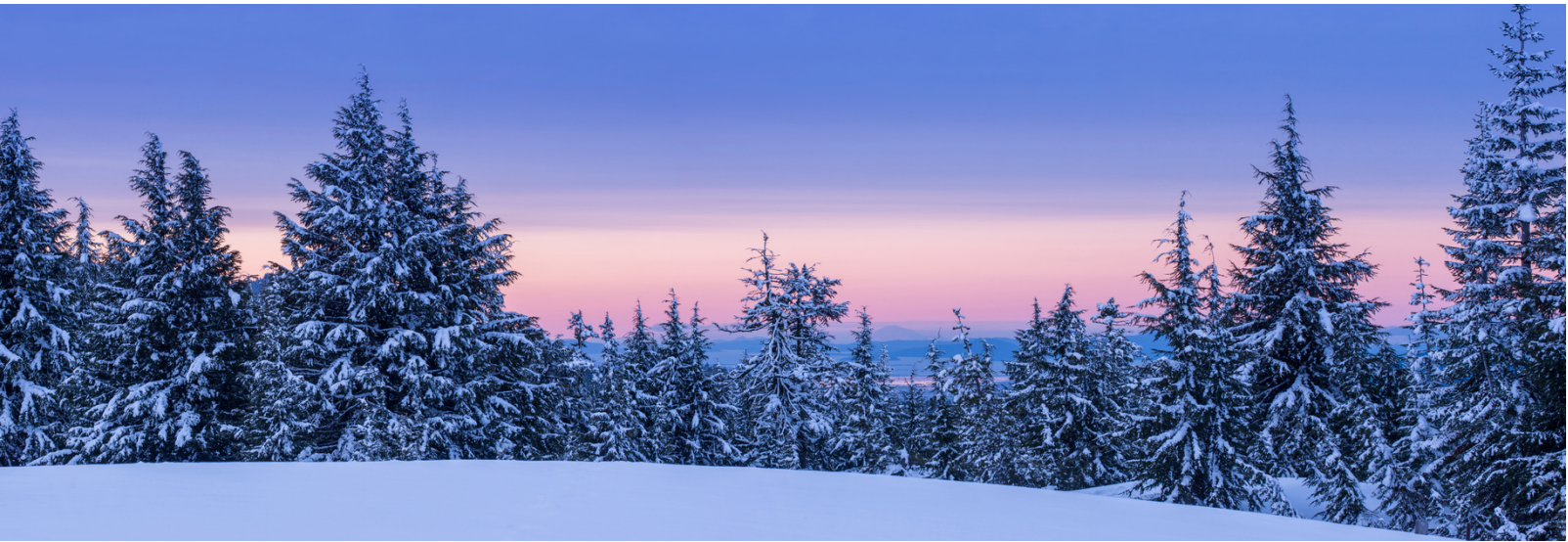


Q4 2023

# LEYLINE'S QUARTERLY JEDI REPORT



## Leyline Q4

At this, the conclusion of the 2023 year, Leyline would like to take this time to reflect on how far we have come this year in all aspects of our JEDI work. Looking backwards is a crucial part of this work. In the Akan tribe in Ghana there is the word “Sankofa”. The literal translation of the word and symbol is “it is not taboo to fetch what is at risk of being left behind.” Sankofa is a phrase that encourages learning from the past to inform the future, reaching back to move forward, and lifting as we climb. It is a grave error to forget what has come before and therefore we should constantly look to what has come before to make sure we acknowledge what has been as we build what is to come.

## Highlights from 2024

*We have had multiple JEDI workshops throughout the year, increasing staff knowledge around areas of Diversity and Inclusion. Our JEDI Manager also co-led an internal seminar for Renewables Forward members working in the DEI space. This workshop was aimed at helping DEI practitioners find community with others who share the same work and discuss issues, provide support, and identify areas of success.*

*Ladyline held several successful meetings this year with many successful women in the clean energy industry. The highlight of their year was their first Women's Retreat in NYC, NY.*

*We were also pleased to host a great 2023 cohort for our REEAL program. REEAL is the Renewable Energy Externship at Leyline. The REEAL program is a 27-week rotational internship designed to allow motivated and hardworking undergraduate students to take their classroom learning into the real world.*

*Leyline continued actively engaging with our community by working with the local food bank, participating in Habitat for Humanity builds, and donating to refugee families in the area.*

*This year, we also revamped our ESG metrics and tracking systems. To better tell our story, we looked at what other organizations were reporting and what would make sense for our place in the industry. We are now reporting in a way that better reflects not only what we are doing as an individual organization but also how our capital is contributing to the advancement of DEI. In Q4, we financed nine projects that were either in LMIs (Low/middle-income communities) or Opportunity Zones.*

*Finally, while we had a fantastic 2023 we aim to have an even better 2024. It is essential for us to continue our journey and look for ways we could be better at learning, changing, and growing. Here's to 2024.*



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## Year in Review

