

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

- Amended operating agreement to allow addition of new board members. This will allow us to add our first female board member and is the first step in the process towards a more diverse Board of Directors at Leyline.
- We have officially hired a JEDI manager, Kiah Glenn! We are grateful and excited to add her to the team starting in Q2. Look out for good change coming ahead.
- Welcomed our Next REEAL Intern Mindy Dunn! We are looking forward to working with and supporting you during your time here at Leyline!

EDUCATION

- Completed our first two sessions of learning series with Aya Consulting. In these two sessions we discussed and learned regarding microaggressions, implicit biases, and the different manifestations of inequity and intersectionality. Looking forward to the next two sessions in Q2!
- The fellowship program is moving and shaking. After accepting our pitch in Q4, Leyline is serving as a jump pad for a new fellowship program based in entrepreneurship and sustainability. This quarter the fellowship officially became a nonprofit and we made our first hire, Erin Marteau with [Marteau Consulting, LLC](#), a non-profit success consultant. Erin will be supporting our focus fellowship team with board development and building the foundations for a healthy and organizational culture.

EMPLOYMENT

- Established JEDI targets to include in origination efforts at the developer level and project level (i.e. metrics to identify and invest in more diverse developer teams and projects with positive JEDI/community impact)
- Progressed JEDI Key Performance Indicators for the Board
- Aggregated key JEDI metrics from all Leyline teams
- Ran hiring process for JEDI manager role and hired a JEDI Manager to start in May
- GD and marketing agency to scope candidates, LEED guide – had a conversation with the marketing firm about focusing on JEDI focus/issues
- TS Metrics and tracking – moving forward with what we want to do with the results
- Integrated/incorporated JEDI Metrics into marketing and origination efforts via lead generation and prospecting work with DG+

FINANCE & COMMUNITY PARTNERSHIPS

- Leyline completed Christmas Boxes for the Haitian community in Mt. Olive in Q4 and boxes were delivered early Q1
- Non-Educational Partnerships committee came up with Q1 Road map for 2022
- Established quarterly goal for 1 volunteer event quarter to align with quarterly meetings
- Identified and building partnership with habitat for humanity
- Companywide survey to see what and how team members like to give
- One community volunteer a quarter, based around quarterly meetings



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:

6.0
GW

total electricity generation capacity of Leyline financed projects

866.9 Mt
CO₂Eq

forecasted amount of greenhouse gas carbon emissions avoided because of Leyline projects

500.3
TWh

lifetime renewable electricity production of projects Leyline helped make possible

\$223.2MM
dollars

capital invested in carbon-reducing projects



34%
of Leyline employees

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

34%
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.