

notify!


THE NORDEX GROUP WHISTLEBLOWER SYSTEM

Our business partners' employees and Nordex Group employees may submit and discuss information about misconduct or maladministration in connection with the Nordex Group's business activities through the whistleblower system "notify!".

The Corporate Compliance department is responsible for the whistleblower system. Our business partners' employees can submit and discuss information via two different channels:



Compliance Web Channel

 <https://nordex.whistleblownetwork.net>

- Written submission of information in all Nordex Group languages, 24/7 and accessible from anywhere via the Internet
- Optional possibility of providing information anonymously, transmitting documents and entering into anonymous dialogue with the Corporate Compliance department



Compliance Helpdesk

 +49 (0) 40 30030 3030
 Compliance@nordex-online.com
 Nordex SE,
Corporate Compliance,
Langenhorner Chaussee 600,
22419 Hamburg, Germany

- Direct dialogue with an expert regarding compliance without the need for contact in person: call forwarding or email forwarding to an employee of the Corporate Compliance department or a member of the Compliance team
- A Compliance team member can generally be reached via the telephone number on weekdays from 9:00 a.m. to 5:00 p.m. (Germany). Outside this time period, it is possible to leave a voicemail. A return call will be placed upon request, or if necessary, as soon as possible (also outside regular working hours)

Confidential, independent, competent

Every tip will be followed up on confidentially, independently and competently.

The whistleblower will be protected from any adverse effects to the very best of the company's ability. The whistleblower will not suffer any disadvantages due to information provided in good faith on misconduct by third parties.

In principle, the presumption of innocence applies. There will be no negative consequences imposed without sufficient evidence and the opportunity for clarification.

Any action will be taken within an appropriate professional framework and in accordance with relevant legislation and internal works agreements.

For further information or in the event of any questions, please do not hesitate to contact the Corporate Compliance department.

Further information on compliance in the Nordex Group can be found on the Internet at:

<http://www.nordex-online.com/>

Examples of misconduct or maladministration

Misconduct is defined as any conduct that violates local legal regulations (e.g. laws, stipulations), the Nordex Group Code of Conduct, the Supplier Code of Conduct or other internal regulations.

Any circumstance caused by the persons/ activities of the company which poses a risk to people, the company's assets or its environment is deemed to be an instance of maladministration.



Examples:

- Bribery or corruption of business partners
- Manipulation of invoices or other company documents
- Prohibited exchange of information with competitors and business partners
- Theft of or damage to company property
- Breaches of safety regulations
- Physical violence, sexual assault

Details on the handling of information

No matter which communication channel has been chosen to transmit information, it will always be looked into as follows:

Validation

- Ensuring sufficient comprehensibility; if necessary, further questions posed to the whistleblower
- Assessment of the circumstances of the case and the risks; consulting with experts, if necessary

Investigation

- Determining the need for investigation and the resulting course of action
- Investigation through suitable research and interviews

Conclusion

- Initiating required measures for the direct protection of persons and the company
- Implementation of measures for lasting prevention and improvements; sanctioning and initiation of legal action, if necessary