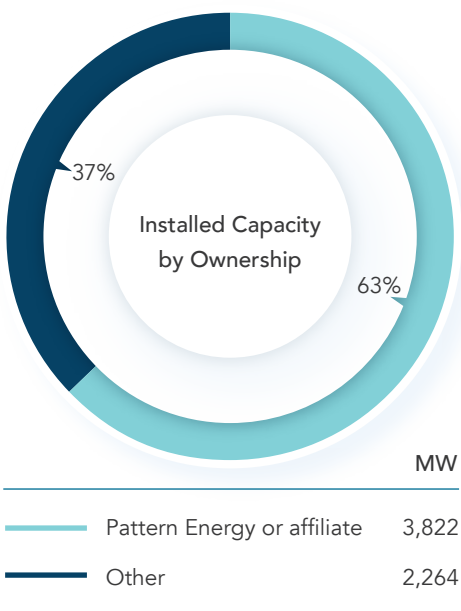
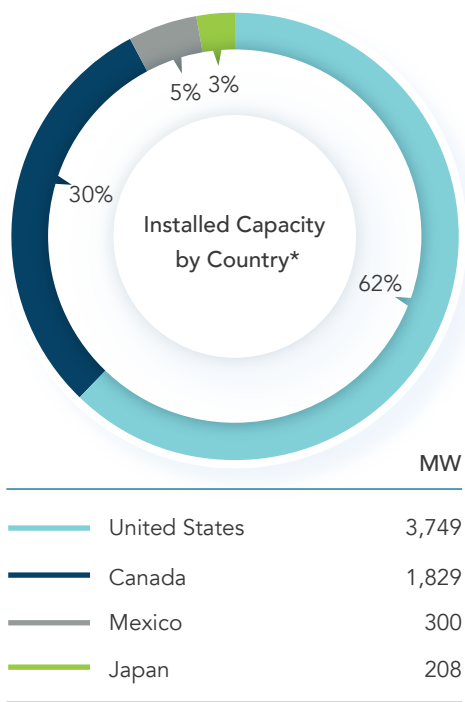
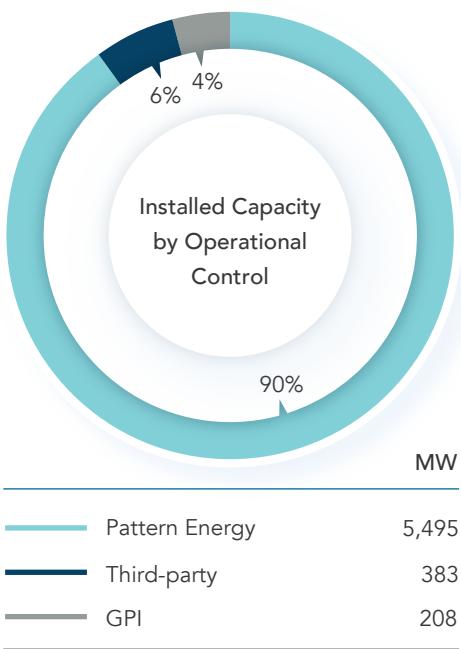
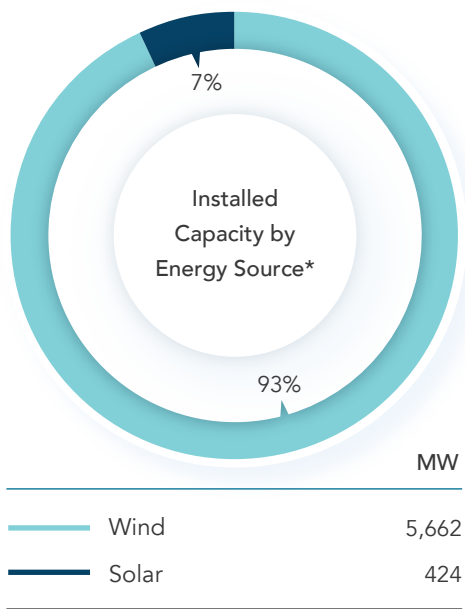
Our Engineering, Procurement, Construction (EPC) team met major construction milestones on our Lanfine Wind project in Alberta and our Ishikari Offshore Wind and battery storage project in Japan. We also obtained commercial operation declaration from the Mexican government for our Helios Generation solar project.

The Power Operations team created a Commercial Management Group to support a comprehensive commercial approach to managing our power and transmission assets and energy trading business. We also formed the Data Center of Excellence to transform data analytics into performance improvements by leveraging more advanced tools like machine learning.



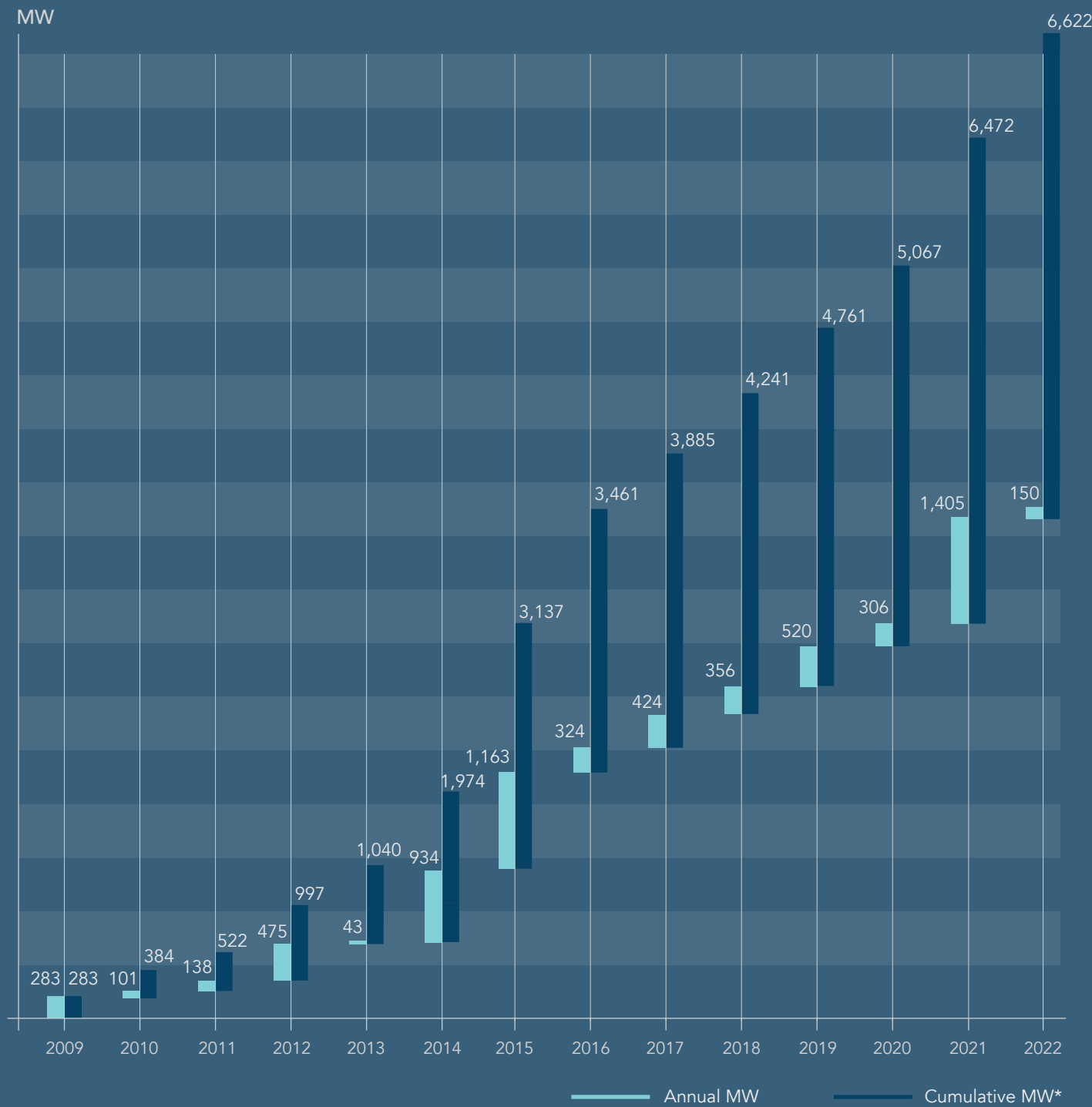
Map displaying construction and operational sites as of December 31, 2022. See the [Appendix](#) for operational facility details. Visit [PatternEnergy.com](#) for current portfolio.

Performance Metrics



* Pattern Energy operates or holds ownership interest.

Installed or Acquired Capacity by Year



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

Distributed Energy Portfolio

Our commercial and community solar affiliates help transition customers to renewable energy by building distributed energy resources proximate to where they consume power, mitigating the need to transport energy long distances.

Founded in 2009 and acquired by Pattern in 2021, Slect Energy is New England’s market leader for commercial and industrial solar and energy storage development, construction, and solar services. With recognized solar policy and incentives expertise, Slect focuses on diverse solar solutions for commercial, light industrial, and institutional markets.

Solar Power World has ranked Slect as a leading commercial solar developer and Engineering, Procurement, Construction (EPC) provider for the past decade.

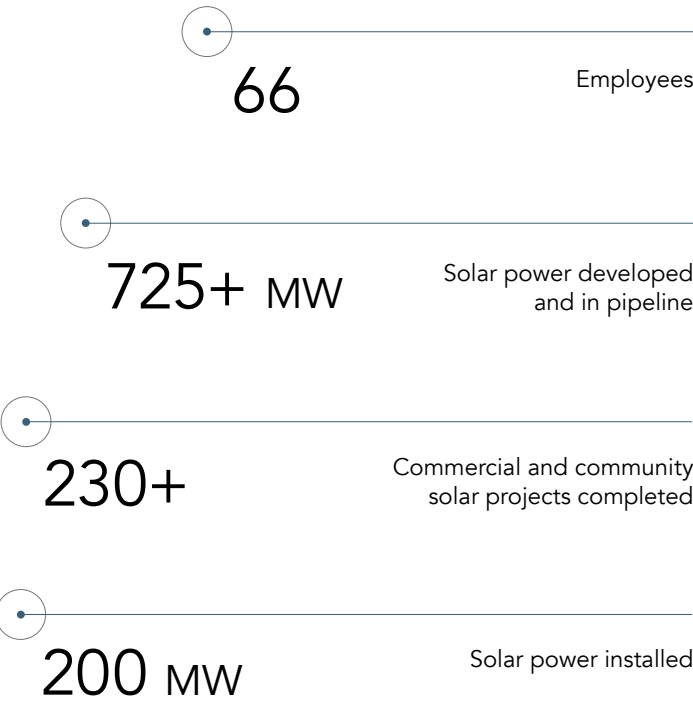
Founded in 2007 and acquired by Pattern in 2022, Dynamic Energy is a full-service commercial and community solar developer and EPC provider with deep technical expertise in distributed generation policy, project origination, engineering, development, and interconnection.

The Dynamic team provides an integrated suite of solar, energy storage, and electric vehicle charging services for large commercial and institutional customers. It also works closely with landowners and community stakeholders on community solar projects.

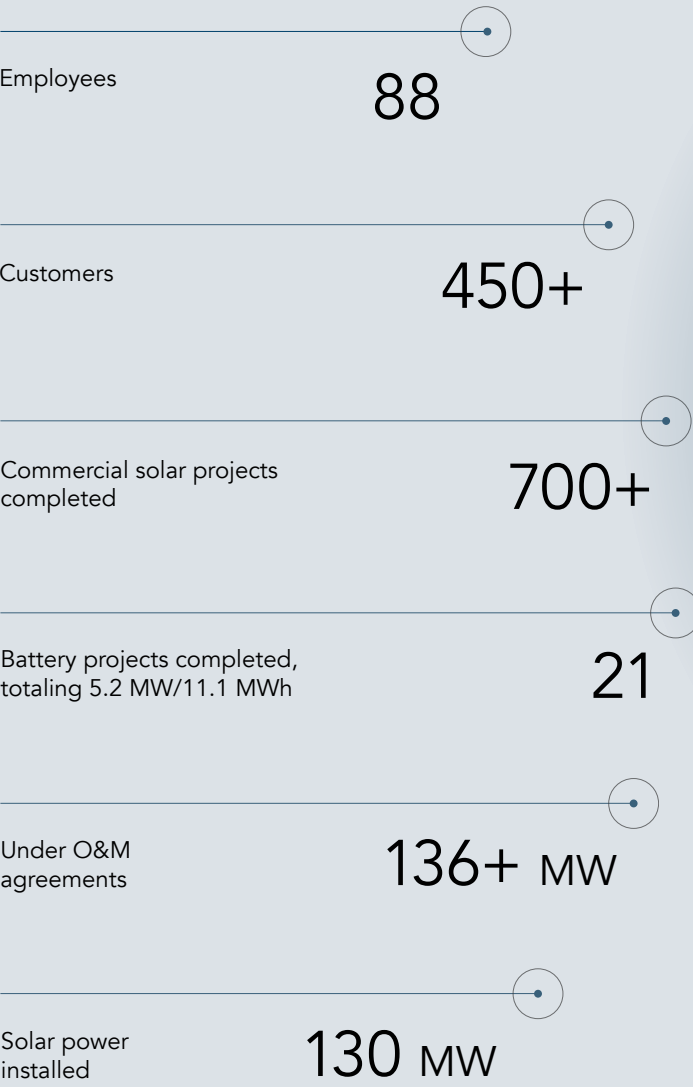
With a national footprint, approximately two-thirds of Dynamic’s business serves the community solar markets, while the remainder provides commercial and EPC services. Solar Power World has repeatedly named Dynamic one of the Top Solar EPC Contractors in their annual rankings.



Dynamic Energy



Slect Energy



Metrics as of December 31, 2022. See [Slect.com](#) and [DynamicEnergy.com](#) for current portfolio metrics.

Energy Transition in Action

Through our highly skilled and passionate Pattern team members and those at our affiliates, we aim to bring 30+ GW of renewable power to market during the next decade.

The following stories demonstrate how we are working to meet the increasing demand for renewable energy – from project development to facility operations and through diversified technologies and markets.

Western Spirit Wind First Year of Operations

Western Spirit Wind, the largest single-phase wind power installation in North America, marked the first full year of operations in 2022, and it is helping to meet surging energy demand from customers in the West.

Western Spirit Wind includes four wind power sites in Lincoln, Guadalupe, and Torrance Counties in south-central New Mexico. Altogether, they total 1,050 MW of installed capacity – and generate energy equal to the electricity needs of more than 900,000 people annually.

The sites provide clean, renewable energy to California and New Mexico through long-term power purchase agreements with the Los Angeles Department of Water and Power, San José Clean Energy, East Bay Community Energy, California Choice Energy Authority and member cities, and international energy company Uniper Global Commodities, which delivers power to local New Mexicans.

A portion of the energy generated by Western Spirit Wind utilizes transmission lines previously used for a decommissioned coal plant. Compared to U.S. coal-fired generation, Western Spirit Wind’s annual production saves more than two billion gallons of water, enough to meet the freshwater needs of 64,000 Americans every year. In addition, it avoids nearly four million metric tons of carbon dioxide emissions, equal to taking 845,000 cars off the road each year.

Construction of Western Spirit Wind and its accompanying 155-mile 345 kV transmission line entailed more than 1,000 workers on-site over 15 months. Commercial operations began at the end of 2021. Approximately 35 full-time, permanent team members operate and maintain the facilities. The number of workers on-site nearly doubles during periods of supplemental maintenance.

Western Spirit Wind received the Top Plant Award from POWER Magazine in the Renewables category in 2022.

The transmission line, developed jointly by Pattern and the New Mexico Renewable Energy Transmission Authority, connects the wind power sites to the electric grid managed by Public Service Company of New Mexico (PNM) near Albuquerque, New Mexico. PNM acquired the line once it was commissioned, and now operates it.

The four wind facilities are projected to provide nearly \$3 million per year in new property tax revenues during their first 25 years of operations, and the Western Spirit Wind transmission line will add approximately \$1 million in additional taxes each year, on average, over 40 years.



Western Spirit Wind is the perfect example of how wind energy complements solar energy and how high-voltage, long-distance transmission lines help power customers meet their renewable energy needs through diversification of sources and geography. New Mexico’s strong wind resource and shape profile especially helped meet energy needs out West when extreme weather caused demand to spike in December 2022.

Cary Kottler,
Chief Development Officer,
Pattern Energy



Largest Renewable Energy Infrastructure Project in U.S. History

Transitioning the world to renewable energy requires taking big steps and bold actions. And that is what Pattern is doing with our SunZia Wind and Transmission projects.

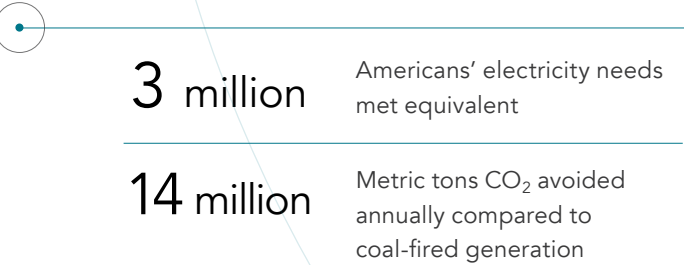
The 3,515 MW of installed wind power capacity will be more than triple the size of our next largest asset, Western Spirit Wind, and represents the most ambitious renewable energy infrastructure project in U.S. history.

SunZia Transmission, a 553-mile bi-directional ± 525 kV high-voltage direct current (HVDC) transmission line, will traverse 12 counties between central New Mexico and south-central Arizona to bring clean, renewable energy produced in Torrance, Lincoln, and San Miguel Counties, New Mexico, to customers in the western electricity grid.

Supporting infrastructure includes over 100 miles of 345 kV “gen-tie” transmission lines, ten wind project substations, an AC switchyard, and two AC/DC converter stations. Once complete in 2026, SunZia expects to generate clean electricity equal to the annual needs of more than three million residents.

The SunZia Wind and Transmission projects received all required county and state-level approvals in 2022. The Arizona Corporation Commission granted SunZia Transmission unanimous approval of its Certificate of Environmental Compatibility application. SunZia Wind received two separate unanimous approvals from the New Mexico Public Regulation Commission.

In 2023, SunZia Transmission received its Final Environmental Impact Statement and Record of Decision from the Bureau of Land Management. Pattern expects to begin project construction in 2023.



Building on years of engagement

Developed with a deep commitment to local communities and environmental stewardship, we worked to understand what was important to each stakeholder, listen to their concerns, answer their questions, and examine solutions together. A concern we heard was the potential impact on wildlife.

We sought and incorporated feedback from local, regional, and national conservation organizations ranging from local groups like the Save Our Bosque Task Force to regional groups like Western Resource Advocates and national organizations such as the National Audubon Society. The result: precedent-setting best practices designed to reduce impacts and support habitat restoration that goes above and beyond local, state, and federal requirements.

When the community speaks, we listen. We’ve invested millions of dollars toward minimizing the effects of Federal Aviation Administration (FAA) lighting on wind turbine towers by installing radar systems to keep our lights off until aircraft approach the project perimeter.

SunZia Wind and Transmission’s environmental program includes nearly \$40 million in voluntary mitigation efforts.

SunZia Transmission is setting a gold standard in environmental mitigation projects developed together with the environmental community. SunZia Wind also established robust environmental best practices to reduce project impacts and study effective habitat restoration strategies in partnership with local and state experts.

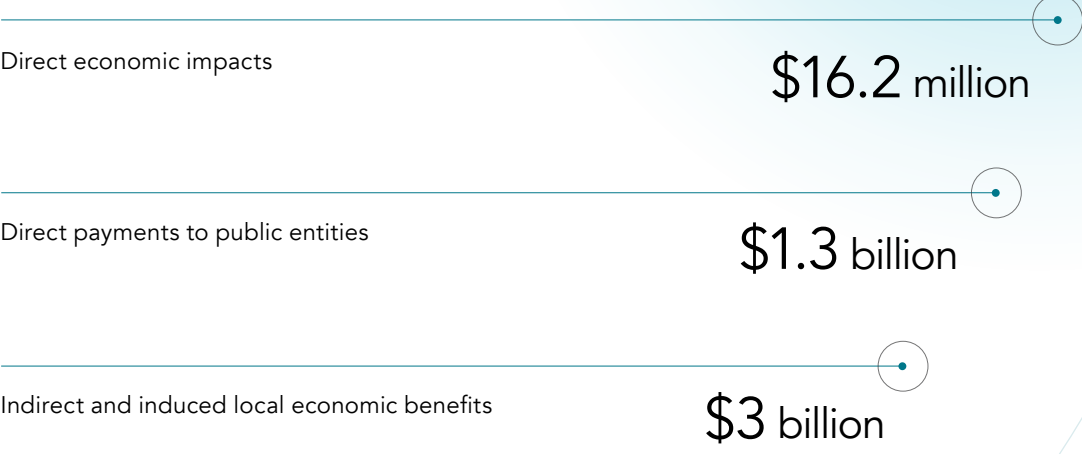
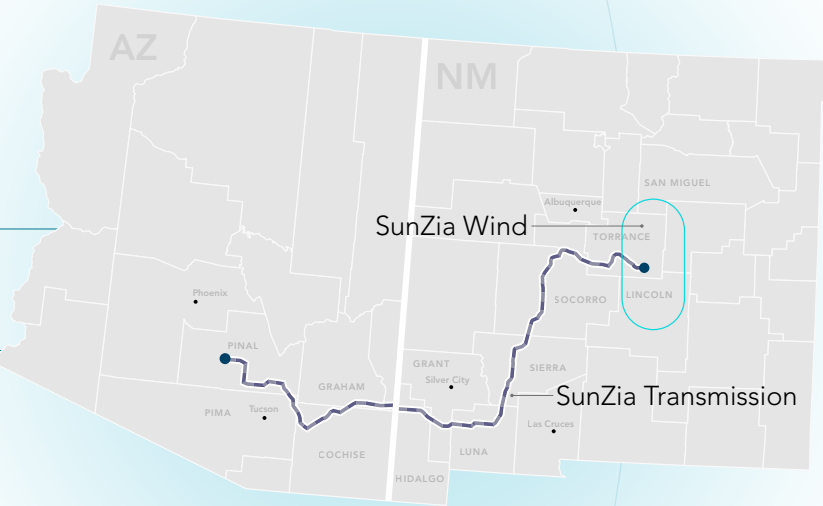
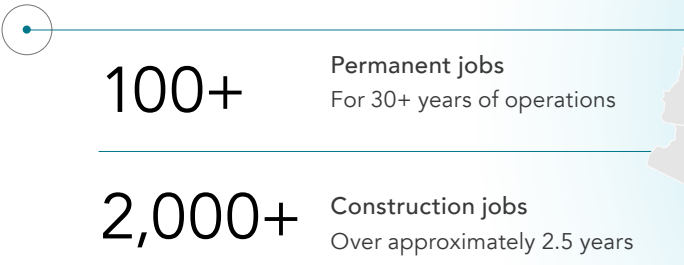
- Working with the conservation community to purchase a 1,000-acre property along the Rio Grande with significant water rights that we expect to be used to expand the Sevilleta National Wildlife Refuge.
- Partnering with the Arizona Game and Fish Department on several thousand acres of habitat restoration, expected to include earthen tank rehabilitation, invasive species removal, revegetation with native species, wildcat road restoration, and erosion control.
- Installing, testing, and studying an innovative technology illuminating the transmission line with UV light to increase the visibility for large-bodied waterfowl.
- Supporting ongoing research into sandhill crane flight behavior in partnership with the U.S. Fish & Wildlife Service.
- Supporting Bat Conservation International to plant thousands of agaves to benefit bats, birds, and other wildlife.

Meaningful and lasting economic impacts for local communities

SunZia Wind and Transmission demonstrates that working toward a sustainable future can produce more than clean energy. According to an independent Energy, Economic & Environment Consultants LLC study, the initiative expects to generate \$20.5 billion in total economic benefits for the region.

These benefits include more than \$16 billion in direct economic impacts resulting from the project’s capital and operational expenditures, including payments for equipment, land leases with federal, state, and private landowners, worker salaries, community contributions, sales and use taxes, and property taxes.

An additional \$3 billion in indirect and induced benefits is projected, including \$1.9 billion in indirect economic impacts resulting from the project’s direct expenditures, such as the purchase of goods and services, and \$1.1 billion in induced economic impacts resulting from the economic ripple effect of the direct and indirect benefits.



SunZia Wind generation is complementary to solar generation in the Southwest, producing power in the late afternoons and evenings when solar ramps down.

“Wind energy is great for the rural community. Pattern putting these wind turbines up and adding to the income of the ranchers is really keeping a lot of the ranches in their families. They’re not having to sell their cattle; they’re not having to sell their ranch. They’ve got enough supplemental income to get them through the rough years.”

Tom Spindle,
New Mexico Landowner

Pattern’s First Wind Energy Project in Alberta

Pattern Energy has brought 11 wind energy projects to operation across five provinces in Canada over the past decade, and Lanfine Wind is the first in Alberta.

The 150 MW project entails 35 Vestas V150 4.3 MW wind turbines, the largest turbines in Pattern’s fleet. Approximately 250 workers were on-site during peak construction in 2022, spurring demand for local businesses and services in the rural community. Borea Construction managed the project construction.

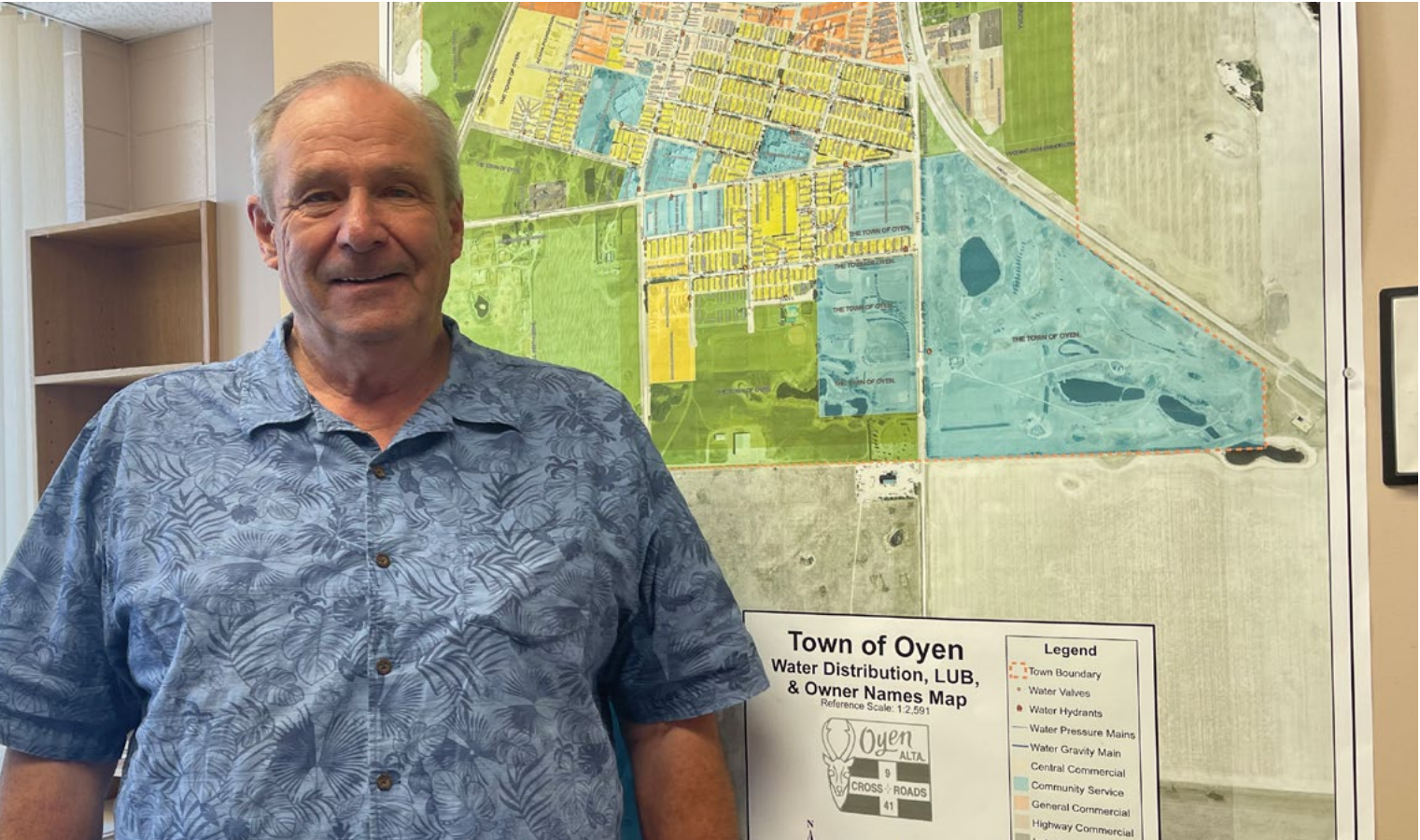
Lanfine Wind will generate clean electricity equal to the needs of approximately 30,000 homes in the province annually. West Fraser, a diversified wood products company, is purchasing half of the facility’s output to support its efforts to reduce GHG Scope 1 and 2 emissions by 46.2% by 2030.

In addition to employment and contracting opportunities, Lanfine Wind will generate income for landowners and tax revenue for the local community, directly contributing to education, community services, and first-responder capabilities. The facility will also fund a Community Benefits Program to support local initiatives and community-based organizations with a \$2 million commitment over the first 20 years of Lanfine Wind’s operations.



Since joining the community in 2017, Pattern has been respectful to the community atmosphere, and truly had a positive impact on the residents. Partnering with various businesses and societies, sponsoring requests such as the daycare’s summer camp program (which served a great need in the area), to donating jerseys and equipment for numerous sports teams, Pattern has proven that they have a sincere interest in the well-being of the community and area.

Doug Jones,
Mayor, Town of Oyen



Customized Solar Solutions

Our affiliate, Sollect Energy, a recognized leader in commercial solar and storage solutions, is working with local and state governments to help reduce their reliance on fossil fuels. One way is through its partnership with PowerOptions®, an energy-buying consortium that provides non-profit, public sector, and municipal energy solutions across Massachusetts, Connecticut, and Rhode Island.

Sollect has won several separate PowerOptions® Requests for Proposals (RFPs) since 2015 and is its provider through 2025 for its combined Solar + Storage program without size limitation.

With Sollect’s support and a no-cost Power Purchase Agreement, Hopkinton Marathon Elementary School expanded its 59 kW of rooftop solar to 318.7 kW and added a 222 kWh Tesla battery. The school expects to save nearly \$1 million thanks to the added solar-plus-storage throughout the system’s life. Learn more from school officials in a [short video](#).

In 2022, Sollect developed a 1,036 kW rooftop solar array with a 536 kW battery for the Pioneer Valley Transit Authority. The project will enter construction in 2023 and help offset the additional load anticipated from an influx of electric buses.

Dynamic Energy is helping to decarbonize the grid by delivering large rooftop solar, community solar, and EV charging projects for its commercial, industrial, and manufacturing customers and developer partners across the U.S. The company is also partnering with hundreds of landowners to provide them with new sources of revenue while offering their surrounding communities access to affordable solar energy.

Dynamic’s portfolio of community solar projects in Maine reflects its ability to enter new markets to create value for all stakeholders: landowners, the public sector, commercial and residential solar customers, and project investors. Maine has set a renewable portfolio standard goal of securing 100% of its energy from renewables by 2050. Dynamic developed an 11-project, 75 MW community solar portfolio to support the state in meeting this goal.

Dynamic developed the Maine portfolio in 2019-2021 and sold it in 2022 to Goldman Sachs’ renewable energy arm, MN8 Energy. The series of 7 MW projects located in and connecting to the local electric distribution systems in Central Maine Power and Versant utility territories were some of the first of their kind in Maine’s community solar program. They provide clean, renewable, and affordable solar power to several of Maine’s largest businesses.



Helping Japan Reach Net Zero

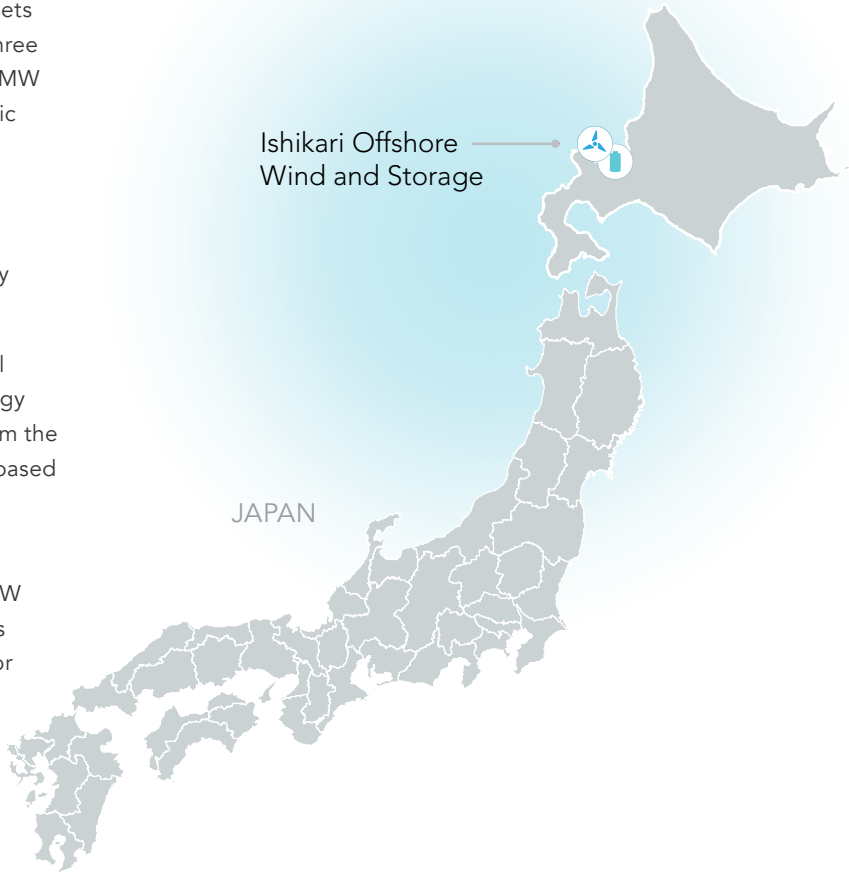
Pattern develops, owns, and operates renewable energy assets in Japan through our Japanese affiliate, GPI. GPI operates three wind and two solar energy facilities, totaling more than 200 MW of renewable power that produce clean energy and economic benefits for the country.

Additionally, GPI has three wind power facilities under construction and over four gigawatts (GW) of wind capacity in their development portfolio, which includes approximately 1.4 GW with Feed-in-Tariff certifications.

In 2022, Pattern and GPI completed financing and began full construction of the 112 MW Ishikari Offshore Wind and energy storage project. Located approximately three kilometers from the shore of Ishikari Bay in Hokkaido, Japan, it will feature land-based battery storage with 100 MW x 180 MWh capacity.

The facility will be Japan’s largest combined offshore wind and power storage facility and the first installation of an 8 MW offshore wind turbine in the country. It will utilize 14 Siemens Gamesa 8.0 MW wind turbines, which are built specifically for offshore use and designed to meet local codes and standards for typhoons and seismic activity.

The turbines and their supporting structures received the stringent ClassNK certification required for construction, and commercial operation is expected in December 2023.



Going Beyond Wind and Solar

Global shifts to decarbonization drive demand for green fuels to reach hard-to-electrify industries like steelmaking, long-haul freight, shipping, and aviation. Pattern’s experience and expertise in developing large-scale energy and greenfield projects position us well to participate in the green fuels market.

One of our investments is Argentia Renewables with the Port of Argentia in Newfoundland and Labrador, Canada. The multi-phase development project, announced in June 2022, includes utilizing Newfoundland and Labrador’s outstanding wind resources to produce cost-competitive green fuels for exporting to global markets.

We expect Phase 1 of the project to consist of approximately 300 MW of installed wind power. Pending the outcome of environmental studies and community consultation, Phase 2 of the project may consist of up to 1.2 GW of additional installed wind capacity.

These wind projects will power the production of green hydrogen, through the process of electrolysis, at a world-class hydrogen electrolyzer facility located at the Port of Argentia. The green hydrogen will produce carbon-free ammonia, which can be stored safely and shipped to customers worldwide.



Green hydrogen is a key element in the global energy transition. By harnessing renewable electricity to power electrolysis, a process that safely splits water into hydrogen and oxygen, green hydrogen offers new, cost-efficient decarbonization solutions in a variety of sectors.

Frank Davis,
Assistant Vice President, Green Fuels and
Canada Country Head, Pattern Energy



Sustainability Approach



Commitments

Focus Areas

Values

- Creative spirit and energy
- Pride of ownership and follow-through
- Team first before self

Environmental
Respect the environment where we have a presence



- Energy production and reliability
- Energy use and GHG emissions
- Ecological impacts
- Environmental impacts of investments
- Waste
- Water

Diversity, Equity, and Inclusion
Provide a workplace that is diverse, equitable, and inclusive, where all employees feel they belong



- Employee attraction and retention
- Diversity, equity, and inclusion
- Employee education and development

Safety and Health
Incorporate safety and wellness into our decision-making in everything we do



- Health, safety, and wellness
- Emergency planning and response

Community and Culture
Respect the communities and cultures where we have a presence



- Community engagement and giving
- Social impacts of investments
- Human rights
- Rights of Indigenous Peoples
- Indirect economic impacts

Governance
Build trust through responsible business practices



- Economic performance
- Business ethics and compliance
- Research and development
- Supply chain management
- Data privacy and information security
- Public policy

Sustainability Framework

Pattern’s sustainability program supports the company’s mission to transition the world to renewable energy.

Critical to our ability to achieve Pattern’s mission is our responsibility to respect the environments, communities, and cultures where we have a presence.

Underlying all we do is a focus on our employees – their safety and health, and creating a workplace that supports inclusion and equitable opportunities for all Pattern people to grow and thrive.

Our Statements of Safety and Health, Community and Cultural, Environmental, and Diversity, Equity, and Inclusion Commitments are signed by our CEO and displayed in our offices and operational facilities.

Sustainability applies to everything we do at Pattern. It entails engaging our internal and external stakeholders to improve our management approaches to ESG material topics, focusing on risk management and value creation for Pattern and our stakeholders. Further, we undertake a comprehensive ESG Materiality Assessment every three years to help guide our priorities.

Third-party experts conducted our last materiality assessment in 2020 and identified 22 key sustainability topics for our business. Their evaluation considered reporting standards, the reporting practices of renewable energy companies, inquiries from our stakeholders, and survey responses from internal and external stakeholders.

The materiality assessment results inform our efforts and public disclosures, including the information in this report. We plan to complete a new sustainability materiality assessment in 2023.

Sustainability Governance

Pattern’s commitment to sustainability starts at the top, with our Board of Directors actively supporting our program and discussing sustainability-related topics at every meeting. Sustainability governance falls under the responsibility of the Board of Directors’ Nominating, Governance, and Compensation Committee.

Quarterly Board meetings include time on different sustainability-related topics from a programmatic and strategic standpoint, such as cybersecurity, workforce compensation, risk management, and our overarching sustainability program.

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

As our company grows and our sustainability program matures, so does our governance of sustainability topics. We document our practices and procedures through a Community Management System, Safety Management System, and Environmental Management System at our operating facilities.

During project development, we apply a stage-gating process to our investment management workflow to help ensure projects meet rigorous criteria, including environmental and social considerations. Our Investment Committee will only approve funding for the next development stage once the project meets all milestones.

In 2022, we selected an ESG software platform to organize our qualitative and quantitative disclosures, improving the efficiency of our collection and verification process.

United Nations
Sustainable Development Goals

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

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

Pattern’s sustainability program documents our alignment with the SDGs and other international frameworks as we integrate more ESG practices into our business model. We strive to be intentional and authentic in our approach to sustainability by linking actions that create value for our stakeholders to our company’s growth and providing data to support our claims.

Beth O’Brien,
Director, External Affairs and Sustainability, Pattern Energy

SDG Goal	SDG Targets	How We Are Contributing
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div></div>	SDG 3: Good health and well-being 3.4, 3.9	<ul style="list-style-type: none">Supporting the health and well-being of workersContributing to global health through reduction of carbon emissions
<div>5</div> <div>GENDER EQUALITY</div> <div></div>	SDG 5: Gender equality 5.5	<ul style="list-style-type: none">Empowering women’s participation and equal opportunities in leadership
<div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div> <div></div>	SDG 7: Affordable and clean energy 7.1, 7.2	<ul style="list-style-type: none">Providing access to affordable, reliable energy
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>	SDG 8: Decent work and economic growth 8.2, 8.3, 8.4, 8.8	<ul style="list-style-type: none">Helping communities and nations create economic development and prosperity through renewable energy projectsSupporting local job creation in our office and project locations, small and diverse businesses, employee health and safety
<div>9</div> <div>INDUSTRY INNOVATION AND INFRASTRUCTURE</div> <div></div>	SDG 9: Industry, innovation, and infrastructure 9.1, 9.2, 9.3, 9.4	<ul style="list-style-type: none">Developing and operating sustainable energy infrastructure, including generation and transmissionContributing to driving innovation in the renewable energy industry by funding and participating in researchSupporting efforts of small-scale enterprises through value chain
<div>11</div> <div>SUSTAINABLE CITIES AND COMMUNITIES</div> <div></div>	SDG 11: Sustainable cities and communities 11.3, 11.4, 11.6	<ul style="list-style-type: none">Helping to improve air quality by reducing reliance on fossil fuel productionContributing to civic, cultural, educational, and environmental causes through our community benefits programs
<div>13</div> <div>CLIMATE ACTION</div> <div></div>	SDG 13: Climate action 13.1, 13.2, 13.3	<ul style="list-style-type: none">Managing our resiliency to climate risksSupporting climate education, awareness, and capacity buildingDirectly reducing climate-changing emissions from the energy sector through our business activity
<div>15</div> <div>LIFE ON LAND</div> <div></div>	SDG 15: Life on land 15.1, 15.3, 15.4, 15.5	<ul style="list-style-type: none">Supporting efforts to protect local biodiversity and endangered species in areas where we have a presence



Engaging Our Stakeholders

Pattern teams collaborate with various stakeholders to share, discuss, listen, and learn. We integrate this feedback into our projects, strategies, and management approaches. We define our stakeholders as those that can affect or be affected by our performance.

Our methods for stakeholder engagement are diverse, including events and meetings, one-on-one discussions, surveys and questionnaires, and mechanisms to capture anonymous feedback. The top sustainability-related topics and inquiries from our stakeholders in 2022 included:

- Project community benefits and environmental assessments
- Company diversity, equity, and inclusion practices and metrics
- Carbon impact accounting and climate risk assessments
- Project alignment with the Equator Principles framework

This report contains descriptions and stories about how we work with our stakeholder groups during every stage of a project’s lifecycle – from development and construction to operations and asset management.



INTERNAL
Affinity Networks
Board of Directors
Diversity, Equity, and Inclusion Council
Employees
Executive, Leadership, and One Pattern Teams
EXTERNAL
Auditors
Colleges and universities
Customers and off-takers
Federal, regional, and local elected officials
Indigenous Peoples
Industry associations
Industry subject matter experts
Insurance underwriters
Lenders and bond holders
Nongovernmental organizations
Nonparticipating, nearby landowners
Participating landowners
Permitting authorities
Project area communities
Rating agencies
Regulators and government agencies
Shareholders
Vendors and suppliers

Advancing Our Industry

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

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

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

The American Clean Power Association (ACP) published the Energy Transition for All report in 2022, detailing eight company-led and five industry-led commitments under three pillars: expanding worker opportunities, creating value for communities, and leading in diversity and inclusion.

— Through our ACP leadership, we helped create the Energy Transition for All initiative to benefit workers and communities.



“We are committed to achieving the clean energy transition through proactive engagement with our stakeholders and industry peers. We believe active participation in coalitions and trade associations is critical to building consensus and awareness of the key issues we all face. Unity is our strength.”

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

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

Environmental Responsibility

RELEVANT SDGs



Our Approach

As we work to transition the world to renewable energy, we do so in a way that respects the integrity of the environment. We engage with stakeholders to understand the impacts of each of our projects and develop robust plans to mitigate them. We also strive to reduce our footprint within our corporate and operational facilities.

Pattern’s Statement of Environmental Commitments applies to our entire enterprise. We aim to minimize adverse impacts through proper assessment, planning, avoidance, and mitigation. The company complies with laws and regulations as our minimum standard and implements industry best practices where local requirements are not as stringent.

Our Enterprise Risk Management (ERM) process monitors and rates our enterprise-wide and project-specific environmental risks. Pattern’s Board of Directors receives quarterly updates, and the Executive Team receives monthly updates on risks, mitigation plans, compliance, and internal controls. In 2022, we had no significant noncompliance issues, fines, or penalties related to the environment.

Environmental Stewardship Throughout the Project Lifecycle

Each project we embark on goes through a rigorous stage-gating process during development and construction. Projects must meet specific milestones – including environmental and social criteria – before they are approved by the Investment Committee to advance to the next stage.

Development

- Conduct environmental and permitting assessments, including a Critical Issues Analysis.
- Consult with applicable agencies and complete field surveys, phase I environmental site assessment studies, and sound and visual impact studies if needed.
- Determine mitigation strategies based on results.
- Obtain all material permits.
- Consider the U.S. Fish & Wildlife Service Wind Energy Guidelines, Eagle Conservation Plan Guidance, and the Avian Power Line Interaction Committee guidelines and standards for transmission lines.
- Use relevant regulations and voluntary industry guidelines to inform our risk assessment and mitigation practices.

Construction

- Train all employees and contractors involved in the project on the protection of cultural and natural resources.
- Halt construction activity if crews discover an unexpected plant, animal, cultural artifact, or paleontological finding and properly assess the situation.
- Follow best practices to conserve natural resources, protect wildlife, prevent site erosion, and manage waste.
- Maintain compliance with permitting requirements.

Operations

- Document environmental processes and procedures for audits, spills, waste, and wildlife in our Environmental Management System (EMS).
- Track our response to incidents in our Pattern EHS tool and our compliance obligations in the Pattern PACT system.
- Provide annual interactive Environmental Awareness Training for our field-based teams.
- Monitor effects on biodiversity and adjust operations to reduce and mitigate any impacts if needed.
- Raise awareness of renewable energy and environmental protection through presentations and tours for students and community groups.

Repowering & Decommissioning

- We intend for our assets to provide renewable energy for the long term. Repowering extends the life of a facility by upgrading equipment when technological advancements warrant the expense to make improvements.
- Should a facility eventually no longer have commercial value, decommissioning plans document how we restore the land to its original state.
- In both repowering and decommissioning, we minimize waste by prioritizing recycling and repurposing components.

— We work collaboratively with diverse stakeholders – environmental organizations, landowners, communities, and governmental entities – during all stages of the project lifecycle.

Protecting Biodiversity

Pattern strives to conserve natural resources and protect wildlife and associated habitats while planning, building, and operating our facilities. We collaborate with communities, local organizations, and natural resource agencies to help us design projects that respect wildlife and their habitats.

We work with stakeholders to further the collective understanding of how wildlife interacts with renewable energy assets and play a leadership role in collaborative efforts to advance research. For example, our position on the board of the Renewable Energy Wildlife Institute creates opportunities to support research that can help the industry expand while protecting and conserving wildlife.

Protecting the threatened Bendire’s Thrasher

We are funding research by scientists from New Mexico State University and the U.S. Fish and Wildlife Service (USFWS) to help protect the Bendire’s thrasher (*Toxostoma bendirei*).

The small passerine bird is among the fastest-declining bird species in North America. The SunZia Transmission project will cross the northern portion of the Chihuahuan Desert Audubon Important Bird Area (IBA), where the proposed study will occur.

The study will involve tagging birds with radio telemetry devices and installing automated radio telemetry towers for ongoing data collection. The telemetry towers can also potentially capture data on other bird species in the area for unrelated studies.

Working together to protect bats

In 2022, we announced a partnership with Bat Conservation International (BCI) and the Arizona Game & Fish Department to protect endangered bat species in and around our SunZia project in Arizona and New Mexico, as well as in parts of Mexico. The initiative will allow BCI to plant more than 5,000 agaves, which provide essential resources for desert wildlife, including at-risk bat species such as the lesser and Mexican long-nosed bats.

We have taken a proactive approach to understanding interactions between wind turbines and bats. There are various bat mitigation options for the wind industry with differing degrees of technology readiness. Acoustic bat deterrents are a leading mitigation option available today. Other deterrents are being developed and tested; some are visual, and most still rely on ultrasonic noises that signal only to bats to avoid a limited air space.



American Clean Power Association (ACP)

Chair, Eagle Subcommittee; Participant on all wildlife-related committees and subcommittees

ACP Migratory Birds Committee and ACP Bats Committee

Participant

Avian Power Line Interaction Committee

Participant

Canada Renewable Energy Association

Founder and participant, National Siting and Environmental Issues Group

Canada Wind Energy Bird and Bat Monitoring Database Steering Committee

Industry Representative

Energy and Wildlife Action Coalition

Founder; Member of Steering Committee, Policy Committee, and all technical committees

Renewable Energy Wildlife Institute

Founder; Board of Directors; Co-Chair of the Research Committee and Outreach Committee

Water and Waste Management

Pattern locates and constructs our projects in ways to minimize impacts on waterways. Regulations in our jurisdictions govern impacts on groundwater, surface water, and wetlands.

For example, all U.S. projects are required to prepare a Stormwater Pollution Prevention Plan and submit a Notice of Intent before the start of construction. Construction activities one acre or greater in size also need a plan to protect the community and surrounding environment. A Notice of Termination cancels the permit when a site completes restoration activities.

Wind turbines and solar panels do not use water to generate energy. Solar facilities may require occasional panel washing in some areas, but this has not been necessary at our current sites due to rainfall rinsing the panels periodically.

— Unlike most other forms of energy generation, wind and solar do not withdraw, consume, recycle, or discharge water.

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

We generate small amounts of “universal waste,” like fluorescent light bulbs and batteries, which we dispose of via vendors with experience handling the materials appropriately. Due to our minimal waste production, we qualify as a Conditionally Exempt Small Quantity Generator of Hazardous Waste under the U.S. Environmental Protection Agency (EPA).

We recycle used oil from gearboxes and other sources, producing no “waste oil” per regulatory categories. Used oil at wind facilities includes gearbox lubrication, hydraulic fluid, and grease for the yaw pitch in the nacelle. We change wind turbine oils based on analytical results from sampling, which averages about once every seven years per turbine.

An approved waste management vendor recycles the oil by filtering out water and metal contaminants. Refineries can then use the oil in their processes to produce gasoline or energy. Solar facilities only use small amounts of oil as lubrication sealed inside the tracking motors that do not require replacement or maintenance.

Employee spotlight

We recognize field operations teams for best-in-class practices and conservation achievements each year with our Environmental Stewardship Award. The Award Section Committee considers whether nominees follow Pattern’s EMS, uncover cost-savings, improve the quality of the natural environment, and support good community relations.

In 2022, Oscar Velazquez, the Facility Manager at Santa Isabel Wind in Puerto Rico, was among the recipients honored. Oscar was recognized for developing strong relationships with farmers and other community members to understand their environmental concerns. When replacing facility components, the site team selected vegetable-based oil, a more environmentally friendly product.





Managing Our Climate Risks

Pattern references the Task Force on Climate-related Financial Disclosures (TCFD) guidance in assessing the physical and transition risks a changing climate may create for our business. Measuring and managing these risks is essential to the long-term success of our company.

Physical risks can be acute or chronic, and assessing their potential impact on our business involves consideration of the hazards, exposures, and vulnerabilities. We consider physical risks from periodic event-driven extreme weather and natural disasters to long-term changes in weather patterns and the resources we use to generate clean energy. Transition risks are less tangible and involve the impacts on our business from the societal and economic shifts to a low-carbon economy. These may include policy, technological, market, and reputational risks.

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

Our Enterprise Risk Management program provides a systematic process for identifying and mitigating risks, including environmental risks such as climate change. Risk Registers cover corporate and project-level risks. We account for climate-related threats in various ways, including classifying extreme weather events as a primary risk in our Corporate Risk Register.

Pattern’s multi-dimensional approach to climate risk mitigation begins at the start of a new development project when we assess the ecological nature of the area and the renewable energy resource. We conduct technical risk assessments with construction and engineering experts during the project design phase to help ensure the project infrastructure can materially withstand extreme wind speeds, temperatures, and tropical cyclones.

Climate vulnerability assessments address risk at the operational asset level and minimize potential damage if a severe weather event occurs. We further mitigate impacts to our fleet through sophisticated forecasting, modeling, and coordination between our Energy Management and Meteorological teams.

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

Planning for extreme weather

We can’t control the weather, but our Meteorology, Energy Management, and Field Operations teams help us prepare.

Pattern meteorologists provide advance notice when potential weather disruptions are on the horizon, from one hour to six months ahead. This notice allows us to develop production forecasts and prepare for potential disruptions.

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

Our teams also monitor the wildfire risk and the potential impact on North American operational facilities.

Wildfire risk mitigation

Pattern’s Safety Management System (SMS) describes emergency action plans for our operating sites, including fire response. When we identified wildfire encroachment could pose a risk to our people and assets, we provided additional training to site personnel and environmental, health, and safety team members.

In 2022, we decided to further mitigate this risk by building a formal wildfire mitigation program to include documentation of roles and responsibilities for facility management and support teams, education on best practices with a focus on personnel safety and operating obligations, site-tailored fire equipment, and Wildfire Risk Assessments conducted by third-party experts. The program aims to prevent safety incidents and interruptions to energy production.

Assessing Our Climate Impacts

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

We purchase electricity to meet the lighting, cooling, and heating needs of our corporate offices and wind power sites’ operations buildings. The energy generated by our wind turbines regularly covers their needs and those of the substation. Facilities purchase electricity to meet such demand when this is not the case. We are investigating where there are green power purchasing options from utility providers that service our areas.

We track enterprise-wide energy consumption through utility invoices, including stationary combustion for backup generators and purchased electricity at offices and sites. All our corporate offices are certified as LEED or LEED Gold and follow Pattern’s Office Environmental Policy.

To support our mission to transition the world to renewable energy and do our part to reduce greenhouse gas emissions from our business activities, we ordered two electric trucks and two hybrid trucks for our fleet as a pilot program. Once they arrive, we will track and analyze various factors to inform future fleet decisions.

In 2022, we began using a carbon management software platform to manage our GHG Scope 1, 2, and 3 emissions data. Our GHG Inventory Management Plan documents our sources and processes for collecting, analyzing, and verifying this data. By evaluating our impacts, we can better identify ways to reduce and mitigate our carbon footprint.

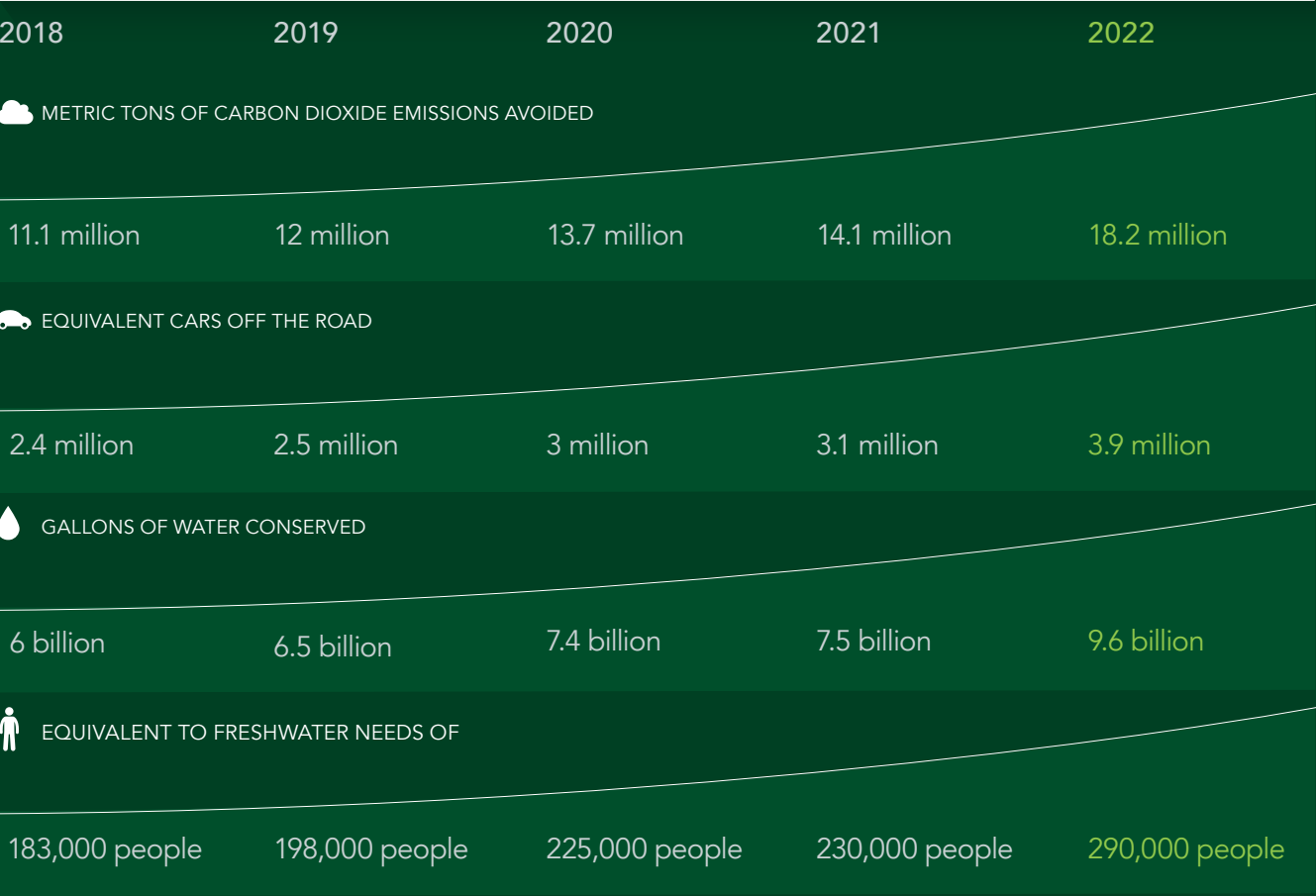


Performance Metrics

Clean Energy Generated by Year

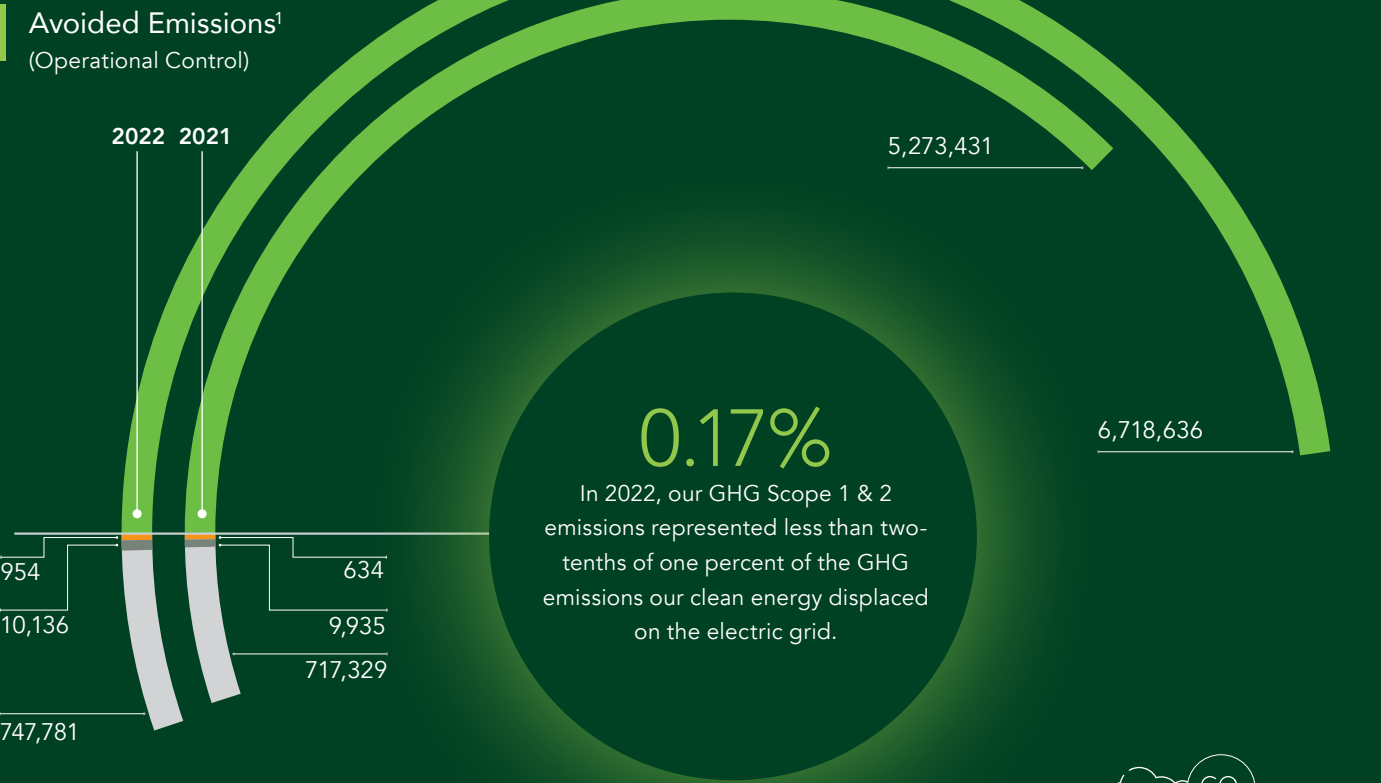
	2018	2019	2020	2021	2022
⚡ Generation (Gigawatt-hours)	11,100	12,000	13,630	13,900	17,700
🧑 People's electricity needs met	2,800,000	3,050,000	3,240,000	3,280,000	4,160,000

Benefits of Our Generation Compared to Coal-Fired Generation



Based on total production from Pattern's utility-scale operational fleet, regardless of ownership percentage.

Comparison of Our GHG Impacts (mt CO₂e)



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 back feed power when needed for turbines, substations, and switchyards.
- GHG Scope 3

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

¹ Avoided emissions based on Combined Marginal Emission Factor (Regional) for U.S. assets, Average Emission Factor (Regional) for Canada assets, and Average Emission Factor (National) for Japan and Mexico assets.

² GHG calculated in accordance with the Greenhouse Gas Protocol and based on Pattern Energy's operational control of our North American renewable energy facilities and offices with more than one employee. Scope 2 reflects location-based methodology. Scope 3 includes our purchased goods and services and capital goods, spend-based methodology (categories 1 and 2) and our business travel (category 6).

Social Responsibility



RELEVANT SDGs



W O R K F O R C E

Our Approach

Attracting and retaining the best and brightest talent with a passion for taking on challenges that will change the world is fundamental to Pattern’s success. We strive to be the best place to work in our industry and take a four-pillar foundational approach toward meeting this goal: Talent Acquisition, Talent Engagement, Talent Development, and Talent Retention. We help our employees develop and build rewarding careers in an engaged workplace that values diversity, equity, and inclusion.

Pattern’s People and Culture team is responsible for the efforts to build our talent pipeline, reach the broadest pool of talent, and support talent once hired. Our Board of Directors regularly reviews Pattern’s hiring, development, and retention data, focused on ensuring robust and diverse talent across the organization.

Our policies for recruitment, advancement, and retention of employees forbid discrimination based on any criteria prohibited by law, including but not limited to race, sex, and age. We designed the policies to help ensure the company treats employees, and employees treat each other, fairly and with respect and dignity. We do not tolerate conduct involving discrimination or harassment of others. All employees must comply with the company’s policy on equal opportunity, non-discrimination, and fair employment.

In 2022, we worked to integrate employees from our new affiliates, Solect Energy and Dynamic Energy, into Pattern. Actions included onboarding them to Pattern policies and procedures and into our people management and benefits systems.

— Pattern was voted one of The San Francisco Chronicle’s Top Workplaces in the Bay Area in 2022 and awarded the highest rank for a renewable energy company.

Attracting the Industry’s Best Talent

Our renewable energy business requires specialized skills, but many are transferable skills from other industries or energy fields. From accounting, legal, human resources, project managers, real estate experts, power marketers, and finance professionals to construction managers, engineers, turbine technicians, and asset managers, building and operating renewable energy facilities requires diverse backgrounds and experience. Collectively, it is also our team’s passion and determination that helps us complete industry milestones and change the world.

We are building a long-term talent pipeline to attract and recruit the people we need to meet our portfolio growth objectives. Examples of our strategies include:

- Hosting an internship program;
- Targeted recruitment from technical colleges and universities;
- Partnering with diverse professional associations;
- Collaborating with community and industry partners; and
- Providing employee referral bonuses.

Developing Our People

Once part of our workforce, we help our employees grow and advance, including honing their leadership skills and gaining expertise in new technologies.

We support our employees’ personal and professional growth through our integrated talent management system. In addition to training on performance-oriented competencies, we offer resources to enhance soft skills such as communications and allyship. Our monthly Training and Professional Development Newsletter highlights available instructor-led workshops and learning playlists.

Our comprehensive succession planning program is at the heart of our talent development efforts. We identify internal talent and customize individual development programs to prepare them for future critical roles. In 2022, the program helped us fill more than 25% of open positions with internal candidates, up from 20% in 2021.

One program that drives our leadership development is DARE to Lead. It helps prospective, new, and existing leaders build their skills in competencies mapped to the DARE framework. The program consists of eight 90-minute monthly cohorts covering various topics and three two-day in-person workshops, including Crucial Conversations and Situational Leadership. We had 41 graduates of the eight-month learning program in 2022, totaling more than 100 graduates over the program’s first five years.

— We filled more than 25% of open positions with internal candidates, an increase of 5% from the previous year.

Other programs that support professional growth include:

- **The 360-feedback process** provides employees with candid, anonymous feedback on essential skills and Pattern leadership competencies. Feedback received helps employees increase measurable effectiveness by identifying where they stand on aptitudes that matter most for success, their strengths and areas for development, and potential derailing behaviors. Each participant has a feedback coach to review the 52-page report and develop an action plan.
- **A structured, mentee-driven mentorship program** connects interested employees with senior employees to tap into their knowledge, skills, networks, and experience. Mentors and mentees undergo training to contribute to successful outcomes of the mentorships.
- **The continuous performance management program** includes goal setting, 90-day reviews for new hires, monthly check-ins, and mid-year and end-of-year assessments. We also introduced a series of people manager workshops to support meaningful conversations.

Empowering young clean energy leaders

In 2022, we hosted our first in-person internship class since 2019, hosting 17 interns – nearly double our inaugural class four years prior. Interns were assigned to various departments, including Development, Legal, and External Affairs.

Interns learned more about our business through town halls, engaging with our leaders, and our new intranet page specifically for interns. It includes open roles, company information, videos, and employee testimonials. At the end of the summer program, interns presented their project results to Pattern leadership.

Our goal is to recruit diverse, high-quality talent that will help support Pattern’s business objectives, while also providing students with a hands-on learning experience that helps them determine their own career directions. The program is structured to take a holistic approach, including professional development, social skills, and interactions, as well as work experience.

— Since the program’s inception in 2018, more than 75 students from more than 20 schools completed internships with us, with over 23% returning after their academic studies to join Pattern full time.

Teaming with technical schools

In New Mexico, we work with the North American Wind Research and Training Center on the campus of Mesalands Community College to recruit wind technicians.

Instruction at the Center goes beyond the classroom. Students learn the ins and outs of safety on a turbine, how to use software to diagnose operating problems, and much more.

“Many students saw wind farms being built near where they lived, and that sparked their curiosity. Now that they’ve grown up, they are moving into careers with a great future. We’re doing important work providing for the energy needs of our country, and we’re providing a career path to people who are excited by the opportunities in front of them.”

Andy Swapp,
Director, Renewable and Sustainable Technology,
Mesalands Community College

Employee spotlight

Amanda Cambrice joined Pattern in 2017 as an HR Business Partner in the Human Resources Department. By leveraging opportunities to develop her skills in budgeting and operational processes, she shifted her career to operations reporting and then to asset management, becoming a senior asset manager in 2022 and supporting our Post Rock Wind, Lost Creek Wind, and Amazon Wind facilities.

Amanda was also recognized in 2022 for her contributions to diversity, equity, and inclusion (DEI) at Pattern by earning the DEI Difference Maker award from Pattern’s Women in Renewable Energy (WIRE) Affinity Network. Amanda co-chaired the 2022 DEI Month Planning Committee and held a leadership position in Pattern’s Blacks in Renewable Energy (BiRE) Affinity Network.

In 2022, Jake Hull was promoted to Facility Manager for Panhandle Wind in Texas. As part of our succession planning program, he worked his way up after starting as a contract wind technician at the facility in 2019.

“Pattern Energy gave me the opportunity to advance my career. My team knows that if there is work to be done, I won’t ask anyone to do what I won’t do myself. I get my hands dirty. I like to be the first on the field and the last one off. That’s what leadership is to me. I’m here to show the team what’s possible in their careers.”

Jake Hull,
Facility Manager,
Panhandle Wind,
Pattern Energy



LEARN MORE ABOUT JAKE’S JOURNEY
ON OUR [WEBSITE](#)



Driving Diversity, Equity, and Inclusion

People have a choice of where they work. By listening to and engaging with our employees, we strive to create an exceptional and inclusive workplace that values individual differences, recognizes achievements, and offers equitable rewards.

Pattern is committed to a diverse, equitable, and inclusive workplace where all employees belong, regardless of personal backgrounds, characteristics, or abilities. We believe having diversity in our teams and our leadership, while providing an environment where employees from underrepresented groups are encouraged and empowered, leads to a more engaged workforce and better outcomes for our employees and business.

Our diversity, equity, and inclusion (DEI) Commitment Statement and DEI Council guide Pattern’s DEI efforts. Our DEI Council is an inclusive group of employees dedicated to helping the company foster a culture of mutual respect and attract and retain diverse talent. The Council works closely with Pattern’s leadership and Affinity Networks to help create and implement meaningful programs that align DEI efforts with overall business strategy.

We developed an enterprise-wide DEI workplan in 2022 to document our actions across the company to meet our pledges in our DEI Commitment Statement and ACP’s Energy Transition for All initiative. The workplan includes our new Pattern RISE program, created by the DEI Council and informed by employees.

Pattern RISE

Pattern RISE contains four pillars representing overarching goals, strategies to reach those goals, and performance indicators to measure progress. We established working groups to represent each pillar and take action to implement Pattern RISE. Examples of initial focus areas include incorporating inclusive practices into everyday life at Pattern and launching a diverse rising leaders’ program.

As of 2022, we require employees to include a DEI-specific objective in their annual performance goals. Pattern RISE provides opportunities for more employees to get involved in moving DEI efforts forward at Pattern.

Representation	Create an environment in which underrepresented employees feel represented at all levels
Ignite inclusion	Build a culture of inclusion and belonging through changes at the structural level
Starts at the top	Advance DEI accountability by helping leaders take concrete actions to demonstrate their genuine commitments to DEI
Enhance equity	Develop and implement programs to create a culture of fairness in all aspects of the employee lifecycle

- We believe a culture of inclusion is one in which our employees:
- Feel welcomed, trusted, respected, and valued as people,
 - Bring their authentic selves to work and feel safe to express aspects of themselves and perspectives that may differ from their peers, and
 - Speak up when someone is not treated equally or respectfully.

We are proud of the inclusive culture we have created and continue to invest in programs and events to gain knowledge and better understand one another. Our 2022 annual DEI Month celebration began with a virtual, interactive event with DEI expert Dr. MarTeze Hammonds.

The Pattern Community Kitchen Cookbook resulted from employee participation during our third annual DEI month. It contains 70 recipes that celebrate the diversity of our workforce.

We also hosted unconscious bias workshops for all employees throughout the year and expanded gender identity selection options within our people data system.

Affinity Networks

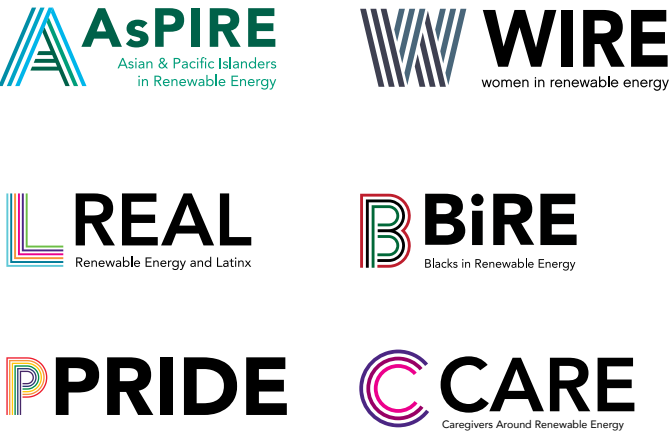
Our enterprise-wide employee-led Affinity Networks help build meaningful connections through community outreach, volunteerism, networking opportunities, professional development, and supporting business goals and priorities. They also elevate diverse perspectives and bring our diversity to life through events and cultural celebrations. Altogether, our Affinity Networks have more than 500 employee members, with many employees in more than one network.

In 2022, we launched two new Affinity Networks – CARE and RÉAL – bringing the total to six. Each has an executive sponsor and volunteer leadership committee of passionate employees who participate in our annual Affinity Network leadership summit to share ideas and plan for the year ahead. Our Corporate Giving team also provided each Affinity Network \$15,000 in 2022 to support affinity-related organizations.

Key to their missions is to bring people together and raise the visibility of relevant issues. In 2022, PRIDE hosted a movie club to highlight the intersectionality of gender and sexuality with other affinity identities. For example, together with the REAL Affinity Network, they explored themes of identity, sexuality, gender, class, race, pain, and disability in the movie Frida about renowned Mexican artist Frida Kahlo.

One of our newest networks – CARE – is educating and expanding awareness of the challenges caregivers face and building an internal support network for them. In its first year, it sponsored monthly conversations and expert speakers.

To help those in need, AsPIRE worked with our Corporate Giving team to launch an employee donation campaign in response to the historic 2022 floods in Pakistan.



The demographics of Pattern are changing as more of our employees become working caregivers. I hope CARE can aid in adapting our company culture in response to this dynamic and provide employees with practical support while driving career development.

Ranjita Mello,
Senior Manager, Accounting, and CARE Affinity Network president, Pattern Energy

Empowering Our Employees

Employee engagement and recognition are top priorities at Pattern. We value employee input and use it to improve our programs and work environment. Our Engagement Task Force helps the company review, respond to, and act on employee feedback.

In 2022, 95% of employees participated in our Employee Engagement Pulse survey. While we continued to receive solid marks for supporting employees’ work-life blend and learning and development, results showed opportunities for improvement in feedback, recognition, and action.

Recognizing our employees’ contributions towards our company’s mission demonstrates that we value their dedication and helps to improve workplace culture and productivity.

— We expanded our "Pattern Thanks" peer-to-peer platform to celebrate employee contributions through verbal and monetary recognition.

Employee engagement tools

Our employee intranet, The Current, provides company information, announcements, and engagement opportunities. To improve accessibility, we make The Current available through a mobile app for our field employees and employees while they’re away from their computers. More than 75% of employees accessed The Current every month in 2022.

Open to all employees, we hosted 11 town halls that started with a state-of-the-company briefing by our CEO or another executive team member. Topics vary by month and may include highlights from departments and teams, project updates and stories from our sites, progress reports on company goals, and engagement opportunities from our Affinity Networks.

We also offer in-person events to network and celebrate holidays, cultures, and birthdays. Employees win prizes through quarterly challenges and receive gifts for birthdays, life events, work anniversaries, and retirement.

Compensating our people equitably

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

Pattern partners with an external advisor to review trends in compensation and equity for the benefit of our employees. We manage a robust analysis of role responsibilities to assess contribution and exposure to company activities and projects.

Our annual salary and bonus process includes a review of these factors and works with the Executive Team and Board of Directors to ensure Pattern rewards employees in an equitable and meaningful way. Training on rewards programs for managers, and employee information sessions, occur on an annual basis.

We work with a third party to conduct an annual pay equity review by gender and race. The results of our 2022 review found that the steps we take to help ensure we pay our employees equitably are working.

Employee benefits

- Bereavement leave
- Company-provided medical, dental, and vision insurance
- Health savings accounts
- Flexible spending accounts
- Life and supplemental life insurance
- Paid time off
- Paid leave for fathers and adoptive parents up to 13 weeks
- Paid parental leave for mothers up to 25 weeks
- Retirement plan and resources
- Short-term and long-term disability insurance

— We are committed to maintaining gender and racial pay equity and providing competitive, comprehensive benefits.



Employee spotlight

Throughout the year, we find unique ways to recognize our people for significant milestones and small micro-moments, such as quality work, taking on new tasks, exemplifying our values, and going above and beyond.

Ginger Corprew, Senior Project Manager, is one example. She received our “Pride in Ownership and Follow-Through” award from Pattern CEO Hunter Armistead for keeping the engineering design at our SunZia HVDC converter station on track.



Supporting Employee Wellness

To do their best, employees must feel their best. We offer programs to support a balanced work-life blend and invest in our employees’ and their families’ physical, emotional, and mental health.

Employees have 24/7 access to comprehensive wellness support and resources through our Employee Assistance Program (EAP) and proactive initiatives offered by our medical insurance carrier.

Additionally, we offer a monthly wellness stipend to all employees and have employee perks such as gym membership options. We support new parents through our CARE Affinity Network and have on-site lactation rooms in our corporate offices.

Expanded benefits

- Bereavement support
- Critical illness support
- Cleo, end-to-end support to working families, from planning a family to caring for an adult loved one
- Legal support
- Hospital indemnity and accident insurance
- Pet 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



We periodically spotlight strategies for improving mental health. We hosted a virtual laughing meditation session, a form of yoga that has been shown through studies to lower anxiety and reduce depression.

Alice Ryan,
Senior Director, Total Rewards and HR Operations, Pattern Energy



A healthy and equitable work-life blend

While our field-based employees continued to work from Pattern project sites during the COVID-19 pandemic to support the construction and operation of our assets, in 2022, our office-based teams began a phased return-to-work approach.

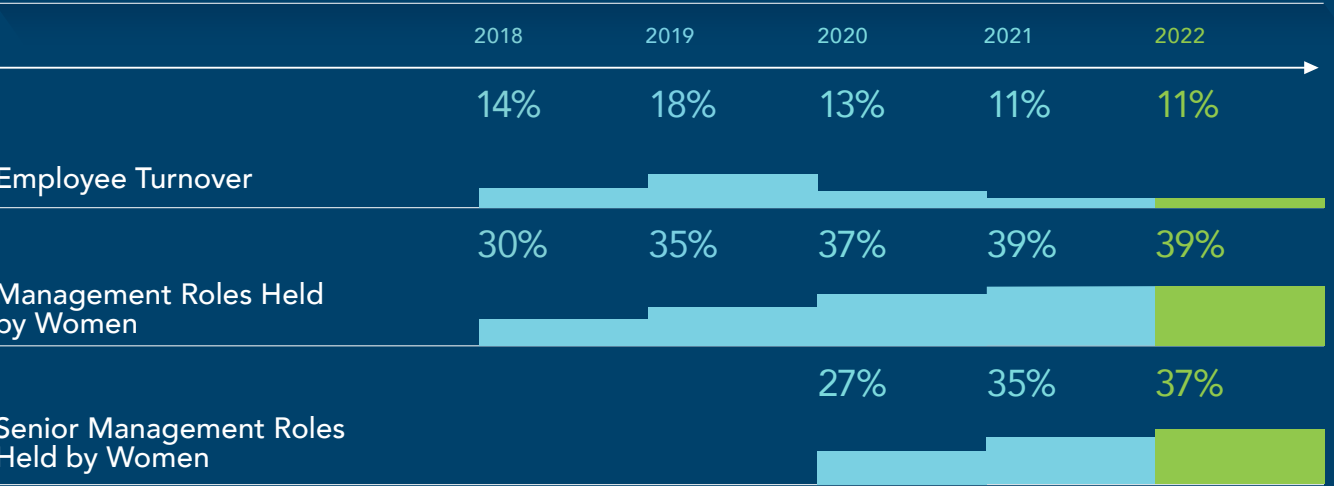
Our “Return to the Workplace” employee survey solicited feedback on Pattern’s transition back into offices, hybrid schedules, and COVID-19 safety measures. It received an 87% participation rate and 800 total comments. Responses were 72% favorable and 19% neutral on return-to-office readiness.

Based on the employee feedback and business needs, we implemented a hybrid work structure across our corporate offices, where teams come to the office on specific days each week and for collaborative weeks each quarter. The Future Pattern Workplace policy, which provides a framework for ongoing collaboration in a hybrid model, guides our approach.

Throughout Pattern, we encourage our employees to take time away from work – whether watching their child’s soccer game, celebrating a cultural event, or taking a vacation. We believe this helps us recharge and is integral to our benefits.

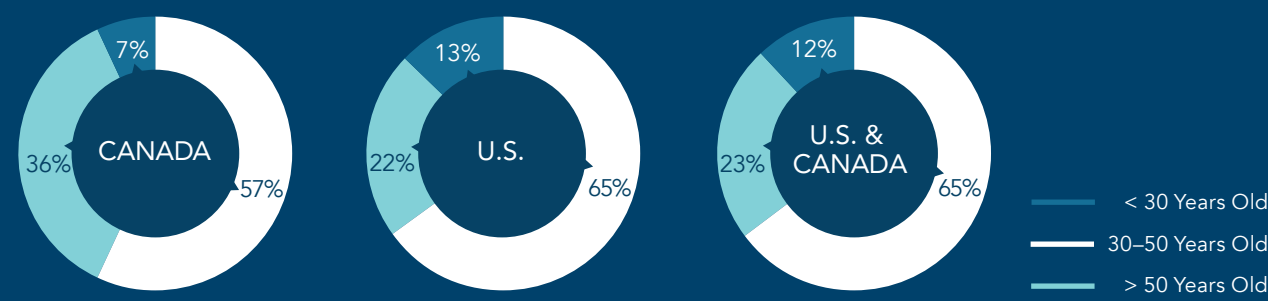
Performance Metrics

Workforce Overview

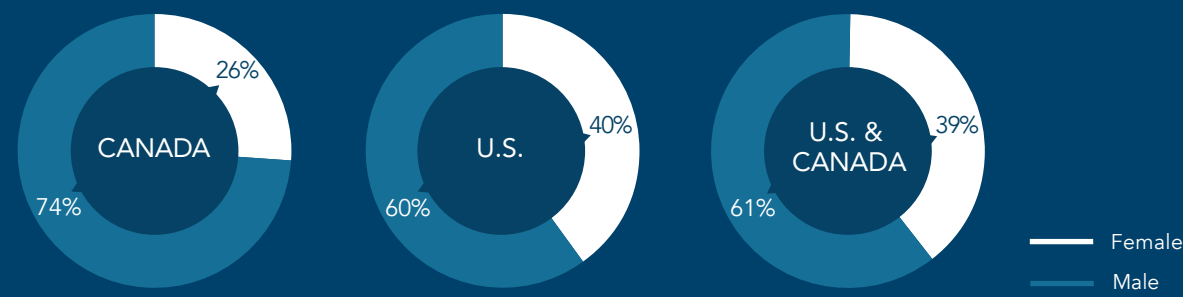


Note: Metrics are applicable to Pattern employees in the U.S. and Canada unless indicated as U.S. only, where questions are not federally supported in Canada.

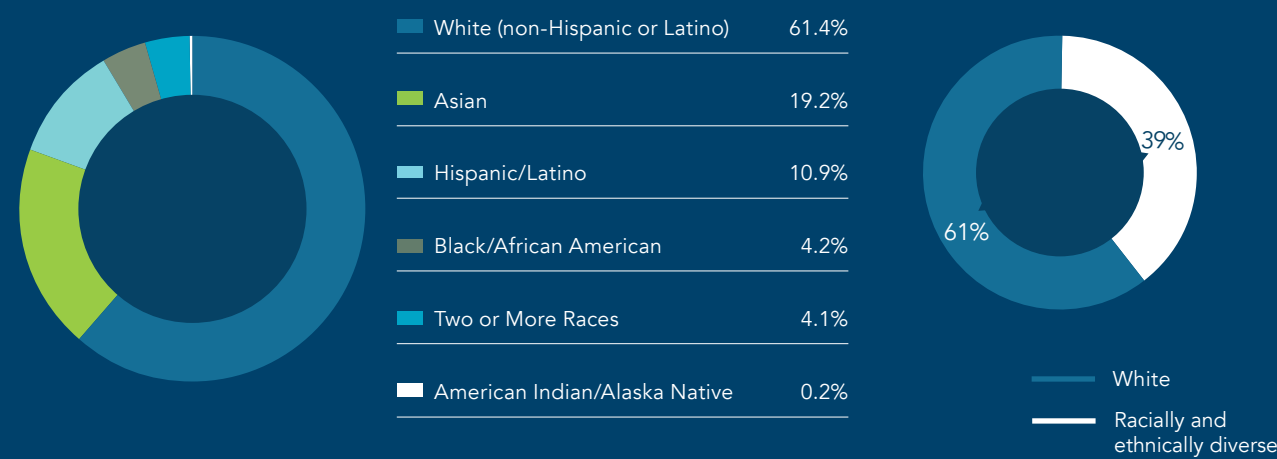
Age Diversity by Country



Gender Diversity by Country



Racial and Ethnic Representation in U.S. Workforce

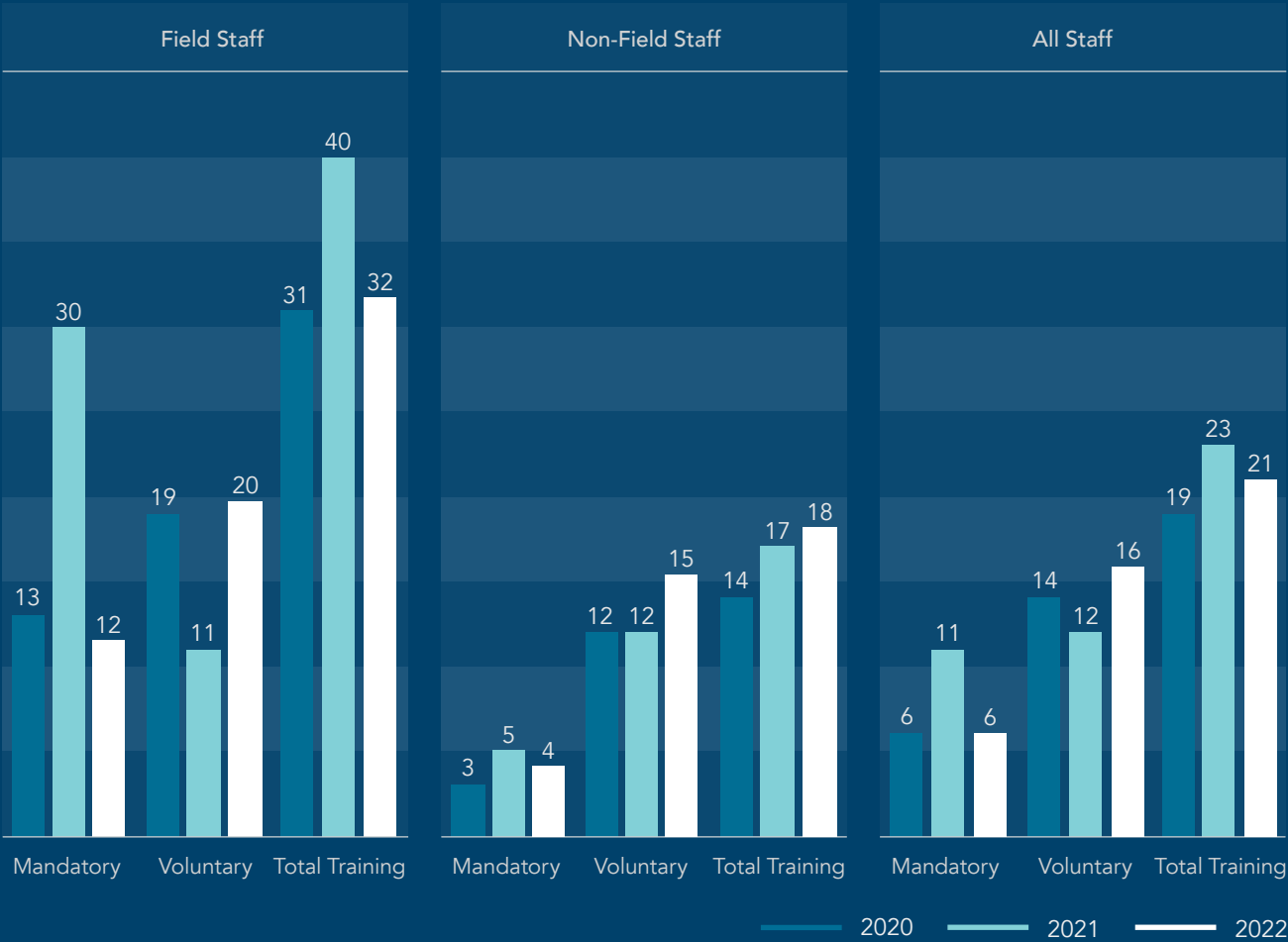


Note: Does not include the 51 employees Pattern had outside of the United States as of December 31, 2022, where 42 of those employees worked in Canada and this is not a federally supported question. Hispanic/Latino refers to all multiracial, white, and non-white respondents who identified Hispanic/Latino as their ethnicity.

Pattern Energy Workforce Training Hours

	Mandatory Training Hours	Voluntary Training Hours	Total Training Hours	Average Training Hours per Employee
Non-Field Staff	1,439	5,840	7,279	18
Operations Field Staff	1,539	2,452	3,991	32
All Staff	2,978	8,292	11,270	21

Average Training Hours by Training, Staff, and Year



Note: Applies to 526 Pattern Energy employees' training activities during the 2022 calendar year. Excludes affiliates GPI, Sollect, and Dynamic. Mandatory training topics include global compliance, anti-corruption, workplace harassment and discrimination prevention, among others. People managers are required to take unconscious bias training. 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. Our average field staff training hours show an increase for the years we bring on a lot of installed capacity, such as in 2021, and when we expanded our number of self-perform sites.



HEALTH AND
SAFETY

Our Approach

Pattern is committed to the safety of our employees, contractors, and the people in the communities where we develop, construct, and operate our renewable energy projects.

Our Statement of Safety and Health Commitments describes how we strive to provide an environment that supports an injury-free workplace. Our policies, practices, and management systems govern how we meet our commitments for the employees in our offices, in the field at our sites, and the contractors working with us.

Helping Everyone Return Home Safely

Constructing and operating large, complex projects and energy facilities includes inherent occupational health and safety risks. As we manage our ever-growing fleet across various jurisdictions, we continue to evolve our safety program to mitigate these risks.

Pattern’s Construction division requires our general contractors to have their own Health and Safety Management Systems with established policies, processes, procedures, and work practices. General contractors are provided a Pattern Safety exhibit of project-specific safety requirements and develop project-specific safety plans to implement for all contractors and subcontractors constructing on our projects.

Our Safety Management System (SMS) consists of over 25 policies and procedures related to daily facility operations and provides the foundation for meeting our formal safety commitments during operations. We follow all applicable health and safety laws and regulations as our minimum standard and adopt leading industry best practices.

In addition, we empower our workforce to use their "stop work" authority to halt activity if they perceive a hazard that may endanger themselves or others. Our safety leads provide weekly reports on Construction and Operations Department calls, monthly to our executive leadership, and quarterly to our Board of Directors.

● Pattern has developed a robust safety culture to support meeting our goal of zero injuries.

Our EHS management software platform documents all safety incidents, and we conduct a monthly executive safety review panel with construction and operations leadership to identify preventative safety measures proactively. The panel discusses incidents that resulted in an actual or potential Occupational Safety and Health Administration (OSHA) recordable injury, such as serious near misses.

Focusing on the potential severity of incidents can help identify preventable measures instead of relying on traditional reporting metrics that tend to be lagging indicators. We also discuss safety with staff more broadly on regional and department calls.

Training Our Teams

Pattern has robust emergency preparedness and crisis management procedures for potential safety incidents. Site teams frequently review emergency response plans, conduct safety drills and training exercises with first responders, and use work process controls in the Pattern Job Safety Environmental Analysis form.

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

Our operating facilities conduct annual emergency response drills using various planned scenarios to capture real-life working events. Pattern teams and contractors work with local EMS to manage the exercise, from identifying the emergency through complete emergency response, where we simulate loading victims into ambulances as a completed drill event. These training events provide opportunities to discover lessons learned that we communicate across the fleet.

We conduct robust safety training for all employees, on-site contractors, and guests to prevent workplace hazards. By instilling a safety culture in our site teams through repetition and parallel online safety training courses, we encourage our employees to identify potential risks and develop proper mitigations. Sites and fleet vehicle drivers receive awards for strong safety records.

Pattern promotes regular enterprise-wide safety awareness campaigns focusing on different safety topics and how they apply to the workplace and at home. We share safety knowledge through our employee intranet, flyers posted around our offices, and on construction and operations department calls. Topics covered in 2022 included workplace ergonomics, electrical safety, bloodborne pathogens, and chemical safety.

In 2023, we will expand the number of self-perform facilities in our fleet from five to 12. Self-perform means Pattern employs the technicians who manage operations and maintenance activities at these sites rather than a contractor or third-party service provider. We expect to more than double the number of Pattern turbine technicians by the end of 2023. Each new hire will undergo extensive onboarding, including thorough safety training.

Promoting Contractor Safety on Our Sites

Pattern takes a comprehensive approach to contractor management. We work with third-party prequalification firm ISNetworld to review contractors and subcontractors that conduct work we consider medium-to-high safety risk.

ISNetworld examines their safety management programs to help ensure they align with minimum regulatory standards and Pattern’s established requirements for contractors. We also perform contractor audits to review safety compliance. If we find a safety gap, we work with the contractor to get them to a higher grade.

Our construction team only contracts with Balance of Plant (BOP) and Engineering, Procurement, Construction (EPC) companies with years of experience building renewable energy projects and transmission lines. The BOP and EPC contractors hire and manage their own subcontractors. We work closely with them to support a safe working environment at our sites and help the contractors’ safety teams fulfill their obligations.

We use first-tier manufacturers with proven technology and performance records for our wind turbines. Our sites that are not self-perform typically use the Original Equipment Manufacturer (OEM) turbine technicians to provide operations and maintenance services, while Pattern employs site managers, and our safety team completes regular inspections.

Pattern has a formal process when contractors are involved in incidents. The incident severity determines the specific timeframes when contractors must report incidents to Pattern and whether they form an incident review team. Contractors will lead root cause analysis investigations, and Pattern staff participates in assessments. The process could take days or weeks depending on the type of incident, contributing factors, and remediation needed.



Proactive or at-risk safety observations that have been corrected are valuable leading indicators. By introducing them at Pattern, we can measure the existence of safety, not the absence of it. This represents an important step forward in our safety journey.

Ben MacDonald,
Director, Environmental, Health, and Safety, Pattern Energy

Measuring Safety

We track observations, recordable injuries, lost days due to injuries, fleet and contractor-owned vehicle accidents, and other metrics for construction projects and operating facilities, including field contractors in our incident management system. We capture serious near misses, sometimes referred to as high potential "HiPo" incidents or serious injury fatality "SIF" events.

We saw a significant decrease in our overall Total Recordable Injury Rate (TRIR) and believe this is due to our focused safety efforts with O&M service providers during the past two years.

— We decreased our TRIR by more than half in 2022 compared to the previous year.

For the third consecutive year, Pattern had zero reportable injuries at our five U.S. self-perform operating facilities. This perfect safety record demonstrates that our safety management methods are working where we have more oversight of turbine technicians. This will continue as we expand the number of self-perform sites within our fleet.

Pattern believes industry participants should share safety data so we can better understand our performance relative to our peers and create benchmarks to track progress over time. We voluntarily share our safety data with members of the American Clean Power Association and encourage our contractors to do the same.

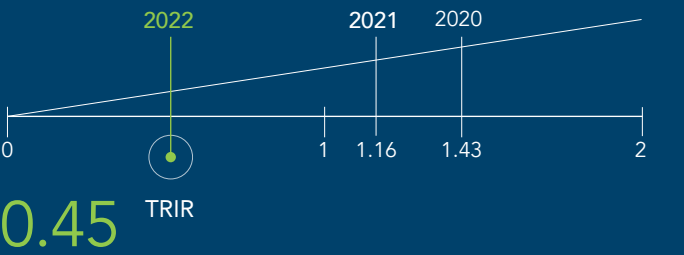
Performance Metrics

2022 Metrics	Total Recordable Injuries	Total Recordable Injury Rate	Lost-Time Injuries	Lost-Time Injury Frequency Rate
All Employees	1	0.17	0	0.0
All Contractors	8	0.56	0	0.0
All Employees & Contractors	9	0.45	0	0.0

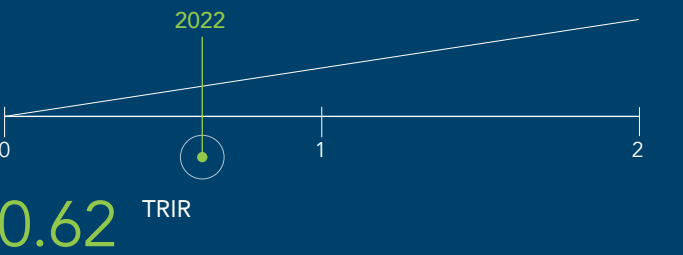
Note: Metrics cover U.S., Canada, and Mexico employees and contractors, including subcontractors.

Total Recordable Injury Rate (TRIR)

Pattern Employees + Contractors



Pattern Employees + Affiliates + Contractors





COMMUNITY
AND CULTURE

Our Approach

Pattern’s Statement of Community and Cultural Commitments describes our stakeholder engagement approach when developing, constructing, and operating renewable energy and transmission projects. It begins with establishing trust and accountability with local communities.

We aim to communicate with stakeholders early and often, incorporate the feedback we receive, and create lasting positive impacts for the communities where we have a presence. We support communities through local investments, job creation, and philanthropic giving over the long term.

Intentional and Thoughtful Engagement

When we identify an area for development, we work with landowners, individuals, groups, and local community members to learn about it. Our research and local engagement inform our risks and opportunities assessment that helps us create a project-specific community engagement plan.

Documentation of our approach to meeting our community commitments during project development is part of our stage-gating process. Our Investment Committee approves funding for the next development stage only after a project meets critical milestones in the prior stage-gate.

Our Engagement team supports development efforts by conducting area research, building tailored engagement plans, and representing Pattern in our communities.

— We proactively engage in regular and respectful sharing of information and problem solve together to shape a project or outcome.

During project development, we strive to set expectations about what construction and operations will look like, how our relationships with landowners and communities will evolve over the next 30 years, what communications they should expect from us, and what community benefits may entail.

Pattern uses the services of third-party land agents to develop relationships with landowners, answer their questions about leases, and coordinate land access for development studies.

Our Land Agent Code of Conduct states that any employee, firm, or individual working on behalf of Pattern will be respectful in all communications with landowners and community stakeholders. It requires that all interactions with landowners are factually correct, made in good faith, and reflect fair dealing.

We have an established “Landowner Line” (832-476-7770) that landowners can call anytime to ask questions or provide feedback about their experience with Pattern employees or representatives. A Pattern employee will return the call within 48 hours.

Partnering with Indigenous Peoples

We strongly believe in the value and opportunity that exists through meaningful partnerships with Indigenous communities. Our Principles and Best Practices for Indigenous Engagement guides our work. We base our approach on respect for the rights of Indigenous Peoples and their diverse cultures and our commitment to sharing economic growth opportunities with them – something we have done for over a decade.

We have four operating wind facilities in Canada that involve joint ventures with Indigenous Nations: Henvey Inlet Wind, Grand Renewable Wind, Belle River Wind, and North Kent Wind, and many more sites where we work with Indigenous communities and suppliers.

Our Meikle Wind facility, located in the Peace Region of British Columbia within the unceded territory of Treaty 8 First Nations, in conjunction with UNESCO Global Geoparks, sponsored a workshop during Indigenous Heritage Week with an elder showing how to make traditional beaded mittens and moccasins.

Building on our history of collaboration with Indigenous communities, in 2022, we were proud to have been selected by the First Nations Major Projects Coalition as the renewable energy member of its Sustaining Partner Program. Our membership will provide additional opportunities to partner with First Nations on net-zero-focused energy and climate solutions infrastructure projects.

True partnerships are those based on understanding and appreciation for one another. In 2022, we launched the Pattern Indigenous Peoples Advisory Council.

The Council aims to inform Pattern employees about history, contemporary issues, and future opportunities as specified by Indigenous Peoples and to engage with Indigenous communities in meaningful discussions about sustainability, energy transition, and climate change.

Celebrating partnership and impacts

Henvey Inlet Wind is Canada’s largest wind facility under a First Nation partnership. In November 2022, Henvey Inlet First Nation and Pattern representatives came together to celebrate their nearly 10 years of partnership.

It was a special milestone for Pat Murray, Community Relations Coordinator with Pattern. Pat has been visiting the area since 2014 to meet community members. During the celebration, she was honored with a star blanket.



Henvey Inlet Wind economic benefits

\$25 million generated in direct economic activity for local First Nations businesses during the construction period for the wind project and its affiliated transmission line.

\$10+ million annual revenue the facility expects to generate for Henvey Inlet First Nation, which will determine how proceeds are used and may include expanding broadband services, reinvesting in new research and business development, and paying members a “dividend.”

\$1 million amount each of the four regions within the Henvey Inlet Wind-affiliated transmission line receives over the first 20 years of operations to fund community initiatives.

\$1 million annual contribution to the Eastern Georgian Bay Initiative to enhance the region’s biodiversity.

“The star blanket is something really special to us, and it represents a few things, including honor and respect. Pat has truly exemplified what allyship means. She came into our community with an open mind, an open heart, and most importantly, open ears.

Jennifer Ashawasegai-Pereira, Henvey Inlet First Nation Community Member and Emcee of the Celebration

Engagement Beyond Development

Our engagement with landowners and the community does not end after project development – it grows stronger.

We strengthen our involvement during construction by creating construction jobs and direct spending with local suppliers. For example, while currently in development, an independent economic analysis estimates that Southern Spirit Transmission will help generate more than 2,000 jobs and tens of millions of dollars for local businesses providing materials and services during its planned two-year construction.

Once a Pattern facility becomes operational, it continues to give back to local economies over the long term through landowner lease payments, property taxes that support civic and emergency services and local schools, and contributions to local causes through sponsorships, donations, and formal benefit agreements. We also build relationships during operations by giving presentations and hosting tours for students and community groups at our sites.

We use our Community Management System as a programmatic framework for meeting our community and cultural commitments at our operating facilities. It documents our management approach, guiding the planning process, roles, and responsibilities.

Community relations plans unique to each facility continue documenting our engagement, communications, and giving activities during operations. These are regularly updated as our actions evolve from community feedback and experiences.



Supporting Our Communities

From local sponsorships and donations for community events and causes to developing long-term community benefits programs for a site’s operational period, we support local economies and strive to ensure our community benefits create a lasting impact.

Sponsoring agricultural education

In 2022, our Grady Wind facility announced a \$50,000 grant to the New Mexico Farm & Livestock Bureau Foundation to support New Mexico Agriculture in the Classroom (NMAITC). Pattern’s support of NMAITC will allow the organization to increase the number of free educational presentations and workshops for Pre-K-12th grade New Mexico teachers to grow their awareness of agriculture.

Local grants to communities

Five of our facilities support community foundations that administer grants to local organizations and causes through annual grant cycles. For example, in 2022, the Burney Regional Community Fund, created in 2010 with a contribution from our Hatchet Ridge Wind facility, awarded grants to the Fall River Valley Volunteer Fire Protection District and Mountain Valley Community Centers, among many other grant recipients.

Creating a new space for kids

Our Post Rock Wind site supported opening a new daycare center, a much-needed resource in the communities of Ellsworth and Lincoln Counties, Kansas. Pattern employees also volunteered their time to gather and assemble toys, furniture, and equipment for the new center.

Celebrating local pride

Pattern was proud to sponsor the 88th White Pine Horse Races in Ely, Nevada, home to Spring Valley Wind. The annual weekend event brings in nearly 8,000 visitors – double the town’s population – driving revenue for local businesses and pride for the community.

Rooting for the local team

Many of our sites support youth sports in their communities. In 2022, for example, our Gulf Wind facility sponsored the Kingsville Texas Youth Football League and Cheer teams. Funding supports scholarships that allow in-need kids to participate in the league, as well as for new uniforms and equipment.

Fighting hunger

Across our operations, we help combat food insecurity in our communities. In 2022, our Armow Wind team collected donations for the local Kincardine, Ontario, Food Bank. We also continued our 20-year commitment to the Imperial Valley Food Bank in Imperial, California, including to its Weekend Backpack Program. Students in the program receive a backpack filled with food to take home every Friday. Additionally, we provided \$10,000 to each local food bank near our corporate offices in Toronto, San Francisco, San Diego, and Houston.

— Learn about how our facilities support their communities by visiting [our website](#) and signing up for our e-newsletters. We share stories about local organizations, causes, and events.



Employee Giving and Volunteering

Pattern supports our employees’ interest and desire to give back to their communities through organized volunteer and giving efforts spearheaded by our Workplace Operations and Experience team and Affinity Networks.

We use the Cauze donor management platform to make it easy for employees to find local organizations that need their support. The top five non-profit recipients were the Friends of Energy Institute, benefiting Energy Institute High School in Houston; the Marin, San Diego, and Houston Food Banks; and Second Harvest Canada.

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



Performance Metrics



“In 2022, employees donated more than \$100,000 to nearly 200 organizations, doubling the donations made and quadrupling the number of groups receiving funding compared to 2021.

Alison Solari,
Director, Workplace Operations and Experience,
Pattern Energy

Governance



RELEVANT SDGs

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Our Approach

We are committed to strong governance practices and steadfast adherence to the highest standards of ethical conduct. These practices are essential to earning the trust of our employees, communities, and partners, while also mitigating risks to our business over the long term.

Our Board of Directors guides Pattern’s business and currently consists of our CEO, shareholder representatives, and independent directors, including the board chair. Directors represent a depth and breadth of operational experience, industry knowledge, and backgrounds, including in cybersecurity, finance, energy, business development, engineering, and risk management.

The Board follows procedures and standards in the company’s Limited Partnership Agreement. The Board’s three standing committees are the Audit Committee, Development Committee, and Nominating, Governance, and Compensation Committee, which are governed by their respective charters.

Enterprise Risk Management

Risk management is woven into everything we do. Pattern’s Board exercises oversight of the company’s enterprise risk management (ERM) program through its Audit Committee. The Executive Team, led by our CEO, discusses these risks monthly with risk owners and continually reassesses the mitigation plans.

Our ERM program identifies and mitigates risks, including sustainability-related risks, across the enterprise and at the project level. Risks are categorized, tracked, and analyzed, and evaluations of short-, medium-, and long-term outlooks consider various scenarios. Our risk management framework assists risk owners in applying a standardized approach.

Risk owners cover strategic, financial, reputational, operational, and compliance risks and explore various risk topics, including climate change, energy resources and production, health and safety, cybersecurity, legislative and regulatory policy, capital markets, supply chain, and our workforce.

The Executive Team and risk owners receive monthly updates on risk, mitigation plans, compliance, and internal controls. The Audit Committee receives quarterly updates and reviews material risks.

Ethical Business Practices and Compliance

Pattern’s Code of Business Conduct and Ethics and Anti-Corruption Policy serve as principles that steer the way we conduct business ethically. Our Code of Business Conduct and Ethics is our roadmap to doing the right thing, demonstrating high ethical standards, good judgment, and accountability for our actions.

We require all employees to complete training to review the Code and provisions on global compliance, anti-corruption, workplace harassment, and discrimination prevention. We track adherence through questionnaires and our controls certification process.

We maintain an open-door policy where employees can feel free to express their concerns to management in confidence. In addition, employees can report suspected misconduct or ask questions through our confidential whistleblower hotline hosted by Ethics Point. The platform provides telephone hotlines for each country where Pattern operates.

Independent third-party representatives who speak the native language of callers take questions and concerns over the phone, as well as by web portal and mobile app. Pattern’s Whistleblower Policy prohibits retaliation or intimidation against any Pattern employee who reports a concern in good faith.

We track our current and future third-party compliance obligations through the Pattern Project Agreement Compliance Tracker (Pattern PACT). Pattern PACT centralizes compliance tracking across different business units and standardizes how we manage our obligations.

— We had zero anti-corruption and bribery, discrimination, or human rights violations and no submissions related to these areas through our whistleblower hotline.

Performance Metrics

Board size

9

Independent directors

33%

Board members from underrepresented groups

33%

Female Board members

22%

Cybersecurity

Pattern’s business is increasingly digitized, and our dependence on systems and data is expanding and becoming more strategic. Simultaneously, cybersecurity is a growing risk for all organizations. Therefore, we remain diligent to cyber-related threats across our enterprise to prevent disruption of production and energy transmission to our customers.

Guided by our Information Technology (IT) Security Policy, our Vice President of Enterprise Technology leads our efforts, and our Board Audit Committee receives quarterly cybersecurity updates.

The IT Security Policy leverages the National Institute of Standards and Technology (NIST) Special Publication 800-53 as a security framework. Our IT-managed control systems are a subset with processes aligned to North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards.

We also use the Department of Energy’s Cybersecurity Capability Maturity Model (C2M2) to drive strategy for our control systems. In 2022, we worked to integrate our framework and controls into our Solect Energy and Dynamic Energy businesses.

Pattern has many layers and redundancies of cybersecurity measures for our corporate and facility networks and Operations Control Center. We adhere to extensive NERC CIP compliance measures, perform penetration testing every 15 months, and work with a third party to continually monitor our environment. We use a cloud-based incident management system to log and track to closure the activities of our six teams within our Enterprise Technology Department.

In 2022, we conducted an enterprise-wide cybersecurity assessment in alignment with NERC CIP guidance. We also developed and tested an enterprise-wide ransomware attack incident response plan through tabletop exercises. In 2023, we will implement improvements based on lessons learned to strengthen our controls further and execute an OT-based tabletop to validate our response plan on the IT infrastructure managing our assets.

— To date, we have never experienced a data breach or a significant outage because of a cybersecurity event, and we have had no breaches of customer privacy or losses of customer data.

Public Policy and Advocacy

Pattern operates in a highly regulated environment, and decisions made by elected officials can impact our ability to provide ongoing, affordable renewable energy. Our government affairs and policy teams participate responsibly and constructively in the legislative and regulatory process. They communicate information to elected officials and other policymakers directly and through our trade associations to support public policies consistent with our company’s mission.

Our energy advocacy priorities include:

- Climate change, a just energy transition, and innovation.
- Support for our assets and projects.
- Energy infrastructure security and reliability.
- Barriers to fair and competitive markets.
- Regulatory certainty and stability.
- Fiscal, tax, and trade policy.

The *Inflation Reduction Act* (IRA) includes a new production tax credit for green hydrogen intended to help lower the cost of this nascent technology. As a result, Pattern has been modeling different scenarios to help inform the U.S. federal government on how best to design rules and regulations to maximize CO₂ emissions reductions.

The model analyzed optimal energy portfolios in regions across the U.S. under different emission scenarios and found that the most stringent emission scenarios, zero well-to-gate emissions and 0.45 kg CO₂e/kg H₂ well-to-gate emissions, are economical with gray hydrogen across the U.S. by 2030. We presented these findings to the U.S. Department of Energy.

Pattern administers an employee-funded political action committee (PAC). A committee of Pattern employees oversees the contribution decisions, which must adhere to Pattern PAC’s ethics and values guidelines. The Pattern PAC contributes to U.S. federal and state candidates for elected office and other aligned PACs. In 2022, Pattern PAC contributed \$32,500 to Democrat and Republican candidates across eight states, with 93% of the candidates winning their elections.

Outside the United States, 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 occur, including the U.S. *Foreign Corrupt Practices Act*.



Supply Chain

From sourcing raw minerals to suppliers’ treatment of their employees and efforts to reduce their environmental footprint, our purchases may reverberate in communities. Pattern expects our suppliers to conduct business lawfully and ethically, respect human rights, and share our commitments to safety, the environment, communities, and cultures.

We believe human rights are fundamental and expect suppliers to treat them as such. International frameworks guide our approach, including the United Nations (UN) Guiding Principles on Business and Human Rights and the UN Universal Declaration of Human Rights.

Pattern’s ESG Supply Chain Working Group includes representation from cross-functional teams, including Corporate and Capital Procurement, Operations, Supply Chain, Legal, and Compliance. In 2022, the Working Group prepared Pattern’s Supplier Code of Conduct and hired expert consultants to benchmark it against best practices and help Pattern develop a Supplier Diversity Program. We are implementing the Supplier Code of Conduct and Diversity Program in 2023.

Our Supplier Code of Conduct establishes the minimum standards that our suppliers should meet, including those related to the treatment of workers, ethical business practices, environmental impacts, workplace safety, community impacts, and reporting and compliance.

Pattern works with thousands of suppliers. From a safety perspective, the construction and operations suppliers involved in medium-to-high risk work must go through our ISNetworld (ISN) vetting process. We use ISN, a third-party prequalification firm, to assess current and potential suppliers based on Pattern’s criteria and risk matrix, including health and safety programs, safety records, and liability insurance.

In 2022, we activated the ESG Assure feature to capture suppliers’ responses to ISN’s ESG survey, which contains around 130 questions, including topics concerning human rights, management systems, spending on local suppliers, and workforce diversity metrics. Eighty percent of our suppliers have responded to more than half of the questions. We are evaluating ways to incorporate the results into our supplier scorecard criteria.

— We expanded our Project Controllers group to include development projects, in addition to construction. The group improves efficiency and oversight by handling Contract Lifecycle Management and procurement transactions. Project Controllers help ensure accuracy for development reporting and construction financing.

Pattern’s projects only employ top-tier general construction contractors and wind turbine and solar panel equipment manufacturers with years of experience in our industry and robust sustainability reporting.

General construction contractors hire subcontractors in civil work (grading, excavation, concrete), electrical work, and mechanical assembly. Other services and needs typically include rebar fabrication, building construction (framing, carpentry, drywall, flooring, plumbing, electrical, communications, masonry, HVAC), landscaping, security, fencing, water, power, and sanitation facilities.

Manufacturers such as Siemens Gamesa, GE, Vestas, and First Solar predominantly supply our current operating fleet of wind turbines, solar panels, major electrical equipment, and the parts used to maintain our sites. These manufacturers and other suppliers have diverse supply chains based in North America, Europe, and Asia.

Examples of contractors we use at our sites during facility operations include communications maintenance, HVAC, hardware supplier, collection system and substation repairs, waste control and removal, solid waste disposal, weed control and abatement, O&M building maintenance, road maintenance, high voltage equipment testing, substation maintenance, electrical supply, truck fleet maintenance, crane services and rentals, and janitorial services.

Our business also purchases various goods and services to support our activities, including software, office supplies, and professional accounting and environmental services. The vast majority of providers reside in the countries where we use their products, with many based in our site and office communities.

Supplier Diversity

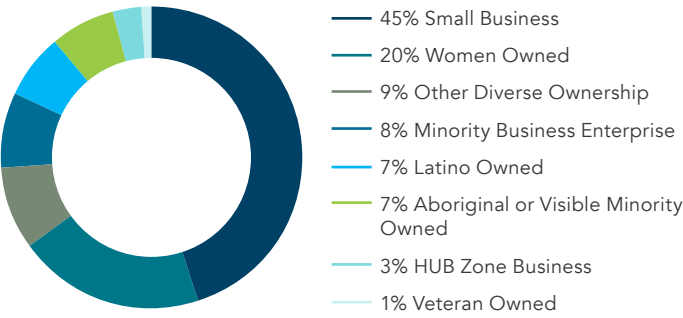
By supporting and expanding our work with small businesses and diverse suppliers, we are strengthening the economic base of our communities. We engaged expert consultants to help us design the framework for our Supplier Diversity Program in 2022 and launched the program in 2023.

Pattern created our Supplier Diversity Program to engage our suppliers to collect diversity designations, capture performance metrics, and identify areas for improvement. We aim to continuously improve our performance by setting annual objectives, measuring and reporting our results, and updating our program based on best practices and industry trends.

Additionally, ISN, our third-party prequalification firm for construction and operations suppliers we deem medium-to-high safety risk, tracks businesses at least 51% owned and operated by an individual or group from a traditionally underrepresented or underserved group.

Of the approximately 300 U.S. and Canadian contractors in our ISN database, 23% report diverse ownership, and 16% report they are certified by an independent third party.

Businesses reporting diverse ownership



— We have worked with Planet Stitch, an Anishinaabe supplier, for eight years. Located on Aamjiwnaang First Nation, they provide high-quality products, such as banners, attire, and promotional items.



A women-owned business in the sky

Spending hours a day, hundreds of feet in the air, may not sound like a fun time to some, but Alice Lyon built an entire business based on accessing hard-to-reach places.

Women-owned Lyon Technical Access provides a team of industrial rope access technicians to three Pattern facilities – Grand Renewable Wind, K2 Wind, and South Kent Wind. Together, they support blade repairs, cleaning and painting services, and visual inspections.



I wanted to start a business because I wanted to be my own boss, but at the same time, I also wanted to have an ethical company that looks after its employees. We had the opportunity to work at Grand Renewable Wind, which was great, and the business has grown from there.

Alice Lyon,

Co-owner of Lyon Technical Access

Sustainable Growth



RELEVANT SDGs

Scaling for a Sustainable Future

As Pattern plans for our future, we identify opportunities across markets where we have a competitive advantage to execute complex projects that can deliver products to meet customers’ needs. While we continue to grow our core transmission-enabled, utility-scale wind and solar business, we are also diversifying with green fuels and our distributed solar energy affiliates.

We are transforming our internal processes to drive greater organizational effectiveness and efficiencies to support our ambitious goals. We launched New Horizon to connect our people, processes, technology, and data.

Our Business Improvement Committee, composed of senior leaders from various departments, oversees the New Horizon initiative. More than 100 leaders and process owners from across the company helped the team identify areas for system- and process-based improvements, from managing projects through their lifecycle to procuring and paying vendors.

The New Horizon team will develop a strategic and scalable roadmap following three guiding principles.

- Empowered and Accountable: Create standard tools for an improved employee experience
- Efficient and Scalable: Focus on start-to-finish processes to support company goals
- Connected and Impactful: Improve collaboration and integrate processes across the business



We are preparing Pattern for the next phase of our evolution. We must scale at a high-efficiency level to support our ability to meet the growing demand for clean, renewable energy. New Horizon will empower us to work smarter, not harder.

Kate Collier,
Senior Vice President, Corporate Finance and Business Transformation Strategy, Pattern Energy

Driving Operational Excellence

Pattern Energy Management Services (PEMS) operations include a 24-hour scheduling and transmission optimization desk managing 2.5 GW of renewable power and associated transmission. The team oversees energy scheduling activities while protecting the value of Pattern’s price-exposed generation assets through sound, risk-adjusted trading strategies.

PEMS is part of our Energy Management Group, which includes the Real-Time Operations and Trading and Commodities teams. Together, they help ensure the delivery of the energy, and the associated green attributes, generated by our sites to our customers. Building this in-house capability supports our vision to develop large-scale transmission-enabled renewable power.

We have also dedicated resources to research and development to drive operational performance – from new technologies to advanced analytics. We support technology advancements in the industry by contributing annually to the WindSTAR Industry/ University Cooperative Research Center and hosting trials at our operating sites. For example, in 2022, we field-tested a blade condition monitoring project by the WindSTAR Cooperative. The project is currently in the validation phase.

In 2022, we also formed our Data Center of Excellence team dedicated to using data analytics to improve operational performance. The team is leveraging advanced tools like machine learning to identify leading metrics that help mitigate downtime and prevent material failures.

Through the ongoing implementation of our strategic plan, we are on course to capitalize on the growth environment of our industry and company. Pattern Energy continues to advance our in-house capabilities to execute our development pipeline and optimize our fleet operations.

Together, we can transition the world to renewable energy.

Appendix



Operational Portfolio

Facility	Country	State, Province, Prefecture, Territory	Installed Capacity (MW)	Commercial Operation Year
Otsuki Wind	Japan	Kochi	12	2006
Hatchet Ridge Wind	U.S.	California	101	2010
Lost Creek Wind	U.S.	Missouri	150	2010
St. Joseph Wind	Canada	Manitoba	138	2011
Spring Valley Wind	U.S.	Nevada	152	2012
Santa Isabel Wind	U.S.	Puerto Rico	101	2012
Post Rock Wind	U.S.	Kansas	201	2012
Ocotillo Wind	U.S.	California	265	2012, 2013
South Kent Wind	Canada	Ontario	270	2014
Panhandle Wind	U.S.	Texas	400	2014
Grand Renewable Wind	Canada	Ontario	149	2014
K2 Wind	Canada	Ontario	270	2015
Logan’s Gap Wind	U.S.	Texas	200	2015
Amazon Wind Farm Fowler Ridge	U.S.	Indiana	150	2015
Armow Wind	Canada	Ontario	180	2015
Futtsu Solar	Japan	Chiba	31	2016
Kanagi Solar	Japan	Shimane	10	2016
Meikle Wind	Canada	British Columbia	179	2016
Belle River Wind	Canada	Ontario	100	2017
Broadview Wind	U.S.	New Mexico	324	2017
Ohorayama Wind	Japan	Kochi	33	2018
North Kent Wind	Canada	Ontario	100	2018
Stillwater Wind	U.S.	Montana	80	2018
Mont Saint-Marguerite Wind	Canada	Quebec	143	2018
Grady Wind	U.S.	New Mexico	220	2019
Henvey Inlet Wind	Canada	Ontario	300	2019
Tuli Energy	Mexico	Zacatecas	150	2019
Tsugaru Wind	Japan	Aomori	122	2020
Phoenix Solar	U.S.	Texas	83	2021
Gulf Wind Repower	U.S.	Texas	271	2021
Western Spirit Wind	U.S.	New Mexico	1,051	2021

Note: Operational sites as of December 31, 2022. Visit [PatternEnergy.com](#) for current portfolio.

GRI Content Index

Statement of Use

Pattern's 2023 Sustainability Report includes disclosures cited in this GRI Content Index for the period January 1–December 31, 2022 with reference to the GRI Standards.

Applicable GRI Standards

GRI 1: Foundation 2021

GRI G4 Electric Utilities Supplement

Universal Standards

GRI 2: General Disclosures

The Organization and Its Reporting Practices

GRI No.	Description	Report Section	Additional Information and Omissions
2-1	Organizational details	Our Company	Pattern Energy Group LP
2-2	Entities included in the organization’s sustainability reporting		Our consolidated financial statements are audited by a third party and include our project-level subsidiaries. As a private company, these statements are confidential.
2-3	Reporting period, frequency and contact point	About the Report	
2-4	Restatements of information		We have made no material restatements of information provided in the previous report.
2-5	External assurance	About the Report	

Activities and Workers

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

Governance

GRI No.	Description	Report Section	Additional Information and Omissions
2-9	Governance structure and composition	Governance	
2-11	Chair of the highest governance body	Governance	John Browne (Lord Browne of Madingley) serves as the Chairman of the Pattern Energy Board of Directors.
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Approach , Environmental Responsibility , Social Responsibility , Governance	
2-13	Delegation of responsibility for managing impacts	Sustainability Approach , Governance	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Approach	
2-15	Conflicts of interest	Governance	
2-16	Communication of critical concerns	Workforce , Governance	
2-17	Collective knowledge of the highest governance body	Governance	
2-21	Annual total compensation ratio		Prior to the reorganization of our private development company and our formerly public operating company in March 2020, our operating company, Pattern Energy Group Inc. (PEGI), disclosed in its annual proxy statement the ratio of our CEO’s total compensation to the total compensation of its median employee. The last calculation for PEGI was in February 2020 and used a methodology in accordance with the U.S. Securities and Exchange Commission rules. The CEO ratio was 24 times that of the median employee. The year prior, the CEO ratio was 21 times that of the median employee. For comparison, an analysis by Mercer in 2019 found companies in the same revenue range had an average CEO ratio of 59:1.

Strategy, Policies and Practices

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

Stakeholder Engagement

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

GRI 3: Material Topics

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

Topic-Specific Standards

GRI 200: Economic Topics

Economic Performance

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

Indirect Economic Impacts

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Community and Culture	We aim to create positive indirect economic benefits in the communities where we work by using local vendors, suppliers, and services to the greatest extent possible. In some cases, we hire third parties to conduct economic impact analyses.
203-1	Infrastructure investments and services supported	Our Company, Energy Transition in Action, Supply Chain	
203-2	Significant indirect economic impacts	Energy Transition in Action, Community and Culture, Supply Chain	

Procurement Practices

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

Anti-Corruption

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

Anti-Competitive Behavior

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance	Pattern Energy Group LP had no incidents or legal actions for anti-competitive behavior, antitrust, or monopoly practices taken against us in 2022.

GRI 300: Environmental Topics

Energy

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
302-1	Energy consumption within the organization	Environmental Responsibility	
302-2	Energy consumption outside of the organization	Environmental Responsibility	
302-3	Energy intensity		Our consumption divided by production = 0.0019

Water and Effluents

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

Biodiversity

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Pattern Energy does not operate in or near areas of high biodiversity.
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Responsibility	None. Although the construction and operation of wind and solar energy facilities have the potential to affect biodiversity, Pattern Energy combines responsible siting with risk mitigation and management practices to minimize the biodiversity impacts of our activities so that they are not deemed significant.
304-3	Habitats protected or restored	Energy Transition in Action, Environmental Responsibility	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		None.

Emissions

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility	
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility	
305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility	
305-4	GHG emissions intensity	Environmental Responsibility	0.00067 metric tons CO ₂ per MWh of energy generated (Scope 1 and 2)
305-5	Reduction of GHG emissions	Environmental Responsibility	6,718,636 mt CO ₂ e avoided due to our clean energy production added to the electric grid. Avoided emissions based on Combined Marginal Emission Factor (Regional) for U.S. assets, Average Emission Factor (Regional) for Canada assets, and Average Emission Factor (National) for Japan and Mexico assets.
305-6	Emissions of ozone depleting substances (ODS)	Environmental Responsibility	Wind and solar energy facilities do not emit any ozone-depleting substances.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Responsibility	Wind and solar energy facilities are not sources of significant air emissions of any kind.

Waste

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	
306-2	Waste by type and disposal method	Environmental Responsibility	

GRI 400: Social Topics

Employment

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce	
401-1	New employee hires and employee turnover	Workforce	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce	
401-3	Parental leave	Workforce	Paid parental leave for expectant mothers is up to 25 weeks, and for expectant fathers and adoptive parents, it is 13 weeks. If applicable employment standards legislation at the state/provincial or federal levels provides a greater entitlement than any terms in our policy, employees living in the associated jurisdictions will receive those entitlements.

Training and Education

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

Diversity and Equal Opportunity

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

Non-Discrimination

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce , Governance	
406-1	Ratio of basic salary and remuneration of women to men		Pattern Energy Group LP had no incidents of discrimination.

Child Labor

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Supply Chain	
408-1	Operations and suppliers at significant risk for incidents of child labor		None.

Forced or Compulsory Labor

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Governance	Pattern Energy signed the Solar Energy Industries Association's Forced Labor Prevention Pledge in 2020 to state our firm opposition to the use of forced labor within the solar supply chain. We commit to helping the solar supply chain be free of forced labor.

Rights of Indigenous Peoples

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Our Company , Community and Culture	
411-1	Incidents of violations involving rights of Indigenous Peoples		There were no violations involving the rights of Indigenous Peoples.

Local Communities

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

Supplier Social Assessment

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

Public Policy

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

Customer Privacy

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of data	Governance	

General Standard Disclosures for the Electric Utilities Sector

GRI No.	Description	Report Section	Additional Information and Omissions
EU1	Installed capacity, broken down by primary energy source and by regulatory regime	Our Company	
EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	Our Company	
EU12	Transmission and distribution losses as a percentage of total energy	Our Company	As an independent power producer, Pattern Energy's contractual obligations to our customers require us to deliver power to the point where our wind facilities interconnect to the main electrical grid. As such, we measure our energy production at the point of interconnection and do not have data on transmission and distribution losses on the main electrical grids to which we connect. As a transmission provider, in our ownership of the 35-mile Western Interconnect transmission line in New Mexico, we measure transmission losses to ensure we meet contractual obligations to our customers. In 2020, the losses were 0.51% of the energy we transported on the Western Interconnect line.
EU-LA6	Report on health and safety performance of contractors & subcontractors working onsite or on behalf of the reporting organization offsite	Health and Safety	
EU-18	% of contractor & subcontractor employees that have undergone relevant health & safety training	Health and Safety	We require 100% of personnel and contractors to be trained in the hazards they may encounter on the job. They must be up to date on work required trainings and undergo site-specific safety trainings.
EU DMA	Programs to ensure availability of skilled workforce	Workforce	

SASB Disclosures

Wind Technology & Project Developers

Disclosure Topic	Accounting Metric	Report Section	Additional Information
Workforce Health and Safety	RR-WT-320a.1: Total recordable incident rate (TRIR) and fatality rate for direct employees and contract employees	Health and Safety	Zero employee and zero contractor fatalities.
Ecological Impacts of Project Development	RR-WT-410a.3: Description of efforts to address ecological and community impacts of wind turbine production through turbine design	Energy Transition in Action , Environmental Responsibility , Community and Culture , Sustainable Growth	
Materials Sourcing	RR-WT-440a.1: Description of the management of risks associated with the use of critical materials	Supply Chain	In 2022, we installed Vestas turbines at Lanfine Wind. Vestas has a Conflict Minerals Policy .

Solar Technology & Project Developers

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

Electric Utilities & Power Generators

Disclosure Topic	Accounting Metric	Report Section	Additional Information
GHG Emissions & Energy Resource Planning	IF-EU-110a.1: (1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations	Environmental Responsibility	
	IF-EU-110a.3: Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Environmental Responsibility	
Energy Affordability	IF-EU-240a.4: Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Governance	





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