

Disclosures Index

- Global Reporting Initiative (GRI) Content Index
- Sustainability Accounting Standards Board (SASB) Index
- Task Force on Climate-related Financial Disclosures (TCFD) Index
- United Nations Sustainable Development Goals (SDGs)

Sustainability Report
2026

GRI Content Index

Statement of Use

Pattern Energy Group LP has reported the information cited in this GRI content index for the period January 1, 2025 – December 31, 2025 with reference to the GRI Standards.

Applicable GRI Standards

Universal Standards
GRI 1: Foundation 2021
GRI 2: General Disclosures 2021
GRI 3: Material Topics 2021

Topic Standards
200: Economic Topics
300: Environmental Topics
400: Social Topics

Universal Standards

GRI 2: General Disclosures – The Organization and Its Reporting Practices			
GRI No.	Description	Report Section	Additional Information and Omissions
2-1	Organizational details	Our Company	Pattern Energy Group LP (Pattern Energy or Pattern) is one of the world’s leading privately owned developers and operators of clean energy and transmission infrastructure. Pattern develops, constructs, owns, and operates utility-scale wind, solar, transmission, and energy storage projects across North America. Our affiliates Slect Energy and Dynamic Energy, leaders in the distributed generation market, develop, construct, and operate commercial and community solar projects in the United States. Pattern is a partnership between the Canada Pension Plan Investment Board (CPP Investments™), a consortium of investors led by APG Asset Management N.V. on behalf of the largest Dutch pension fund, ABP, and Australian Retirement Trust, and certain members of Pattern management. Our headquarters are in San Francisco, California, and we have a large office in Houston, where we monitor our utility-scale fleet from our Operations Control Center. We have additional corporate offices in San Diego, Santa Fe, Boulder, Chicago, and Toronto, plus operating facilities in eight U.S. states, five Canadian provinces, Puerto Rico, and Mexico. We have projects under development throughout the U.S. and Canada.
2-2	Entities included in the organization’s sustainability reporting	About the Report	Except where indicated, the practices and metrics disclosed in our Sustainability Report and this Disclosure Index apply to the operational boundary of our utility-scale North American business activities and assets. Unless otherwise noted, metrics do not incorporate our U.S. distributed energy affiliates, Slect Energy and Dynamic Energy. Where applicable, data limitations and exclusions are described. References to Pattern Energy may include our predecessor entities.
2-3	Reporting period, frequency and contact point	About the Report	Pattern Energy publishes a sustainability report each year which comprises performance metrics related to the prior calendar year. Pattern’s seventh sustainability report relates to the calendar year ending December 31, 2025. Questions or comments regarding our sustainability report and disclosure index can be sent to sustainability@patternenergy.com .
2-4	Restatements of information		None.
2-5	External assurance	About the Report	The data in our Sustainability Report and Disclosure Index has undergone vigorous internal reviews; no external assurance has been sought for our disclosures.

GRI 2: General Disclosures – Activities and Workers			
GRI No.	Description	Report Section	Additional Information and Omissions
2-6	Activities, value chain, and other business relationships	Our Company	Pattern develops, constructs, owns, and operates utility-scale wind, solar, transmission, and energy storage projects across North America. We participate in the U.S. distributed generation market through our affiliates Slect Energy and Dynamic Energy.
		Sustainability - Our Approach	
		Community and Culture - Our Approach	During project development, we engage various professional service providers to support our development activities, including vendors related to land and environmental assessments. We use local businesses and providers, such as renting venues for public meetings, catering for events, printing services, and local office space.
		Governance - Progress and Impact	For project construction, we employ top-tier general contractors with years of experience in our industry and robust sustainability reporting. Our general contractors hire experienced subcontractors in civil and electrical work and mechanical assembly, among other services and supplies associated with building renewable energy and transmission infrastructure. Our wind turbine and solar panel equipment suppliers are well-established in our industry and have strong ESG practices. Manufacturers such as GE, Vestas, Siemens Gamesa, and First Solar predominantly supply our current operating fleet. These manufacturers have diverse supply chains based in North America, Europe, and Asia. Pattern and our operating facilities procure various goods and services for our sites. Examples of goods procured include fuel for vehicles and backup generators, equipment rentals, spare parts, and office supplies. Services include janitorial, road maintenance, landscaping, waste disposal and recycling, equipment maintenance, telecom, environmental, and safety training. We also purchase various goods and services to run our business, including software, office supplies, and professional services. The vast majority of our providers reside in the countries where we use their products or services, with many from our site and office communities.
2-7	Employees	Workforce - Performance Metrics	Total number of full-time employees (U.S. and Canada): 733 Total number of full-time employees (U.S.): 666 Total number of full-time employees (Canada): 67 Total number of full-time female employees (U.S.): 227 Total number of full-time female employees (Canada): 20 Total number of new full-time employees hired (U.S. and Canada): 137 Numbers are calculated by head count, full-time equivalent (FTE) at the end of year, December 31, 2025. Metrics are applicable to Pattern employees in the U.S. and Canada and do not include our DG affiliates. Pattern had 1 employee outside of the United States and Canada in 2025.
2-8	Workers who are not employees		Pattern hires contractors through service contracts, such as with turbine technicians employed by Original Equipment Manufacturers performing maintenance and operations activities at our sites, and construction contractors. We also engage individual contractors and consultants when targeted expertise or timelines warrant such engagements. At the conclusion of the 2025 calendar year, our workforce included 89 consultants, 59 contractors and independent contractors, and approximately 150 third-party contractors serving as turbine technicians at our operating sites.

GRI 2: General Disclosures – Governance

GRI No.	Description	Report Section	Additional Information and Omissions
2-9	Governance structure and composition	Governance - Our Approach	Governance structure, including composition of the Board of Directors, is covered in the company's confidential Limited Partnership Agreement. Three standing committees assist in the board's oversight activities, governed by their respective charters, and cover various topics, including board oversight of governance matters.
2-11	Chair of the highest governance body	Governance	Independence of board chair is a topic covered in the company's confidential Limited Partnership Agreement. Our Delegation of Authority Policy is also confidential. The Chairman is not a senior executive in the organization.
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability - Governance and Accountability Governance	
2-13	Delegation of responsibility for managing impacts	Sustainability - Governance and Accountability, Our Approach in Practice Governance	The Board Delegation of Authority Policy sets out the authority delegated by the Board to the Chief Executive Officer with respect to external commitments.
2-14	Role of the highest governance body in sustainability reporting	Sustainability - Governance and Accountability	The Board of Directors' Nominating, Governance, and Compensation Committee Charter and Audit Committee Charter are confidential and reference oversight of the company's ESG program and ESG metrics that are published to external parties.
2-15	Conflicts of interest	Governance - Our Approach in Practice	Pattern's Code of Business Conduct and Ethics is an internal document that covers conflicts of interest, lobbying activity and political contributions.
2-16	Communication of critical concerns	Governance - Our Approach in Practice	We want our employees and external stakeholders to feel comfortable and empowered to report instances where they believe violations of policies or standards have occurred. Employees may report concerns directly to their managers, HR Business Partners, or Pattern senior leadership. We also value honest, open communications with our external stakeholders and hope they feel comfortable raising concerns or grievances through the channels for specific stakeholder audiences described in the Reporting Grievances section of our Human Rights Statement. Pattern's Ethics Hotline Policy aims to encourage and enable all directors, officers, employees, consultants and contractors of the Company, without fear of retaliation, to raise concerns regarding suspected unethical and/or illegal conduct or practices on a confidential and, if desired, anonymous basis so the Company can address and correct inappropriate conduct and actions. In situations when someone prefers to place a confidential, anonymous report, they are encouraged to use our ethics hotline hosted by EthicsPoint. Independent third-party representatives who speak the native language of callers take questions and concerns over the phone and reports may also be made through a web portal or mobile application.
2-17	Collective knowledge of the highest governance body	Governance - Our Approach	

GRI 2: General Disclosures – Strategy, Policies, and Practices

GRI No.	Description	Report Section	Additional Information and Omissions
2-22	Statement on sustainable development strategy	Message from Our CEO Message from Our President	
2-23	Policy commitments	Sustainability - Our Approach Environmental Responsibility Workforce - Our Approach in Practice Health and Safety - Our Approach Community and Culture - Our Approach Governance - Progress and Impact	Pattern's commitments related to responsible business conduct are described in various policies and statements, including our Statements of Health and Safety, Community and Cultural, Environmental, and Diversity, Equity, and Inclusion Commitments, which our signed by our CEO. Pattern's Human Rights Statement and Supplier Code of Conduct reference the United Nations Guiding Principles on Business and Human Rights and Universal Declaration of Human Rights. Additional international standards inform our policies and practices, including UN Declaration on the Rights of Indigenous Peoples, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the Equator Principles. Our Green Financing Framework describes our contributions to the United Nations Sustainable Development Goals and our due diligence approach. Our Human Rights Statement and Supplier Code of Conduct are approved by our Executive Committee. Each of these are available on our website and were communicated with staff during the reporting period through our employee intranet and through a lunch and learn. Statement of Health and Safety Commitments Statement of Community and Cultural Commitments Statement of Diversity, Equity, and Inclusion Commitments Statement of Environmental Commitments Human Rights Statement Supplier Code of Conduct Green Financing Framework
2-24	Embedding policy commitments	Sustainability - Our Approach Environmental Responsibility Workforce - Our Approach in Practice Health and Safety - Our Approach Community and Culture - Our Approach, Our Approach in Practice Governance - Progress and Impact	Statement of Health and Safety Commitments Statement of Community and Cultural Commitments Statement of Diversity, Equity, and Inclusion Commitments Statement of Environmental Commitments Human Rights Statement Supplier Code of Conduct Green Financing Framework
2-25	Processes to remediate negative impacts	Workforce Governance - Our Approach in Practice	Human Rights Statement Supplier Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	Workforce Governance - Our Approach in Practice	Human Rights Statement Ethics Hotline

GRI No.	Description	Report Section	Additional Information and Omissions
2-27	Compliance with laws and regulations		There were no significant instances of non-compliance with laws and regulations resulting in fines paid during the reporting period.
2-28	Membership associations	Sustainability - Progress and Impact	Industry Trade Organizations Advanced Energy United: Board Member Advanced Power Alliance: Executive Committee Member American Clean Power Association: Founder, Board Member American Council on Renewable Energy: Board Member Canadian Renewable Energy Association: Non-voting Board Member, Quebec Steering Committee member Clean Energy Buyers Association: Member Clean Grid Alliance: Board Member Clean Power Institute: Board Member Interwest Energy Alliance: Board Member MAREC Action: Member North American Generator Forum, Member Renewable Northwest, Member Southern Renewable Energy Association, Member Industry Biodiversity Collaborations American Clean Power Association: Eagles Subcommittee Chair, Migratory Birds Committee Member, Bats Committee Member Avian Power Line Interaction Committee: Participant Canada Renewable Energy Association: Alberta Bat Policy Working Group Member Energy and Wildlife Action Coalition: Founder, Steering Committee Member, Policy Committee Member Renewable Energy Wildlife Institute: Founder, Board Member, Research Committee Co-chair, Outreach Committee Co-chair, Research Fund Executive Committee Member

GRI 2: General Disclosures – Stakeholder Engagement			
GRI No.	Description	Report Section	Additional Information and Omissions
2-29	Approach to stakeholder engagement	Message from our CEO Sustainability Environmental Responsibility Community and Culture	Stakeholders are core to Pattern’s sustainability program and a key driver of our company’s success. We define our stakeholder groups as those that can affect or be affected by Pattern’s performance. We actively seek stakeholder input and gather a variety of perspectives, which in turn helps us make better business and sustainability decisions. Internal Board of Directors Employees Employee Resource Groups Executive Team Pattern Leadership Team External Auditors Colleges and universities Customers and off-takers Federal, regional and local elected officials First Nations Indigenous Peoples Industry associations Industry subject matter experts Insurance underwriters Lenders and bondholders Nongovernmental organizations Nonparticipating landowners Participating landowners Permitting authorities Project area communities Rating agencies Regulators and government agencies Shareholders Tribal Nations Vendors and suppliers
2-30	Collective bargaining agreements		Pattern employees are not part of a union. We work closely with our construction partners and encourage the use of local workers and subcontractors when feasible, including local union labor. Strong labor partnerships help us deliver projects safely, on time, and on budget, while supporting local economies. Our construction contractors have engaged local union trades on many of our projects, including Gulf Wind, Ocotillo Wind, Hatchet Ridge Wind, Western Spirit and SunZia Transmission, and Heritage Prairie Wind.

GRI 3: Material Topics			
GRI No.	Description	Report Section	Additional Information and Omissions
3-1	Process to determine material topics	Sustainability - Our Approach	An ESG double materiality assessment conducted by third-party experts every three years helps us define and prioritize our sustainability focus areas. In 2024, we finalized our latest double materiality assessment that began in 2023.The process undertaken is described in the Sustainability Approach section of our 2024 Sustainability Report under Determining What Matters Most.
3-2	List of material topics	Sustainability - Our Approach	Environmental Responsibility — Biodiversity: Measuring, reducing, and mitigating our impacts on natural ecosystems and biodiversity. — Energy use and carbon footprint: Measuring, managing, and mitigating energy consumption and our carbon footprint. — Climate strategy and resilience: Measuring, managing, and mitigating climate-related impacts to our business. — Waste management: Measuring, reducing, and recycling waste from corporate offices and facility operations and repowers. Social Responsibility — Community engagement and communications: Engaging and communicating with local stakeholders and communities where we develop, construct, and operate our projects. — Community giving and economic development: Supporting local businesses, organizations, and causes in the communities where we have a presence. — Diversity, equity, and inclusion: Developing and implementing strategies, policies, and programs that support a diverse, equitable, and inclusive workplace. — Employee attraction, engagement, and retention: Fostering a positive workplace experience with engaged employees and competitive benefits to attract and retain top talent. — Employee education and development: Helping employees achieve their full potential and goals through ongoing personal and professional learning and development opportunities. — Human rights: Respecting internationally recognized human rights across our business activities and value chain. — Indigenous Peoples and cultures: Respecting the rights, heritage, and history of Indigenous Peoples and supporting Indigenous partnerships and businesses throughout our value chain. — Safety, health, and wellness: Supporting and promoting a culture of safety and wellbeing for our employees and contractors through practices, policies, and programs. Governance — Business ethics and compliance: Adhering to ethical and responsible business standards through strong corporate governance practices and compliance with applicable laws and regulations. — Data privacy and information security: Protecting data and information systems throughout our enterprise by enacting mechanisms to prevent privacy violations and mitigate cybersecurity threats. — Public policy and advocacy: Promoting responsible legislative and regulatory policy and processes that support our business and industry through advocacy, lobbying, and political contributions. — Sustainable finance: Conducting due diligence prior to investing in new projects, acquisitions, and partnerships with the intent to avoid, reduce, and mitigate potential negative social and environmental impacts and optimize the positive impacts that may result from our investments. — Sustainable procurement: Committing to ethical procurement practices by managing materials sourcing, promoting fair social and environmental practices, and supporting local and diverse-owned businesses.
3-3	Management of material topics	Sustainability Environmental Responsibility Social Responsibility Governance	

Topic-Specific Standards

GRI 201: Economic Topics – Economic Performance			
GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Our Company - What We Do Community and Culture	
201-1	Direct economic value generated and distributed (EVG&D)	Sustainability Highlights Our Company - What We Do Community and Culture - Progress and Impact, Performance Metrics	As a private company, the following metrics are confidential: direct economic value generated and distributed on an accruals basis, revenues, operating costs, wages and benefits, and payments to providers of capital.
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice Governance	2025 Climate Risk and Resilience Report
201-3	Defined benefit plan obligations and other retirement plans		Pattern has established retirement plans designed to provide certain benefits to eligible employees. For example, a 401(k) plan with immediate vesting, company contributions of 5% of the employee’s eligible compensation up to the IRS annual compensation limit, and retirement planning resources.

GRI 203: Economic Topics – Indirect Economic Impacts

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce - Our Approach in Practice Community and Culture - Progress and Impact	Pattern projects create indirect economic impacts through the purchase of goods and services, spending by workers and contractors, demand for local businesses, and long-term investments in workforce development and community resilience. Pattern seeks to maximize these benefits by engaging with community groups, local suppliers, contractors, and service providers. In many cases, we hire third parties to conduct economic impact analyses during project development.
203-1	Infrastructure investments and services supported	Sustainability Highlights Environmental Responsibility - Progress and Impact Community and Culture - Progress and Impact	
203-2	Significant indirect economic impacts	Message from our CEO Sustainability Highlights Our Company - What We Do Community and Culture - Progress and Impact, Performance Metrics Message from Our President	Our SunZia Wind project is an example of how the demand for project materials and components can also contribute to the growth of manufacturing jobs and production plants across the country. GE Vernova and Vestas Americas both announced the demand created for SunZia wind turbine components contributed to expansions of their factories in Florida and Colorado, respectively. GE Vernova’s nacelle facility in Florida and blade factory in North Dakota, as well as tower manufacturing facilities in New Mexico, Colorado, and Texas, all contributed components for SunZia Wind. South of Albuquerque, New Mexico, Texas-based Arcosa Inc. repurposed a shuttered factory that used to produce red silo cups to manufacture their wind towers for GE Vernova. Combined, these U.S.-based manufacturing plants and expansions employ thousands of factory workers. More details on this impact were described in Pattern’s 2025 Sustainability Report, Community and Culture section.

GRI 204: Economic Topics – Procurement Practices

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance - Our Approach, Progress and Impact	Supplier Code of Conduct
204-1	Proportion of spending on local suppliers	Governance - Progress and Impact	Pattern considers ‘significant locations of operation’ to be where we have corporate offices, construction projects, and operational facilities. We capture information about the location of our suppliers during our vendor onboarding process, including if they are considered locally or regionally owned relative to one of our corporate offices, construction projects, or operational facilities. We define local within 60 miles and regional as within 150 miles. The answers are synced to vendor profiles in our procurement platform.

GRI 205: Economic Topics – Anti-Corruption

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance - Our Approach, Our Approach in Practice	The Board of Directors monitors conflicts of interest in accordance with the company’s Code of Business Conduct and Ethics. Employees must abide by the Code of Business Conduct and Ethics and Anti-Corruption Policy and complete training on the policies, which is tracked in our Talent Management Platform. Adherence to the policies is documented through questionnaires and a controls certification process. We also require our suppliers to comply strictly with the U.S. Foreign Corrupt Practices Act and the anti-corruption laws of any other applicable jurisdiction, as documented in our Supplier Code of Conduct .
205-1	Operations assessed for risks related to corruption	Governance - Our Approach	Pattern’s Enterprise Risk Management program identifies and mitigates risks across the enterprise. Risks are categorized, tracked, and analyzed. Pattern performs diligence on suppliers, including monitoring through LSEG’s World Check system. Suppliers performing work deemed to be medium to high risk from a safety standpoint are further vetted through ISNetwork, which includes suppliers’ responses to an ESG survey. A portion of suppliers associated with Pattern’s operational facilities are assessed annually based on their responses to the survey.
205-2	Communication and training about anti-corruption policies and procedures	Workforce - Performance Metrics Governance - Our Approach	Pattern’s Code of Conduct and Business Ethics covers anti-corruption. Training on the Code of Conduct is mandatory for 100% of Pattern employees. Completion is tracked through our Talent Management Platform. Our Anti-Corruption Policy is available on the Compliance Hub section of our employee intranet. All Pattern suppliers must adhere to our Supplier Code of Conduct, which covers anti-corruption topics.
205-3	Confirmed incidents of corruption and actions taken		None.

GRI 206: Economic Topics – Anti-Competitive Behavior

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance - Our Approach in Practice	Pattern’s Code of Conduct and Business Ethics covers compliance with antitrust and competition laws. Our suppliers are also required to comply with all fair competition and antitrust laws and regulations, per the company’s Supplier Code of Conduct .

GRI 302: Environmental Topics – Energy

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility - Performance Metrics	We track energy consumption across the enterprise via energy invoices, which account for stationary combustion related to back-up generators and purchased electricity for our offices and sites. We estimate our vehicle fleet's fuel consumption using mileage tracked by recording devices on each vehicle. A carbon management platform converts our energy consumption to greenhouse gas emissions. Our management approach and methodology is recorded in our Greenhouse Gas Inventory Management Plan.
302-1	Energy consumption within the organization		Total energy consumption in 2025 from Scope 1 and 2 sources within Pattern's operational control boundary and converted to megawatt-hours was 33,397 MWh, compared to 16,869,583 MWh of energy generated from Pattern's operational control of solar and wind power facilities in the same period. Total fuel consumption from non-renewable sources included the following: Diesel: 20,155 L Gasoline: 2,268 L Propane: 1804 GJ Natural Gas: 668 GJ
302-3	Energy intensity		0.0020 MWh consumed per MWh of energy generated based on Pattern's operational control for both energy generated and consumed. This includes energy consumption from all Scope 1 and Scope 2 sources, including fuel, electricity, heating and cooling, converted to megawatt-hours. 33,397 MWh energy consumed divided by 16,869,583 MWh energy generated from Pattern's operational control boundary.

GRI 303: Environmental Topics – Water and Effluents

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	Wind turbines and solar panels do not use water to generate energy. Unlike most other forms of energy generation, they do not withdraw, consume, recycle, or discharge water. Pattern locates and constructs our projects in ways to minimize impacts on waterways. Regulations in our jurisdictions govern impacts on groundwater, surface water, and wetlands. For example, all U.S. projects are required to prepare a Stormwater Pollution Prevention Plan and submit a Notice of Intent before the start of construction. We require our construction contractors provide water management plans related to sourcing and consumption of water needed for construction activities. During facility operations, our sites obtain water for use in the Operations and Maintenance buildings' kitchens and restrooms from on-site water wells, municipal connections, and/or bulk water delivery. Our corporate offices purchase water to meet the needs of their kitchens and restrooms from municipal utilities.
303-1	Interactions with water as a shared resource		We require our construction contractors to provide water management plans.
303-2	Management of water discharge-related impacts		Our facilities do not discharge water.
303-3	Water withdrawal		Of the sites for which water consumption could be measured during the 2025 reporting period, 0.62 megaliters was from on-site water wells and 0.67 megaliters was from third-party sources (0.50 megaliters from municipal water supply and 0.17 from bulk delivery water).
303-4	Water discharge		Our facilities do not discharge water.
303-5	Water consumption		During facility operations, our sites obtain water for use in the Operations and Maintenance buildings' kitchens and restrooms from on-site water wells, municipal connections, and/or bulk water delivery. Of the nearly 25% of sites for which water consumption could be calculated in 2025, the total was 1.28 megaliters.

GRI 304: Environmental Topics – Biodiversity

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility	Statement of Environmental Commitments
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Responsibility - Our Approach in Practice	Statement of Environmental Commitments
304-3	Habitats protected or restored	Environmental Responsibility - Our Approach in Practice, Progress and Impact Social Responsibility - Fostering Collaboration with Indigenous Nations	The following are examples of we protected or restored habitats near our project areas or regions. We conducted comprehensive field surveys and early consultations with Indigenous Peoples and the Illinois Department of Natural Resources when planning Heritage Prairie Wind. As a result, we established a solar pollinator habitat to promote local biodiversity, particularly for native bee and butterflies. Our SunZia Wind and Transmission project provided an opportunity to apply industry-leading biodiversity mitigation. We implemented a layered mitigation strategy for migratory bird corridors and sandhill crane flyways, including the deployment of ultraviolet line marking technology, aerial surveys in collaboration with ornithologists, and riparian zone restoration. We purchased an 1,100-acre property along the Rio Grande River in New Mexico to restore its habitat and donate it to become part of the nearby state or federal wildlife properties. Our species mitigation framework led to significant conservation agreements and protection efforts, including a cactus salvage and replanting partnership with the Arizona Game and Fish Department. Working with Bat Conservation International, a local saguaro cactus grower, and environmental consultant Canacre, we are relocating thousands of agave and saguaros to benefit bats, birds, and other wildlife.

GRI 305: Environmental Topics – Emissions			
GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility - Performance Metrics	2025 Climate Risk and Resilience Report
305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility - Performance Metrics	Pattern’s Greenhouse Gas (GHG) Inventory Management Plan provides a comprehensive overview of our GHG inventory processes, sources, and methodologies across Scopes 1, 2, and 3 categories. The reporting in our Sustainability Report follows the operational control consolidation approach for Pattern’s utility-scale assets and corporate offices. GHG emissions for FY2025 were calculated following the GHG Protocol using the Workiva Carbon platform to perform conversions. Scope 1 GHG emissions: 1,309 mtCO₂e Gases included in the calculation: CO₂, CH₄, N₂O Global warming potential (GWP) rates used: IPCC AR6 Scope 1 emissions increased in 2025 due to identification of new stationary combustion sources (back-up generators) from facility surveys and growth in Pattern’s operating vehicle fleet and higher vehicle activity. Comparisons with 2024 are also influenced by methodological improvements, including updated vehicle classifications and a transition to a distance-based calculation approach using automated fleet mileage data.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility - Performance Metrics	Pattern’s Greenhouse Gas (GHG) Inventory Management Plan provides a comprehensive overview of our GHG inventory processes, sources, and methodologies across Scopes 1, 2, and 3 categories. The reporting in our Sustainability Report follows the operational control consolidation approach for Pattern’s utility-scale assets and corporate offices. GHG emissions for FY2025 were calculated following the GHG Protocol using the Workiva Carbon platform to perform conversions. Scope 2 GHG emissions: 9,526 mtCO₂e Gases included in the calculation: CO₂, CH₄, N₂O Global warming potential (GWP) rates used: IPCC AR6
305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility - Performance Metrics	Pattern’s Greenhouse Gas (GHG) Inventory Management Plan provides a comprehensive overview of our GHG inventory processes, sources, and methodologies across Scopes 1, 2, and 3 categories. The reporting in our Sustainability Report follows the operational control consolidation approach for Pattern’s utility-scale assets and corporate offices. GHG emissions for FY2025 were calculated following the GHG Protocol using the Workiva Carbon platform to perform conversions. Total Scope 3 GHG emissions: 795,952 mtCO₂e. Category 1: 132,665 mtCO₂e. Category 2: 659,088 mtCO₂e. Category 3: 2,013 mtCO₂e. Category 6: 2,186 mtCO₂e. Gases included in the calculation: CO₂, CH₄, N₂O Global warming potential (GWP) rates used: IPCC AR6 Year-over-year increases in Scope 3 emissions were primarily driven by changes in activity levels and spend composition. Purchased Goods and Services (Category 1) emissions increased due to greater spend on transmission and interconnection-related activities with higher associated emission factors. Capital Goods (Category 2) emissions rose largely in line with increased capital expenditure, with no material change in emissions intensity. Business Travel (Category 6) emissions increased primarily due to higher air travel associated with the company’s growth and development activities. Fuel and Energy Related Activities (Category 3) was a new category for our reporting.
305-4	GHG emissions intensity	Environmental Responsibility - Performance Metrics	0.00064 mtCO ₂ e/MWh when accounting for the operational control boundary and dividing GHG Scope 1 and 2 by MWh generated. When accounting for Scopes 1, 2, and 3, the GHG emissions intensity is 0.04782 mtCO ₂ e/MWh.

GRI 306: Environmental Topics – Waste			
GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Environmental Responsibility - Performance Metrics	Pattern’s operational facilities comply with applicable federal, provincial, state, and local waste handling and disposal regulations. Each facility has a Waste Management Plan to help ensure we manage our waste in alignment with all relevant laws and regulations. Our teams review plans annually to confirm that waste designation forms and vendors are accurate and appropriate.
306-2	Management of significant waste-related impacts	Environmental Responsibility - Performance Metrics	Pattern generates a small amount of “universal waste,” such as fluorescent light bulbs and batteries, which we dispose of via vendors with appropriate experience handling the materials. Due to our minimal waste production, we qualify as a Very Small Quantity Generator under U.S. Environmental Protection Agency (EPA) regulations. We recycle used oil from gearboxes and other sources, producing no “waste oil” per regulatory categories. Used oil at wind facilities includes gearbox lubrication, hydraulic fluid, and grease for the yaw pitch in the nacelle. We change wind turbine oils based on analytical results from sampling, which averages about once every seven years per turbine. An approved waste management vendor recycles the oil by filtering out water and metal contaminants. Solar facilities only use small amounts of oil for lubrication sealed inside the tracking motors. These do not require replacement or maintenance. Our Ocotillo Wind Blade Replacement Program concluded in 2025 and demonstrated our ability to responsibly enhance reliability and performance by recycling retired blades.

GRI 308: Environmental Topics – Supplier Environmental Assessment			
GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Sustainability - Our Approach in Practice Governance - Progress and Impact	We expect suppliers to support our objectives and commitment to producing and transporting renewable energy to consumers in a way that respects the integrity of our environment. This includes complying with all environmental laws and regulations as a minimum standard, implementing best practices where local regulations are not as stringent, and using best practices to prevent pollution, conserve natural resources, and respect wildlife and their habitat. Our expectations for suppliers are documented in our Supplier Code of Conduct .
308-1	New suppliers that were screened using environmental criteria	Governance - Progress and Impact	Pattern uses third-party services to vet suppliers, such as ISNetwork’s ESG Assure feature that includes environmental criteria.

GRI 401: Social Topics – Employment			
GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce	
401-1	New employee hires and employee turnover	Workforce - Performance Metrics	New employee hires:137 Employee turnover: 13.60%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		—AD&D and supplemental AD&D insurance —Bereavement leave and support —Cleo family support program, including access to birth and postpartum doulas, lactation consultants, child development experts, and personalized family guidance —Company-provided medical, dental, and vision insurance —Commuter benefits —Employee Assistance Program —Health/Life Savings Account with employer contributions —Five weeks of paid time off —Medical and dependent care Flexible spending accounts —Hospital indemnity, accident and critical illness insurance —Legal support —Life and supplemental life insurance —Paid parental leave for mothers up to 25 weeks —Paid parental leave for fathers and adoptive parents up to 13 weeks —Pet insurance —401(k) plan with immediate vesting, company contributions up to 5% and retirement planning resources —Short-term and long-term disability insurance —Travel assistance services —Wellness credit of \$75 per month for all employees
401-3	Parental leave		Paid parental leave for mothers up to 25 weeks Paid parental leave for fathers and adoptive parents up to 13 weeks

GRI 403: Social Topics – Occupational Health and Safety			
GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Health and Safety	Statement of Health and Safety Commitments
403-1	Occupational health and safety management system	Health and Safety	Pattern's Safety Management System (SMS) provides the framework for managing health and safety across development, construction, operations, and corporate offices. The system consists of policies, procedures,safe work instructions, emergency preparedness and response plans, incident reporting, hazard identification and risk controls, safety audits, performance monitoring, and continuous improvement practices designed to protect employees, contractors, and communities.
403-2	Hazard identification, risk assessment and incident investigation	Health and Safety	
403-5	Worker training on occupational health and safety	Workforce - Performance Metrics Health and Safety - Our Approach, Our Approach in Practice	We instill a culture of safety that begins with employee onboarding and continues with consistent training, partnerships with our contractors and communities, and rewarding safety. All employees must complete training on our Safety Management System, Safety Reporting Process, and Next Level Safety. Our Next Level Safety campaign builds on our commitment to develop a best-in-class program by focusing on psychological safety in addition to on physical safety. Field staff participate in additional mandatory training on various safety, first aid, and topics specific to their work. Pattern adopted the Global Wind Organization (GWO) training curriculum to certify our turbine technicians. We require they receive GWO and Qualified Electrical Worker certifications. Teams regularly review response plans and conduct safety drills to be better prepared before an emergency arises.
403-6	Promotion of worker health	Health and Safety - Our Approach in Practice	Pattern puts our recognition of the importance of mental health into actionable efforts to reduce stress, including trainings and programs to increase awareness of mental health and employee resources. Pattern's Employee Assistance Program (EAP) offers 24/7 access to comprehensive wellness support, complemented by proactive health initiatives from our medical insurance provider. Based on employee feedback and organizational needs, we continue to support a hybrid work model across our corporate locations, allowing teams to work in the office on designated days and come together for collaborative weeks. We also raised our wellness reimbursement stipend for all employees to \$75/month.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety - Our Approach	During a project's preconstruction phase, the team begins construction safety planning and incorporates contractor screening into our third-party prequalification platform, ISNetworld. ISNetworld examines contractors' safety management programs to ensure they align with regulatory standards and Pattern's established requirements for contractors. Our EPC contractors hire and manage their subcontractors, and we require subcontractors who will perform high-risk work to prequalify to our safety standards. Once an EPC contractor is partnered with Pattern, we work together to create site specific safety plans. The final safety plan developed with all companies involved, ensures consistency in how safety on the worksite is managed, We perform contractor audits and employ independent monitors to review safety compliance. If we find a safety gap, we work with the contractor to help them improve.
403-8	Workers covered by an occupational health and safety management system	Health and Safety - Our Approach	All workers in our offices and at our sites are covered by our Safety Management System, regardless of whether they are Pattern employees.
403-9	Work-related injuries	Health and Safety - Performance Metrics	Pattern Employees: Total hours worked, 1,362,745. Fatalities, 0. Total Recordable Injuries, 2. Total Recordable Injury Rate, 0.29, based on 200,000 hours worked. Near miss incidents, 9. Pattern Contractors: Total hours worked, 8,424,797. Fatalities, 0. Total Recordable Injuries, 29. Total Recordable Injury Rate,0.69, based on 200,000 hours worked. Near miss incidents, 37.

GRI 404: Social Topics – Training and Education

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce	
404-1	Average hours of training per year per employee	Workforce - Performance Metrics	Average Training Hours Field Staff (Mandatory) - 61 Average Training Hours Field Staff (Voluntary) - 14 Average Training Hours Field Staff (Total) - 75 Average Training Hours Non-Field Staff (Mandatory) - 10 Average Training Hours Non-Field Staff (Voluntary) - 5 Average Training Hours Non-Field Staff (Total) - 15
404-2	Programs for upgrading employee skills and transition assistance programs	Workforce - Our Approach in Practice Health and Safety - Our Approach	
404-3	Percentage of employees receiving regular performance and career development reviews	Message from our CEO Workforce - Our Approach in Practice, Progress and Impact	To ensure clear performance expectations and career progression, every employee participates in a structured performance management process, including annual goal setting and formal mid-year and end-of-year assessments. Our talent management platform helps employees track their progress, access new learning content, and assign or explore training across disciplines. As part of this process, employees and managers discuss desired career paths and training.

GRI 405: Social Topics – Diversity and Equal Opportunity

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce - Our Approach in Practice	Pattern is committed to a workplace where all employees feel a sense of belonging, regardless of background, characteristics, or abilities. We want our employees to feel valued, appreciated, and supported. We demonstrate this commitment through the work of Pattern's leadership and Employee Resource Groups, which help the company foster a culture of mutual respect and attract and retain talent. Having diverse teams and leadership, and providing an environment where employees from underrepresented groups are encouraged and empowered, leads to a more engaged workforce that yields better outcomes for both our employees and business. Statement of Diversity, Equity, and Inclusion Commitments
405-1	Diversity of governance bodies and employees	Sustainability Highlights Workforce - Performance Metrics Governance - Our Approach	Gender Diversity: Female Employees (US) - 34% Male Employees (US) - 66% Female Employees (Canada) - 30% Male Employees (Canada) - 70% Female Employees (US and Canada) - 34% Male Employees (US and Canada) - 66% Age Diversity: Below 30 (US) - 11% Between 30 and 50 (US) - 70% Above 50 (US) - 19% Below 30 (Canada) - 10% Between 30 and 50 (Canada) - 72% Above 50 (Canada) - 18% Below 30 (US and Canada) - 11% Between 30 and 50 (US and Canada) - 70% Above 50 (US and Canada) - 19% Governance Bodies and Management Diversity: Management Roles Held by Women - 36% Senior Management Roles Held by Women - 33% Management Roles Held by Racially and Ethnically Diverse Employees - 33% Senior Management Roles Held by Racially and Ethnically Diverse Employees - 31% Board of Directors Roles Held by Women - 44% Racial and Ethnic Representation in U.S. Workforce: Racially and Ethnically Diverse - 38% White (non-Hispanic or Latino) - 62% Asian - 14% Hispanic/Latino - 14% Black/African-American - 6% Two or more races - 3% American Indian/Alaska Native - 1%
405-2	Ratio of basic salary and remuneration of women to men		The ratio is not reported. Pattern provides competitive, equitable, and comprehensive employee compensation and benefits to all full-time employees. Our Total Rewards team evaluates our compensation programs annually to help ensure we are aware of the full range of benefits available for employees, what's competitive, and what's equitable. We engage an external firm to review our pay and benefits packages compared to market trends in compensation, including that we are paying our employees equitably for equal work, to help ensure fairness to our employees. Pattern's Executive Team and Board of Directors review our annual salary and bonus process, and manager training and employee information sessions on rewards programs occur annually.

GRI 406: Social Topics – Non-Discrimination

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Workforce	Human Rights Statement
406-1	Incidents of discrimination and corrective actions taken		None.

GRI 408: Social Topics – Child Labor

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance - Our Approach, Progress and Impact	Pattern integrates internationally recognized human rights standards across our business practices, which apply to employees, affiliates, and subsidiaries. We respect workers’ rights and have policies and systems to support our obligations and commitments to our workforce. We prohibit forced labor, child labor, modern slavery, and human trafficking in any part of our business, and maintain policies and systems to verify worker eligibility and uphold a safe, fair, and lawful workplace. Pattern’s Human Rights Statement is published on our website. Human Rights Statement Supplier Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	Governance - Our Approach, Progress and Impact	Our suppliers must comply with all applicable laws, including, but not limited to, laws related to forced or compulsory labor and the minimum age of labor. Pattern’s Supplier Code of Conduct documents the minimum standards our suppliers should meet regarding compliance with applicable law and ethical business practices, We include the Supplier Code of Conduct in our standard terms and conditions that apply to manufacturers, distributors, vendors, contractors, and other suppliers who provide goods and services to Pattern and its subsidiaries. Pattern performs due diligence and ongoing monitoring of our suppliers using LSEG’s World-Check system. We vet our construction and operations suppliers further through third-party prequalification firm ISNetworld. The ESG Assure feature of ISNetworld captures suppliers’ responses to an ESG survey, which includes human rights topics. Human Rights Statement Supplier Code of Conduct

GRI 409: Social Topics – Forced or Compulsory Labor

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance - Our Approach, Progress and Impact	Pattern integrates internationally recognized human rights standards across our business practices, which apply to employees, affiliates, and subsidiaries. We respect workers’ rights and have policies and systems to support our obligations and commitments to our workforce. We prohibit forced labor, child labor, modern slavery, and human trafficking in any part of our business, and maintain policies and systems to verify worker eligibility and uphold a safe, fair, and lawful workplace. Pattern’s Human Rights Statement is published on our website. Human Rights Statement Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Governance - Our Approach, Progress and Impact	Our suppliers must comply with all applicable laws, including, but not limited to, laws related to forced or compulsory labor and the minimum age of labor. Pattern’s Supplier Code of Conduct documents the minimum standards our suppliers should meet regarding compliance with applicable law and ethical business practices, We include the Supplier Code of Conduct in our standard terms and conditions that apply to manufacturers, distributors, vendors, contractors, and other suppliers who provide goods and services to Pattern and its subsidiaries. Pattern performs due diligence and ongoing monitoring of our suppliers using LSEG’s World-Check system. We vet our construction and operations suppliers further through third-party prequalification firm ISNetworld. The ESG Assure feature of ISNetworld captures suppliers’ responses to an ESG survey, which includes human rights topics. Human Rights Statement Supplier Code of Conduct

GRI 411: Social Topics – Rights of Indigenous Peoples

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Message from our CEO Our Company - What We Do Sustainability - Our Approach Social Responsibility - Fostering Collaboration with Indigenous Nations	Human Rights Statement Statement of Community and Cultural Commitments

GRI 413: Social Topics – Local Communities

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Community and Culture	Statement of Community and Cultural Commitments
413-1	Operations with local community engagement, impact assessments and development programs	Community and Culture	All Pattern’s operational facilities during the report period had local stakeholder engagement plans, benefit programs, and ongoing environmental monitoring. The site-specific plans are governed by Pattern’s Community Management System and Environmental Management System and their embedded guidance and procedures.
413-2	Operations with significant actual and potential negative impacts on local communities	Community and Culture	None.

GRI 414: Social Topics – Supplier Social Assessment

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Sustainability - Our Approach Health and Safety Governance - Our Approach, Progress and Impact	Pattern’s Supplier Code of Conduct documents the minimum standards Pattern expects our suppliers to meet, including on social topics. We perform due diligence and ongoing monitoring of our suppliers using LSEG’s World-Check system and ISNetworld. The ESG Assure feature of ISNetworld captures suppliers’ responses to an ESG survey, which includes social criteria.
414-1	New suppliers that were screened using social criteria	Sustainability - Our Approach in Practice Health and Safety Governance - Our Approach in Practice, Progress and Impact	All suppliers performing work on our project sites that entail safety risks, such as construction and operations contractors and subcontractors, are screened through our third-party prequalification firm ISNetworld. ISNetworld reviews contractors and subcontractors that perform work we consider medium-to-high safety risk, including examination of their management programs to confirm they align with minimum regulatory standards and Pattern’s established requirements for contractors. Supplier Code of Conduct

GRI 415: Social Topics – Public Policy

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

GRI 418: Social Topics – Customer Privacy

GRI No.	Description	Report Section	Additional Information and Omissions
3-3	Management of material topics	Governance - Our Approach, Progress and Impact	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance - Our Approach in Practice	None.

SASB Disclosures

Wind Technology & Project Developers

Disclosure Topic	Accounting Metric	Report Section	Additional Information and Omissions
Workforce Health and Safety	RR-WT-320a.1: Total recordable incident rate (TRIR) and fatality rate for direct employees and contract employees	Health and Safety - Performance Metrics	Statement of Health and Safety Commitments
Ecological Impacts of Project Development	RR-WT-410a.3: Description of efforts to address ecological and community impacts of wind turbine production through turbine design	Environmental Responsibility Community and Culture	Statement of Community and Cultural Commitments Statement of Environmental Commitments
Materials Sourcing	RR-WT-440a.1: Description of the management of risks associated with the use of critical materials	Governance	Supplier Code of Conduct

Solar Technology & Project Developers

Disclosure Topic	Accounting Metric	Report Section	Additional Information and Omissions
Ecological Impacts of Project Development	RR-ST-160a.2: Description of efforts in solar energy system project development to address community and ecological impacts	Environmental Responsibility Community and Culture	Statement of Community and Cultural Commitments Statement of Environmental Commitments
Management of Energy Infrastructure Integration & Related Regulations	RR-ST-410a.1: Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	Governance	
Management of Energy Infrastructure Integration & Related Regulations	RR-ST-410a.2: Description of risks and opportunities associated with energy policy and its impact on the integration of solar energy into existing energy infrastructure	Governance	
Materials Sourcing	RR-ST-440a.1: Management of risks associated with the use of critical materials	Governance	Supplier Code of Conduct
Materials Sourcing	RR-ST-440a.2: Description of the management of environmental risks associated with the polysilicon supply chain		Not applicable for our solar suppliers during the reporting period.
Activity Metric	RR-ST-000.B: Total capacity of completed solar energy systems	Sustainability Highlights Our Company	

TCFD Index

Pillar	Recommendation	Report Section	Additional Information and Omissions
Governance	Describe the board's oversight of climate-related risks and opportunities.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Governance	Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Strategy	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Risk Management	Describe the organization's processes for managing climate-related risks.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sustainability - Progress and Impact Environmental Responsibility - Our Approach in Practice Governance - Our Approach in Practice	Pattern's Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Pillar	Recommendation	Report Section	Additional Information and Omissions
Metrics and Targets	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Responsibility - Performance Metrics	Pattern’s Climate Risk and Resilience Report discloses the results of our 2025 enterprise climate risk assessment conducted in alignment with the 11 recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Scope 1 GHG emissions: 1,309 mtCO₂e Scope 2 GHG emissions: 9,526 mtCO₂e Total Scope 3 GHG emissions: 795,952 mtCO₂e Greenhouse gas emissions were calculated in accordance with the Greenhouse Gas Protocol and based on Pattern’s operational control of our North American utility-scale renewable energy business, including offices with more than one employee. Scope 1 includes our vehicle fleet and fuel purchased for heating and backup generators. Scope 2 reflects our purchased electricity and uses location-based methodology. Scope 3 includes categories 1, 2, 3 and 6. We added Scope 3, category 3 to our disclosures for the year 2025. Pattern uses the spend-based approach for Scope 3, categories 1 and 2 disclosures.
Metrics and Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environmental Responsibility - Performance Metrics	Pattern has not established formal climate-related targets used to manage climate-related risks and opportunities. Accordingly, we do not report performance against climate-related targets. We disclose estimated avoided emissions associated with electricity generated by Pattern’s operational utility-scale portfolio, calculated using applicable regional electricity emissions factors and generation from Pattern’s operational control boundary. Avoided emissions are not equivalent to reductions in Pattern’s reported Scope 1, Scope 2, or Scope 3 emissions. In 2025, our operations avoided an estimated 6,513,271 mtCO₂e from the electric sector due to the clean energy produced by assets within our operational control. The calculations for our U.S. sites utilize the 2023 regional emission rates for onshore wind and utility PV in the U.S., as provided by the U.S. Environmental Protection Agency’s AVOIDed Emissions and geneRation Tool (AVERT). For our Canadian sites, the 2023 regional emissions intensity of electricity generation is applied, as reported in Canada’s National Inventory Report submitted to the United Nations Framework Convention on Climate Change.

SDGs

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

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

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