

# Sustainability At-a-Glance

Environmental, Social, and Governance (ESG) principles relate to everything we do at Pattern Energy. It is not only because we are a renewable energy company. We embed sustainable practices into our governance structure, business model, and approaches to develop, finance, construct, and operate our renewable energy assets.

As with the rest of the world in 2020, we experienced adaptation, transformation, and growth. We did so with the continued pursuit of our mission to transition the world to renewable energy.

## In 2020, Pattern Energy ...

Demonstrated business resiliency

Reinforced our culture of safety

Engaged and empowered our teams

Promoted diversity, equity, and inclusion

Supported our communities

Strengthened sustainability governance

Invested in a sustainable future

Managed our risks

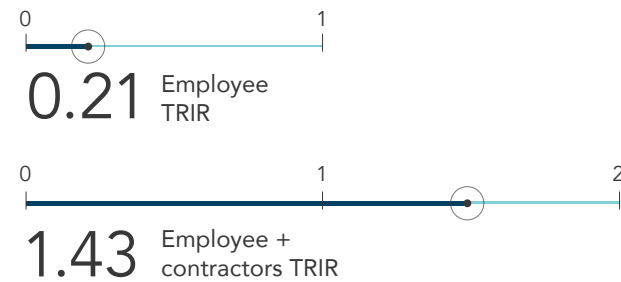
Produced energy sustainably

## Demonstrated Business Resiliency

- Launched new Enterprise Resource Planning system
- Transitioned all major business processes to the Cloud
- Established a COVID Response Task Force
- Applied Business Continuity and Disaster Recovery Plan
- Moved to virtual stakeholder engagement
- Enforced strict pandemic protocols with contractors
- Navigated pandemic supply-chain bottlenecks
- Executed Pandemic Response Plan at operating facilities
- Expanded capabilities of our Energy Management Group

## Reinforced Our Culture of Safety

- Restructured to have dedicated construction safety person
- Developed new construction-specific safety policies
- Strengthened approach to vetting construction contractors
- Launched new safety reporting platform

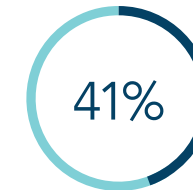


## Engaged and Empowered Our Teams

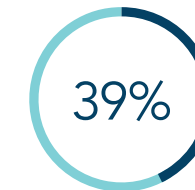
- Held biweekly virtual Pattern Live Town Hall events
- Convened quarterly virtual employee Roundtables
- Field staff averaged 2x training hours as non-field

## Promoted Diversity, Equity, and Inclusion

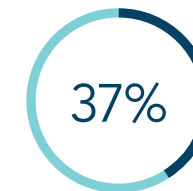
- Formed internal DEI Council
- Published Statement of DEI Commitments
- Held our first Diversity Month
- Supported employee-led Affinity Networks



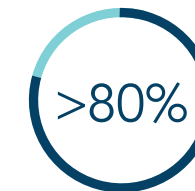
Racial diversity in U.S. workforce



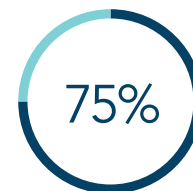
Women employees



Women in management roles



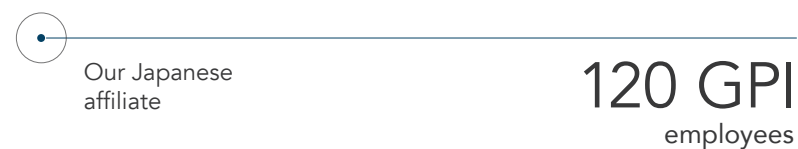
Employee engagement rate

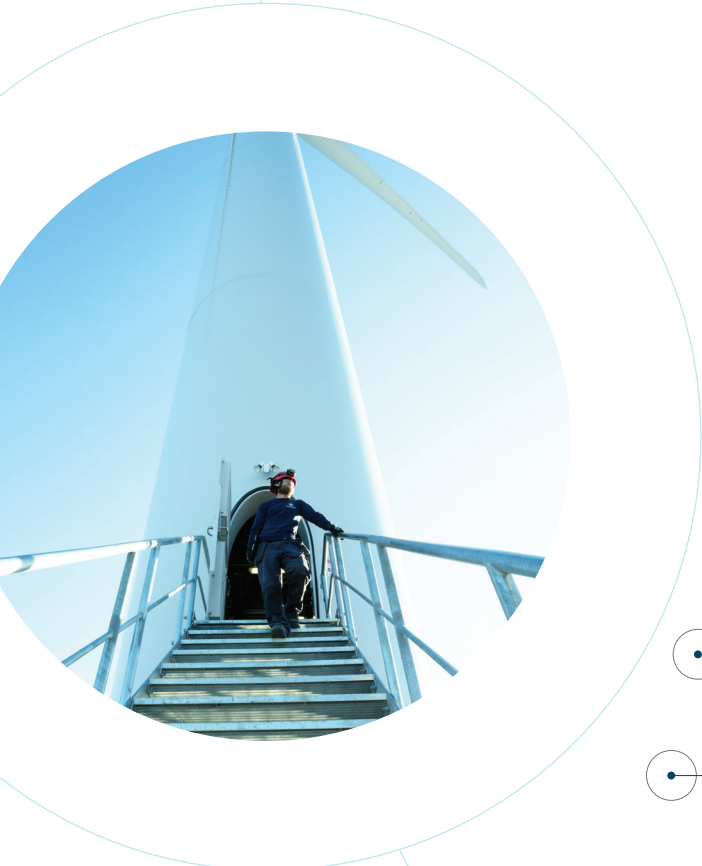


Employee satisfaction score



Employee turnover





### Supported Our Communities

- Launched charitable giving app Cauze
- Employees gave 1,000 donations totaling \$40,000
- Operated largest First Nation wind partnership in Canada

COVID-19 giving **\$500 thousand**

Local payments **\$90 million**

Local payments estimated over life of fleet **\$1 billion+**

### Strengthened Sustainability Governance

- Updated our ESG materiality assessment
- Signed SEIA's Forced Labor Prevention Pledge
- Committed to traceability protocols with solar suppliers
- Refreshed our company commitment statements

### Invested in a Sustainable Future

- Underwent company restructuring
- Maintained strong governance policies and controls
- Published Green Financing Framework

Under construction **1.8 GW**

In development **15 GW**

Off-takes secured **621 MW**

Green bond **\$700 million**

### Managed Risks

- Launched new Enterprise Risk Management program
- Researched and tracked impact of weather disruptions
- Reduced risk of malware attacks
- Created Land Agent Code of Conduct
- Applied new environmental compliance tracking system

### Produced Energy Sustainably

**100%** Clean energy portfolio

**13,630 GWh** = **3.2 million** people's needs

**29** Facilities owned or operated

**4.5+ GW** Total installed capacity

**13.7 million** mt CO<sub>2</sub> avoided = **3 million** cars off roads

**7.4 billion** gals H<sub>2</sub>O conserved = **225,000** people's needs

**76 CO<sub>2</sub>-e mt** GHG Scope 1

**7,996 CO<sub>2</sub>-e mt** GHG Scope 2

**18 CO<sub>2</sub>-e mt** GHG Scope 3 (travel)