2026 | Sustainability Report



Pattern

About the Report

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

- **Sustainability Accounting Standards Board (SASB) sector disclosures:**
  - Wind Technology & Project Developers
  - Solar Technology & Project Developers
  - Electric Utilities & Power Generators
- **United Nations Sustainable Development Goals (SDGs)**
- **Equator Principles**
- **Task Force on Climate-related Financial Disclosures (TCFD)**
- **International Sustainability Standards Board (ISSB)**

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

The performance metrics disclosed in this report relate to the calendar year ending Dec. 31, 2025. The affiliated **Disclosures Index** is available on our website, **PatternEnergy.com/sustainability.**

Except where indicated, the practices and metrics in this report apply to the operational boundary of our utility-scale North American business activities and assets. Metrics that are out of bounds for this report, unless otherwise noted, include those associated with our U.S. distributed energy affiliates, Solect Energy and Dynamic Energy, and our acquisition of Cordelio Power, which occurred in 2026.

Where applicable, data limitations and exclusions are described. References to Pattern Energy may include our predecessor entities. All financial figures reported are in U.S. dollars.

Data in this report has undergone rigorous internal review. No external assurance has been sought for this report.

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





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Message from our CEO

Power the Future

North America is in the midst of a generational transformation of the energy system, requiring significant infrastructure to meet growing demand and support deep, systemwide decarbonization. At Pattern, we are advancing some of the continent's most ambitious energy infrastructure projects while strengthening our operations, investing in our people and helping build a cleaner, more resilient grid.

As demand grows, we remain committed to engaging openly with communities, assessing and minimizing impacts and delivering infrastructure responsibly. Earning and maintaining trust remains essential to how we approach that work. SunZia Wind and Transmission, the largest renewable energy infrastructure project in U.S. history, is a clear demonstration of that commitment in practice.

Since our last report, SunZia has become fully operational, and our major transmission line is connecting large-scale, reliable generation in New Mexico to communities in Arizona and beyond. Delivering enough energy to power more than 1 million American homes every year, SunZia exemplifies Pattern's unique ability to deliver complex infrastructure projects responsibly.

Its success reflects expertise and coordination across disciplines, including engineering, construction, environmental stewardship, safety, local engagement, financing, procurement, energy markets and operations. I am especially proud of SunZia's strong safety performance and the dedication our people brought to a project of this scale.

The successful completion of SunZia gives me confidence in everything Pattern can accomplish next.

Our progress extends beyond SunZia. Heritage Prairie Wind began construction in Illinois, while the acquisition of Cordelio Power expanded our Canadian presence and North American platform. Together with our growing pipeline, these investments position us to meet customer needs, strengthen grid reliability and deliver responsible growth.

As more of our daily lives and economy depend on electricity, the work of building a reliable, affordable energy system becomes even more critical.
We will continue to push our boundaries, pursue new opportunities and bring Pattern's capabilities to bear on one of the defining challenges of our generation.

Pattern's people remain at the center of our work. We continue to invest in leadership and talent development, respond to employee feedback and build a workplace where people can grow and contribute their best ideas. Safety remains a core value, supported by strong leadership, contractor alignment, hazard recognition and the systems that help our teams work safely every day.

We bring this same focus to our environmental and community responsibilities. From development through operations, we work to manage impacts, protect natural and cultural resources, engage Indigenous Nations as rights holders and partners and build lasting relationships with landowners, communities, regulators and other stakeholders. Our approach is grounded in respect, openness and the understanding that enduring infrastructure depends on enduring relationships.

Sustainability connects these efforts and informs how we manage risk, make decisions, engage stakeholders and improve our operations. Delivering projects of unprecedented scale and complexity is not without challenges. When they arise, we address them directly, communicate transparently and let our values guide our decisions.

Our Power the Future vision challenges us to Drive the Market, Advance Together and Excel in Execution. These principles continue to guide how we pursue opportunities, work with partners and deliver increasingly complex infrastructure across North America.

We have much to be proud of and even more ahead of us.

The energy opportunity ahead is extraordinary and so is the responsibility that comes with it. SunZia has shown what Pattern can accomplish when ambition, expertise and values come together. As demand grows and the pressure to move faster intensifies, we will continue to address challenges directly, engage openly and hold ourselves to a high standard of execution.

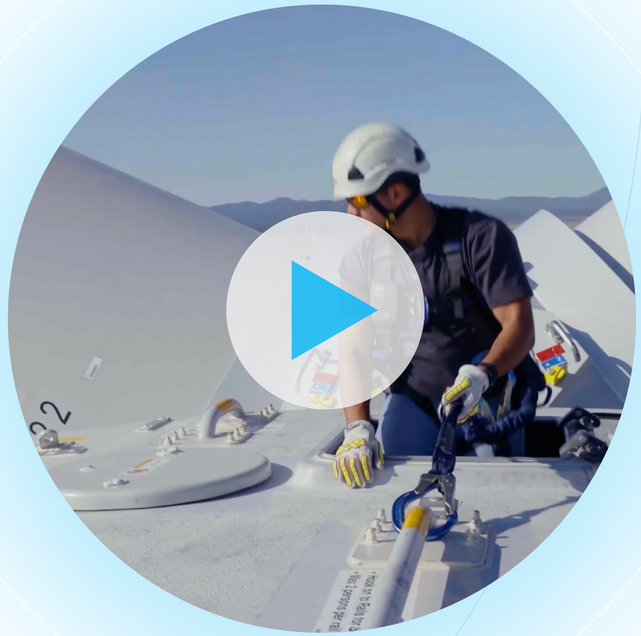
Thank you to everyone whose commitment, transparency and willingness to do the hard things the right way have prepared Pattern for this moment and positioned us to lead in meeting the energy needs ahead.



Hunter Armistead
Chief Executive Officer,
Pattern Energy



> The energy opportunity ahead is extraordinary and so is the responsibility that comes with it. SunZia has shown what Pattern can accomplish when ambition, expertise and values come together. As demand grows and the pressure to move faster intensifies, we will continue to address challenges directly, engage openly and hold ourselves to a high standard of execution.



2025 Sustainability Highlights

GENERATING SUSTAINABLE ENERGY

100% Clean energy portfolio

32 Facilities owned or operated

6 GW — Total installed capacity

17,840 GWh — Energy generated from total installed capacity

4.4 million — People's needs met equivalent

1,309 mt CO_2e — GHG Scope 1 Direct emissions from sources we own or operate

9,526 mt CO_2e — GHG Scope 2 Indirect emissions from purchased electricity

6,513,271 mt CO_2e — Avoided emissions from our clean generation

CONTRIBUTING TO OUR COMMUNITIES

$92.5 million — Landowner payments

$56.3 million — Property tax payments

$6.7 million — Community donations

$155.5 million — Total contributions to local economies



EMPOWERING OUR TEAMS

733
Pattern Energy employees

189
Employees of Solect Energy and Dynamic Energy, our distributed energy affiliates

PRIORITIZING HEALTH AND SAFETY



0.29
Pattern Energy employees Total Recordable Injury Rate (TRIR)

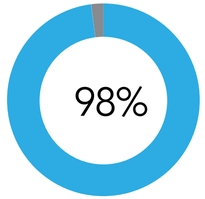


0.63
Pattern Energy employees + contractors TRIR

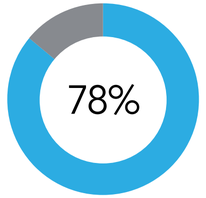


0.69
Pattern + affiliates + contractors TRIR

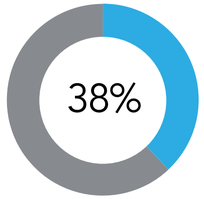
SUPPORTING OUR EXCEPTIONAL EMPLOYEES



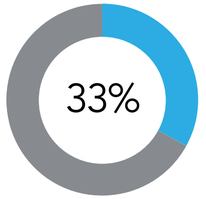
Employee survey participation rate



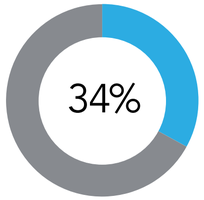
Employee engagement score



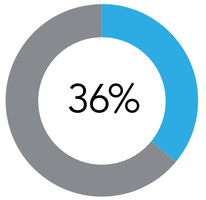
Racial & ethnic diversity in U.S. workforce



Management roles held by racially & ethnically diverse employees

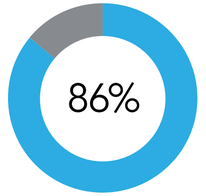


Female employees



Management roles held by women

32
Average employee training hours



Employee retention rate



Our Company

What We Do

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

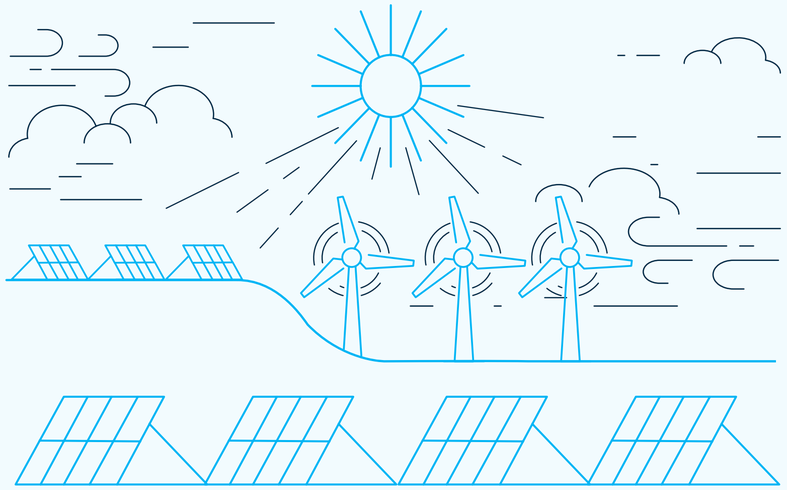
Our integrated business model allows us to take projects from early development through construction and long-term operations, combining large-scale infrastructure expertise with a focus on safe, reliable performance and lasting value for customers and communities.

Generation

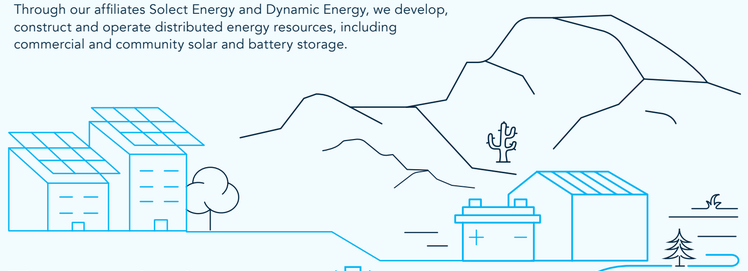
Utility-Scale Wind & Solar

32

utility-scale renewable energy facilities owned or operated



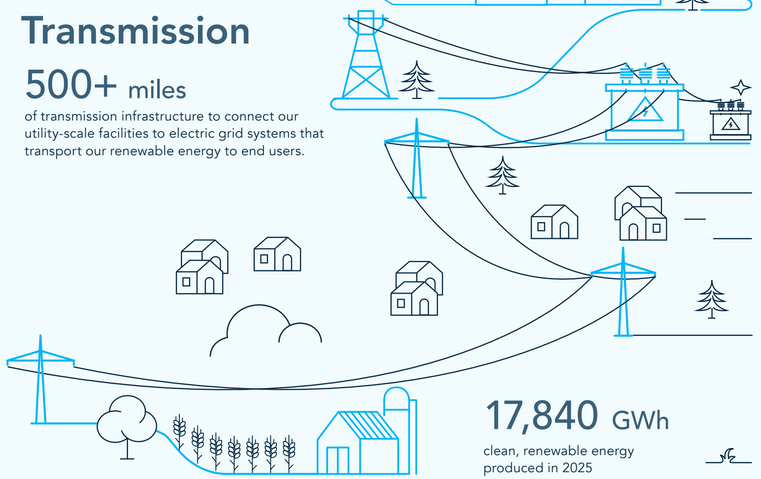
Through our affiliates Solect Energy and Dynamic Energy, we develop, construct and operate distributed energy resources, including commercial and community solar and battery storage.



Transmission

500+ miles

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



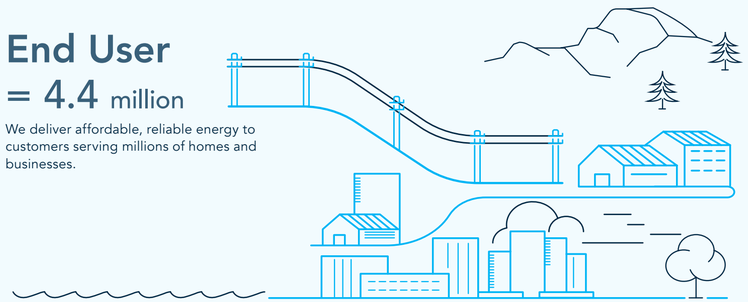
17,840 GWh

clean, renewable energy produced in 2025

End User

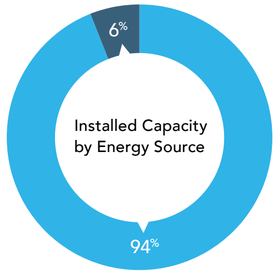
= 4.4 million

We deliver affordable, reliable energy to customers serving millions of homes and businesses.

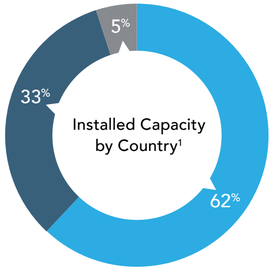


Note: Metrics relate to Pattern Energy's utility-scale operational portfolio, regardless of ownership percentage, during the 2025 calendar year.

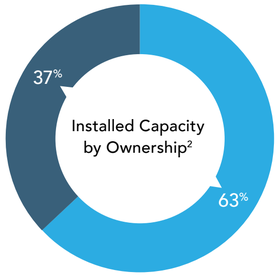
6,047 MW installed capacity



Wind	5,664 MW
Solar	383 MW



United States	3,768 MW
Canada	1,979 MW
Mexico	300 MW



Pattern Energy	3,785 MW
Other	2,262 MW

[1] Pattern currently operates or holds ownership interest.

[2] Excluding tax equity, Pattern owns 4,149 MW of installed capacity.

What Guides Us

Our Power the Future vision and three strategic pillars guide how we advance our business and deliver on our priorities:

Drive the Market

Advance Together

Excel in Execution

Together, they shape how we anticipate market needs, build lasting partnerships, foster an inclusive and collaborative culture, and continuously improve how we develop, construct and operate energy infrastructure.

Our core values of creative energy and spirit, pride of ownership and follow-through, and a team-first attitude shape how we work and make decisions.

These values are reinforced through formal commitments, management systems and governance structures that support responsible development, safe and inclusive workplaces, operational excellence, and long-term value for our customers, communities, employees and partners.



Building a Diversified Energy Portfolio

We are advancing a diverse development pipeline designed to meet growing demand and strengthen grid reliability across North America.

> SunZia Wind and Transmission became fully operational in 2026, delivering New Mexico wind energy through more than 550 miles of transmission line to customers across the western U.S.

In New Mexico, Bolo Transmission will strengthen regional grid connectivity and expand the capacity to move energy across the Southwest. We are also advancing wind, solar and storage projects across the Southwest, Midwest, Mid-South, Southeast and Puerto Rico, including Heritage Prairie Wind in Illinois and the Amanecer portfolio of battery storage projects supporting Puerto Rico's energy reliability.

Delivering Transformative Projects

SunZia exemplifies Pattern's ability to execute infrastructure at an exceptional scale. Developed over nearly two decades, the project spans New Mexico and Arizona and is now capable of supplying enough electricity to serve the annual needs of more than 1 million American homes.

Our engineering, construction and procurement teams work closely with contractors, suppliers, landowners and communities to manage complex projects while maintaining high technical, safety and environmental standards. That integrated approach supports execution from construction planning through the transition to operations.

Operating for the Long Term

Our responsibility continues well beyond construction. Pattern operates its facilities as an integrated fleet, sharing expertise and lessons learned to improve availability, anticipate technical challenges, prepare for extreme weather and manage equipment and supply needs.

Our Power Operations teams, Operations Control Center, and energy management and scheduling functions work together to support safe, reliable and compliant performance across the fleet. By connecting development, construction and operations within one enterprise, we can apply what we learn throughout the asset lifecycle and continuously strengthen how we deliver and operate energy infrastructure.



A Strong and Enduring Canadian Portfolio

Canada has been a cornerstone of Pattern's operating portfolio since our inception in 2009.

By year-end 2025, we operated 11 Canadian wind power facilities totaling nearly 2,000 MW of installed capacity across five provinces, with development assets in additional provinces. Our commitment to Canada is reinforced through our primary shareholder, CPP Investments, one of the world's largest institutional investors and the investment manager of the Canada Pension Plan. We share a long-term commitment to investing in critical infrastructure and creating lasting value.

> Alongside this growth, we have built enduring partnerships with Indigenous Nations, communities and local stakeholders.

This includes the internationally recognized Henvey Inlet Wind project (Ontario), a first-of-its-kind 50/50 partnership with Nigig Power Corporation, a subsidiary of Henvey Inlet First Nation. These relationships, combined with our long-term commitment to operations and community engagement, are foundational to Pattern's presence and impact across Canada.

Our long-term perspective also positions Pattern to support Canada's next era of energy infrastructure investment. As demand rises and provinces modernize their grids, opportunities are emerging across generation and transmission. In Québec, our 150 MW Broughton Wind project, selected by Hydro-Québec, supports local economic development and will help deliver reliable energy for years to come.

11
wind facilities across Canada

1,979 MW
of installed capacity across five provinces

> We're not just developing projects in Canada. We're helping build the infrastructure that will power its future.
>
> **Frank Davis**
> Canada Country Head





Note: Map displaying operational facilities as of December 31, 2025.

OPERATIONAL PORTFOLIO

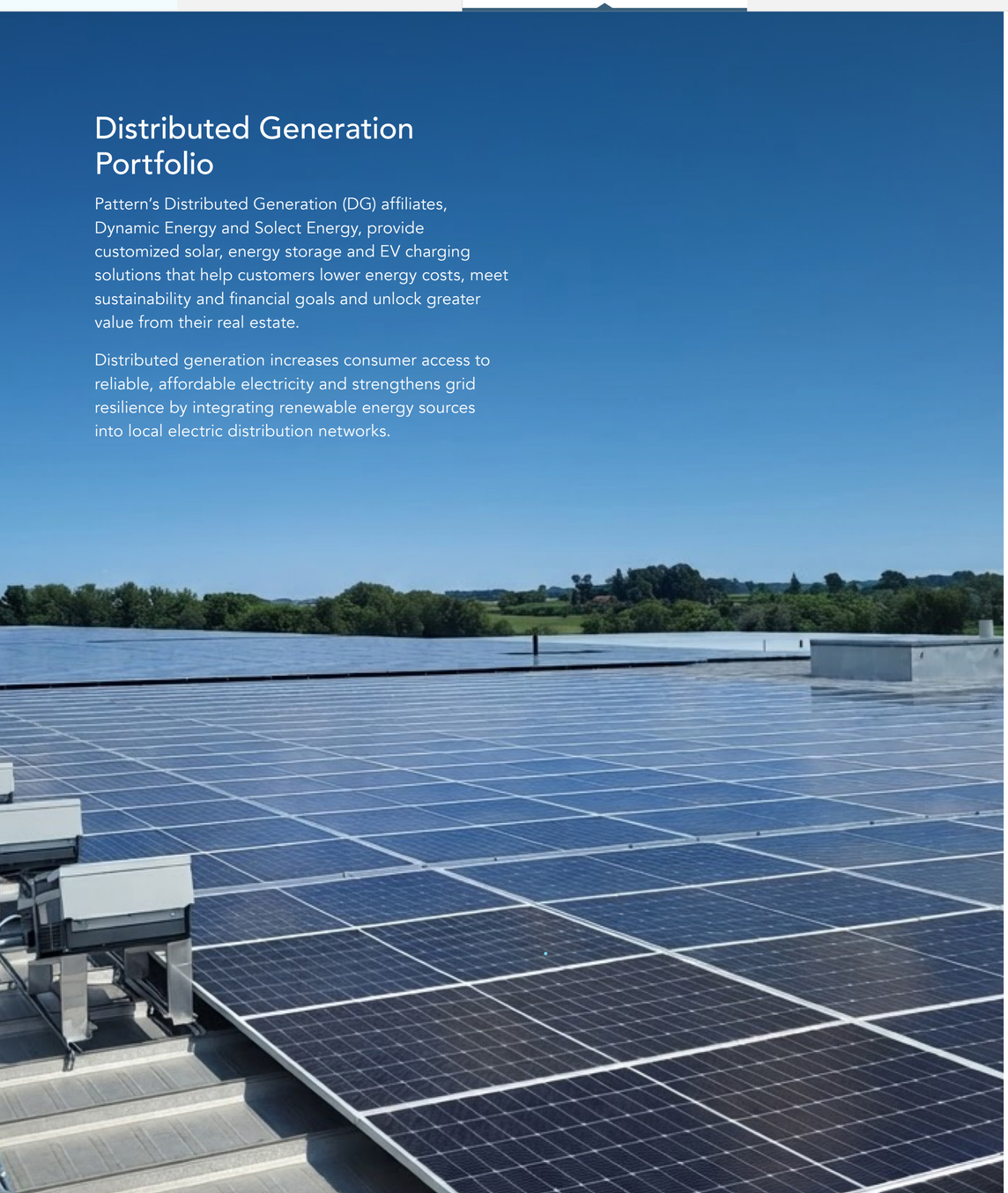
FACILITY	INSTALLED CAPACITY (MW)	COMMERCIAL OPERATION YEAR	STATE / PROVINCE / TERRITORY	COUNTRY
Amazon Wind Farm Fowler Ridge	150	2015	Indiana	U.S.
Armow Wind	180	2015	Ontario	Canada
Belle River Wind	100	2017	Ontario	Canada
Broadview Wind	324	2017	New Mexico	U.S.
Grady Wind	221	2019	New Mexico	U.S
Grand Renewable Wind	149	2014	Ontario	Canada
Gulf Wind	271	2009, 2021	Texas	U.S.
Hatchet Ridge Wind	101	2010	California	U.S
Helios Generation	150	2022	Zacatecas	Mexico
Henvey Inlet Wind	300	2019	Ontario	Canada
K2 Wind	270	2015	Ontario	Canada
Lanfine Wind	151	2023	Alberta	Canada
Logan's Gap Wind	200	2015	Texas	U.S.
Lost Creek Wind	168	2010	Missouri	U.S.
Meikle Wind	179	2016	British Columbia	Canada
Mont Sainte-Marguerite Wind	143	2018	Quebec	Canada
North Kent Wind	99	2018	Ontario	Canada
Ocotillo Wind	265	2012, 2013	California	U.S.
Panhandle Wind 1	218	2014	Texas	U.S.
Panhandle Wind 2	182	2014	Texas	U.S.
Phoenix Solar	83	2021	Texas	U.S.
Post Rock Wind	201	2012	Kansas	U.S.
Santa Isabel Wind	101	2012	Puerto Rico	U.S.
South Kent Wind	270	2014	Ontario	Canada
Spring Valley Wind	152	2012	Nevada	U.S.
St. Joseph Wind	138	2011	Manitoba	Canada
Stillwater Wind	80	2018	Montana	U.S.
Tuli Energy	150	2019	Zacatecas	Mexico
Western Spirit Wind - Clines Corner Wind	324	2021	New Mexico	U.S.
Western Spirit Wind - Duran Mesa	105	2021	New Mexico	U.S.
Western Spirit Wind - Red Cloud Wind	350	2021	New Mexico	U.S.
Western Spirit Wind - Tecolote Wind	272	2021	New Mexico	U.S.

Note: Installed capacity of operational sites as of December 31, 2025, irrespective of facility-specific ownership percentage and with installed capacity rounded to the nearest whole number. Solar power capacity in MWac. Visit **PatternEnergy.com** for current portfolio.

Distributed Generation Portfolio

Pattern's Distributed Generation (DG) affiliates, Dynamic Energy and Solect Energy, provide customized solar, energy storage and EV charging solutions that help customers lower energy costs, meet sustainability and financial goals and unlock greater value from their real estate.

Distributed generation increases consumer access to reliable, affordable electricity and strengthens grid resilience by integrating renewable energy sources into local electric distribution networks.



Dynamic Energy

Dynamic Energy is a national distributed generation asset developer and engineering, procurement and construction (EPC) provider for commercial and community solar and battery storage projects across the U.S., based in Philadelphia. In 2025, the company had more than 87 MW under construction across seven states, with an additional 20 MW developed in collaboration with partners and community stakeholders.

Approaching its 20th year, Dynamic has commercialized more than 300 projects totaling 646 MW. The company works with industrial real estate owners and third-party clean energy developers, providing in-house expertise across the full project lifecycle, from policy, interconnection and finance through engineering, procurement and construction.

Dynamic's employee programs support innovation, professional development and community service. In 2025, employees led a companywide initiative to build, stock and install Little Food Pantry boxes in communities near Dynamic's Pennsylvania solar projects. The company's annual employee engagement survey recorded an 81% overall score, with particularly high scores for social connection, management and work-life balance.

> Safety and quality are core pillars, reinforced by an internal motto, "See it. Say it. Sort it."

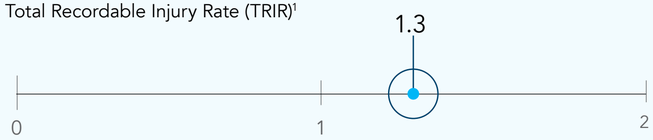
This motto empowers all employees to identify and resolve issues early. Dynamic is also a member of Amicus Solar Cooperative, a certified B Corporation and purchasing cooperative that advances best practices and fair policy across the solar industry.

PERFORMANCE METRICS

70 Employees[1]

87 MW Capacity under construction[1]

Total Recordable Injury Rate (TRIR)[1]



PORTFOLIO GROWTH

303 Number of projects commercialized[2]

646 MW Capacity developed and sold[2]

213 MW Capacity constructed[2]

[1] Metrics as of December 31, 2025, or relate to the 2025 calendar year.

[2] Metrics apply to Dynamic Energy from their inception in 2007 through December 31, 2025.

Note: Solar power capacity in MWdc. See **DynamicEnergy.com** to learn more about our distributed generation affiliate.

Solect Energy

Solect Energy is a commercial solar and energy storage developer serving businesses, institutions and public-sector organizations across New England. Based in Hopkinton, Massachusetts, the company develops, finances, constructs and maintains distributed generation projects that help customers lower energy costs, improve resilience and advance sustainability goals.

In 2025, Solect celebrated its 15th anniversary and began a planned leadership transition from its founding partners, with Pattern Energy veteran John Bodt joining as President.

The company sharpened its focus on operational excellence, disciplined growth and long-term market positioning, while investing in systems and processes to support greater efficiency and scalability. Solect also continued to engage on energy policy, supporting interconnection reforms, stronger state solar and storage programs and grant funding for municipal and state agency projects.

Workforce development remains an important priority inside and outside of Solect. In 2025, Solect hosted interns across several teams and hired multiple interns into full-time roles.

Through its participation in the Massachusetts STEM Network, employees also helped students explore careers in clean energy through classroom and hands-on learning in real-world development projects.

The company continues to see strong market conditions for distributed solar and energy storage across New England. With its strategic investments in equipment and the largest development pipeline in the company's history, Solect is well positioned to support continued growth and advance the region's clean energy transition.



PERFORMANCE METRICS

119
Employees

144 GWh
Energy generated under management

Total Recordable Injury Rate (TRIR)



Note: Metrics as of December 31, 2025, or for the 2025 calendar year.
See **Solect.com** to learn more about our distributed generation affiliate.





Sustainability

Sustainability is essential to how Pattern advances our vision to Power the Future and creates long-term value for our communities and partners.

It informs business strategy, project delivery, stakeholder relationships and the commitments that guide our work.

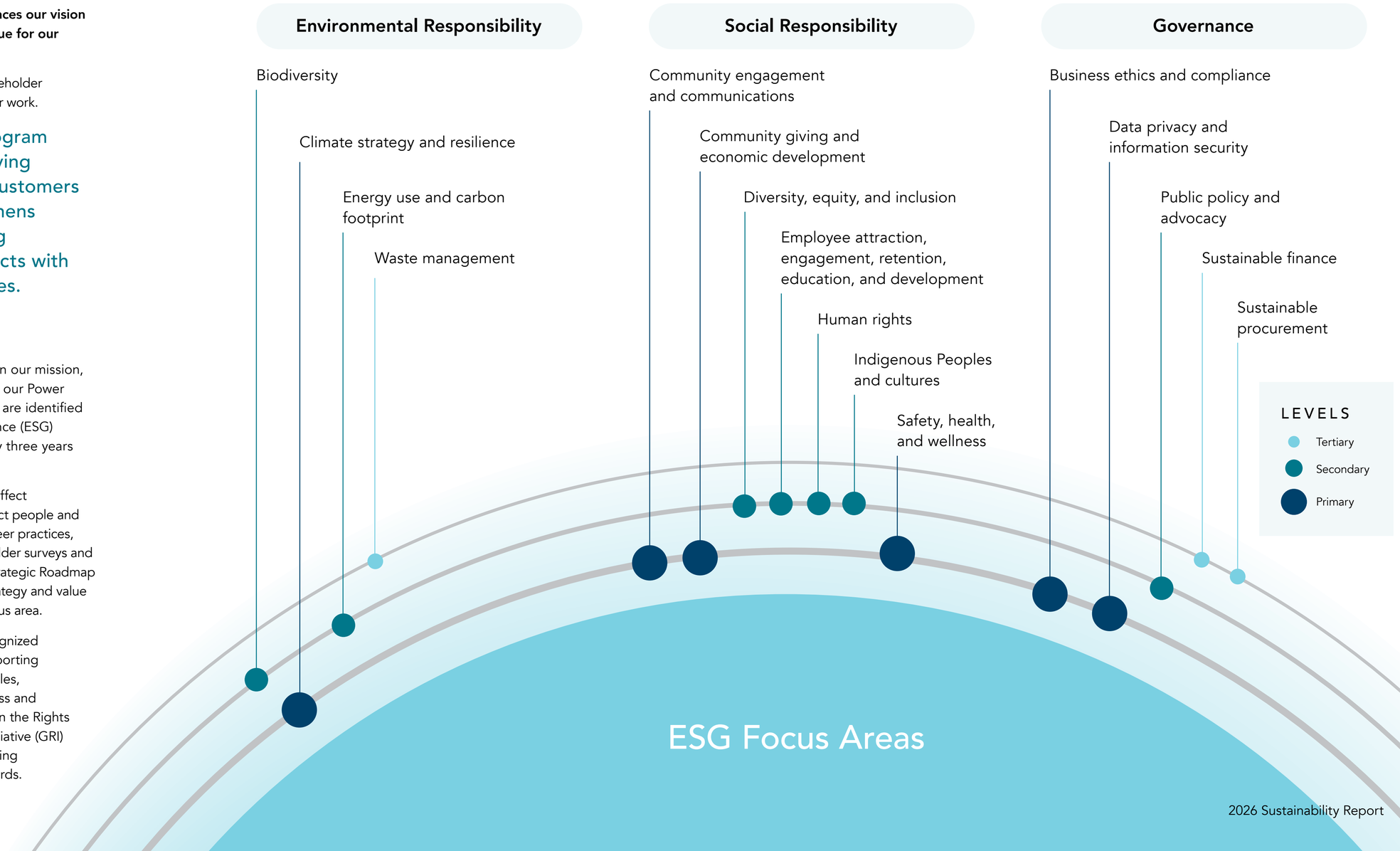
> A disciplined sustainability program helps Pattern respond to evolving expectations from investors, customers and regulators. It also strengthens decision-making by connecting environmental and social impacts with business risks and opportunities.

Our Approach

Pattern's sustainability framework is grounded in our mission, formal commitments and the strategic pillars of our Power the Future vision. Our sustainability focus areas are identified through an Environmental, Social and Governance (ESG) double materiality assessment conducted every three years by third-party sustainability experts.

The assessment considers both how ESG issues affect Pattern's performance and how our activities affect people and the environment. It draws on global standards, peer practices, investor and customer expectations, and stakeholder surveys and interviews. The results guide our Sustainability Strategic Roadmap that considers governance, risk management, strategy and value creation, and performance measures for each focus area.

We align our practices and disclosures with recognized international ESG frameworks, principles and reporting standards. Examples include the Equator Principles, the United Nations Guiding Principles on Business and Human Rights, the United Nations Declaration on the Rights of Indigenous Peoples, the Global Reporting Initiative (GRI) Standards and the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards.



We highlight Pattern's contributions to eight of the 17 United Nations Sustainable Development Goals throughout this report.

We contribute the most to the following goals and targets.

SDG Goal			SDG Targets
3	3	Good health and well-being	3.4, 3.9
5	5	Gender equality	5.5
7	7	Affordable and clean energy	7.1, 7.2
8	8	Decent work and economic growth	8.2, 8.3, 8.4, 8.8
9	9	Industry, innovation, and infrastructure	9.1, 9.2, 9.3, 9.4
11	11	Sustainable cities and communities	11.3, 11.4, 11.6
13	13	Climate action	13.1, 13.2, 13.3
15	15	Life on land	15.1, 15.3, 15.4, 15.5

Governance and Accountability

Pattern's Board of Directors oversees the company's sustainability program and reviews ESG topics during quarterly meetings. The Board's Nominating, Governance and Compensation Committee has primary responsibility for sustainability governance, while the Audit Committee receives an annual report on ESG metrics.

Operational responsibility sits with the Senior Vice President of External Affairs and Market Development. The Director of Sustainability leads ESG strategy and compliance in coordination with a cross-functional Sustainability Advisory Committee, working groups and internal subject matter experts.



Sarah Webster
SVP, External Affairs and Market Development



Beth O'Brien
Director, External Affairs and Sustainability



Our Approach in Practice

Management Systems and Commitments

Pattern's Sustainability Management System provides the framework for ESG strategy, performance management, data governance and reporting. Our formal commitments establish expectations across community, safety and environmental topics, while supporting management systems translate those commitments into consistent enterprise- and project-level practices.

Data, Controls, and Reporting

Reliable data and strong internal controls support transparent ESG reporting. Pattern has implemented Internal Audit recommendations to strengthen documentation, processes and disclosure controls. A dedicated software platform serves as a centralized source of sustainability data and supporting evidence, enabling metric tracking, data-provider engagement, verification activities and disclosure assurance.

Integration Across the Project Lifecycle

ESG considerations are integrated throughout the project lifecycle, from development through operations.

Development: Pattern follows a structured process aligned with the Equator Principles to identify, assess and manage environmental and social risks.

Construction: Public Engagement, Environmental, and Health and Safety teams work with contractors to support compliance with applicable laws, permit requirements and Pattern commitments.

Operations: Facility-specific environmental, safety and community plans guide implementation and continuous performance management.

Stakeholder Engagement

Engagement with stakeholders informs our sustainability priorities and business decisions. Pattern seeks employee feedback through surveys, town halls, employee resource groups and internal communications. External engagement activities include public meetings, landowner outreach, project offices, community liaisons, presentations to civic organizations and direct engagement with community leaders and other stakeholders.

Pattern also engages investors, customers and regulators on ESG-related topics. Recent areas of stakeholder interest have included carbon impact accounting, community benefits, environmental assessments, supplier and workforce diversity, procurement practices and cybersecurity.

> Strong projects are built on strong relationships. Listening early, understanding what matters locally and creating meaningful opportunities for input helps us make better decisions and build trust that lasts throughout the project lifecycle.

Adhar Johnson
Senior Director, Public Engagement



Progress and Impact

Pattern continued to strengthen our practices to support sustainability performance across the business.

Key developments reflected in the current program include:

- Formalization of Pattern's Sustainability Management System, translating a complex, cross-functional program into a structured framework for scalable execution.
- Enhanced documentation and internal controls for ESG disclosures, including the standardization of data collection with process documentation templates.
- Deployment of a carbon management platform and more robust Greenhouse Gas Inventory Management Plan.
- Improved integration of ESG requirements into project lifecycle governance and decision-making.
- Publication of Pattern's first enterprise-level climate risk assessment and advancement of our climate risk framework for project-level assessments.



Advancing the Industry

Pattern works with industry peers and stakeholders to share knowledge, strengthen best practices and help address areas of common interest. We collaborate through trade associations, research organizations, and advocacy groups to support wildlife and technology research and strengthen the energy workforce and business environment.

Our executives and staff hold leadership positions on the boards of directors of national and regional trade associations. Pattern CEO Hunter Armistead serves on the board of directors for the American Clean Power Association (ACP), and Pattern SVP of External Affairs and Market Development Sarah Webster serves as a board member of the American Council on Renewable Energy (ACORE). Active participation in coalitions and trade associations helps build consensus on critical issues.

We lead collaborative efforts to advance research on wildlife-energy interactions, including through our role on the Renewable Energy Wildlife Institute (REWI) Board of Directors, where we support collaborative wildlife research.

Pattern also engages in groups that contribute to professional development and the growth of the energy workforce. We sponsor the American Association of Blacks in Energy (AABE) and Women of Renewable Industries and Sustainable Energy (WRISE).

> In 2025, Pattern sponsored WRISE and its Leadership Forum, where our President Kristina Lund delivered a keynote speech and other Pattern leaders contributed to discussions on emerging energy technologies and challenges facing women in the workplace.





Environmental Responsibility

RELEVANT SDGS

3 7 11 13 15

Responsible energy development requires careful stewardship of the land, wildlife, water and other natural resources that surround our projects.

Those considerations affect where and how Pattern develops infrastructure, our ability to meet regulatory and stakeholder commitments and the long-term resilience and performance of our assets.

As Pattern develops and operates increasingly large and complex infrastructure, we consider environmental impacts early in the process to inform project design, manage risk and identify solutions that can deliver lasting conservation benefits.

Our Approach

Pattern takes a lifecycle approach to environmental responsibility, combining science with extensive stakeholder engagement to inform our decisions from early project development through operations. Compliance with applicable environmental laws, regulations and permit requirements is our baseline, while recognized industry guidance and international frameworks, including the Equator Principles, further inform our environmental practices.

We seek to avoid impacts where possible and minimize, mitigate and restore impacts where they cannot be avoided. Early environmental assessments, scientific analysis, consultation with agencies and Indigenous and Tribal Nations, engagement with landowners and communities, and collaboration with conservation organizations help inform our decisions from project siting through operations.

Governance and Accountability

Pattern's Environmental and Permitting Team works across development, construction and operations, providing continuity as projects move through the lifecycle. The team works closely with project development, engineering, construction, operations, sustainability, public engagement and other internal groups, as well as contractors and external environmental specialists.



> We're not just building a project. We're taking responsibility for it, becoming stewards of the place we call home, delivering on our promises and maintaining the trust we've earned.

Chase Taylor
Director, Environmental Compliance and Strategy





Our Approach in Practice

Throughout the Project Lifecycle

Environmental review begins during early project evaluation. Pattern considers species and habitats of concern, cultural resources, jurisdictional requirements and relevant industry guidance when assessing potential sites.

Our tools include the U.S. Fish and Wildlife Service Land-Based Wind Energy Guidelines, Eagle Conservation Plan Guidance, Avian Power Line Interaction Committee guidance for transmission infrastructure and the Integrated Biodiversity Assessment Tool for new project reviews.

As a project advances, environmental and cultural data and stakeholder input inform siting, design, mitigation measures, permitting and conservation opportunities. Environmental commitments are incorporated into site-specific plans and compliance-tracking systems before construction begins.

During construction, environmental staff work with project managers, engineers, contractors, consultants and agencies to implement permit conditions and other commitments. Construction requirements address matters such as habitat protection, restoration, monitoring and unexpected discoveries of plants, wildlife, cultural artifacts or paleontological resources.

As construction nears completion, teams review these commitments to determine which conclude with construction and which continue into operations as part of the project's longer-term environmental obligations. During operations, teams monitor environmental performance, complete required inspections and training, track incidents and corrective actions and conduct internal audits.

Restoration is also incorporated as construction concludes, including reseeding disturbed areas, restoring temporary work areas and addressing site hydrology where appropriate.

Biodiversity, Land and Wildlife

Pattern uses science and early screening to identify sensitive habitats and species and to inform siting and mitigation. We also work with environmental agencies, conservation organizations, Indigenous Nations and Tribal governments, landowners and technical experts to strengthen project-specific strategies.

This approach extends through operations. Environmental monitoring, invasive-species management, erosion and sediment controls, wildlife protection measures and restoration activities are implemented according to site conditions and requirements.

Climate Risk and Resilience

Weather and climate conditions influence both electricity supply and demand and can affect the performance, reliability and resilience of energy infrastructure. Pattern's climate risk assessment framework brings together cross-functional expertise to evaluate climate-related risks and opportunities at the project and enterprise levels.

We use climate data and modeling to assess extreme weather hazards and consider longer-term trends that could affect energy resources, markets and infrastructure. We incorporate results into broader risk management, project development and operational practices, helping to inform siting, design, mitigation and investment decisions.

In 2025, Pattern published our first **Climate Risk and Resilience (CRR) Report**, prepared in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The results of a climate scenario analysis indicated that Pattern remains resilient under both low-emissions and high-emissions scenarios. Our established strong governance, monitoring and mitigation measures help reinforce our business resilience.

View Full CRR Report

Progress and Impact

Environmental Stewardship at SunZia

SunZia demonstrates our approach to incorporating environmental considerations through the development of complex, large-scale infrastructure. Pattern has worked with conservation organizations, agencies, technical experts and other stakeholders on measures intended to avoid and mitigate impacts and support habitat conservation and restoration.

Initiatives have included habitat restoration and the planting of more than 5,500 saguaro cacti in Arizona as well as telemetry and thermal camera research into sandhill crane flight behavior designed to improve understanding of bird movement around transmission infrastructure.

> SunZia donated the Indian Hill Farm property located along the Rio Grande in core wintering habitat of the sandhill crane to the New Mexico Department of Wildlife and provided funding to the National Audubon Society to undertake the work of converting the operating alfalfa farm into native habitat and a sanctuary for wintering waterfowl such as the sandhill crane.

Since the last report, Pattern has also installed an Avian Collision Avoidance System (ACAS) where the SunZia transmission line crosses the Rio Grande to help sandhill cranes safely navigate the line. Pattern is assessing the system's effectiveness using thermal cameras, with annual testing planned from November through March for three years.

Continuous Improvement

Pattern continues to strengthen environmental management through improved processes, technology, training and cross-functional coordination.

Beginning with our Palomas Wind project currently under development, Pattern is rolling out a Conservation Stewardship Program for future projects in New Mexico. The program, being developed in coordination with conservation partners, will provide annual operational funding for conservation stewardship activities in the state.

The Silver Rock Transmission project under development in Nevada and Utah has spent the past year working closely with Tribes and conservation stakeholders to address concerns and solicit input ahead of a federal permitting process commencing this year. This approach is informed by experience with the SunZia project, which represents a long-term strategy for risk management, developer-led engagement and environmentally responsible infrastructure development. The outcome of pending federal litigation on the SunZia project, likely to occur in calendar year 2027, will further solidify best practices.

Our Environmental Stewardship Awards recognize employees and site teams, who help elevate best practices across our fleet and reinforce that doing right by the environment is inseparable from doing the job well.

- **2025 Environmental Stewardship Site Award**
  Spring Valley Wind (White Pine County, Nevada) was recognized for its efforts to protect local wildlife and habitats, including support for bat conservation research and invasive species management.
- **2025 Environmental Stewardship Individual Award**
  Will Little, lead technician at Lanfine Wind (Special Area No. 3, Alberta) was recognized for his leadership in environmental compliance, habitat management and wildlife monitoring efforts.





Ocotillo Wind Blade Replacement Program

Since our last report, we completed Ocotillo Wind's targeted Blade Replacement Program, demonstrating our ability to responsibly enhance reliability and performance.

> Retired blades were recycled through Veolia's engineered fuel program, helping reduce waste while replacing fossil fuels and raw materials used in cement manufacturing.

315 Turbine blades recycled

3,500 tons Blade material repurposed

4,500 tons Engineered fuel produced

1,575 tons Coal displaced

27.5% lower net CO_2 emissions compared to traditional coal-based fuewl

PERFORMANCE METRICS

Pattern tracks a focused set of metrics and qualitative information to monitor climate-related risks, opportunities and impacts, including greenhouse gas emissions (GHG). Pattern measures Scope 1, Scope 2 and select Scope 3 GHG emissions[1], maintaining documented processes and controls for collecting, verifying and reporting this information in our GHG Inventory Management Plan.

Avoided Emissions[2]

Our GHG Scope 1 and 2 emissions were less than 0.2% of the emissions displaced by our generation on the electric grid.

GHG Scope 1

Direct emissions from sources we own or control, such as stationary backup generators at our facilities and our fleet vehicles.

GHG Scope 2

Indirect emissions from purchased electricity for heating and cooling our corporate and site offices and backfeed power when needed for turbines, substations and switchyards.

GHG Scope 3

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

Comparison of our GHG impacts (mt CO_2e)



[1] 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.

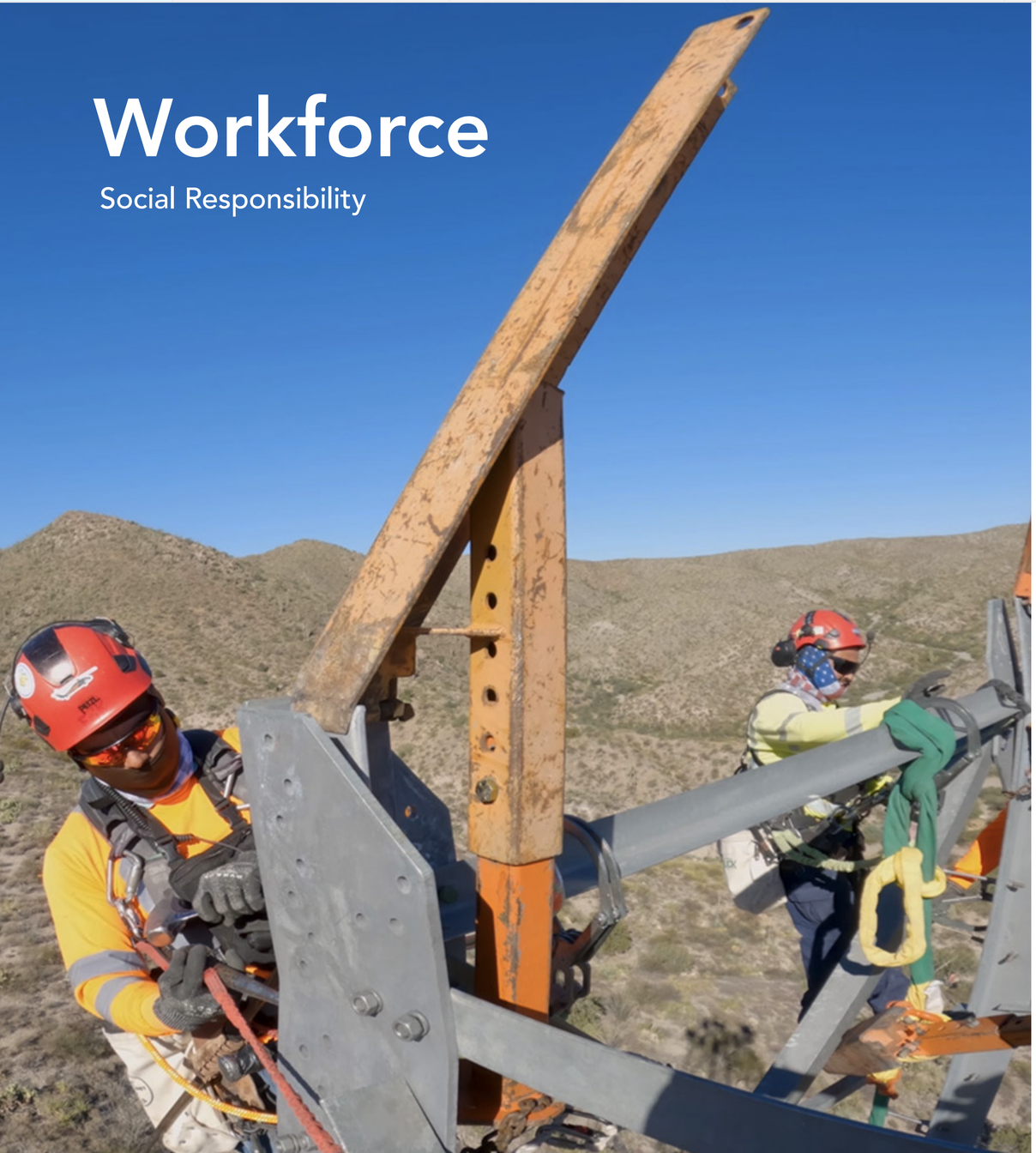
[2] Avoided emissions are calculated based on Pattern's operational control boundary of the 2025 annual production from Pattern's operational utility-scale fleet. The calculations for our U.S. sites utilize the 2023 regional emission rates for onshore wind and utility PV in the U.S., as provided by the U.S. Environmental Protection Agency's AVoided Emissions and geneRation Tool (AVERT). For our 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.



Social Responsibility

RELEVANT SDGS

3 5 8 11



Workforce

Social Responsibility

Pattern's ability to develop, build and operate complex energy infrastructure depends on attracting and retaining people with the expertise, judgment and creativity to deliver it. As we continue to grow, we are focused on strengthening leadership at every level, building capabilities for the future and creating an environment where employees can thrive, innovate and make a meaningful impact.

A strong workforce strategy connects business needs with the full employee lifecycle, from recruiting, onboarding, professional development, engagement, well-being, rewards and retention, to help employees grow their careers while supporting Pattern's long-term success. By investing in our people, we are building the skills, culture and leadership needed to fulfill our Power the Future vision.

Our Approach

Pattern aims to create a workplace where employees can build meaningful careers, bring their unique perspectives and access the resources, support and opportunities they need to thrive and grow. Transparency, accountability and respect are the foundation of our talent practices, helping us foster an inclusive and high-performing culture.

Our People and Culture Team takes an integrated people-centered approach to workforce planning, talent acquisition, employee development, performance management, engagement, total rewards and inclusion. We leverage employee feedback, workforce data and business needs to continually evolve our programs and priorities.

> Behind every project and partnership are dedicated people driven by a shared purpose. Through their leadership and innovation, we're building more than energy infrastructure. Together, we're creating a future where clean energy strengthens communities, creates opportunities and leaves a lasting legacy.

Prat Sundar
Chief People Officer

Governance and Accountability

Pattern's People and Culture Team leads workforce programs in coordination with business leaders. Together, they are responsible for building organizational capability, supporting employee growth and fostering a workplace where both individuals and teams can succeed. Managers play an important role in employee development, performance, communication and team experience.

Executive leadership reviews workforce priorities and performance, and the Board of Directors receives workforce metrics and evaluates relevant practices. Pattern reviews and updates our Employee Handbook annually and continually assesses talent acquisition, promotion, compensation and other employment practices.

Our Approach in Practice

Building the Workforce We Need

Fulfilling our vision depends on people. Pattern plans for talent needs across development, construction, operations and corporate functions and recruits across career levels and geographies. We engage universities, community colleges, technical programs, professional organizations, industry networks and programs serving veterans and other talent communities.

Investing in early-career talent is an investment in the future of our industry. Through internships and early-career programs, participants work on meaningful business priorities, learn from experienced managers and mentors and build the skills needed to help shape the future of clean energy.

Listening and Learning from Employees

Listening to employees helps Pattern understand what we do well, identify opportunities for improvement and strengthen the overall employee experience. We gather feedback through employee surveys, town halls, leadership forums, Human Resources Business Partners, internal communications and other channels.

An independent third party administers Pattern's employee engagement survey. Results are reviewed at the company, department and team levels and inform meaningful actions that enhance engagement, strengthen culture and support a positive employee experience.





Developing Talent and Leaders

Our people are central to Pattern's success and future growth. We invest in role-specific learning, professional development, leadership development, performance feedback, succession planning and internal mobility. Employees participate in a structured performance-management process to establish goals, review progress and discuss development.

Whether deepening expertise, exploring new opportunities, expanding responsibilities or stepping into leadership roles, employees are empowered to grow in ways that align their aspiration with the long-term success of Pattern. By developing talent at every stage of the employee journey, we are building the next generation of thinkers, innovators, leaders and experts who will help Power the Future of clean energy.

Inclusion and Belonging

Pattern values the range of backgrounds, experiences, skills and perspectives our employees bring to the company. We are committed to fostering a workplace where every employee feels respected, valued, included and empowered to contribute their best work.

Employee Resource Groups (ERGs) help foster connection, professional development, education, community engagement and belonging.

Women in Renewable Energy (WiRE)
Hosted its seventh annual WiRE Awards celebrating colleagues across Pattern and expanded its connection with our affiliate Solect Energy through employee events in Boston.

Blacks in Renewable Energy (BiRE)
Hosted events throughout the year, including a visit to the Buffalo Soldiers National Museum, a Historically Black College or University (HBCU) football game, and member socials.

Caregivers Around Renewable Energy (CARE)
Recognized Caregivers Month with a speaker who shared resources for employees caring for older adults.

Veterans in Renewables (ViR)
Introduced the new ViR Champion Awards and sponsored the 9/11 Heroes Run in Houston.

Asian Pacific Islanders in Renewable Energy (ASPiRE)
Celebrated Lunar New Year with shared meals and red envelopes across Pattern offices.

Pattern PRIDE
Celebrated Pride Month with community lunches across its offices, giving employees space to connect and support LGBTQ+ inclusion and belonging.

Renewable Energy and Latine (REAL)
Marked Hispanic Heritage Month with employee outings to professional soccer games in Oakland, San Diego, and Houston and honored Día de los Muertos through virtual and in-office ofrendas.

Progress and Impact

Pattern continues to strengthen the people, programs and capabilities that support employees throughout their careers. In early 2026, Prat Sundar joined Pattern as Chief People Officer, bringing a renewed focus on building a high-performing, people-centered organization equipped to support our continued growth.

> Priorities include aligning workforce planning with business strategy, acting on employee feedback, developing future leaders, expanding career growth and internal mobility opportunities and fostering an inclusive culture.

Living Our Values Through Leadership Behaviors

In 2025, Pattern began developing a set of Leadership Behaviors in collaboration with employees, leaders from across the company, the People and Culture team and the Executive Team. Grounded in our mission, vision and values, these behaviors articulate the mindsets, skills and actions that enable us to work more effectively together while preserving the culture that makes Pattern unique. They reinforce our belief that how we achieve results is just as important as the results we achieve, helping ensure we continue to grow while staying true to what makes Pattern unique.

These behaviors are being integrated into leadership development, goal setting, talent acquisition and employee development programs, helping create a consistent foundation for how we work, lead and grow together across the organization.

In 2025, 98% of employees participated in Pattern's engagement survey, with an overall engagement score of 78%, and 91% of employees said they are proud to work at Pattern. Results also reflected strong confidence in the company's leadership and direction. Pattern scored above industry benchmarks on employees' confidence in the company's success over the next three years and in its executive leaders, as well as whether employees feel they have the support and resources needed to feel included.

98%

of employees participated in Pattern's engagement survey, with an overall engagement score of 78%, and 91% of employees said they are proud to work at Pattern.



PERFORMANCE METRICS[1]

Workforce Overview

733	U.S. and Canada full-time employees
137	New employee hires
34%	Female employees
36%	Management roles held by women
38%	Racial and ethnic diversity in U.S. workforce
33%	Management roles held by racially and ethnically diverse U.S. employees
98%	Employee survey participation rate
78%	Employee survey engagement score
14%	Employee turnover rate
86%	Employee retention rate

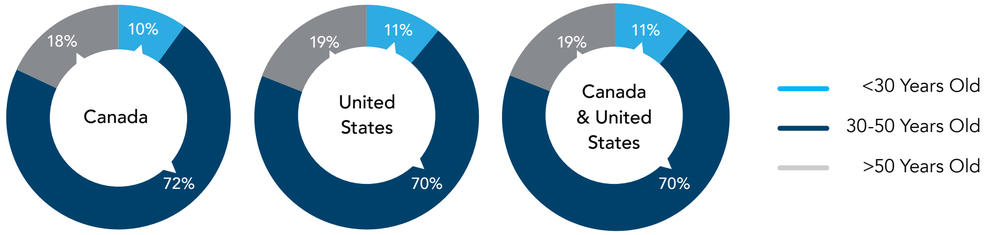
AVERAGE WORKFORCE TRAINING HOURS[2]

	Mandatory Training Hours	Voluntary Training Hours	Total Training Hours
Non-Field Staff	10	5	**15**
Field Staff	61	14	**75**
All Staff	**25**	**7**	**32**

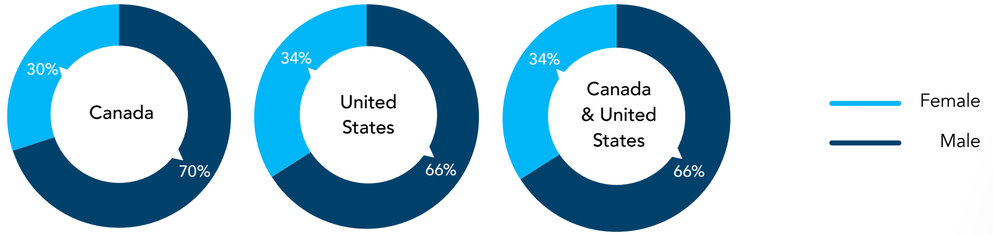
[1] Metrics are applicable to Pattern employees in the U.S. and Canada and do not include our DG affiliates. Pattern had one employee outside of the U.S. and Canada in 2025.

[2] Field staff represents employees at Pattern's operational facilities. Mandatory training topics include code of conduct, anti-corruption, workplace harassment and discrimination prevention, among others. Development teams are trained in public engagement. Field staff participate in mandatory training on various safety, first aid, environmental and regulated topics specific to their work. Voluntary training entails a variety of professional development skill sets.

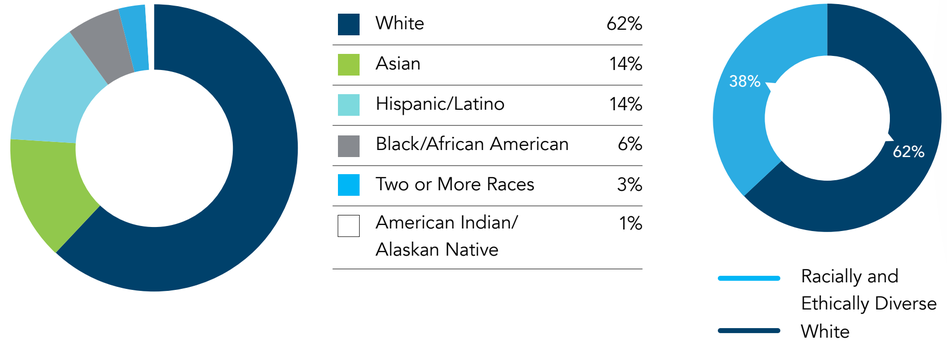
AGE DIVERSITY BY COUNTRY



GENDER DIVERSITY BY COUNTRY



RACIAL AND ETHNIC REPRESENTATION IN U.S. WORKFORCE[3]



[3] Does not include the 68 employees Pattern had outside of the U.S. as of Dec. 31, 2025. 67 of such employees work in Canada, where this is not a federally supported question. Hispanic/Latino refers to all multiracial, white, and non-white respondents who identified Hispanic/Latino as their ethnicity. White is non-Hispanic/Latino.



Health and Safety

Social Responsibility

Safety is a core value at Pattern and a shared responsibility across the organization. Protecting employees, contractors and communities is essential to delivering projects responsibly, operating reliable facilities and sustaining trust with our stakeholders.

As Pattern grows and undertakes increasingly complex work, our challenge is to scale a consistent safety culture across teams, contractors, offices, construction sites and operating facilities. That requires visible leadership, open reporting, strong systems and the confidence to identify risks and speak up before an incident occurs.

Our Approach

Pattern's approach empowers every employee to contribute to a strong safety culture. Safety is a core value embedded in how we work and what we expect at every level of the company.

Compliance with applicable health and safety laws is the baseline. Our Statement of Safety and Health Commitments, Safety Management System, contractor requirements, training programs and performance measures guide how we prevent harm, learn from work and strengthen resilience across the project lifecycle.

Governance and Accountability

Our Health and Safety team reports to the Chief Operating Officer, reinforcing operational accountability for safety performance. Executive leaders review incidents, trends and program priorities, while the Board receives regular safety reporting and oversight information.

The Health and Safety Team develops systems, standards, tools and training to support implementation across development, preconstruction, project execution, facility operations, offices and remote work environments. Line managers are accountable for applying these requirements and communicating incidents, while employees and contractors are expected to identify hazards, follow controls and stop work when conditions are unsafe.

Cross-functional coordination among operations, construction, project management, Workplace Operations and Experience, meteorology, contractors and local first responders supports consistent implementation and emergency readiness.

> Priorities always change, but values don't. That's why we view safety as a core value, not a priority. It is foundational to how we operate, how we support our people and how we achieve success as a company.

Walter Pinto,
Chief Operating Officer

The Pattern Safety House Framework

In furthering our commitment to Next Level Safety, in 2025, Pattern used the Safety House framework to reinforce the foundations of a strong safety culture.

Built to Protect, Designed to Strengthen

The Next Level Safety House represents our comprehensive approach to building robust safety defenses while developing the organizational capacity to succeed even when conditions change.

Next Level Safety

Like a well-constructed home, our safety framework starts with the solid foundation of Leadership Commitment, builds strong protective walls through Psychological Safety, Human and Organizational Performance, Training and Development, and Safety Management Systems, and caps it all with a roof of Safety Capacity.

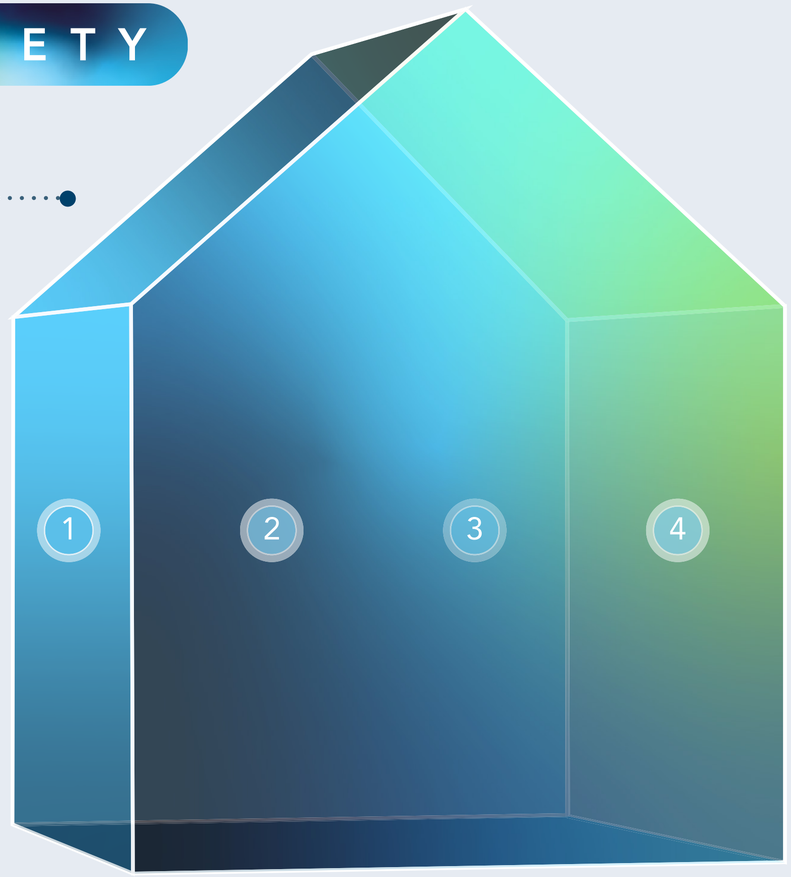
Next Level SAFETY

Safety Capacity

ROOF

The protective capability that shields the organization and its people from safety risks while achieving operational excellence





Leadership Commitment

FOUNDATION

Leaders who champion safety as a core value, investing resources and demonstrating visible commitment to protecting every team member.



1 Psychological Safety

WALL

The shared belief that people can speak up, challenge ideas, report concerns and admit mistakes without fear of blame, humiliation or retaliation.

2 Human and Organizational Performance

WALL

Understanding and optimizing the interaction between people, processes and technology to enhance safety outcomes.

3 Training and Development

WALL

The ongoing process of building employees' knowledge, skills and capabilities so they can perform effectively today while preparing for future responsibilities and growth opportunities.

4 Safety Management System

WALL

A structured framework of policies, processes, responsibilities and controls designed to systematically identify hazards, manage risk, ensure compliance and continuously improve safety performance.

Our Approach in Practice

Managing Safety Every Day, at Every Stage

Health and Safety engages early in project planning and remains involved through construction and operations. Contractor screening through ISNetworld evaluates safety programs against regulatory requirements and Pattern's standards. Subcontractors performing work that is higher risk from a safety perspective must also meet prequalification requirements.

Pattern and its contractors develop site-specific plans covering staffing, training, first aid, emergency response and work controls. Contractor audits, independent monitoring, field engagement and corrective-action processes help identify and close gaps.
The Safety Management System and Safe Work Instructions guide routine and high-risk activities for all employees, whether they work on-site, at an office or remotely.

Emergency preparedness is integrated into site management. Facilities maintain plans tailored to local risks, conduct drills with real equipment and first responders and share lessons across the fleet. Corporate offices and remote workers are also included through emergency action planning, weather alerts, workplace assessments and targeted guidance.

Leadership and Contractor Alignment

Pattern leaders maintain regular touchpoints with contractor leadership and jointly review incidents and high-risk work.
A strengthened contractor engagement process sets expectations for leadership participation, escalation and follow-through.
Post-incident reviews include senior contractor and operational leaders to reinforce shared accountability and consistent standards.

Learning, Reporting, and Continuous Improvement

We track observations, near misses, injuries, lost time, vehicle incidents, property damage and other indicators in the Pattern Environment, Health and Safety tool. Safety information is reviewed through regular project and regional discussions, executive reporting and Board oversight.

Incident communication is owned by line management, with a 24-hour reporting process and broader distribution to relevant Pattern and contractor leaders. Reviews focus on understanding conditions, identifying system improvements and sharing lessons.

> Pattern is expanding its use of leading indicators and potential-incident data to identify early warning signs. This approach complements traditional lagging metrics and supports a fuller view of whether effective controls are present before an injury occurs.

Training and Workforce Capability

Safety training begins during onboarding and continues through role-specific instruction, drills, leadership engagement and peer learning. Pattern's participation in the Global Wind Organisation gives the company a voice in the development of consistent, high-quality technician training standards across the industry.

Psychological safety and human and organizational performance remain central to this work. Employees are encouraged to speak honestly, report concerns, learn from mistakes and build systems that remain resilient when work does not go as planned.



Progress and Impact

Pattern's 2025 safety work emphasized stronger foundations, broader ownership and visible leadership engagement.

Key developments included:

- Reinforcing the Pattern Safety House as the organizing framework for leadership, culture, systems and training.
- Shifting safety accountability toward operational leaders and reinforcing that every manager has a role in managing safety.
- Strengthening alignment with engineering, procurement, construction and contractor leadership through frequent touchpoints, joint incident reviews and clearer escalation expectations.
- Using workforce recognition and engagement activities to reinforce safe behaviors and build team morale.
- Continuing industry collaboration through the Global Wind Organisation and other safety partnerships.



SunZia: Safety Leadership in Complex Work

SunZia Wind and Transmission required careful planning and close coordination for complex, high-risk activities, including the use of Chinook helicopters to lift transmission towers. Leaders from Pattern and Quanta Services Inc., our transmission construction partner, maintained frequent safety touchpoints and jointly reviewed incidents and controls to support a shared understanding of expectations.

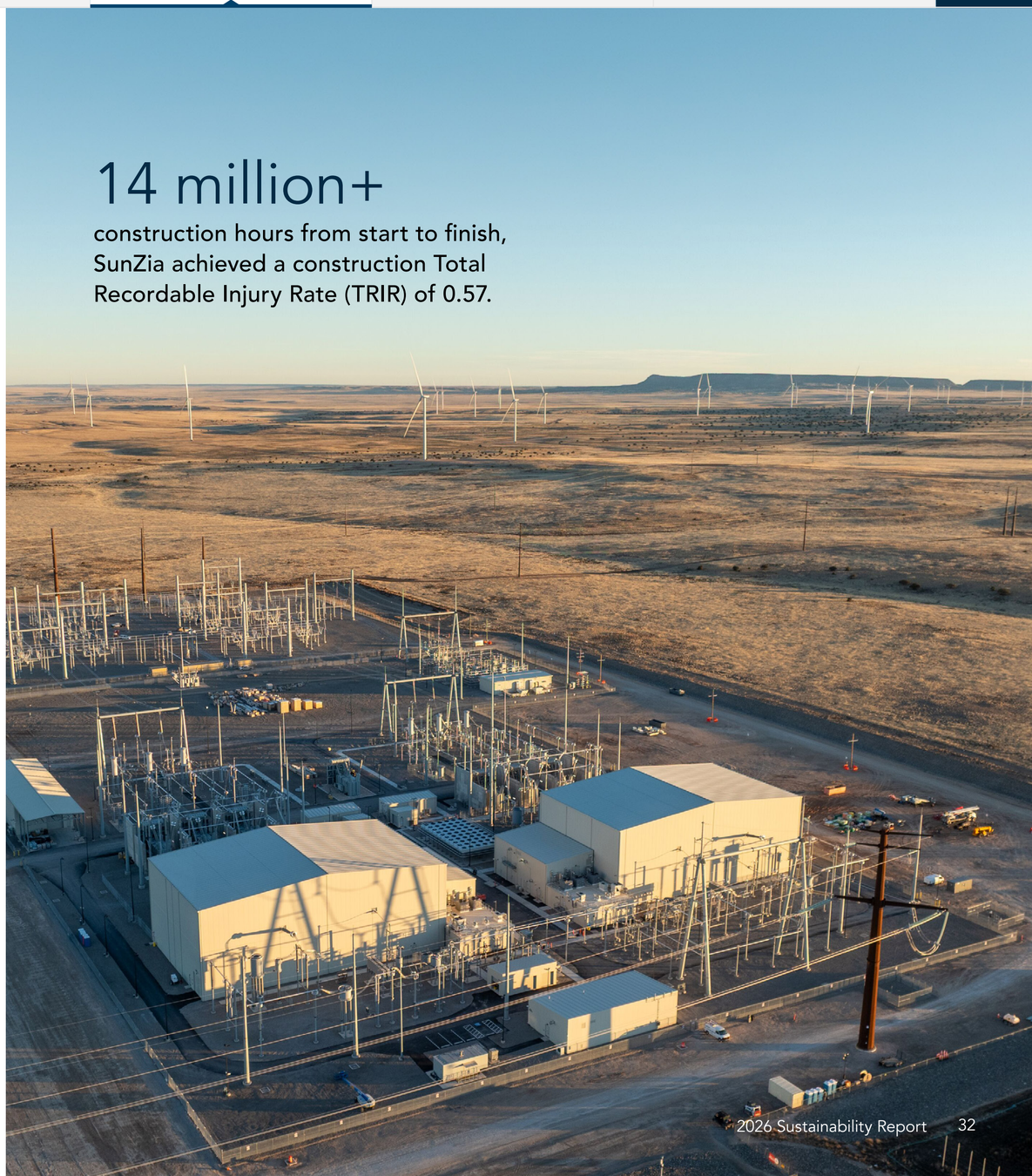
The project also used peer recognition, including raffles and prizes, to celebrate safe work and sustain engagement. Enthusiasm around these honors showed how positive reinforcement can strengthen morale and encourage greater ownership of safety across the workforce.

With more than 14 million construction hours from start to finish, SunZia achieved a construction Total Recordable Injury Rate (TRIR) of 0.57. This strong safety performance accompanied disciplined project execution, resulting in SunZia being completed on time and on budget.

Recognition

Pattern continued to recognize individuals, teams and sites that demonstrate strong safety leadership, speak up, stop work when needed, apply lessons learned and improve safety practices.

- **The Grand Renewable Wind** (Haldimand County, Ontario) team was recognized for its proactive approach to hazard identification, workforce engagement and commitment to making safety a shared responsibility.
- **The Spring Valley Wind** (White Pine County, Nevada) team was honored for its creative approach to integrating safety into daily work through strong communication, hazard awareness and shared accountability.



PERFORMANCE METRICS

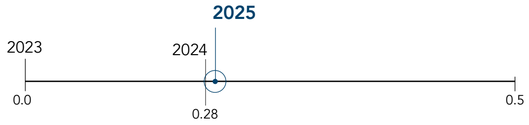
	Total Recordable Injuries	Total Recordable Injury Rate	Lost-Time Injuries	Lost-Time Incident Frequency Rate
Employees	2	0.29	0	0
Contractors	29	0.69	8	0.19
Employees + Contractors	31	0.63	8	0.16

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

TOTAL RECORDABLE INJURY RATE (TRIR)

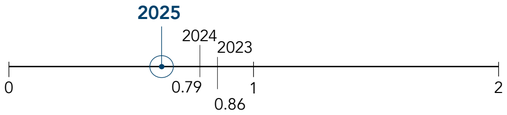
Pattern Employees

0.29



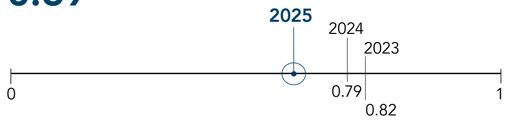
Pattern Employees + Contractors

0.63



Pattern Employees + Affiliates + Contractors

0.69



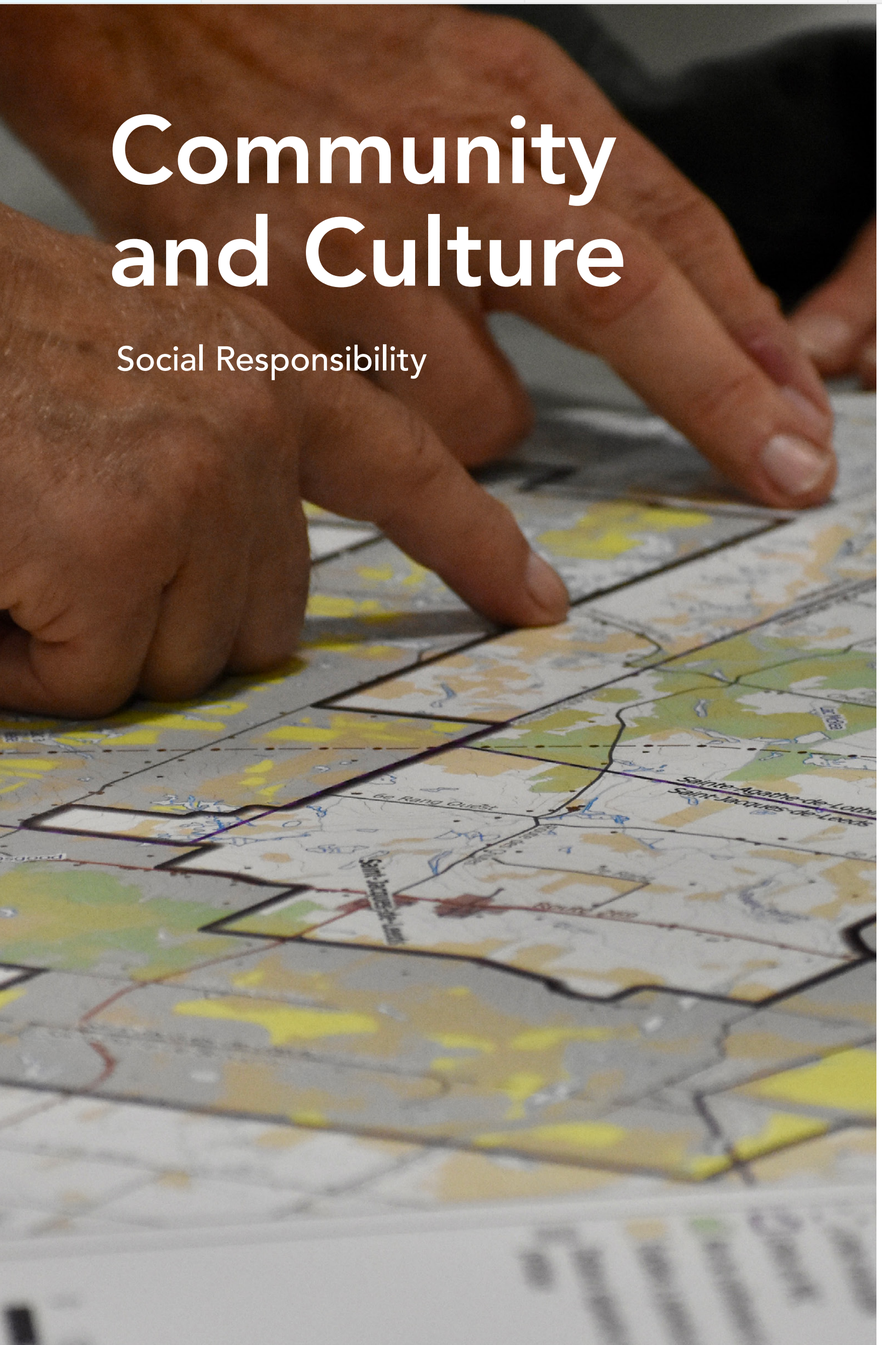
Note: Affiliates include distributed energy affiliates and their contractors.

We surpassed our 2025 Safety Observation Rate target of 6 by reaching 7.95, reflecting more proactive efforts than expected to identify and correct hazards and share lessons before an incident occurred.

99%

of employees completed our Next Level Safety training, exceeding our corporate performance goal of 90%.





Community and Culture

Social Responsibility

Our projects become part of communities for decades. Building lasting relationships with landowners, Indigenous Nations, local leaders, residents, businesses and other stakeholders is essential to developing, constructing and operating projects responsibly while creating benefits that reflect local priorities.

Early, inclusive engagement helps us understand potential impacts, identify opportunities, strengthen project decisions and build trust. We remain engaged throughout the project lifecycle, recognizing that our responsibilities to communities continue long after development and construction are complete.

Our Approach

Pattern's Statement of Community and Cultural Commitments guides our approach to public engagement, with an emphasis on early consultation, transparency, responsiveness, cultural respect and long-term partnership. Our Human Rights Statement further guides how we identify and engage stakeholders and rights holders and consider potential impacts on communities, workers, landowners and Indigenous Peoples.

We combine local knowledge and stakeholder feedback with environmental, demographic and historical information to inform project planning and engagement. Every site has a unique Public Engagement Plan informed by local insights and tailored to the priorities and needs of the community, guiding how, when and where we engage with stakeholders.

Our commitment also extends to community investment. We support locally relevant initiatives throughout the project lifecycle and in communities surrounding our offices, with giving activities governed by Pattern's Anti-Corruption Policy and applicable laws.

Governance and Accountability

Pattern's in-house Public Engagement Team works across development, construction, operations, land, environmental and other functions to embed community considerations into project decisions. Our Community Management System (CMS) establishes a consistent approach to community engagement during operations, including roles and responsibilities, planning, stakeholder inquiry management and performance tracking.

Every operating site maintains a Public Engagement Plan, while our Public Engagement Toolkit provides employees with practical resources for community outreach and partnership development. We share lessons learned across projects and facilities to continuously strengthen our approach.

Our Land Agent Code of Conduct establishes expectations for employees and contractors working directly with prospective and participating landowners, including respectful communication, factual accuracy, good-faith engagement and fair dealing.

Our Approach in Practice

Engagement Throughout the Project Lifecycle

Our approach evolves with the needs of communities and projects at each stage:

DEVELOPMENT

Relationship building and early consultation

Learn about local priorities, cultures, history and potential impacts. Build relationships with landowners, Indigenous Nations, community leaders, residents and other stakeholders. Incorporate feedback into project planning and engagement.

CONSTRUCTION

Construction updates and issue resolution

Maintain open lines of communication as activity increases. Provide timely updates, respond to concerns, address disruptions and help communities understand construction schedules and impacts.

OPERATIONS

Ongoing engagement and community investment

Fulfill long-term commitments, maintain relationships with landowners and community stakeholders, respond to inquiries and invest in locally identified priorities throughout the facility's operating life.

We communicate through the channels most appropriate for each community, including direct outreach, newsletters, local advertising, project websites, public meetings, community events, presentations and conversations. Local team members help maintain relationships, answer questions and provide timely information.

Respecting Landowner Partnerships

We recognize the responsibility that comes with developing infrastructure on privately held and public lands. The Pattern Land Team works directly with participating landowners throughout development, construction and operations.

We negotiate land agreements in good faith and seek landowner input on the siting of project infrastructure. Agreements establish protections for land rights and address continued agricultural use, compensation for impacts, reclamation, vegetation management and decommissioning.

Progress and Impact

Our projects can generate significant economic activity through construction jobs, long-term employment, landowner payments, tax revenue and demand for local goods and services. Beyond these direct benefits, Pattern works with communities to identify priorities that support long-term economic resilience, workforce development and quality of life.

Building New Mexico's Renewable Energy Workforce

As Pattern's New Mexico portfolio continues to grow, including projects such as SunZia Wind and Transmission, Bolo Transmission and Palomas Wind, we are investing in workforce development programs that help New Mexicans access careers in renewable energy, transmission and infrastructure development. Working with educational institutions, workforce partners and industry organizations, Pattern is helping create pathways from the classroom to the workforce.

Examples include:

- Partnering with the Clean Power Institute and local community colleges to launch a Wind Technician micro-credential program.
- Collaborating with Explora to provide teacher workshops and hands-on renewable energy programming for more than 350 students across 21 New Mexico schools.
- Investing $9.5 million over 40 years in scholarships at New Mexico Tech, supporting career awareness programs that connect students with opportunities in renewable energy.

These efforts help communities prepare for the long-term employment opportunities created by New Mexico's growing clean energy economy.



Investing in What Matters Locally

Pattern works with local leaders, organizations and residents to understand community priorities and invest in initiatives that create lasting value.

In Mississippi County, Arkansas, where Pattern is developing Big Island Solar, local leaders identified tourism and economic development as important long-term opportunities for the region.

> In 2025, Pattern announced a $1 million contribution to support development of the National Cold War Center at the former Eaker Air Force Base. The project is expected to increase tourism, strengthen local businesses and support quality of life across the Delta region.

The investment reflects Pattern's approach to community engagement: listening to local stakeholders and supporting initiatives that align with each community's unique goals and aspirations. Over several years of engagement, Pattern worked closely with county leaders to understand local priorities and identify opportunities to contribute beyond the development of a single energy project.

Supporting Communities Across Louisiana

Pattern's community investment efforts in Louisiana extend across both the Southern Spirit Transmission project and our preconstruction solar development portfolio. Through partnerships with local organizations, educational institutions and community leaders, we are helping address priority needs facing these underserved rural communities.

By working closely with local stakeholders in Ouachita, Franklin, Acadia and Jefferson Davis Parishes, Pattern supported causes spanning food security, access to higher education, workforce development and early childhood education. We have focused our efforts on supporting scholarships, teacher grants, STEM programming and other initiatives designed to expand opportunity and strengthen community resilience.

This work reflects our commitment to listening to local communities and investing in opportunities that create value beyond the energy infrastructure itself.

In addition to targeted community investments, Pattern's operating facilities continue to contribute to local economies through long-term jobs, tax revenue and local spending. For example, Western Spirit Wind in eastern New Mexico is projected to contribute nearly $3 million annually in property tax revenue that supports local counties and school districts.





Community Highlights from Canada

Pattern works with community foundations and local organizations to create benefits that continue throughout the operating life of our projects and sometimes beyond it.

The South Kent Wind Community Fund, a partnership with the Chatham Kent Community Foundation, supports local initiatives that strengthen communities across southern Chatham-Kent. In 2025, the Fund provided more than $253,000 in grants to 34 organizations supporting food security, youth development, mental health and wellness, accessibility, Indigenous programming, arts and culture, education and community development.

Armow Wind marked its 10th anniversary in 2025 by bringing landowners and the site team together for an appreciation dinner and community food drive. The November event achieved the highest attendance and donation level of any Armow landowner event held to date.

The Belle River Wind team partnered with the Salvation Army to help serve more than 900 dinners to local families and worked with community organizations to provide toys, school supplies and canned goods.

Belle River Wind, North Kent Wind and South Kent Wind also partnered with Relay Education on school-based renewable energy programming, giving students hands-on opportunities to learn about renewable energy technology careers.

Performance Metrics

CONTRIBUTIONS TO LOCAL ECONOMIES

$92.5 million — Landowner leases

$56.3 million — Property tax payments

$6.7 million — Community giving

$155.5 million — Contributions to local economies

9% — Increase compared to 2024

Note: Payments related to land lease agreements, property taxes (including PILOT programs), and donations and sponsorships made by Pattern or U.S. and Canada project entities where Pattern either holds ownership interest or operates the facility. Community giving includes sponsorships and donations to support causes in Pattern's office communities and in our project area communities. Currency reported in USD.

Pattern Gives Back through cauze

$200,000+ — Corporate giving

$30,000+ — Direct employee giving

14 — Volunteer events across Pattern sites and offices

Corporate Giving: Top nonprofit beneficiaries

Feeding America; Ovarian Cancer Canada; kids' meals; Search Homeless Services; artFORM

Direct Employee Giving: Top nonprofit beneficiaries

Community Foundation of the Texas Hill Country; TEXSAR; SF-Marin Food Bank; Houston NHI; houston foodbank



Fostering Collaboration With Indigenous Nations

Pattern recognizes that the areas where we develop and operate projects hold longstanding cultural, historical and contemporary significance for Indigenous Nations in the United States and Canada.

We engage early in project development in recognition of each Nation's rights, interests and connections to the land. This creates space to learn from Indigenous Knowledge, protect culturally significant sites and landscapes and explore opportunities for partnership. Our approach is grounded in meaningful participation, respect and building long-term relationships.

Indigenous Ownership and Partnerships

Across our portfolio, partnerships with Indigenous Nations take different forms, including Indigenous ownership, benefit and engagement agreements, and collaboration on project planning and cultural resource protection. We seek meaningful participation that extends from project development through long-term operations.

Henvey Inlet Wind
Henvey Inlet First Nation owns 50% of the 300 megawatt (MW) wind project and associated transmission line through Nigig Power Corporation. Located on Henvey Inlet First Nation Reserve No. 2 lands, the project reflects a partnership model built on Indigenous ownership, shared decision-making and long-term economic opportunity.

Grand Renewable Wind
The facility includes an ownership partnership with the Six Nations of the Grand River Development Corporation and engagement agreements with the Haudenosaunee Confederacy Chiefs Council through the Haudenosaunee Development Institute, reflecting a commitment to Indigenous participation and ongoing collaboration.

Belle River Wind and North Kent Wind
Both facilities include ownership partnerships with Walpole Island First Nation (Bkejwanong Territory), supporting Indigenous participation and shared economic benefits throughout the life of the projects.

Meikle Wind
The facility is located on Provincial Crown Lands within the traditional territory of Treaty 8 First Nations and includes Benefit Agreements with five First Nations: Doig River First Nation, Halfway River First Nation, West Moberly First Nations, Saulteau First Nations and McLeod Lake Indian Band.

Armow Wind and K2 Wind
These facilities include agreements with the Historic Saugeen Métis that support student scholarships, environmental stewardship, continued dialogue and recognition of their cultural interests and asserted rights within their traditional territory.



Supporting Community Priorities

We also support Indigenous-led priorities, including conservation projects on Tribal lands, cultural and language preservation, education, community gatherings and leadership development.

The following are examples of causes or groups we've supported over the past year.

- First Nations Major Projects Coalition (FNMPC), based in Canada, which helps First Nations build the capacity and expertise to pursue ownership and participation in major infrastructure projects.
- Indspire, an Indigenous national charity that invests in the education of First Nations, Inuit and Métis students.
- Ganawenim Meshkiki, a Henvey Inlet First Nation-led organization, focused on biodiversity conservation, species-at-risk recovery and environmental stewardship.
- Annual scholarships through Grand Renewable Wind for Six Nations students pursuing postsecondary education.
- Indigenous initiatives through grants administered by the Imperial Valley Community Foundation in California, including conservation and curation management trainings, scholarships, linguistics and outreach programs, Indigenous gatherings and ethnography studies.

Indigenous Perspectives in Project Planning

The Pattern team developing Silver Rock Transmission in Nevada and Utah has engaged in regular dialogue and in-person visits with Indigenous leadership and cultural resource specialists.

> The development team also utilizes Tribal monitors alongside archaeological teams to help incorporate Indigenous perspectives into project planning and cultural resource protection efforts.

Experiences across projects, including the challenges faced regarding the United States' approval of the SunZia Transmission Line in Arizona and New Mexico, have reinforced the value of early engagement, continued learning and respect for Indigenous Knowledge. As our development pipeline grows, we continue to apply these lessons to strengthen Indigenous engagement, protect cultural resources and landscapes and identify opportunities for enduring partnerships.



> Pattern Energy has supported our Tribes' deep commitment to cultural revitalization. This includes the Bahsahwahbee Initiative, which seeks to advance protections of the Swamp Cedars area through a national monument designation, as well as the Shoshone Language Reunion, which brings together about 2,000 Shoshone people annually. For years, Pattern has proven to be a key partner going above and beyond to uplift our communities.
>
> Chairman Amos Murphy, Confederated Tribes of the Goshute Reservation; Chairman Alvin Marques, Ely Shoshone Tribe; Council Interim Chairperson Marian Perez, Duckwater Shoshone Tribe





Governance

RELEVANT SDGS

8 9

Strong governance provides the foundation for responsible decision-making, effective risk management and trust with our employees, partners, customers, investors and communities. Pattern's governance program is designed to promote ethical business practices, accountability, regulatory compliance and responsible management of the risks and opportunities associated with developing and operating energy infrastructure.

Our Approach

Pattern maintains policies, management systems, internal controls and oversight structures that support compliance and responsible business practices across the company. We regularly review our governance policies and controls to reflect evolving regulations, business needs and recognized practices.

> Our approach encompasses enterprise risk management, business ethics and compliance, human rights, responsible procurement, cybersecurity and data privacy and public policy and advocacy.

Employees can access corporate policies through Pattern's Compliance Hub and required training and certifications are tracked through our talent management system.

Pattern's Board of Directors consists of our CEO, limited partner representatives and three independent directors. It is chaired by an independent director. Board members bring experience across areas including energy, finance, cybersecurity, business development and risk management.

Three standing Board committees support oversight responsibilities under their respective charters. The Audit Committee oversees Pattern's Enterprise Risk Management program and receives quarterly updates on material risks. Pattern's Executive Team, led by the CEO, receives updates on risk, mitigation activities, compliance and internal controls.

Responsibility for governance extends throughout the organization. Business and functional leaders own and manage risks within their areas, while teams including Legal, Ethics & Compliance, External Affairs, Enterprise Technology, Procurement and others maintain programs and controls within their areas of expertise.

BOARD OF DIRECTORS

9	Board size
44%	Female directors
33%	Independent directors





Our Approach in Practice

Enterprise Risk Management

Pattern's Enterprise Risk Management program provides a standardized approach for identifying, assessing, monitoring and mitigating enterprise and project-level risks, including risks associated with priority ESG topics.

Risk owners assess strategic, financial, reputational, operational and compliance risks using common processes for documenting risks, mitigation measures, time horizons and potential scenarios. Topics include climate-related risk, health and safety, cybersecurity, legislative and regulatory developments, capital markets, supply chain and workforce considerations.

Regular reporting to executive leadership and the Board helps ensure that material risks receive appropriate visibility and that mitigation strategies evolve as our business and operating environment change.

Ethics, Compliance, and Human Rights

Integrity and accountability are fundamental expectations for everyone working on Pattern's behalf. Our Code of Business Conduct and Ethics and Anti-Corruption Policy establish requirements for ethical conduct, anti-corruption, conflicts of interest and responsible decision-making. Employees complete required training and certifications, with completion and compliance tracked through company systems.

Pattern continues to strengthen its compliance program using a risk-based approach. We view compliance as an enabler of responsible growth, helping the company navigate complexity, manage risk and maintain trust with regulators, investors, business partners, landowners and communities.

We refreshed our enterprise compliance roadmap, updated our Code of Business Conduct and Ethics and Anti-Corruption Policy, and revamped employee training covering anti-corruption, bribery, human rights and ethical decision-making. Pattern PACT, our Project Agreement Compliance Tracker, supports compliance with contractual and regulatory obligations across our operational portfolio.

Our commitment to ethical conduct includes respect for internationally recognized human rights. **Pattern's Human Rights Statement**, approved by our Executive Team, addresses the rights of workers, Indigenous Peoples, landowners, communities and underrepresented and marginalized groups. We prohibit forced labor, modern slavery and human trafficking and maintain processes intended to identify potential risks and support a safe, fair and lawful workplace.

Employees and external stakeholders have multiple channels for raising concerns. Employees may contact managers, HR Business Partners, Legal or senior leadership, while Pattern's independently administered Ethics Hotline provides confidential and anonymous telephone, web and mobile reporting options to employees, suppliers and other external parties. Our Ethics Hotline Policy prohibits retaliation against employees who raise concerns in good faith. Reports received through these channels are reviewed and investigated, with remediation undertaken where warranted.

> At its core, compliance is about governance, assurance and guidance. When it's working well, it becomes much more than a set of policies. It becomes a growth enabler and part of our license to operate with regulators, investors, counterparties, landowners, communities and each other.

Kimberly Glasspool
Chief Legal Officer

Progress and Impact

Pattern has continued to strengthen the systems supporting governance and accountability as the company grows. Kimberly Glasspool joined Pattern as Chief Legal Officer, bringing additional focus to advancing a risk-based compliance program and strengthening how compliance, ethics, governance and assurance are integrated across the business.

Recent improvements include refreshing our enterprise-wide compliance roadmap and core ethics policies, expanding employee compliance training and further standardizing how contractual and regulatory obligations are tracked.

We are also continuing to mature our approach to enterprise risk management, cybersecurity, supplier oversight and other governance topics as our development pipeline and operating portfolio expand.

Responsible Business

Supply Chain

Our suppliers are essential partners, and we expect them to conduct business lawfully, ethically, safely and with respect for human rights. Pattern's **Supplier Code of Conduct** establishes minimum expectations related to ethical business practices, worker treatment, workplace safety, environmental stewardship, community impacts and compliance.

The Code of Conduct is incorporated into our standard terms and conditions and standard contracts. We conduct supplier due diligence and monitoring through tools including LSEG World-Check and ISNetworld. Contractors performing medium- and high-risk work from a safety perspective receive additional screening against Pattern's safety and compliance requirements and are subject to audits.

Read our Supplier Code of Conduct

We work with thousands of suppliers across development, construction, operations and corporate functions and seek opportunities to support local businesses and workforces. Our supplier diversity program helps track local and diverse supplier participation and supports applicable commitments to our customers.

Cybersecurity and Data Privacy

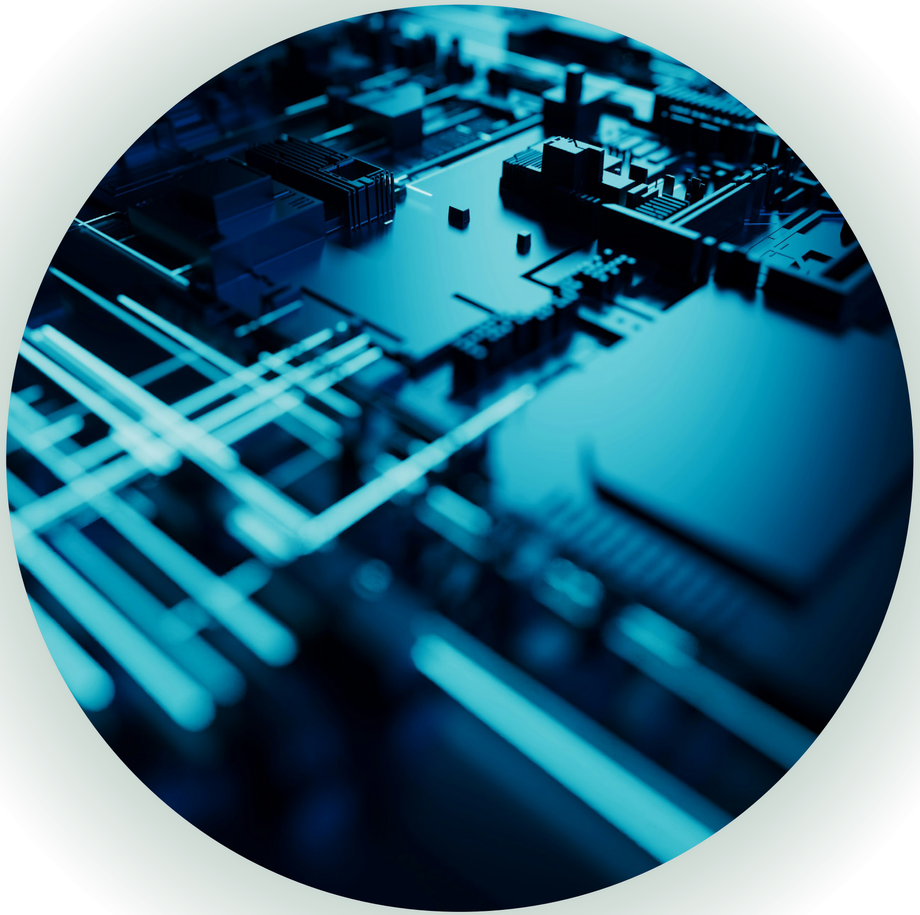
Pattern takes a proactive, layered approach to protecting our systems, data and operations as cyber risks evolve across the energy sector. Our enterprise risk assessment informs our cybersecurity and information security program.

We align applicable systems with North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards and continue strengthening security and regulatory compliance as our transmission portfolio grows. Performance indicators, including phishing detection and patching cadence, help us monitor effectiveness and identify opportunities for improvement.

Public Policy and Advocacy

Pattern engages in the public policy process to responsibly advance energy policy that promotes reliability and resiliency, maintains competitive markets and regulatory certainty and provides customers with cost-competitive options. Our External Affairs Team leads government and regulatory advocacy and works with internal and external subject matter experts to design and evaluate policy, assess risk, and inform commercial strategies.

We engage directly with policymakers and participate in industry associations and coalitions to contribute to policy discussions affecting the energy sector. Political engagement is governed by applicable laws and internal policies. In the United States, Pattern operates an employee-funded political action committee with contributions and expenditures overseen by a governing body composed of Pattern employees. Outside the United States, we maintain policies designed to support compliance with applicable laws governing interactions with public officials.





What Comes Next

Message from our President

Building for What Comes Next

Growth creates opportunity, and it also raises the bar for how we operate. As Pattern takes on larger and more complex projects, our success depends on continuing to strengthen the company behind them. Continuous improvement is a strategic imperative that shapes how we work and create value across the business.

We made meaningful progress in 2025. The completion of SunZia Wind and Transmission is an extraordinary achievement for Pattern and the thousands of people who helped deliver it.

> Infrastructure of this scale required new capabilities, close collaboration with customers, communities and partners, and the ability to solve complex challenges together.

These experiences strengthened key relationships and created a foundation we can build on as market needs evolve. We are already applying those lessons across future projects and our operating fleet.

At Ocotillo Wind, a 265 megawatt (MW) facility in Imperial County, California, our blade replacement program improved availability and production while allowing the facility to remain operational throughout construction. We are applying lessons from that work to planned improvements at Broadview & Grady Wind and Western Spirit Wind in New Mexico.

Responsible growth is not only about adding new capacity. It is also about maximizing the value and performance of the infrastructure we already operate safely and responsibly.

To support that work at scale, we brought Enterprise Excellence together under one leader, creating a company-wide approach to process improvement and capability development.

> We are investing in our people, bringing in new expertise and applying teachings from industries that have successfully navigated multiple business cycles and technology transitions.

By building on proven experience, we can accelerate capability development and operate more effectively.

The acquisition of Cordelio Power expanded our operating portfolio and added expertise across technologies, including battery storage. As we grow, we have an opportunity to apply our best practices across a broader and more diverse portfolio while developing solutions that better serve the evolving needs of our customers and the North American grid.

Our Power the Future vision provides a clear direction. Responsible growth means creating value for our customers, employees, communities, and partners throughout the project lifecycle. We will measure success not only by the size of our portfolio, but by whether we help our people grow, better serve our customers and strengthen the communities where we operate. By continuing to raise the bar for how we work, we can build a stronger Pattern and better meet the evolving needs of the energy system.



Kristina Lund
President, Pattern Energy

> We will measure success not only by the size of our portfolio, but by whether we help our people grow, better serve our customers and strengthen the communities where we operate.





Power the Future

www.patternenergy.com