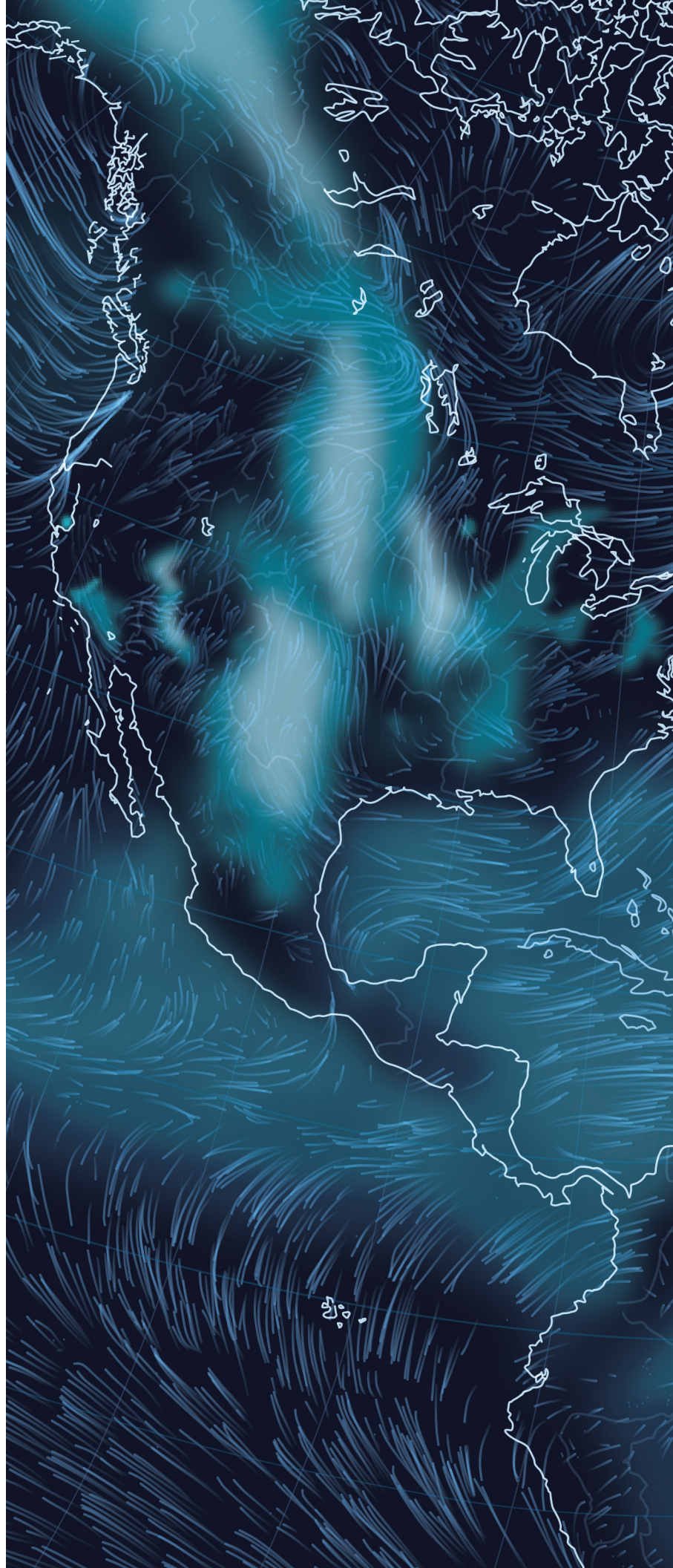


Pattern Energy Sustainability Report

2018



This is Pattern Energy Group Inc. (Pattern Energy)'s first sustainability report, and it has been prepared in accordance with the GRI Standards: Core option, with a focus primarily on Pattern Energy and the renewable energy facilities we operate. It also uses the GRI G4 Electric Utilities Sector Disclosures document.

Although the activities of our affiliate Pattern Energy Group 2 LP (Pattern Development), in which we hold a 29% ownership interest, are also discussed herein, metrics reported are for Pattern Energy and its operating facilities unless otherwise noted. The report contains some combined workforce metrics for Pattern Energy and Pattern Development. The employer of the Pattern Development staff included in these metrics is Pattern Energy Group LP. The Governance pertains exclusively to Pattern Energy.

The reporting period covers fiscal year 2018 (January 1 – December 31, 2018). As this is our inaugural report, 2018 metrics will serve as our baseline. Out-of-boundary assets include the facilities we operate outside of the U.S. and Canada. Where applicable, data limitations and exclusions are noted.

No external assurance has been sought specifically 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.

Pattern Energy Sustainability Report

2018

Message from Our CEO

PAGE 01

Sustainability At-a-Glance

PAGE 03

1 Our Company

PAGES 05 - 10

Mission, Values, Vision

Organizational Memberships

2 Our Approach to Sustainability

PAGES 11 - 14

Governance

Supply Chain Management

Stakeholder Engagement

Materiality

3 Environmental Responsibility

PAGES 15 - 22

Our Commitment

Management Approach

A Closer Look | Executing Environmental
Responsibility Across Our Footprint

2018 Performance Metrics

Highlight | Protecting Biodiversity

4 Social Responsibility

PAGES 23 - 38

Workforce

Our Commitment

Management Approach

2018 Performance Metrics

Highlight | Building Strong and Resourceful Teams

Health & Safety

Our Commitment

Management Approach

2018 Performance Metrics

Highlight | Creating a Culture of Safety

Community & Culture

Our Commitment

Management Approach

A Closer Look | Building Sustainable Relationships

2018 Performance Metrics

Highlight | Giving Back to Our Communities

5 Governance Responsibility

PAGES 39 - 42

Our Commitment

Management Approach and Board Oversight

2018 Performance Metrics

Highlight | Focusing on Ethics

Sustainable Growth

PAGE 43

Content Index

PAGES 45 - 57



Message from Our CEO

Climate change is the defining challenge of our time. The threat it poses to the global economy, geopolitical stability, and the systems that support life on Earth eclipse all other issues facing humanity.

Coastal towns and cities are already enduring rising sea levels. Larger and more frequent wildfires are destroying communities. Droughts are affecting farmland and creating water shortages. All while extreme weather events are leaving billions of dollars of economic losses in their wake.

In 2018 and 2019, I had the honor of participating in an annual meeting of executives from the world's largest oil and gas companies and investment funds, convened at the Vatican by His Holiness Pope Francis. Framing climate change as an epochal challenge, Pope Francis emphasized our collective responsibility to meet the energy needs of the world's people while preserving and protecting the natural environment and advancing economic prosperity, especially for the poor.

Pattern Energy is dedicated to confronting this challenge through our mission to transition the world to renewable energy. Everything we do contributes to a larger vision of helping the world combat a changing climate by delivering renewable energy in a way that is economically, environmentally, and socially sustainable.

I'm proud that we delivered more than 11,000 gigawatt-hours of clean, renewable electricity to the grid in 2018 – enough to power more than 1 million homes. The energy we generated from wind instead of coal avoided carbon emissions equal to taking 2.4 million cars off the roads last year. The facilities we operate also strengthen their local communities, which are projected to receive more than \$1 billion in economic benefits over the life of our current fleet.

But that doesn't tell the whole story, and that's why we're releasing this report. The climate challenge also requires us to focus on human and economic sustainability, including income equality, diversity, and talent advancement.

As one of the only independent American renewable energy companies listed in the U.S., Pattern Energy was founded with sustainability at our core, because it creates the best long-term results for our stakeholders and our business. We continue to expand our business by building on a strong foundation of ethics and prioritizing the attraction and retention of an excellent workforce.

The purpose of this report is to provide our investors and stakeholders with insight into the sustainability of our operations and actions. It is intended to help readers better understand our company by providing concrete examples of how our growth yields not only positive financial returns, but also meaningful, quantifiable benefits for our planet and society as a whole.

This report also serves to sharpen our focus on building a more sustainable enterprise and to highlight areas where we can further strengthen disclosure in line with internationally-recognized guidelines like the GRI Sustainability Reporting Standards and the UN Sustainable Development Goals.

As I reflect on the state of our world and the information we're sharing here, I am proud of the role that Pattern Energy plays in creating a global low-carbon economy while building a sustainable world for generations to come.

I look forward to your feedback on our first report.



Mike Garland, CEO
Pattern Energy

100%

RENEWABLE ENERGY
PORTFOLIO

11,100 GWh

CLEAN ENERGY

EQUIVALENT TO

1.1 million

HOMES POWERED

\$1 billion

IN ECONOMIC BENEFITS
TO LOCAL COMMUNITIES
OVER THE LIFE OF
OUR CURRENT FLEET



Sustainability At-a-Glance

Introduction

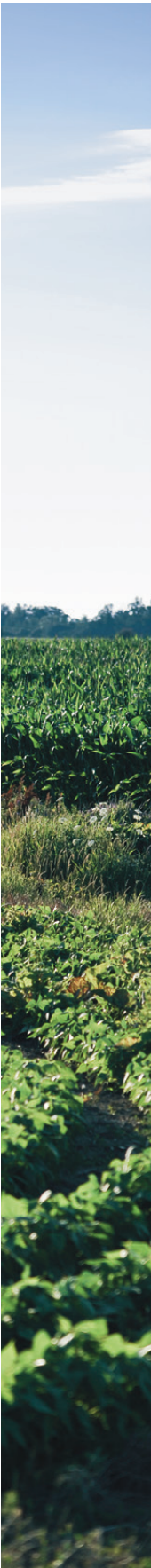
Sustainability is embodied in Pattern Energy's mission to transition the world to renewable energy and reinforced through our commitments to safety, the environment, and communities and cultures as described in our values statements, with each supported by its own management system.

This report shares details about the sustainability of our operations, from the environmental advantages and safety of our facilities and the economic benefits we bring to our host communities, to the ways we support the professional and personal growth of our employees. Sharing our practices and performance metrics demonstrates our accountability to our stakeholders and enables us to find new ways to improve, supporting the long-term sustainability of our business and creating greater value for our shareholders.

Sustainable Practices

- We work closely with our employees to implement effective leadership practices, promote diversity and inclusion initiatives, and provide competitive benefits that support their well-being and professional development.
- In addition to training programs to support compliance with our policies and improve work-oriented competencies, we offer resources to enhance soft skills and social awareness. Pattern Energy employees received an average of 40 hours of mandatory and voluntary training.
- Our commitment to safety begins with a target of zero injuries. The robust set of safety practices we've implemented, and our ongoing training, are designed to achieve this goal.
- Operations field staff are highly trained in topics relevant to their work and undergo on-site training and recertification. On average, they received 60 hours of operations-related training.

- 2018 was our first full year of self-perform operations and maintenance activities at five sites, leading to a 73% increase in workhours compared to the previous year. We had one recordable injury for Pattern Energy field employees and five injuries for field contractors.
- Facility operations is guided by an Environmental Management System that sets forth our procedures, and we have a system for monitoring compliance with regulations, requirements, and permits.
- Our multi-dimensional approach to safeguarding the environment has resulted in no significant issues of non-compliance, fines, or penalties.
- The electricity we consume for business operations is less than half of one percent of the clean energy we generate. Wind turbines do not consume water to generate energy.
- We believe working with communities and respecting local cultures contributes to facilities that better fit the needs of local jurisdictions and to our long-term success.
- We prioritize relationship-building and open dialogue, and we aim to engage local stakeholders, address and incorporate feedback, and further local benefits.
- Our operational facilities in the U.S. and Canada spent nearly \$8 million dollars on Community Relations and Benefit Programs.
- We assess critical risk factors for our business on a regular basis, and our management risk committee meets quarterly to track such risks and determine how to mitigate their impacts to our business.
- Reports to the Board of Directors and investors describe our risks, performance, and goals for expanding our clean energy portfolio in a manner that emphasizes strong business ethics.



Our Company

Pattern Energy is a U.S.-based, renewable power company with a mission to transition the world to renewable energy. In everything we do, we are guided by our long-term commitments to serving our customers, protecting the environment, strengthening communities, supporting our teams, and creating value for our shareholders.

We are headquartered in San Francisco, California, and have offices in Houston, San Diego, Toronto, and Tokyo. We conducted an initial public offering in October 2013 and are traded on Nasdaq and the Toronto Stock Exchange as PEGI.

Our business consists of an operating business segment with a portfolio of high-quality renewable energy facilities located in attractive markets that produce long-term stable cash flows and interests in an upstream development platform (Pattern Development) aligned with our operating business, which provides us access to a pipeline of renewable energy development projects.

Through our operating business segment, we operated 26 utility-scale wind and solar facilities in the U.S., Canada, and Japan at the end of 2018, which totaled more than 4 gigawatts (GW) of installed capacity.

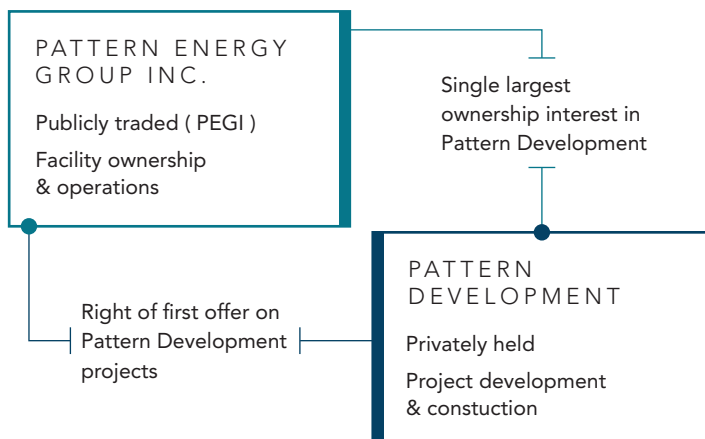
Our facilities use proven, best-in-class technology, and all but one has contracted to sell all, or most of, the electricity and renewable energy attributes they produce pursuant to long-term, fixed-price Power Sale Agreements. The contracts are primarily fixed-price (with minor price escalators on some), which means they help to stabilize energy costs for consumers.



Together with Pattern Development, we create opportunities for growth across the spectrum of renewable energy from wind and solar to transmission and energy storage. Pattern Energy is the largest single owner of Pattern Development at 29%.

Although Pattern Energy and Pattern Development are legally separate with different ownership and governance, we are aligned in leadership, mission, vision, and values. With a more than 10 GW pipeline of development projects in the U.S., Canada, Mexico, and Japan, Pattern Development seeks to promote environmental stewardship and work closely with communities to develop and construct renewable energy projects.

Like any business, ours has both positive and negative impacts. Our values guide us to create and execute comprehensive management plans that aim to exceed industry standards for identifying, assessing, and mitigating negative impacts, and we strive to lead the industry in advancing best practices.



26

OPERATING FACILITIES

\$483 million

PATTERN ENERGY
GROSS REVENUE

10+ GW

PATTERN DEVELOPMENT
PIPELINE



Mission, Values, Vision

Our mission is to transition the world to renewable energy. We intend to maximize long-term value for our investors by sustainably developing and operating clean, renewable energy facilities in a safe and environmentally-responsible manner and with respect for communities and cultures.

We have adopted value statements that are fundamental to our business. Our Statements on Health & Safety, Community & Cultural, and Environmental Values are signed by our CEO and displayed in our corporate offices and renewable energy facilities. Each of these statements is supported by its own management system that provides the programmatic foundation for meeting our commitments.

Our business is also built around the core values of creative energy and spirit, pride of ownership, and a team-first attitude, which guide us in creating a safe and high-integrity work environment, applying rigorous analysis to all aspects of our business, and working proactively with stakeholders. We emphasize our values in the Performance Management process and by giving annual awards to employees that exemplify them.

The vision for our company's future is directed by our Pattern 2020 initiative. Launched in 2016, it sets out measurable goals and guideposts for our growth in the next decade and beyond.

By living our mission and values every day, providing employees state of the art tools and processes, developing advanced renewable energy products, expanding our teams, and pursuing new access to funding and energy generation, we aim to be the best place to work in the industry, double the megawatts we own or manage, and be a top competitor.

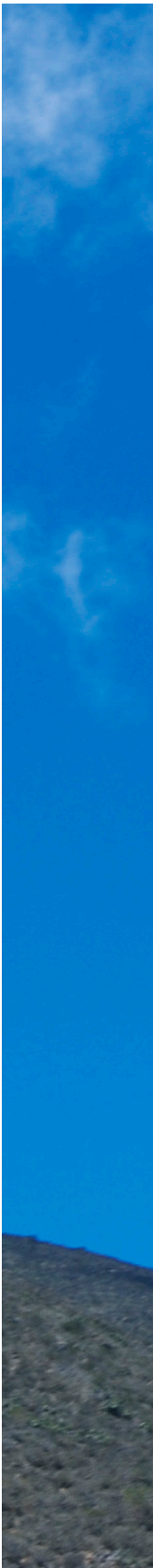
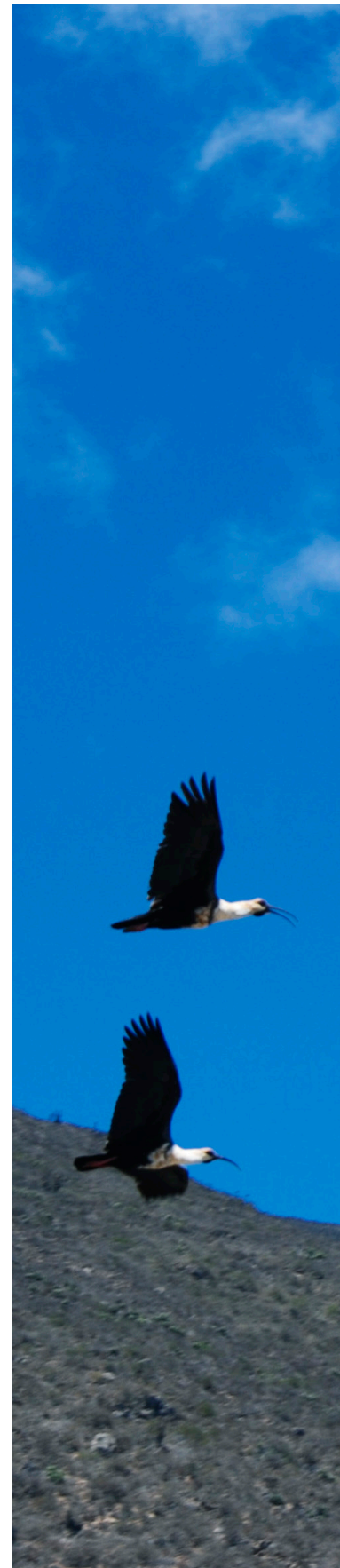
Organizational Memberships

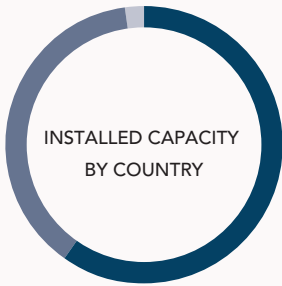
In keeping with our commitment to expand the production and use of renewable energy, we maintain active memberships in industry trade associations.

Where appropriate, we seek to play a leadership role and to leverage associations' resources to advance initiatives that will make our industry more sustainable.

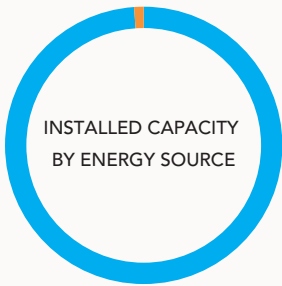


Membership through our
Japanese affiliate GPI

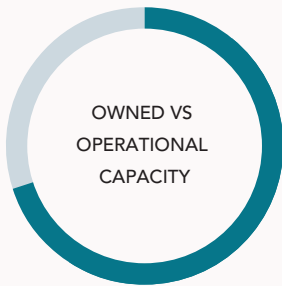




- 2,407 MW United States
- 1,529 MW Canada
- 84 MW Japan

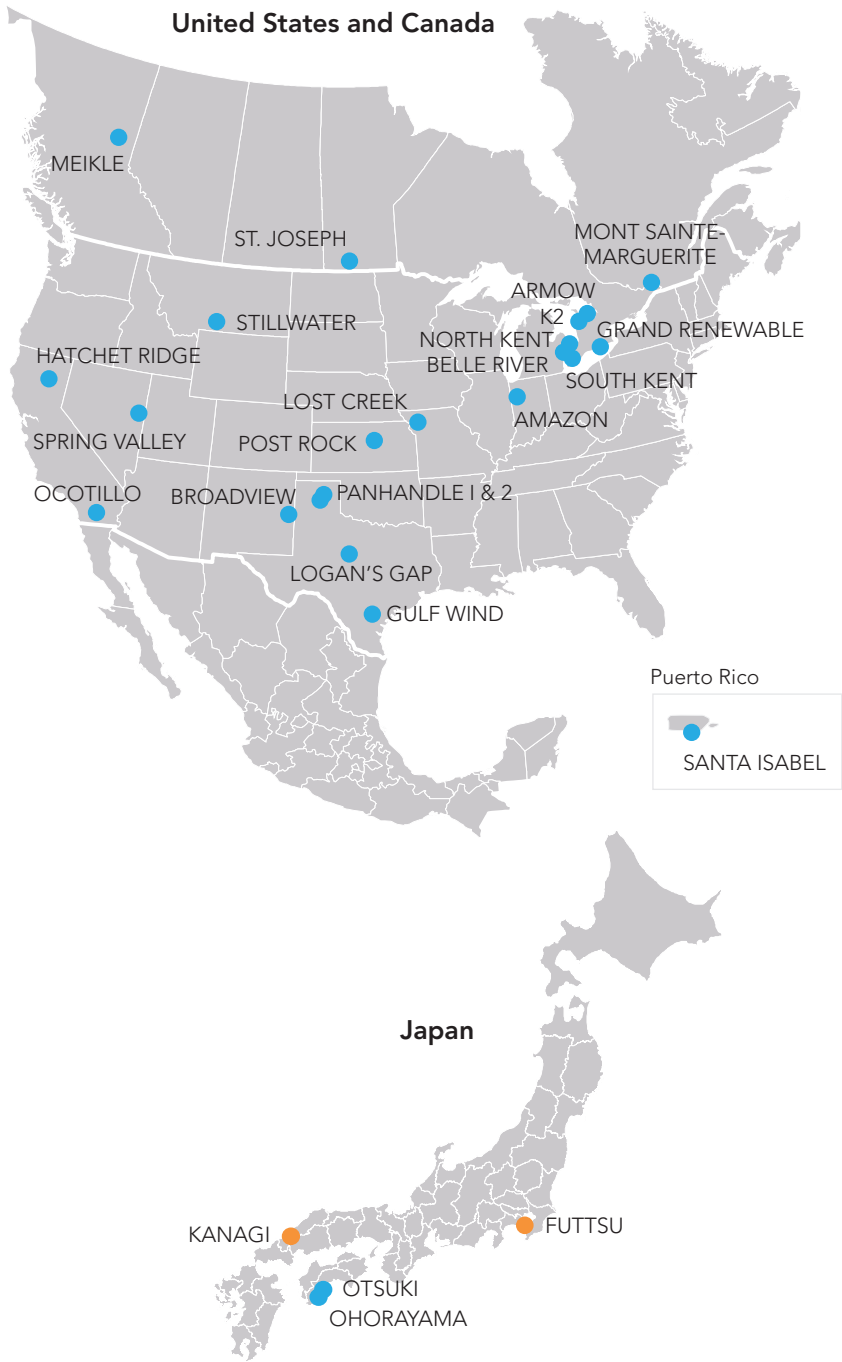


- 3,981 MW Wind
- 39 MW Solar



- 2,773 MW Owned
- 4,020 MW Operational

Operating Portfolio

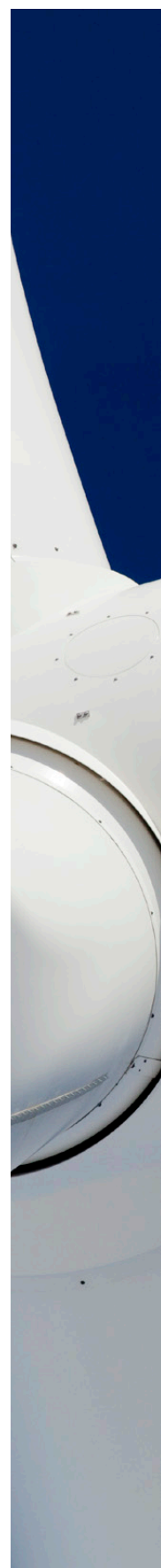


Legend

- Wind
- Solar

Map not to scale. Operating portfolio as of December 31, 2018. View PatternEnergy.com for current fleet details.

Operating Facility	State/ Province/ Prefecture	Commercial Operation Year	Installed Capacity (MW)	Owned Capacity (MW)
United States				
Gulf Wind	Texas	2009	283	283
Hatchet Ridge Wind	California	2010	101	101
Lost Creek Wind	Missouri	2010	150	150
Ocotillo Wind	California	2012	265	265
Post Rock Wind	Kansas	2012	201	120
Santa Isabel Wind	Puerto Rico	2012	101	101
Spring Valley Wind	Nevada	2012	152	152
Panhandle Wind 1	Texas	2014	218	172
Panhandle Wind 2	Texas	2014	182	75
Amazon Wind	Indiana	2015	150	116
Logan's Gap Wind	Texas	2015	200	164
Broadview Wind	New Mexico	2017	324	272
Stillwater Wind	Montana	2018	80	35
Canada				
St. Joseph Wind	Manitoba	2011	138	138
South Kent Wind	Ontario	2014	270	135
Grand Renewable Wind	Ontario	2014	149	67
Armow Wind	Ontario	2015	180	90
K2 Wind	Ontario	2015	270	89
Meikle Wind	British Columbia	2017	179	91
Belle River Wind	Ontario	2017	100	0
Mont Sainte-Marguerite Wind	Quebec	2018	143	73
North Kent Wind	Ontario	2018	100	0
Japan				
Otsuki Wind	Kochi	2006	12	12
Futtsu Solar	Chiba	2016	29	29
Kanagi Solar	Shimane	2016	10	10
Ohorayama Wind	Kochi	2018	33	33



Our Approach to Sustainability

Governance

Our commitment to sustainability starts at the top and is actively supported by our CEO and Board of Directors. A Sustainability Advisory Committee, whose membership consists of leaders from cross-functional disciplines at the company, provides metrics and guidance on key environmental, social, and governance topics and practices.

Our External Affairs Department leads the Sustainability Advisory Committee and is charged with facilitating the development and implementation of the sustainability program across the company, ensuring accountability through data collection, coordinated decision-making, and transparent communications. Program progress and key indicators are reported to our leadership team and Board of Directors, prompting new guidance and program evolution.

Supply Chain Management

We view our suppliers and vendors as vital partners in bringing sustainable energy to millions of people and creating value for our host communities and society at large. Pattern Development sources wind turbines and major electrical equipment from a wide variety of suppliers, both domestic and international, and uses North American-based engineering, procurement, and construction companies to design and build projects.

Pattern Energy procures equipment, parts, and services to operate and maintain our fleet of wind energy facilities. The parts and equipment used to maintain our sites are predominantly sourced from wind turbine manufacturers with robust

sustainability reporting, such as Siemens Gamesa and GE, and other suppliers with diverse supply chains based in North America, Europe, and Asia. The vast majority of our service providers are based in the U.S. and Canada, and we rely on suppliers in communities near our facilities for a range of needs.

We also purchase goods and services to support our business activities, including Information Technology (IT) software, office supplies, insurance, employee training, and professional services for accounting, engineering, IT, and environmental matters. Together, Pattern Energy and Pattern Development rely on more than 1,000 suppliers to achieve our business objectives.

Our Master Materials and Services Contract mandates suppliers comply with all applicable laws, codes, and standards relating to human rights and child labor; limiting impacts to the environment; and prohibiting compulsory or forced labor, discriminatory employment practices, corruption, extortion, and bribery. We are working on updating our other standard procurement contracts for equipment, goods, and services to contain similar language.

Stakeholder Engagement

Active stakeholder engagement is essential for the success of our business and for achieving our mission to transition the world to renewable energy. We define our stakeholders as entities or groups that can affect, or be affected by, the performance of Pattern Energy and Pattern Development.

We engage and communicate with our stakeholders through a variety of methods, including in-person, written, and web-based interactions; hosting public meetings and providing presentations; participating in committees and other decision-making processes; submitting informal and formal comments on public policy and regulatory proceedings; and in the creation and adoption of industry best practices.

“ Sustainability is integral to what we do and to how we operate. We rely on our vision, mission, and values to guide our actions and create lasting, positive impacts for the environment, our industry, and our many stakeholders. ”

Mike Lyon

President, Pattern Energy





Stakeholders

INTERNAL

- Board of Directors
- Employees
- Leadership Team
- Executive Committees: Risk, Disclosure, Investment
- Employee Resource Groups

EXTERNAL

- Shareholders
- Project lenders
- Customers and off-takers
- Vendors and suppliers
- Participating landowners
- Non-participating landowners
- Project area communities
- Federal, regional, and local elected officials
- Permitting authorities
- Regulators and government agencies
- Industry associations
- Non-governmental organizations
- Industry subject matter experts and academics

Working closely with our stakeholders at every stage of a project's lifecycle supports our sustainability goals by enabling us to capture and apply a wide range of input and perspectives. This allows us to deliver products that better meet the needs of our customers and project lenders and to design and operate facilities better suited for the surrounding communities and environments.

Materiality

To identify and help prioritize topics for reporting and our sustainability efforts, we conducted a materiality analysis that applied the GRI Reporting Principles. The process was facilitated by sustainability experts and supported by cross-functional teams at Pattern Energy.

We define materiality along the two dimensions designated by GRI: (1) the significance of social, environmental, and economic impacts, and (2) the importance to stakeholders for informing their assessments and decisions.

For this initial reporting cycle, the group leading the analysis identified 13 key topics by considering these two dimensions relative to Pattern Energy's operations, as well as various sustainability reporting standards, the reporting practices of other renewable energy companies, and investor inquiries.

The analysis of topic significance involved a range of factors drawn from the Materiality GRI Reporting Principle. Resources included the United Nations Sustainable Development Goals, the GRI Standards, applicable laws and regulations, industry initiatives and research, and investor guidance.

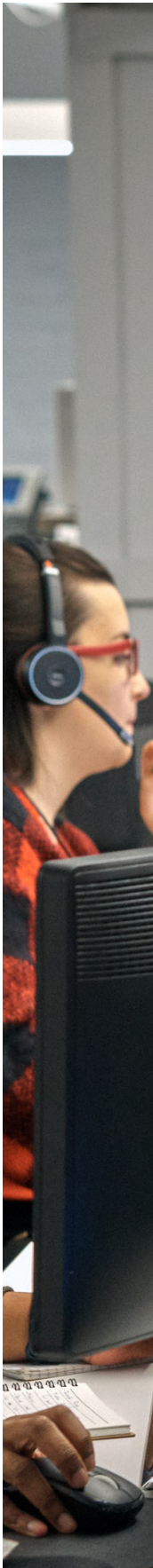
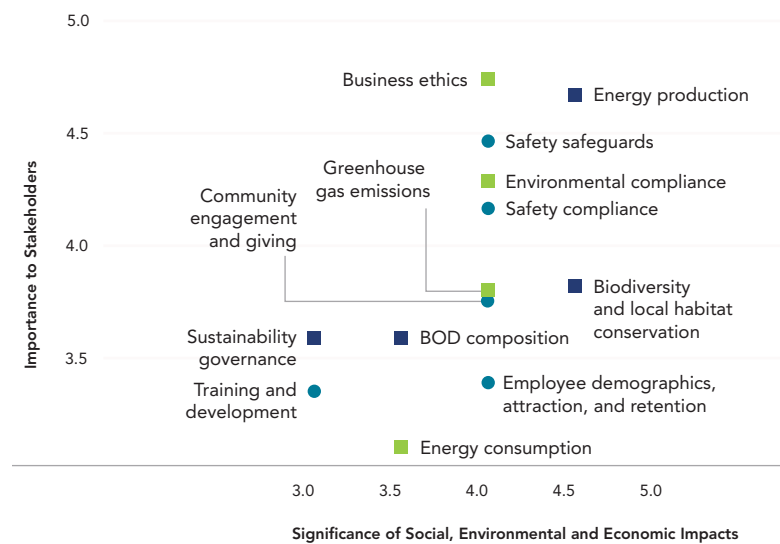
The evaluation of stakeholder perspectives used a survey of internal stakeholders representing the interests of external stakeholders with whom they interact. Our Sustainability Advisory Committee, leadership team, and a sample of representatives from various departments completed the survey.

Material Topics

The following topics were evaluated during our initial materiality assessment.

■ Environmental	Biodiversity and local habitat conservation Energy consumption Energy production Environmental compliance Greenhouse gas emissions
● Social	Community engagement and giving Employee demographics, attraction, and retention Employee training and development Safety compliance Safety safeguards
■ Governance	Board of Directors composition Business ethics Sustainability governance

Materiality Matrix



Environmental Responsibility

Our Commitment

Pattern Energy's commitment to the environment is integral to our mission to transition the world to renewable energy. Our facilities displace fossil-fuel generation, thereby reducing hazardous pollution, carbon dioxide emissions, and water use by the energy sector.

We strive to minimize negative environmental impacts during the development and construction of Pattern Development's projects and during the operation of Pattern Energy's facilities. In some cases, we sponsor restoration and mitigation projects to benefit local ecologies around our facilities.

Management Approach

In keeping with our commitment to build a sustainable company, we make decisions with long-term impacts in mind. It is our belief that actions yielding the best outcomes for the environment also make the most business sense. Our multi-dimensional approach to safeguarding the environment has resulted in a sound record of performance with no significant issues of non-compliance, fines, or penalties.

Though our practices may shift slightly to address local contexts and working environments, our values remain rooted in our commitment to environmental stewardship and extend throughout our organization. Management of the company's environmental impacts and carbon footprint is discussed at every meeting of the Board of Directors.

Environmental Practices

- Abide by our Statement of Environmental Values that outlines our commitments to protecting the environment.
- Conduct regular environmental risk screenings to assess a site's overall suitability for renewable energy development and the potential impacts of such activity on local and regional ecosystems.
- Maintain an Environmental Management System and an Emergency Response and Preparedness Action Plan.
- Actively train our workforce on our Environmental Management System, environmental compliance, and best practices, while striving for industry-leading environmental performance.
- Comply with tribal, local, state/provincial, and national environmental laws and regulations, such as the Endangered Species Act, Bald and Golden Eagle Protection Act, Migratory Bird Treaty Act, Species At Risk Act, and other biodiversity protection measures.
- For U.S. sites, adhere to the U.S. Fish & Wildlife Service Land-Based Wind Energy Guidelines during development to avoid, minimize, or mitigate environmental impacts, and evaluate, monitor, and implement a Bird and Bat Conservation Strategy for each site.
- Maintain a Greenhouse Gas Inventory Management Plan, including activity data records and calculation tools.
- Manage a portfolio of offset metrics that compares our clean energy generation to coal-fired generation.

“ We aim to be an industry leader in the advancement and deployment of technology to address data management, monitoring, and mitigation concerning potential wildlife and habitat impacts. ”

Rene Braud

Director, Environmental Policy and Compliance, Pattern Energy





Environmental Benefits of Our 2018 Generation Compared to Coal-Fired Generation



11 million

METRIC TONS OF CARBON DIOXIDE
EMISSIONS AVOIDED

EQUIVALENT TO

2.4 million

CARS OFF THE ROAD



6 billion

GALLONS OF WATER CONSERVED

EQUIVALENT TO

180,000 people

SUPPLIED WITH WATER

REDUCING AVIAN RISK IN NEW MEXICO

Pattern Development's Grady Wind project in New Mexico will achieve commercial operation in 2019. Grady Wind is in an area dotted with intermittent playa lakes that are frequented by migrating waterfowl. In keeping with our commitment to environmental stewardship, we took a holistic approach to analyzing avian use of the site.

In 2018, we engaged a third-party environmental consultant to conduct an avian risk assessment to determine the risk of collision with the transmission lines connecting Grady Wind to the electric grid. Due to this analysis, we elected to install bird diverters, which are visual markers on the lines to help birds avoid them.

A CLOSER LOOK

Executing Environmental Responsibility Across Our Footprint

From identifying locations for potential renewable energy projects, to managing our business and operating our facilities, concern for the environment is a core value for both Pattern Development and Pattern Energy.

Project Design

Several aspects of the development process help us to design projects to operate sustainably over the long term. We use computer programs to begin identifying a potential project location with modeled resources in a given area, and then overlay information about sensitive areas, such as wetlands, wildlife habitat, the presence of any threatened or endangered plant or animal species, local land use, and cultural sensitivities.

The risk assessment process is informed by relevant regulations and voluntary industry guidelines and allows our team to microsite wind turbines and/or solar panels in a way that minimizes disturbance to the local environment.

Project Development

Once a proposed project has taken shape, work begins to validate our assumptions by conducting field surveys of potentially sensitive areas to visually confirm or correct information that shaped the project's design. Through this fieldwork, we adjust our project layout to be responsible to sensitive resources from the very beginning of the development process.

We also begin the environmental permitting process, which can be extremely demanding. We work with the relevant agencies to obtain permissions needed to construct and operate, and we consult with experts to guide us in meeting or exceeding industry best practices.



Project Construction

The environmental aspects of the construction process are largely governed by laws and regulations, with which we always seek to fully comply. Pattern Development designs construction plans that consider maximizing efficiency and thereby minimizing the amount of fuel and material we use, as well as the amount of waste produced on site.

We employ sound water management practices to protect local ecosystems, such as stormwater prevention plans and avoiding unauthorized water discharges. In addition, construction crew members complete thorough training with regards to cultural and natural resources, and we have a third-party environmental monitor on site during construction. If an unexpected plant, animal, or cultural discovery is made, work in the location is adjusted to allow the situation to be properly assessed.

Facility Operations

Like Pattern Development, Pattern Energy strives to operate our facilities with care and concern for the local environment. The operation of our facilities is guided by an Environmental Management System that sets forth our environmental values and procedures, and we have a system for monitoring compliance with regulations, requirements, and permits.

Where applicable, we try to offset or mitigate any unfavorable impacts to threatened or endangered species, and we participate actively in industry efforts to develop and improve environmental best practices.

Supply Chain

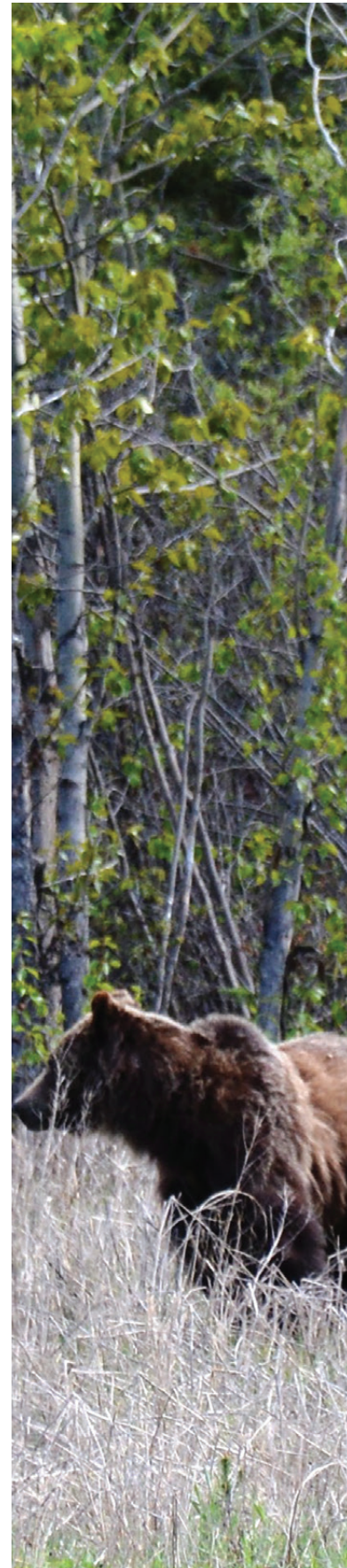
We work to source goods and services from suppliers that share our commitment to sustainability. The parts and equipment used to maintain our sites are predominantly sourced from manufacturers with robust sustainability reporting, and we rely on suppliers in the communities near our facilities for a wide range of needs.

Our Master Materials and Services Contract mandates suppliers comply with all applicable laws, codes, and standards related to limiting impacts to the environment. We continue to examine our other standard contract language and our supply chain to determine how and where we might further improve efficiencies and reduce our environmental impact.

Energy Usage

Our San Francisco, Houston, and San Diego offices are all LEED Gold certified, and we have a data management system to track electricity usage at Pattern Energy facilities and business offices.

The amount of electricity used at our U.S. and Canada corporate offices and wind facilities for operations activities in 2018 totaled approximately 35 GWh. For comparison, we generated more than 11,000 GWh of clean energy, equal to the annual energy consumption of more than 1 million average U.S. homes. Therefore, our electricity usage is less than half of one percent of our generation.





2018 Performance Metrics

Electricity Consumption and Intensity

Our corporate offices with more than one Pattern Energy employee, and our wind facility sites, consumed approximately 35 GWh of electricity in 2018, which is less than half of one percent of the more than 11,000 GWh of clean energy our operating wind facilities in the U.S. and Canada generated.

The electricity we consume at our sites is de minimis compared to our energy production. The energy generated by wind turbines regularly covers their own needs, as well as those of the substation. When this is not the case, a site purchases electricity to meet such demand.

The sites also purchase electricity to meet their lighting, cooling, and heating needs for the operations and maintenance buildings. On average, a site's total consumption was less than four tenths of one percent of its production.

Water Consumption and Intensity

Wind turbines do not use water to generate energy. They do not withdraw, consume, recycle, or discharge water like most other forms of energy generation. Our water consumption comes from meeting the needs of staff at corporate offices and site operations and maintenance buildings.

The water consumption at our corporate offices with more than one Pattern Energy employee was approximately 3,000 gallons of water per employee. A sampling of water consumption at our operations and maintenance buildings found an average of 33,000 gallons consumed per site throughout the year, resulting in an average of less than a tenth of a gallon of water consumed per MWh generated.

HIGHLIGHT

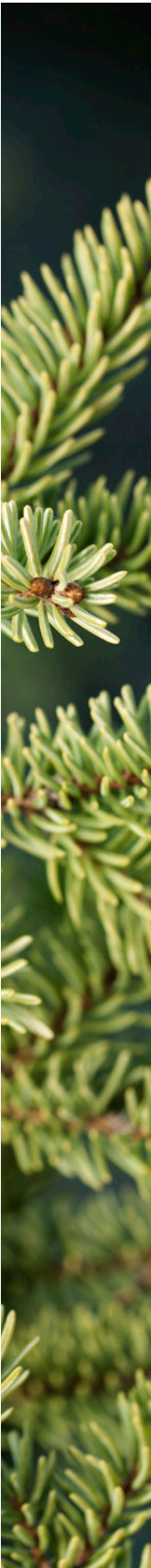
Protecting Biodiversity

All energy sources have some impact on wildlife, but wind energy facilities have a low impact when properly sited, because they produce pollution-free electricity that doesn't depend on water to operate or resource extraction for fuel. Environmental non-governmental organizations consider responsibly-sited wind facilities an important tool to help fight global warming and reduce the impacts of a changing climate on plant and animal species.

The wind energy industry is committed to growing sustainably, and understanding how wildlife interacts with wind energy facilities is key to sustainable growth. We have taken a leadership role in collaborative efforts to advance research to minimize and mitigate potential negative impacts. We work closely with industry peers and environmental non-governmental organizations through our involvement in trade associations and collaboratives, including:

Organizations	Involvement
American Wind Wildlife Institute	Founder; Board of Directors
Energy Wildlife Action Coalition	Founder; Steering Committee
Avian Powerline Interaction Committee	Participant
AWEA Eagle Committee	Chair
AWEA Migratory Birds Committee	Participant
AWEA Bats Committee	Participant
CanWEA National Siting and Environmental Issues Group	Founder; Participant
Canada Wind Energy Bird and Bat Monitoring Database Steering Committee	Industry Representative

The Wind Wildlife Research Fund is an innovative mechanism housed within the American Wind Wildlife Institute and created to finance research that advances the understanding of technologies and strategies to reduce or avoid negative wind-wildlife interactions. With investments from 30 wind energy companies, including Pattern Energy, research projects are underway for 2019, and intensive planning is informing research slated for 2020 and beyond.



Social Responsibility

Workforce

Our Commitment

The renewable energy industry is dynamic and growing, and a strong organizational culture is vital to the sustainable growth and success of our company.

We work closely with our employees to implement sound leadership practices and provide competitive benefits that support their health, well-being, and professional development. Our goal is to attract top talent and be recognized as one of the best places to work in our industry.

Management Approach

The Pattern Energy employee experience begins with talent acquisition. We actively recruit people with diverse backgrounds and the skills needed to innovate and improve our competitiveness in the market. Once new hires join our team, they undergo orientation that covers our values, ethics, and company policies, as well as safety training for new field staff.

Employee engagement is a priority, and we survey worker satisfaction on a regular basis. Senior leadership is apprised of the organizational strengths and weaknesses identified from the surveys, which helps us dedicate the resources needed to address problems and pursue opportunities that support retention.

We aim to meet or exceed the industry average for base salary and variable compensation for our employees in different locations, and our benefits program provides options designed to meet the varied life stages of our age-diverse workforce.

A compensation study was conducted in 2017, and as a result, a “Total Rewards” infrastructure was created in 2018. Our Benefits Rejuvenation Initiative is underway to maintain our competitiveness in the marketplace, while also being fiscally responsible.

Workforce Practices

- Uphold an equal opportunity policy that promotes diversity and inclusion.
- Maintain an open-door policy where employees feel free to express their concerns to leadership in confidence.
- Nourish inclusion and a sense of community by providing space for our employees to convene.
- Offer competitive compensation and benefits, as well as other non-monetary recognition and perks.
- Provide new hire orientations and ongoing learning opportunities to strengthen our team’s capabilities.
- Support a Wellness Program that offers employee perks, such as chair massages, body mass index tests, flu shots, and other activities.
- Regularly update our employee handbook to reflect shifting workplace dynamics.
- Maintain a training matrix that lists organizational needs, skills, training opportunities, and expectations, while also capturing completion rates and other metrics.
- Develop talent for our future through internships.

“ We want our employees to know and feel that they are part of an organization that values them and is making a positive difference in the world. ”

Debbie McAdam

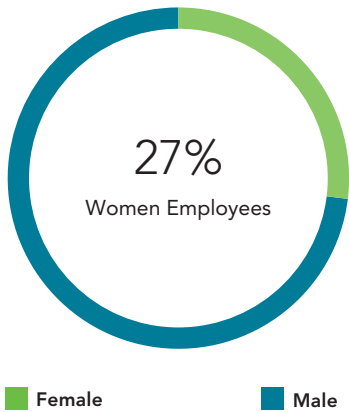
Vice President, Human Resources, Pattern Energy





2018 Performance Metrics

Pattern Energy Workforce Overview



Full-Time Employees

210

New Hires

46

Women in Management Roles

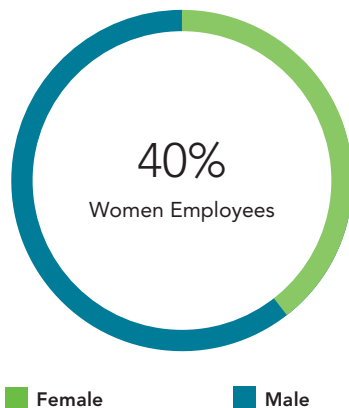
24%

Employee Turnover

15%

Pattern Energy & Pattern Development

Combined Metrics



Full-Time Employees

453

Positive Pay Ratio for Women

3.2%

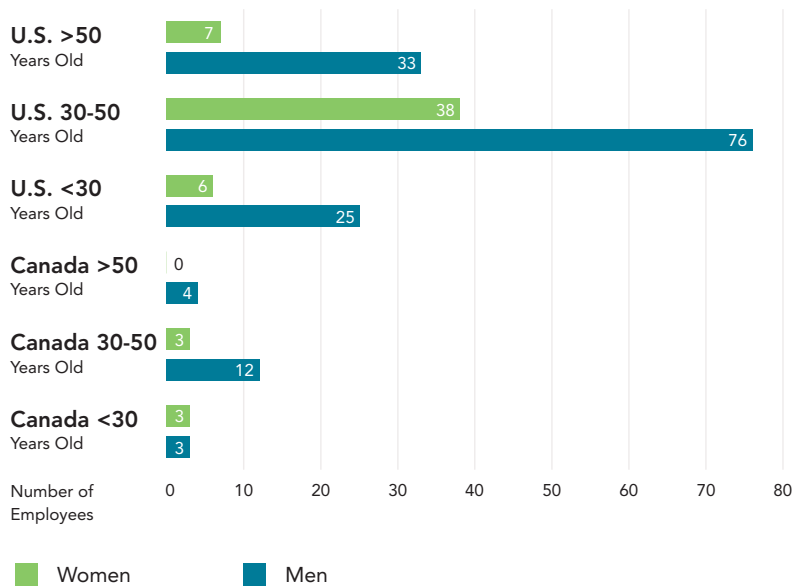
Women in Management Roles

30%

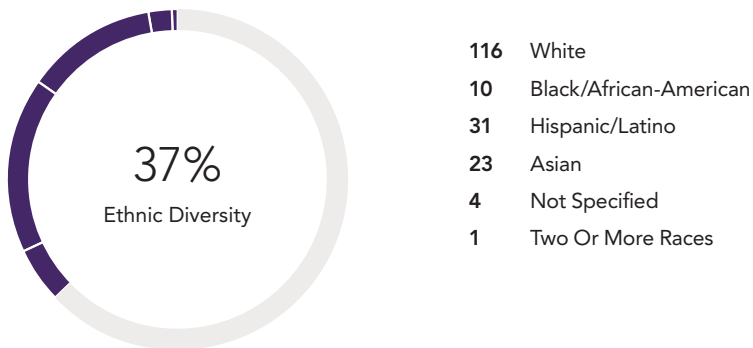
Employee Turnover

14%

Workforce By Country, Age, & Gender



U.S. Workforce Demographics



EMPLOYEE RESOURCE GROUPS

We encourage our team members to build a sense of community, and this has resulted in three employee-led resource groups: Women in Renewable Energy (WiRE), Blacks in Renewable Energy (BiRE), and Pattern Pride. These groups each have an executive sponsor, are sponsored and facilitated by our Human Resources department, and align with our goals by providing opportunities for mentorship, inclusion, professional development, and networking.





Training Hours for Non-Field Employees

Mandatory Hours	Voluntary Hours	Total Hours	Average Hours per Employee
733	716	1,449	13

Applies to the 110 Pattern Energy employees working in the U.S. and Canada that are not a part of operations field staff. Mandatory training topics for all employees included global compliance, anti-corruption, workplace harassment and discrimination prevention, among others. Voluntary training entailed a variety of professional development skillsets.

Training Hours for Operations Field Employees

Training Category	Mandatory Hours	Voluntary Hours	Total Hours	Average Hours per Employee
Non-Operations	420	390	810	8
Operations-Related	2,331	3,694	6,025	60
Total Hours	2,751	4,084	6,835	68

Applies to the 100 Pattern Energy employees in the U.S. and Canada working at our operating facilities. Operations field staff participated in mandatory training on various safety, first aid, and regulated topics specific to their work. Facility Managers and Site Logistics Coordinators also underwent an in-person training on community engagement and giving. These training hours are in addition to training they complete on company policies.

NEW HEADQUARTERS

In 2018, we moved into a new San Francisco office with the goal of creating an enjoyable, productive, and collaborative environment. Employees provided extensive input into the office layout and design, which includes meeting rooms and outdoor spaces that promote creative thinking and team building, as well as private spaces and wellness rooms.

In keeping with our values, the unique four-story historic building is LEED Gold certified. This was more than an office move for our team. It is an expression of our commitment to advancing the use of renewable energy around the globe, and it is in alignment with our Pattern 2020 initiative to become the best place to work in the industry.

HIGHLIGHT

Building Strong and Resourceful Teams

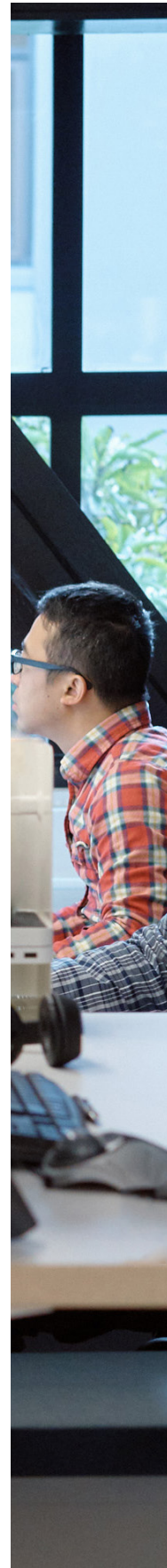
We seek to create a positive, healthy work environment that provides our employees a path forward for personal and professional development. Many of the programs and benefits we offer are in response to employee feedback.

We conduct in-depth engagement surveys with Pattern Energy and Pattern Development employees every 12-18 months, and we monitor our progress on key issues with briefer “pulse” surveys between engagement surveys. Our survey responses and the level of employee engagement indicate that our employees like their work, find it meaningful, and feel cared for and valued.

The development opportunities we offer employees are intended to help them do their jobs better and live more fulfilling lives. In addition to training programs to improve work-oriented competencies and help advance their careers, we offer resources to improve soft skills and social awareness.

Through our Integrated Talent Management System, launched in 2018, monthly “Learning Playlists” are comprised of videos or podcasts on topics ranging from LGBTQ issues and emotional intelligence to tools and tactics for having difficult conversations. These optional, self-directed resources are designed to promote our values and provide a way for employees to become better informed about important topics.

Frequent, open communication with our workforce is vital to engagement so we provide relevant information on a regular basis. Our Employee Social Network, “The Current,” serves as an online platform for a variety of content, including a monthly leadership message from our CEO. We also have digital media boards in our corporate offices and at our sites, which we use to share updates and create a sense of connectedness across our workforce.





Health & Safety

Our Commitment

Our goal to make Pattern Energy the best place to work in the industry starts with safety. We are committed to making sure everyone can do their job safely, and we seek to lead the renewable energy industry in safety performance.

Our strong safety track record is supported by ongoing training, and our governing structure calls for weekly safety reports from across the enterprise to be evaluated during meetings with executive leadership and the Board of Directors. Safety is the first agenda topic at every meeting of our Board of Directors.

Management Approach

Safety is woven into the fabric of our organization at all levels of Pattern Energy, including our senior management, CEO, and Board of Directors. Our commitment to health and safety begins with performance metrics that have a target of zero accidents or injuries, and the robust set of safety practices we've implemented across our operational facilities are designed to achieve this goal.

Employees have the right to use their "stop work" authority to halt activity if they perceive a hazard or have a safety concern, providing an opportunity to assess and resolve the situation.

We promote safety awareness with monthly safety briefs that are broadcast via our internal employee e-newsletter and published in a printable format for distribution to our field crews and offices.

Pattern Energy aims to improve the safety performance of our field contractors by implementing management cross audits and a review of our contractor programs and processes in 2019.

Health & Safety Practices

- Adhere to the Statement of Health & Safety Values that outlines our commitments to protect employees no matter how urgent a task is.
- Implement our Safety Management System, which provides a programmatic approach to meeting our commitments.
- Treat all applicable health and safety laws and regulations as our minimum standard.
- Maintain robust Job Safety and Environmental Analysis Procedures as a component of a larger management system overseen by our Operations Department, Environmental Health & Safety (EH&S) team, and Facility Managers.
- Implement regular internal risk assessments led by our EH&S team, while engaging our employees and contractors in identifying potential hazards.
- Promote a safety-awareness campaign, which empowers employees to hold each other accountable to safety standards and practices, facilitates employee ownership of the initiative, and elevates the culture of safety throughout the organization.
- Operate our facilities in a way that uses risk mitigation techniques to create a safe work environment for all employees and contractors.
- Provide formal training to all field operations personnel, and briefings for contractors and visitors to our site facilities, regarding the hazards to which they may be exposed.
- Monitor, report, and continuously improve overall safety performance.

“ Our people are our most important resource. As we expand our self-performance capabilities, we are committed to providing our employees the training and preparation they need to set the industry standard for safety. ”

John Martinez

Vice President,
Field Operations,
Pattern Energy





2018 Performance Metrics

	U.S.	Canada	Total
Total Recordable Injuries	1	0	1
Total Recordable Injury Rate	.79	0	.79
Lost Time Cases	1	0	1
Lost Time Incident Rate	.79	0	.79
Occupational Disease Rate	0	0	0
Work-Related Fatalities	0	0	0

The metrics in the table relate to Pattern Energy operations field employees. Workhours for field employees in 2018 totaled 263,000, an increase of 73% compared to 2017. There were 5 Recordable Injuries for Pattern Energy operations field contractors, resulting in a combined field staff and field contractors TRI of 6 and TRIR of 1.8.

PROJECT CONSTRUCTION

For Pattern Development, the construction phase of a project is when the greatest amount of physical activity and labor take place, presenting both opportunities and challenges.

We take steps to preserve not only the safety, but also the comfort, of area residents during the construction process, such as conducting dust abatement and control operations, publishing traffic plans to inform the community about the scheduled movement of equipment, and imposing safe speeds in construction areas. We also have an open-door policy that encourages community members to share feedback and concerns.

As with Pattern Energy’s field operations, every worker on a Pattern Development construction site has the right to halt activity if there is a perceived hazard or a safety concern. This provides an opportunity to assess and resolve the situation before work proceeds.

HIGHLIGHT

Creating a Culture of Safety

In the second half of 2017, Pattern Energy shifted to a self-perform business model at five of our wind facilities, which means operations and maintenance (O&M) activities at these sites are performed by technicians who are employees of Pattern Energy, and not of a third-party service provider.

This improves our competitiveness through efficiency gains and cost reductions and gives us greater control over facility operations to help boost performance and reliability. Our first full year to self-perform O&M activities was 2018, increasing our field employee workhours by nearly three-quarters compared to 2017.

Successful self-performance depends on hiring great people, giving them the right training and support, and empowering them to do great things. In support of our goal to lead the renewable energy industry in safety performance, we hire experienced staff and provide ample opportunity to hone their skills. Our Pattern for Safety program takes a comprehensive approach to developing a culture of safety through performance training.

Our operations staff are highly trained in safety topics relevant to their work, including working at heights, working with high and medium voltages, performing rescues, and first aid and CPR. They undergo on-site training and recertification on a regular basis.

These programs and our Integrated Talent Management System provide both mandatory training as well as online learning resources that staff may undertake at their own pace. We view our workforce as a critical resource, and we have created a system of incentives to motivate and encourage skills acquisition and knowledge development.



Community & Culture

Our Commitment

Pattern Development and Pattern Energy believe working with communities and respecting local cultures results in facilities that better fit the needs of the towns that host them and contributes to our long-term success.

We prioritize relationship-building and open communication, and we aim to engage local stakeholders, address and incorporate feedback, and further local benefits. By becoming active members of our communities and being good neighbors, we build trust that helps us work together with local stakeholders to find mutually-beneficial solutions should concerns or problems arise.

Management Approach

For project development, our community engagement efforts are informed by a Risk & Opportunity Analysis that we conduct before we begin work in a community. We create Community Relations Plans that are site-specific and document the strategies and actions we take to demonstrate our commitments in every project area.

We continue applying Community Relations Plans during facility operations, in addition to providing significant tax payments to local jurisdictions and supporting causes through sponsorships, donations, and Community Benefit Programs.

In 2018, our operational facilities in the U.S. and Canada spent nearly \$8 million dollars on Community Relations and Community Benefit Programs.

We rely on our Community Management System (CMS) to provide a programmatic framework for engagement and giving activities at operating facilities, and our Facility Managers and Site Logistics Coordinators participate in training on the CMS.



Community & Culture Practices

- Honor the Statement of Community and Cultural Values that outlines our commitments to engagement and giving.
- Conduct a Risk & Opportunity Analysis before beginning development work in a community.
- Create Community Relations Plans that are site-specific to document the strategies and actions we take to demonstrate our commitments in every project area.
- Maintain a Community Management System that describes the programmatic approach to implementing our commitments across our operating fleet.
- Identify and assess potential community and cultural impacts and incorporate cost-effective mitigations into our planning and decision making.
- Build local relationships and explore options to avoid, minimize, and mitigate unfavorable impacts, and to further positive impacts.
- Proactively engage stakeholders during development, construction, and operations, respecting and considering all points of view.
- Help build strong and vibrant communities through sponsorships, donations, and Community Benefit Programs.
- Work to continually improve our overall performance, incorporating community feedback into our outreach programs and activities.

“ Being a good neighbor means supporting and contributing to one’s community. We value and appreciate the communities that host our facilities, and we want to play a meaningful role in helping them be strong and vibrant. ”

Kevin Devlin

Senior Vice President,
Project Operations,
Pattern Energy



A CLOSER LOOK

Building Sustainable Relationships

Community Engagement

Pattern Development undertakes community engagement activities throughout project development and construction, using a variety of communication and engagement tools to keep local stakeholders updated and provide opportunities to connect and share feedback with project team members.

We establish a presence in a community by holding information sessions, giving presentations, and in many cases opening a local office staffed with a community liaison. The project team makes themselves accessible through a dedicated e-mail address and phone line, by attending local meetings and gatherings, and establishing dialogue with local leaders. Project information and updates are shared through websites and newsletters.

Building productive, working relationships with residents is key to exploring options to avoid, minimize, and mitigate unfavorable project impacts, as well as identifying efforts we can undertake to help the project result in ample benefits to the community.

Pattern Energy continues this engagement to maintain open communication with our neighbors. During facility operations, we give site tours and presentations to local groups, as well as periodically host community and landowner gatherings. Most of our operating sites have websites for sharing facility news and information, and we send periodic electronic newsletters to stakeholders who opt in to receive them.

Community Giving

We believe in giving back to the communities that host our development projects and operational facilities. We contribute to local causes through sponsorships and donations throughout all project phases, and we implement Community Benefit Programs at operational facilities. Our community giving prioritizes causes that meet at least one of the following objectives:

- Advances community initiatives;
- Enhances ecological preservation;
- Fosters health and wellness;
- Produces local or regional economic benefits;
- Promotes the needs of youth through education or recreation; and/or
- Supports initiatives of local indigenous populations, emphasizing cultural awareness, the environment, health and wellness, and education.

In addition, Pattern Energy has a corporate program that focuses on strengthening communities. Our “Pattern Helps” program creates opportunities for company-wide community engagement actions like organized volunteer efforts that provide aid to communities surrounding our facilities and corporate offices. We also encourage employees to give back to their own communities and to causes that are important to them.





2018 Performance Metrics

Local Tax Contributions



Canada 24%
U.S. 76%

Community Investments



Corporate office communities 2%
Canada project areas 78%
U.S. project areas 20%

PARTNERSHIPS WITH INDIGENOUS NATIONS

Pattern Energy operates eight facilities with local indigenous populations and three facilities with indigenous nations as partial owners. These facilities include Grand Renewable Wind, which is partially owned by Six Nations of the Grand River Development Corporation, and Belle River Wind and North Kent Wind, which are partially owned by Bkejwanong First Nation.

Development of our projects involves engagement with indigenous populations when our projects are on or near their traditional territory. We develop long-term relationships and build better facilities through meaningful consultation. Pattern Development often involves indigenous representatives in environmental planning and archaeological field work during the development phase and in on-site monitoring during project construction.

Throughout all project phases, we support causes and initiatives of local indigenous nations that emphasize cultural awareness, economic development, the environment, health and wellness, and youth and education.

HIGHLIGHT

Giving Back to Our Communities

We strive to have a positive impact on communities around our wind facilities. The following are a few examples of how we gave back in 2018:

- At our Broadview Wind facility in New Mexico, we celebrated Teacher Appreciation Day by providing a catered lunch to every educator in Curry County, and at our Amazon Wind facility in Indiana and our Lost Creek Wind facility in Missouri, we sponsored the training of more than 50 teachers in the Kid Wind curriculum, which helps teachers and students explore wind energy in a fun, hands-on manner.
- We paid tribute to more than 300 mothers by giving out roses and chocolates at the second annual Meikle Wind Mother's Day Brunch held in Tumbler Ridge, British Columbia, where more than 550 guests were served. The District of Tumbler Ridge honored Pattern Energy with an Appreciation Award for our community development activities in the area. A member of the district council presented the plaque, stating, *"On behalf of Mayor Don McPherson, Council, and the citizens of the District of Tumbler Ridge, we extend to Pattern Energy and its employees a most heartfelt thank you. Your selfless efforts make Tumbler Ridge a better place for all. Your contribution to community is amazing."*
- South Kent Wind (SKW) in the Municipality of Chatham-Kent, Ontario, established the SKW Community Fund to support local charitable causes. In 2018, the Fund provided grants totaling over \$250,000 to 32 organizations. One recipient, the Children's Treatment Centre of Chatham-Kent, provides services to children with special needs and is using grant money to build a larger, more accessible facility to accommodate its growing caseload.



Governance

Our Commitment

We believe strong governance is vital to meeting our growth and sustainability objectives in an ever-changing marketplace and that strategic foresight coupled with a sound governance structure provides the platform needed for accountability, transparency, and value creation.

Moving beyond compliance, we are working toward aligning our sustainability practices and disclosures to the Global Reporting Index, as well as the UN Sustainable Development Goals and other recognized standards, to better meet stakeholder interests and demonstrate industry leadership.

Management Approach and Board Oversight

We are dependent on the prudence of our leadership. Members of our Board of Directors are selected for their judgment, depth of experience, and the diverse perspectives they can lend to our organization. The Board of Directors sets high standards for our employees, officers, and directors.

The Board of Directors follows procedures and standards set forth in the Corporate Governance Guidelines and the Code of Business Conduct and Ethics, and it has established an Audit Committee, a Conflicts Committee, and a Nominating, Governance, and Compensation Committee to assist in its oversight activities.

Our management has also established internal committees on risk, disclosure, and investment. Each of these committees operates pursuant to an approved charter that is reviewed regularly. Reports submitted to the Board and investors describe our risks, performance, and goals for expanding our clean energy portfolio in a manner that emphasizes strong business ethics.

As a public company, we are required to assess critical risk factors on a regular basis. The risk committee meets quarterly and tracks risks that we face, which are reported to the Board's Audit Committee. This includes potential changes in wind patterns that could affect the ability of our assets to generate energy, risks in the occurrence of a major safety event within our business, cybersecurity risks, and political and regulatory policy risks, among others. Various scenarios are considered when evaluating short, medium, and long-term outlooks.

The Board of Directors annually reviews principal policies related to our governance, including the Code of Business Conduct and Ethics and Corporate Governance Guidelines, as well as key corporate policies, including the Insider Trading Policy, Anticorruption Policy, and Whistleblower Policy.

Governance Practices

- Apply our Code of Business Conduct and Ethics throughout the organization.
- Regularly review, update, and educate our workforce on certain policies, including our Insider Trading Policy and Whistleblower Policy.
- Refresh employees' understanding of, and compliance with, key corporate policies through mandatory training and certifications.
- Notify and brief essential partners, including contractors who represent us, of our strong Anti-Corruption Policy.
- Assess skillsets of management and the Board of Directors when determining succession planning.
- Honor our core values, which serve to guide us in every decision we make.

“ Operating a sustainable company requires taking a holistic view of the effects of actions we take today. Our business decisions are guided by a commitment to create value for our shareholders and focus on long-term outcomes. ”

Esben Pederson

Chief Financial Officer,
Pattern Energy

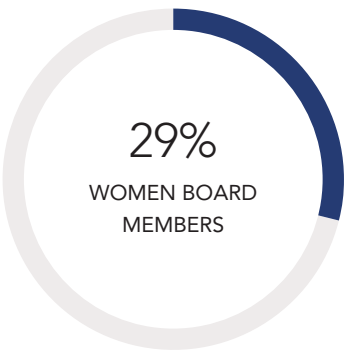




2018 Performance Metrics

Independent Directors	86%
Women Board Members	29%
Board Size	7
Board Age Range	51 – 74
Director Average Age	66
Director Meeting Attendance	94%
Independent Director Compensation	\$147,000
Total CEO Compensation	\$2.1 Million
Top 5 Executives’ Average Compensation	\$1.4 Million

Compensation details and methodology are provided in the annual Proxy Statement.



94%

DIRECTOR MEETING
ATTENDANCE

CYBERSECURITY

We understand the risk of cybersecurity threats and we plan accordingly. Our Board of Directors receives biannual reports on our plans and prevention measures. We have many layers and redundancies of cybersecurity measures in place for our corporate and facility networks and for our Operations Control Center.

As a medium category power provider, we must adhere to extensive NERC CIP compliance measures. We practice our response plans, perform exercises to test them, and hire third-party companies to do network penetration testing.

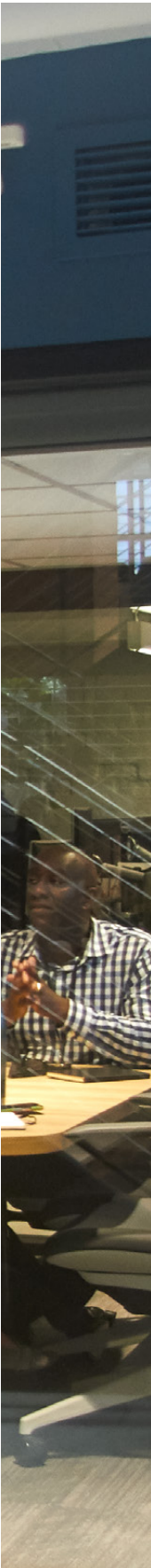
HIGHLIGHT

Focusing on Ethics

Pattern Energy is dedicated to conducting our business consistent with the highest standards of business ethics. We have an obligation to our employees, investors, and other stakeholders to be honest, fair, and forthright in all of our business activities.

Our employees, officers, and directors are constantly tasked with making business decisions, and by providing them with ample support, including documentation, guidance and training, we believe they are enabled to uphold our high standards of business ethics. Our Chief Compliance Officer has established a system of monitoring internal compliance matters and reports quarterly to the Board of Directors.

Our Code of Business Conduct and Ethics cannot address every situation, so we rely on good judgment and open communication channels to deliver the excellence we strive for. It's our belief that our Code guides ethical decision-making across our operations, while also inspiring our partners to follow suit.





Sustainable Growth

Pattern Energy's substantial portfolio of renewable energy facilities has almost tripled in size since our initial public offering in late 2013. We are committed to preserving our core values while we continue to grow our business in pursuit of our mission to transition the world to renewable energy.

We are dedicated to delivering long-term results by operating efficiently, investing in and cultivating human capital, and finding ways to leverage opportunities. We actively manage our business to identify risks and make plans to avoid, minimize, or mitigate disruptions like extreme weather and changing market conditions.

While our business model is based on activities that reduce global emissions of carbon dioxide, we nevertheless face uncertainties related to climate change, such as changing weather patterns.

In addition, changes in legislative and regulatory policy can pose challenges to our business. Through our enterprise-level risk assessments, we evaluate the potential financial implications and determine appropriate countermeasures to mitigate these and other risks.

Looking ahead, we will continue to demonstrate effective capital management, improve process efficiencies, and expand our ability to self-perform operations and maintenance functions to support optimizing the availability, reliability, and efficiency of our renewable energy facilities.

Pattern Energy is well positioned to help achieve the increasingly aggressive renewable energy and decarbonization targets that have been set by governments and corporations around the world. We are confident that the combination of our sustainable business model and talented, resourceful workforce gives us the ability to create long-term value for our company, investors, stakeholders, and society.



Content Index

GRI 102: General Disclosures 2016

Organizational Profile

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-1	Name of the organization	This is Pattern Energy Group Inc. (Pattern Energy)'s inaugural sustainability report. The activities of Pattern Energy Group 2 LP (Pattern Development), in which Pattern Energy owns 29% interest, are also discussed. The report contains some combined workforce metrics for Pattern Energy and Pattern Development. The employer of the Pattern Development staff included in these metrics is Pattern Energy Group LP.	Report: Our Company, pages 5-6 Website: Our Company US SEC Form 10-K: Business
102-2	Activities, brands, products, and services	Pattern Energy is an independent power provider that owns and operates renewable energy facilities, while Pattern Development specializes in the development and construction of renewable energy projects and transmission. Pattern Energy provides management, operations, and administrative services for our facilities in the United States and Canada. This includes management from our 24/7 operations control center located in Houston, Texas, and on-site personnel at all facility sites. For our facilities in Japan, management, operations, and administrative services are provided by an affiliate of Green Power Investments Corporation (GPI), an entity in which Pattern Development holds majority ownership.	Report: Our Company, pages 5-6 Website: Our Company US SEC Form 10-K: Business Pattern Energy YouTube: A Shared Mission
102-3	Location of headquarters	San Francisco, California, United States	Report: Our Company, pages 5-6 Website: Our Company
102-4	Location of operations	Pattern Energy owns and operates renewable energy facilities in the United States, Canada, and Japan. Pattern Development develops and constructs renewable energy projects in the United States, Canada, Mexico, and Japan. Our business activities in Japan are conducted through our Japanese affiliate, GPI.	Report: Our Company, pages 5-6 Website: Portfolio US SEC Form 10-K: Business
102-5	Ownership and legal form	Pattern Energy Group Inc. (Pattern Energy) is a publicly-traded corporation listed on the Nasdaq Global Select Market and the Toronto Stock Exchange as PEGI. Pattern Energy Group LP and Pattern Energy Group 2 LP are privately-held companies.	Report: Our Company, pages 5-6 Website: Our Company US SEC Form 10-K: Business
102-6	Markets served	Pattern Energy owns and operates renewable energy facilities in the United States, Canada, and Japan. Pattern Development develops and constructs renewable energy projects in the United States, Canada, Mexico, and Japan. Our business activities in Japan are conducted through our Japanese affiliate, GPI.	Report: Our Company, pages 5-6 Website: Portfolio US SEC Form 10-K: Business
102-7	Scale of the organization	As of December 31, 2018, Pattern Energy had a total of 210 employees and operated 26 utility-scale renewable energy facilities in the United States, Canada, and Japan that totaled more than 4 gigawatts of installed capacity. Pattern Energy generated \$483 million (USD) in gross revenue in 2018. Visit www.patternenergy.com for current portfolio details. Pattern Development manages a project development pipeline of more than 10 GW in the United States, Canada, Mexico, and Japan.	Report: Our Company, pages 5-6 Website: Portfolio US SEC Form 10-K: Business

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-8	Information on employees and other workers	As of December 31, 2018, Pattern Energy employed 210 full-time staff in the United States and Canada, as well as 19 temporary, part-time, and contract workers. Our employees worked primarily from our San Francisco headquarters, Houston office, and wind energy facility sites. We had one Pattern Energy employee in our San Diego office. Our operating sites typically have a Facility Manager, Assistant Facility Manager, and Site Logistics Coordinator. At five of our sites, we self-perform all maintenance and operations activities, and as such, the on-site turbine technicians are Pattern Energy employees. Our remaining sites have service arrangements, such as through the turbine suppliers Siemens Gamesa and GE, which staff the turbine technician needs for those sites. All our service providers are generally well recognized in the renewable service business. While we expect over time to increase self-perform activities, we do expect to continue to utilize both original equipment manufacturers and qualified independent service companies for a substantial amount of our service and maintenance needs.	Report: Workforce, page 25 US SEC Form 10-K: Suppliers, page 18
102-9	Supply chain	Pattern Energy procures equipment, parts, and services to operate and maintain our fleet of wind energy facilities. The parts and equipment used to maintain our sites are predominately sources from wind turbine manufacturers with robust sustainability reporting, such as Siemens Gamesa and GE. The vast majority of our service providers are based in the U.S. and Canada, and we rely on suppliers in communities near our facilities for a range of needs. We also purchase goods and services to support our business activities, including information technology software, office supplies, insurance, employee training, and professional services for accounting, engineering, IT, and environmental matters. Together, Pattern Energy and Pattern Development rely on more than 1,000 suppliers to achieve our business objectives.	Report: Supply Chain Management, pages 11-12 US SEC Form 10-K: Suppliers, page 18
102-10	Significant changes to the organization and its supply chain	In February 2018, Pattern Energy entered the Japanese market by purchasing wind and solar projects from Pattern Development and GPI. In August 2018, Pattern Energy sold its operations in Chile, which principally consisted of its 81 MW owned interest in the 115 MW El Arrayan Wind project.	US SEC Form 10-K: 2018 Significant Activity, page 55 Website: Media announcements
102-11	Precautionary Principle or approach	We make decisions with the long-term impacts of our actions in mind. Though our practices may shift slightly to address local contexts and environments, our values remain rooted in our commitment to environmental stewardship and extend throughout our organization. Our multi-dimensional approach to safeguarding the environment includes meeting or exceeding industry best practices and striving to avoid, minimize, and mitigate potential negative impacts of our business operations and renewable energy facilities.	Report: Environmental Responsibility, pages 15-22 Sustainable Growth, page 43
102-12	External initiatives	We work closely with industry peers and environmental non-governmental organizations through our involvement in trade associations and collaborations to advance the sustainability of the renewable energy industry and our facilities. We are working towards aligning our sustainability practices and disclosures to GRI Standards, as well as the UN Sustainable Development Goals and the Equator Principles to better meet stakeholder interests and demonstrate industry leadership.	Report: Organizational Memberships, page 8 Protecting Biodiversity, page 22
102-13	Membership of associations	We work closely with industry peers and environmental non-governmental organizations through our involvement in trade associations and collaborations to advance the sustainability of the renewable energy industry and our facilities.	Report: Organizational Memberships, page 8 Protecting Biodiversity, page 22

Strategy

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-14	Statement from senior decision-maker	A commitment to addressing climate change and sustainability practices and disclosures is highlighted in the CEO Statement from Mike Garland.	Report: Message from Our CEO, pages 1-2 Pattern Energy YouTube: A Shared Mission

Ethics and Integrity

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-16	Values, principles, standards, and norms of behavior	Our organizational mission, values, and vision, are foundational to our business and integrated into our management approach and policies and procedures. They guide us in our interactions with stakeholders and in the management of non-financial indicators. We are dedicated to conducting our business consistent with the highest standards of business ethics and to preserving our core values while we continue to grow our business in pursuit of our mission to transition the world to renewable energy.	Report: Sustainability At-a-Glance, pages 3-4 Mission, Values, Vision, page 7 Governance, pages 39-42 Sustainable Growth, page 43 Website: Sustainability Pattern Energy YouTube: A Shared Mission

Governance

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-18	Governance structure	Our Board of Directors sets high standards for our employees, officers, and directors. To fulfill its responsibilities and discharge its duty, the Board of Directors follows the procedures and standards set forth in the Corporate Governance Guidelines and the Code of Business Conduct and Ethics. It has established an Audit Committee, a Conflicts Committee, and a Nominating Governance and Compensation Committee to assist with its oversight activities. These documents and committee charters are available on our website. Our management has also established internal committees on risk, disclosure, and investment. Reporting to the Board of Directors and investors describes our risks, performance, and goals for expanding our clean energy portfolio in a manner that emphasizes strong business ethics. Governance of our sustainability efforts is described in this report.	Report: Our Approach to Sustainability, page 11 Governance, pages 39-42 Website: Corporate Governance
102-20	Operations with significant actual and potential negative impacts on local communities	Our commitment to sustainability starts at the top and is actively supported by our CEO and Board of Directors. A Sustainability Advisory Committee, whose membership consists of leaders from cross-functional disciplines at the company, provides metrics and guidance on key environmental, social, and governance topics and practices. Our External Affairs Department leads the Sustainability Advisory Committee and is charged with facilitating the development and implementation of our sustainability program. Program progress and key indicators are reported to our leadership team and Board of Directors, prompting new guidance and program evolution.	Report: Our Approach to Sustainability, page 11
102-21	Consulting stakeholders on economic, environmental, and social topics	Active stakeholder engagement is essential for the success of our business and for achieving our mission to transition the world to renewable energy. We engage and communicate with our stakeholders through a variety of methods, including in-person, written, and web-based interactions; hosting public meetings and providing presentations; participating in committees and other decision-making processes; submitting informal and formal comments on public policy and regulatory proceedings; and in the creation and adoption of industry best practices. More details on our consultations with our internal and external stakeholders related to workforce, health and safety, environmental, and community and cultural topics are described in the associated sections of our report.	Report: Stakeholder Engagement and Materiality, pages 12-13 Environmental Responsibility, pages 15-20, 22 Workforce, pages 23-24, 27-28 Health & Safety, pages 29-32 Community & Culture, pages 33-38
102-26	Role of highest governance body in setting purpose, values, and strategy	Our Board of Directors and executive leadership play an active role in establishing Pattern Energy's purpose, values, and business strategy as outlined on our corporate website. The report itself describes the mechanisms by which sustainability-related activities are governed.	Report: Governance, pages 39-42 Website: Corporate Governance
102-38	Annual total compensation ratio	The Pattern Energy pay ratio for women to men is not available for 2018. The pay ratio for women to men for all Pattern Energy and Pattern Development employees combined was 3.2% positive for women.	Report: Workforce, page 25
102-39	Percentage increase in annual total compensation ratio	This report serves as our base reporting year and therefore comparisons to past years' data are not available.	

Stakeholder Engagement

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-40	List of stakeholder groups	Internal and external stakeholder groups are listed in the report, along with ongoing engagement mechanisms and how the interests of stakeholders were taken into account when determining materiality.	Report: Stakeholder Engagement and Materiality, pages 12-14
102-41	Collective bargaining agreements	There are currently no unionized laborers represented at Pattern Energy.	
102-42	Identifying and selecting stakeholders	We define our stakeholders as entities or groups that can affect, or be affected by, the performance of Pattern Energy and Pattern Development.	Report: Stakeholder Engagement, pages 12-13
102-43	Approach to stakeholder engagement	The report describes our regular, ongoing dialogue with internal and external stakeholders, in addition to our process for taking their interests into account in our business decisions and management approaches. Related to sustainability initiatives and reporting, we intend to expand our interactions with these groups going forward to better identify sustainability-related concerns that could affect or enhance our strategic objectives.	Report: Stakeholder Engagement and Materiality, pages 12-14
102-44	Key topics and concerns raised	The materiality process helped prioritize 13 key topics addressed in this inaugural report.	Report: Materiality, pages 13-14

Reporting Practice

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
102-45	Entities included in the consolidated financial statements	Information on Pattern Energy's financials is available on our website.	Website: Financials
102-46	Defining report content and topic Boundaries	Although the activities of our affiliate Pattern Energy Group 2 LP (Pattern Development), in which Pattern Energy holds a 29% ownership interest, are discussed in the report, metrics reported are for Pattern Energy and our operating facilities unless otherwise noted. Out-of-bounds assets include the facilities we own and operate in Japan. However, our Japanese portfolio is covered in the About Our Company section.	Report: About this Report, backside of report cover Materiality, pages 13-14
102-47	List of material topics	The materiality process helped prioritize 13 key topics addressed in this inaugural report.	Report: Materiality, pages 13-14
102-48	Restatements of information	Not applicable as this is our first report to the public.	
102-49	Changes in reporting	Not applicable as this is our first report to the public.	
102-50	Reporting period	January 1, 2018, to December 31, 2018	
102-51	Date of most recent report	Not applicable as this is our first report to the public.	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding this report	sustainability@patternenergy.com	Report: About this Report, backside of report cover
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option. In addition, the GRI G4 Sector Disclosures for Electric Utilities (EU) were referenced in developing our environmental, social, and governance disclosures. Where relevant, particulars are noted throughout the Content Index.	Report: About this Report, backside of report cover
102-55	GRI content index	This is the GRI Content Index.	Content Index, pages 45-57
102-56	External assurance	We did not seek external assurance for this report.	

Topic-specific Disclosures

GRI 201: Economic Performance

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
201-1	Direct economic value generated and distributed	Complete financial information for Pattern Energy in 2018 is available in our 10-K. Our latest financial reports are on our website.	Website: Financials US SEC Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	Recognition of climate-related risks among the general public, corporate and industry power purchasers, and policy makers will result in a greater demand for the clean energy we produce. As this is our inaugural non-financial reporting cycle, we are committed to further exploring other internal and external risks associated with climate change as we build out our strategic sustainability efforts.	Report: Governance, pages 39-42 Sustainable Growth, page 43

GRI 205: Anti-corruption

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
205-1	Operations assessed for risks related to corruption	Our Code of Business Conduct and Ethics is applied throughout the organization. Our Chief Compliance Officer has established a system of monitoring internal compliance matters and reports thereon quarterly to the Board of Directors. We regularly review, update, and educate our workforce on certain policies, including our Code of Business Conduct and Ethics, Insider Trading Policy, and Whistleblower Policy. Employees refresh their understanding of, and compliance with, key corporate policies through mandatory training and certifications.	Report: Governance, pages 39-42
205-2	Communication and training about anti-corruption policies and procedures	New hires are briefed on all policies and procedures during the onboarding process, while mandatory and supplemental training held annually for all employees includes global compliance, anti-corruption, workplace harassment and discrimination prevention, among others. Partners and contractors are also notified of our standards and expectations.	Report: Workforce, page 27 Governance, pages 39-42
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of corruption identified within our operations in 2018.	

GRI 206: Anti-competitive Behavior

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no incidents or legal actions for anti-competitive behavior, anti-trust, or monopoly practices taken against us in 2018.	

EU: Availability and Reliability

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU DMA	Management approach to ensure short and long-term electricity availability and reliability	Our facilities are maintained by Pattern Energy employees and through service arrangements with reputable third-parties, such as our wind turbine suppliers. Energy production is a priority for our facility management teams, and we created the internal campaign, Every Megawatt Counts, in 2018 to further instill this into our culture. We identify and implement strategies to improve reliability, including reducing downtime due to repairs by having an efficient parts management and replacement system in place. Going forward, we will continue to improve process efficiencies and expand our ability to self-perform operations and maintenance functions to support optimizing the availability, reliability, and efficiency of our renewable energy facilities.	Report: Sustainable Growth, page 43

EU: Research and Development

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU DMA	Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development	We have a 29% ownership interest in Pattern Development. Pattern Development has more than 10 GW of renewable energy projects in its development pipeline, which Pattern Energy has the right of first offer. More information about our current and planned generation portfolio may be found on our website and in our 10-K. Pattern Energy and Pattern Development promote sustainable development of renewable energy through our activities described in the report and our involvement with industry trade associations.	Report: Mission, Values, Vision, page 7 Organizational Memberships, page 8 Our Approach to Sustainability, pages 11-14 Executing Environmental Responsibility Across Our Footprint, pages 18-20 Protecting Biodiversity, page 22 Workforce, pages 23-24 Health & Safety, pages 29-32 Community & Culture, pages 33-38
EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	Pattern Energy proactively assesses market opportunities and risks. We have a 29% ownership interest in Pattern Development. Pattern Development has more than 10 GW of renewable energy projects in its development pipeline, which Pattern Energy has the right of first offer. More information about our current and planned generation portfolio may be found on our website and in our 10-K.	Website: About Our Company, Pattern Energy Operating Portfolio US SEC Form 10-K: Our Interest in Pattern Development, pages 11-15

EU: System Efficiency

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU12	Transmission and distribution losses as a percentage of total energy	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 on the main electrical grid to ensure we meet contractual obligations to our customers. In 2018, the losses were 0.3% of the energy we transported on the Western Interconnect line.	

GRI 301: Materials

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
301-1	Materials used by weight or volume	Pattern Energy procures equipment, parts, and services to operate and maintain our fleet of wind energy facilities. The parts and equipment used to maintain our sites are predominantly sourced from wind turbine manufacturers with robust sustainability reporting, such as Siemens and GE, and other suppliers with diverse supply chains based in North America, Europe, and Asia. The vast majority of our service providers are based in the U.S. and Canada, and we rely on suppliers in communities near our facilities for a range of needs. At this time, we do not weigh these materials.	Report: Supply Chain Management, pages 11-12

Energy

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	This was Pattern Energy's first year to aggregate our energy consumption from our two main corporate offices with Pattern Energy employees (San Francisco and Houston) and from our wind facility operations. We pulled data from hundreds of supplier invoices to aggregate total electricity consumption and compared it to our production.	Report: Environmental Responsibility, pages 15-16, 21

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
302-1	Energy consumption within the organization	The annual electricity we consume at our corporate offices and wind energy facilities is de minimis compared to our annual clean energy production. Our electricity use for lighting, cooling, and heating needs for our corporate offices was 548 MWh. The production from our wind turbines regularly cover their own electricity needs, as well as those of the substations at our sites, and in some cases the lighting, cooling, and heating for our operations and maintenance buildings. When and where this is not the case, the site purchases electricity to meet such demand. This electricity consumption totaled approximately 34,500 MWh. All combined, our electricity consumption for all business operations totaled less than half of one percent (0.32%) of the clean energy we produced in 2018.	Report: Environmental Responsibility, page 21
302-3	Energy intensity	a. 35,000 MWh / 11,100,000 MWh = 0.0032 b. Energy intensity is the amount of purchased power compared to amount generated. c. See 302-1 for more information on energy consumption. d. Energy intensity uses energy consumption within the organization only.	Report: Environmental Responsibility, page 21

Water and Effluents

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
303-1	Interactions with water as a shared resource	Wind turbines do not use water to generate electricity. They do not withdraw, consume, recycle, or discharge water like most other forms of energy generation. Therefore, the extent of our water consumption is from meeting the needs of our staff at corporate offices and the sites' operations and maintenance buildings. Twelve of our operations & maintenance buildings have water wells on-site to meet their needs.	Report: Environmental Responsibility, page 21
303-5	Water consumption	A sampling of operating facilities' water consumption found an average of 33,000 gallons of water consumed per site in 2018. This resulted in an average of less than a tenth of a gallon of water per MWh (0.06 gal/MWh) when compared to the electricity production of sample sites. The prorated water consumption at our corporate offices with more than one Pattern Energy employee totalled 976,652 gallons. When accounting for the Pattern Energy and Pattern Development employees based in these offices, the water consumption intensity equated to approximately 3,000 gallons of water per employee.	Report: Environmental Responsibility, page 21

Biodiversity

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	The operations of Pattern Energy's facilities is guided by an Environmental Management System, and we have a system for monitoring compliance with regulations, requirements, and permits. Protecting biodiversity around our facilities begins when Pattern Development designs and develops projects. From using computer mapping programs to overlay information about sensitive areas on modeled wind resources, to conducting field surveys of proposed project areas, and undergoing environmental permitting processes, responsible development helps to design wind facilities that will operate sustainably over the long-term.	Report: Environmental Responsibility, pages 15-22
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	None. Although the construction and operation of wind energy facilities has the potential to affect biodiversity, primarily through impacts to birds and bats, the referenced sections describe how Pattern Development and Pattern Energy combine responsible siting with risk mitigation and management practices to minimize the biodiversity impacts of our activities so that they are not deemed significant.	Report: Environmental Responsibility, pages 15-22

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
EU-EN12	Focus on maintenance of transmission line corridors, fragmentation/islandization	An underground collection system transports the energy created by our wind turbines to a substation where the voltage is increased and connected to the transmission grid. Above ground transmission lines are not typical on our sites. When applicable, Pattern Development does consider the potential impacts of transmission lines on wildlife when designing project layouts during the development phase. For example, in 2018, Pattern Development engaged a third-party environmental consultant to conduct an avian risk assessment to determine the risk of collision with the transmission lines connecting the Grady Wind project to the electric grid. Due to this analysis, we elected to install bird diverters, which are visual markers on the lines to help birds avoid them.	Report: Reducing Avian Risk in New Mexico, page 17
304-3	Habitats protected or restored	Pattern Development strives to minimize impacts to habitats in the design of wind energy facilities and during the construction phase. In some cases, Pattern Development sponsors restoration and mitigation projects to benefit local ecologies around project areas. Environmental causes are also supported through Community Benefit Programs sponsored by the facilities Pattern Energy operates. For example, the South Kent Wind facility sponsored a project to control the non-native invasive species of Eurasian Water Milfoil in Rondeau Bay, and the Ocotillo Wind facility funded a multi-year process to remove invasive tamarisk trees at Carrizo Marsh in the Anza Borrego Desert State Park in order to re-establish native habitats and improve hydrology within the marsh that would allow for conditions that attract bighorn sheep and a variety of other wildlife species. While Pattern Energy does periodically participate in protecting or restoring habitats, such as those described above, we did not participate in any such projects in 2018.	Report: Environmental Responsibility, pages 15-22

GRI 305: Emissions

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	Wind turbines do not produce any emissions when they generate electricity. The only electricity consumed from our business and facility operations is to meet the cooling, heating, and lighting needs of our corporate offices and the operations and maintenance buildings at the sites, and to supply power to the substations and wind turbines at the sites when the wind turbines aren't generating enough power to meet such needs. This energy consumption totaled less than half of one percent of the clean energy our wind facilities produced in 2018. We created a Greenhouse Gas Inventory Management Plan in 2018 to track energy consumption at our offices and operating wind facilities. We aim to improve the efficiency of this tracking system and further the analysis of our consumption in 2019.	Report: Environmental Responsibility, pages 15-22
305-5	Reduction of GHG emissions	Because this is our inaugural report, a baseline for reduction of GHG emissions has not been set. However, the pollution-free electricity produced by Pattern Energy's wind facilities avoided the emission of 11 million metric tons of CO ₂ , as compared to average emission rates for coal fired generation in the U.S. Additionally, we calculate that the electricity consumption associated with our business activity is equivalent to less than half of one percent of the clean energy we generated in 2018. As we add operating wind facilities to our fleet each year, the total amount of energy we consume will increase, but it will continue to be an even smaller percentage of the clean energy that we produce.	
305-6	Emissions of ozone-depleting substances (ODS)	Wind turbines do not emit any ozone-depleting substances when operating.	

GRI 306: Waste

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
306-2	Waste by type and disposal method	Used oil from gearboxes and other sources is recycled and thus produces no "waste oil" per regulatory categories. We generate small amounts of "universal waste" like fluorescent light bulbs and batteries, but we dispose of these through vendors that handle the materials appropriately. Due to our extremely limited production of waste, we qualify as a Conditionally Exempt Small Quantity Generator of Hazardous Waste under the U.S. EPA.	

GRI 307: Environmental Compliance

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	The operations of Pattern Energy's facilities is guided by an Environmental Management System, and we have a system for monitoring compliance with regulations, requirements, and permits. We actively train our workforce on the Environmental Management System, environmental compliance, and best practices, while striving for industry-leading environmental performance.	Report: Environmental Responsibility, pages 15-22
307-1	Non-compliance with environmental laws and regulations	Our multi-dimensional approach to safeguarding the environment has resulted in a sound record of performance with no significant issues of non-compliance, fines, or penalties.	Report: Environmental Responsibility, pages 15-22

GRI 410: Employment

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	We work closely with employees to implement sound labor management practices, promote diversity and inclusion initiatives, and provide competitive benefits that support the well-being and professional development of our workforce. We actively recruit people with diverse backgrounds and provide new hire orientation. We prioritize employee engagement, and we survey staff on a regular basis. Senior leadership is apprised of the survey results, which helps us dedicate resources needed to address concerns and pursue opportunities that support retention.	Report: Workforce, pages 23-28
EU DMA	Programs to ensure availability of skilled workforce	Pattern Energy's workforce spans a wide range of disciplines, including engineering, meteorology, data science, GIS, environmental, facility management, information technology, legal, finance, accounting, among many others. In order to grow and retain a talented workforce, we launched an Integrated Talent Management System in 2018 that provides mandatory and voluntary professional development training topics. We view our workforce as a critical resource, and we have created a system of incentives to motivate and encourage skills acquisition and knowledge development. We maintain a training matrix that lists our organizational needs, skills, training opportunities, and expectations, while also capturing completion rates and other useful metrics associated with workforce training and development. We also have a formal internship program and contribute to educational causes to help prepare and inspire the future workforce. In 2018, we sponsored the training of more than 50 teachers in the Kid Wind curriculum, and our community benefit programs support educational causes, including student scholarships.	Report: Workforce, pages 23-24, 27-28 Health & Safety, pages 30, 32 Website: Careers
401-1	New employee hires and employee turnover	Pattern Energy hired 46 new staff in 2018 and our turnover rate was 15%. When combined with Pattern Development staff, our turnover rate was 14%.	Report: Workforce, page 25
EU-LA1	Tenure/age/gender of employees that left during reporting period	Though we track turnover throughout the year, we do not segment the data in the report.	

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide competitive benefits to support the health, well-being, and professional development of our workforce. We aim to meet or exceed the industry average for base salary and variable compensation for our employees in different locations, and our benefits program provides options designed to meet the varied life stages of our age-diverse workforce. A compensation study was conducted in 2017, and as a result, a "Total Rewards" infrastructure was created in 2018. Our Benefits Rejuvenation Initiative is underway to maintain our competitiveness in the marketplace, while also being fiscally responsible.	Report: Workforce, pages 23-24, 27-28 Website: Careers

GRI 403: Occupational Health and Safety

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach, including EU DMA: Policies regarding health & safety	Safety is woven into the fabric of our organization at all levels. Our strong safety track record is supported by ongoing training, and our governance structure calls for weekly safety reports that are evaluated during meetings with executive leadership and the Board of Directors. Safety is the first agenda topic at every meeting of the Board of Directors. We adhere to our Statement of Health & Safety Values, which is supported by our Safety Management System. We also maintain Job Safety Procedures and promote safety-awareness through our Pattern for Safety campaign. Every operating facility holds an annual emergency response drill that involves site teams, leadership, and local emergency responders. The results are shared with the Board of Directors. Safety is measured through a variety of Key Performance Indicators, which are tracked automatically on our internal reporting tool. Our TRIR includes all contractors and subcontractors and is a part of Pattern Energy's annual corporate goals, for which the performance outcome impacts employee compensation. Our Contractor Management Program requires all contractors be reviewed and approved for safety qualification through past performance and their current safety program. Contractors provide annual updates on their safety program and performance, and all contractors are subject to assessments, which are provided to contractors to promote improvement and may result in non-approved contractor status.	Report: Health & Safety, pages 29-32
403-1	Occupational health and safety management system	We follow all applicable health and safety laws and regulations as our minimum standard. Our Safety Management System procedure provides a formal framework for the management and execution of the Safety Program for Pattern Energy operations. It applies to all Pattern Energy and Pattern Development personnel, contractors working on Pattern Energy's operating sites, and any visitors to the sites. The implementation of the procedure is intended to create and maintain a safe work and business environment using the continual improvement process: plan, implement, monitor, and review.	Report: Health & Safety, pages 29-32
403-2	Hazard identification, risk assessment, and incident investigation	Our performance metrics have a target of zero accidents or injuries. Our strong safety track record is supported by robust policies and procedures, ongoing training, and a strong governance structure. Before any job is performed at one of our operating sites, it is planned and risks are assessed in accordance with the requirements of our Job Safety and Environmental Analysis procedure. Other hazard identification and risk assessment tools and processes we employ include Job Hazard Analyses; Hazard Identification Studies; Hazard Operability Studies; Failure Mode, Effects and Criticality Analysis; and Human Factors Analysis. Incident reporting and investigation follows our Incident Notification, Reporting and Investigation procedure.	Report: Health & Safety, pages 29-32
EU-LA6	Report on health and safety performance of contractors & subcontractors working onsite or on behalf of the reporting organization offsite	Our contractors and subcontractors are our partners in safety, and we expect them to view safety with the same level of importance as we do. We employ contractors who share our safety values and commit to support our safety vision. Pattern Energy had 5 recordable incidents for operations field contractors in 2018. Four incidents occurred in Canada and one in the U.S. As our target is zero injuries for Pattern Energy employees and contractors, we are not satisfied with our 2018 TRI. We aim to improve our operations field contractor safety performance by implementing management cross audits and a complete review of our contractor programs and processes in 2019.	Report: Health & Safety, pages 29-32

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
403-9	Work-related injuries	As a result of 2018 being the first full year that Pattern Energy self-performed operations and maintenance activities at five sites, our number of work hours for operations field employees increased 73% compared to 2017, to a total of 263,000. For Pattern Energy operations field employees in 2018, we had 1 TRI, resulting in a TRIR of 0.79. There was 1 Lost Time Case for a total of 19 Lost Days, resulting in a Lost Time Incident Rate of 0.79. For Pattern Energy operations field employees and field contractors combined, we had 0 occupational diseases and 0 fatalities. The combined TRI for Pattern Energy field employees and contractors was 6, resulting in a TRIR of 1.8. In 2019, we are increasing the metrics we track for operations field contractors.	Report: Health & Safety, page 31
EU-18	% of contractor & subcontractor employees that have undergone relevant health & safety training	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 training and must undergo site orientations prior to going to a facility site or immediately upon arrival to the site. Additionally, every operating site undergoes an annual emergency training drill, which involves all contractors working on the site.	

GRI 404: Training and Education

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3)	We believe our company's success depends on hiring great people, giving them the right training and support, and empowering them to do great things. Our Integrated Talent Management System provides both mandatory training as well as online learning resources that staff may undertake at their own pace. Mandatory training topics for all employees included global compliance, anti-corruption, workplace harassment and discrimination prevention, among others. Our operations field staff are highly trained in safety topics relevant to their work, including working at heights, working with high and medium voltages, performing rescues, as well as first aid and CPR. They undergo on-site training and recertification on a regular basis. The development opportunities we offer employees are intended to help them do their jobs better and live more fulfilling lives. In addition to training programs to improve work-oriented competencies and help advance their careers, we offer resources to help improve their soft skills and social awareness. Monthly "Learning Playlists" are comprised of short videos or podcasts on topics that range from LGBTQ issues and emotional intelligence to tools and tactics for having difficult conversations. These optional, self-directed resources are designed to promote our values and provide an easy way for employees to become better informed about important topics. We view our workforce as a critical resource, and we have created a system of incentives to motivate and encourage skills acquisition and knowledge development. We maintain a training matrix that lists our organizational needs, skills, training opportunities, and expectations, while also capturing completion rates and other useful metrics.	Report: Sustainability At-a-Glance, page 3 Workforce, pages 23-24, 27-28 Health & Safety, pages 29-32
404-1	Average hours of training per year per employee	The average total mandatory and voluntary training hours per employee for 2018 was 40. When separating operations field employees' training hours from non-operations field employees, the average was 68 hours of total training for field staff and 13 hours for non-field staff.	Report: Sustainability At-a-Glance, page 3 Workforce, page 27
404-2	Programs for upgrading employee skills and transition assistance programs	We offer our employees extensive learning and development opportunities to help them do their jobs better and live better, more fulfilling lives. In addition to training programs to improve employees' work-oriented competencies and help advance their careers, we also offer resources to help improve their soft skills and social awareness.	Report: Sustainability At-a-Glance, pages 3-4 Workforce, pages 23-24, 27-28 Health & Safety, pages 29-32
404-3	Percentage of employees receiving regular performance and career development reviews	Regular performance reviews are standard practice at Pattern Energy and Pattern Development. We use our Integrated Talent Management program to track progress on employees' annual goals and annual performance reviews. 100% of Pattern Energy and Pattern Development employees are required to submit self-performance reviews and undergo a performance review with their managers. As part of this review process, employees and managers discuss desired career paths and training.	

GRI 405: Diversity and Equal Opportunity

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
405-1	Diversity of governance bodies and employees	Our workforce demographics by country, age, and gender are included in the report. We also include the breakdown of ethnicity for our U.S. workforce, which is 37% diverse. Pattern Energy has 27% women employees and 24% of women are in management roles. While we do have a female Assistant Facility Manager and a female Turbine Technician, the industry workforce of on-site facility management positions and turbine technicians continues to be male-dominated. When you combine Pattern Energy and Pattern Development employees, the percentages of women employees and women in management roles increases to 40% and 30%, respectively. There are two women on Pattern Energy's Board of Directors, representing 29% of board members.	Report: Workforce, page 25 Governance, page 41

GRI 406: Non-discrimination

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination and corrective actions taken in 2018.	

GRI 411: Rights of Indigenous Peoples

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
411-1	Incidents of violations involving rights of indigenous peoples	Pattern Energy has not been involved in any incidents of violations involving rights of indigenous peoples. We treat local indigenous populations with respect and support causes important to their communities through sponsorships and donations. We operate eight facilities with local indigenous populations and three facilities that are partially owned by indigenous nations.	Report: Community & Culture, page 37

GRI 413: Local Communities

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
103	Management Approach disclosures (103-1, 103-2, and 103-3, plus EU DMA)	Pattern Development and Pattern Energy believe working with communities and respecting local cultures results in facilities that better fit the needs of the towns that host them and contributes to our long-term success. For project development, our community engagement efforts are informed by a Risk & Opportunity Analysis that we conduct before we begin work in a community. We then create Community Relations Plans that are site-specific and document the strategies and actions we take to demonstrate our commitments in every project area. We continue applying Community Relations Plans during facility operations and implementing Community Benefit Programs, in addition to contributing to local causes through sponsorships and donations and providing significant tax payments to local jurisdictions. We rely on our Community Management System (CMS) to provide a programmatic framework for engagement and giving activities at operating facilities and for meeting the commitments laid out in our Statement of Community and Cultural Values. In 2018, our Facility Managers and Site Logistics Coordinators attended in-person trainings on the CMS. We believe our approach to community engagement and giving has been effective in mitigating negative impacts and furthering positive impacts.	Report: Community & Culture, pages 33-38
413-1	Operations with local community engagement, impact assessments, and development programs	All of our operational wind facilities have community relations plans, which include engagement activities and support for local causes through sponsorships and donations. Our on-site team members engage with local community members and landowners living near our sites. They reside in communities where our facilities are located, and in many cases, these are their hometowns where they grew up or lived prior to the facility's existence.	Report: Community & Culture, pages 33-38

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
413-2	Operations with significant actual and potential negative impacts on local communities	We prioritize relationship-building and open communication, and we aim to engage local stakeholders, address and incorporate feedback, and further local benefits. By becoming active members of our communities and being good neighbors, we build trust that helps us work together with local stakeholders to find mutually-beneficial solutions should concerns or problems arise. We do not have any operations with significant actual and potential negative impacts on local communities.	Report: Community & Culture, pages 33-38

GRI 418: Customer Privacy

GRI ID	DESCRIPTION	OMISSIONS/ADDITIONAL INFORMATION	LOCATION
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We understand the risks of cybersecurity threats, and we plan accordingly. Our Board of Directors receives biannual reports on our cybersecurity plans and prevention measures. As a medium category power provider, we also have to adhere to extensive NERC CIP compliance measures. We have many layers and redundancies of cybersecurity measures in place for our corporate and facility networks and for our Operations Control Center. We practice our response plans, perform exercises to test them, and hire third-party companies to do network penetration testing. To date, we've never had a data breach or a significant outage as a result of a cybersecurity event.	Report: Governance, page 41 US SEC Form 10-K: Risk factors, page 34

