

## Report on racial equity, environmental impact, & social change



### LEYLINE ADDRESSING RACISM

We created the LEYLINE ADDRESSING RACISM (LAR) Working Group in the transformative summer of 2020 with a commitment to expand diversity and address inequity in the renewable energy industry and our broader society. We identified three focus areas – education, employment, and finance and community partnerships – where we feel most able to make meaningful contributions.

### Our work in the past quarter included:

#### COMMITMENT

- Held realignment session with Leyline executives, resulting in the commitment of a Leyline executive in attendance at every LAR group meeting.
- Worked with Aya Consulting to create a job description for new JEDI manager position that will support LAR and Leyline's JEDI initiatives.

#### EDUCATION

- Held solar and renewables education event with Southern High School, a STEM-focused high school where roughly 90 percent of students are black or Hispanic. Demoed the science of solar panels, discussed careers in sustainable energy, explored Leyline's opportunities and its impact.
- Joined an online career fair at Norfolk State University.
- Successfully pitched a proposal for the design phase of a new LRC Sustainability Fellowship Program.

#### EMPLOYMENT

- Held the first Diversity, Equity, and Inclusion Foundations Training, facilitated by Aya Consulting.
- Redesigned our internal committee structure to ensure better alignment and focus for our efforts. Created five new groups within Leyline, based on employee feedback:
  - ✓ Educational Committee
  - ✓ Non-Educational Committee
  - ✓ Policy & Procedure Committee
  - ✓ Internal Growth & Development Committee

#### FINANCE & COMMUNITY PARTNERSHIPS

- Worked with Episcopal Farm Worker Ministry to donate 50 Christmas boxes to 50 families to send the Haitian community in Mt. Olive.
- Incorporated diversity, equity, and inclusion-focused mapping layers into the project evaluation process to determine the projects' impact to the local community.
- Established LAR team member attendance in monthly renewables forward meetings.
- Planning a solar panel build day with Habitat for Humanity.



## ENVIRONMENT - SOCIAL - GOVERNANCE

*With a portfolio of renewable energy investments, we obviously factor environmental goals into every project we take on. But we strive to go beyond that and find ways to perform well on a range of impact metrics. To that end, we adopted the broadly accepted “ESG” criteria, which serve as markers for tracking how well an organization meets and makes progress across a number of environmental, social, and governance categories. The following outlines our performance against these standards as of the end of the past quarter:*

**5.58**  
GW

total electricity generation capacity of Leyline financed projects

**176.7**  
MTCO<sub>2</sub>e

forecasted lifetime renewable energy output of projects Leyline helped make possible

**68,105**  
metric tons

carbon dioxide emissions avoided to date because of Leyline projects

**\$171.3 MM**  
dollars

capital invested in carbon-reducing projects



**37.5%**  
of Leyline employees

self-designated as part of a historically underrepresented racial or ethnic group in finance or renewable energy

**41.6%**  
of Leyline employees

self-identified as having a historically underrepresented gender identity in finance or renewable energy

## REPORT ON RACIAL EQUITY, ENVIRONMENTAL IMPACT, & SOCIAL CHANGE

*LEYLINE RENEWABLE CAPITAL, LLC exists to make a difference in the world – both through the projects we invest in and the way that we operate. Because actions speak louder than words, we adopted goals and established processes to effect real change. We also committed ourselves to regular and transparent reporting on our progress and on what we still have in front of us to accomplish.*

[For more details on Leyline's impact in Q4 2021, please read our blog post.](#)