Key Facts of Sustainability



TOGETHER FOR CHANGE – WIND FOR A SUSTAINABLE FUTURE

Nordex Group's highly efficient wind power systems are making a major contribution to climate-friendly energy generation today. Our Sustainability Strategy 2025 clearly signals that the Nordex Group is prepared to do its part to fight climate change.





INTRODUCTION & SUSTAINABILITY MANAGEMENT

 $(\equiv) (\ll) (<)$

Foreword by the Management Board	04
We Are Nordex – Facts and Highlights	05
Sustainability Highlights 2023	06
Nordex Sustainability Ratings	08
EU Taxonomy	09

OUR SUSTAINABILITY CONTRIBUTION

Materiality Analysis	11
Sustainability Strategy 2025	12
Sustainable Development Goals (SDGs)	15
Our Products	16
Environment	18
Social	22
Governance	26

FURTHER INFORMATION

Standards and Certificates	30
Memberships and Organizations	30
Sources, Contact & Imprint	31

INTRODUCTION & SUSTAINABILITY MANAGEMENT

0 19

FOREWORD BY THE MANAGEMENT BOARD



Patxi Landa

Chief Sales Officer (CSO)

José Luis Blanco

Chief Executive Officer (CEO)

Dr. Ilya Hartmann

Chief Financial Officer (CFO) From left to right

Dear readers,

Looking back at a year of climate-related extremes, the importance of renewable energy sources in tackling climate change has never been more apparent. At the Nordex Group, we are proud to work at the heart of the energy sector's green transformation. In 2023, our installed total output of 51.4 GW worldwide avoided around 69.1 million tonnes of CO_2e .

Despite a challenging economic environment, we have made further progress towards the ambitious targets we have set ourselves in our Sustainability Strategy 2025. With this Sustainability Key Facts booklet, we present the Nordex Group's most important ESG-related key performance indicators and summarize information from our comprehensive Sustainability Report 2023.

Sincerely yours,

the Management Board

Hamburg, March 2024

WE ARE NORDEX – FACTS AND HIGHLIGHTS

The development, manufacturing, project management and servicing of wind turbines in the onshore sector is the core competence and passion of the Nordex Group and its more than 10,100 employees around the globe. Founded in 1985, we have 38 years of experience in harnessing the wind. Our comprehensive product portfolio focuses on onshore turbines in the 4 to 6MW+ class, offering solutions for markets with

limited space and regions with limited grid capacities. Our Delta4000 series, the first in the world to introduce a flexible rating as part of its core design philosophy and operational strategy, features high-yield wind turbines that enable many years of efficient electricity generation from wind energy in almost all geographical and climatic conditions. Check out our company facts.

€ 6,489

million Sales Revenues 2023 (2022: 5,694 million)

10,133

employees in 2023 at the reporting date (2022: 9,111)

69 Mt

of CO₂e emissions avoided (2022: 61 Mt CO₂e avoided)

51 GW

of wind energy capacity in over 40 countries (2022: 44GW in over 40 countries)



Learn more about the Nordex Group



≪ < > ∞ 06

SUSTAINABILITY HIGHLIGHTS 2023

Special projects fostering and representing sustainability performance

Sustainability and Health Day in Hamburg

- In September 2023, we held the 5th Sustainability and Health Day at our head office
- The program featured a rich variety of talks, panel discussions, workshops, hands-on activities and information stands covering a range of sustainability and health topics
- This year the motto was: "Climate Action. Healthy Mobility."

Environmental Week Brazil

- This year's Environmental Week in Brazil was a great success, surpassing all previous years in terms of participation and impact
- The event took place around all sites in Brazil and focused not only on raising awareness of the circularity concept (4Rs: Refuse, Reduce, Reuse and Recycle) but also taking direct action

Development of a Green Electricity Policy

- Among other initiatives, we committed to procuring 100% green electricity – a principle we have been following since 2021
- As part of our efforts to achieve climate neutrality (scopes 1 and 2), we published a globally applicable Green Electricity Policy in 2023

"Building Public Trust Award" for best EU Taxonomy reporting

- The Nordex' Sustainability department received an award for the best sustainability reporting in the "Taxonomy Reporting" category for the 2022 Sustainability Report
- The award recognizes the credibility, consistency, completeness, relevance, and reliability of the information presented, as well as the quality of information integration and the use of innovative reporting approaches

(=) ≪ < > <> <> 07

Reduction of the Product Carbon Footprint

- Our goal: to prepare a Life Cycle Assessment (LCA) studies for all relevant turbines
- In 2023: LCA studies for two turbine types: the (N149/5.X and N163/6.X)
- Result: emissions of 4.9g and 4.7g CO₂e per kWh of electricity generated respectively

RoSPA Renewable Energy Sector Award for Health and Safety Efforts (Nordex UK & IE)

- Nordex UK & IE have won the prestigious Renewable Energy Sector Award from the Royal Society for the Prevention of Accidents (RoSPA) for the two consecutive years
- Winners of RoSPA Award recognized as world leaders in health and safety practice



2023 ecovadis Sustainability Rating

GOLD

EcoVadis Gold Standard

- EcoVadis Gold Medal awarded once again to the Nordex Group in recognition of its successful sustainability efforts
- This time we scored 70 out of 100 points (2022: 71 points). The latest result puts the Nordex Group in the top 2% of all general industrial machinery manufacturers assessed by EcoVadis

Kick-off of the EoLO-HUBs R&D program project

- Our goal: to supply fully recyclable rotor blades for wind turbines by 2032
- The EU funded EoLO-HUBs project aims to demonstrate and validate innovative composite recycling technologies for end-of-life wind turbine recycling
- The Nordex Group will contribute its expertise in blade design and material combinations and provide test blades for the project



NORDEX SUSTAINABILITY RATINGS

(As of February 2024)

There are various ESG¹ rating agencies that continuously monitor and confirm Nordex's sustainability performance. The agencies collect information on these topics, conduct research and evaluate companies. These ratings encourage transparency concerning sustainability performance in our industry.



Further information about Nordex' ESG Ratings, p. 28, Sustainability Report 2023 (SR 2023)

Ratings	Industry	Scale	Industry Average	Nordex Group Score 2022	Nordex Group Score 2023	Change to previous year
ecovadis	Manufacture of general- purpose machinery	1-100 100 » best	94 th percentile	71/100 Gold status 30/06/2022	70/100 Gold status 27/09/2023	$\overline{\Rightarrow}$
ethix-climate-oekom	Machinery	A+-D- A+ » best	C	B ² PRIME 19/12/2020	B+ ² PRIME 21/12/2022	
	RE Equipment	A-D A » best	C	B 13/12/2022	B 06/02/2024	$\overline{\bigcirc}$
MSCI 🛞	Electrical Equipment	AAA-CCC AAA » best	A	A 08/09/2022	A 15/09/2023	$\overline{\Rightarrow}$
	Electrical Equipment	Risk Rating 0 – 100 0 » best	18 th place of 268 Companies	25.0/100 Medium Risk 29/06/2022	16.6/100 Low Risk 09/05/2023	

¹ ESG= Environmental, Social, Governance

² Interest margin of one of the Nordex Group's financial instruments is tied to this rating.

EU TAXONOMY

OUR ACTIVITIES

Our activities and assessment of Taxonomy eligibility and alignment

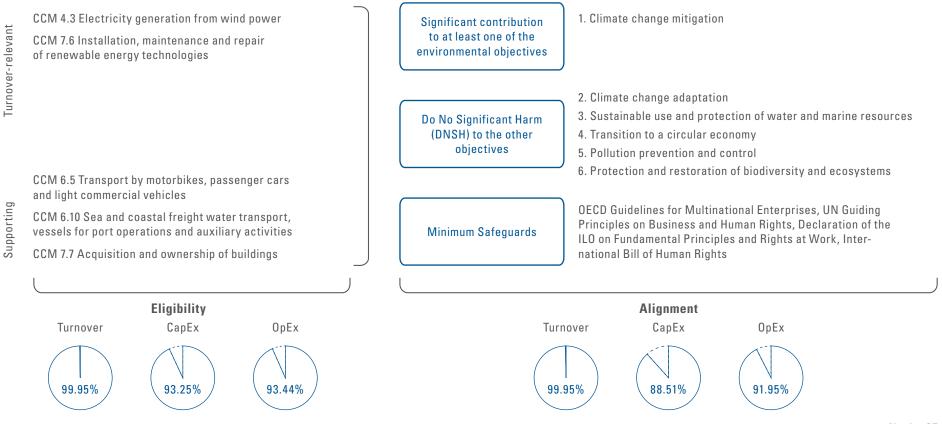
ELIGIBILITY ASSESSMENT

Listed in Annex 1 and 2 of Commission Delegated Regulation (EU) 2021/2139 as well as in Annex 1 to 4 of Delegated Regulation (EU) 2023/2486 and in accordance with the respective activity description

ALIGNMENT ASSESSMENT

Compliance of activity with all three EU Taxonomy criteria sets described below

Further information about Nordex' EU Taxonomy-disclosure, p. 29ff., SR 2023



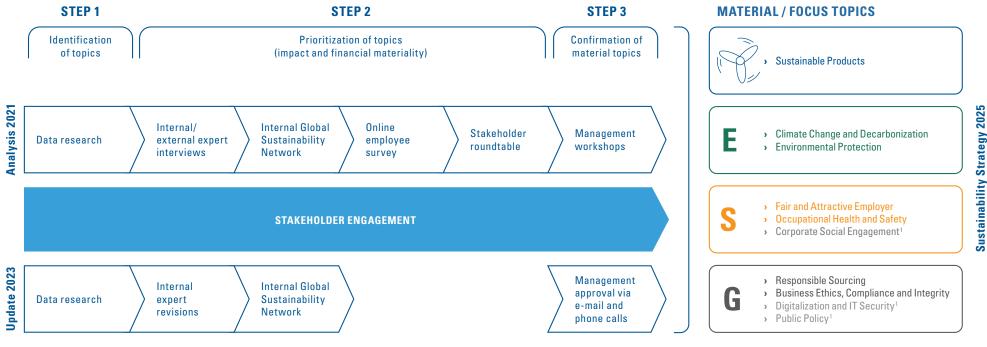
Nordex SE Key Facts of Sustainability 2023

OUR SUSTAINABILITY CONTRIBUTION

MATERIALITY ANALYSIS

In order to identify the key sustainability issues where the Nordex Group has an impact on its stakeholders (inside-out, i.e., impact materiality) as well as the areas where sustainability patterns impact the Nordex' business (outside-in, i.e., financial materiality), we conducted a comprehensive materiality analysis in 2021, and revised it in 2023.

Materiality analysis process and stakeholder engagement



Topics are not material and not part of the sustainability strategy. As they are also important to the Nordex Group, they are addressed additionally in the report.

(<) (<) (<) (<) 12</p>

SUSTAINABILITY STRATEGY 2025

Together for change - Wind for a sustainable future



Learn more about the Sustainability Strategy 2025

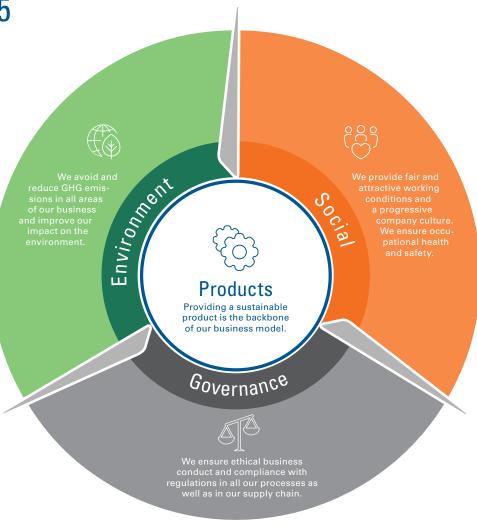


Further information p. 19, SR 2023

In the reporting year we started to implement the Nordex Sustainability Strategy 2025, that we developed in 2021 involving our most relevant internal and external stakeholders.

The strategy is structured in line with the ESG (Environment, Social, Governance) framework, with sustainable products at the core of our strategic model. Entitled "Together for change – Wind for a sustainable future," it serves as our compass and reflects our integrative approach: Let's work together on the measures to achieve our targets – and contribute to a future worth living!

We have set specific objectives (see next page) for these topics to launch the next stage of consistent sustainable development in our company in line with Sustainable Development Goals of the United Nations (SDGs).



 \equiv

Click on the Focus topics to see all goals and measures



Strategy implementation overview

	Focus topic	Goals	Implementation status 2023
			Achieved
Our Products	Sustainable Products For further information	Goal 1: Provide fully recyclable blades by 2032	
९०३	regarding the products measures, see p. 52 ff, SR 2023	Goal 2: Decrease carbon footprint of turbines by 25% by 2025	
		Goal 3: Keep customer satisfaction at a high level of 4 (scale 1–6)	
Environment	Climate Change and Decarbonization	Goal 1: Manage and adapt to climate risks and opportunities	•
For further information regarding the climate measures, see p. 65 ff, SR 2023	Goal 2: Define science-based targets (SBTs) in line with 1.5°C target ambition		
	Goal 3: Achieve climate neutrality (scopes 1 and 2) by 2023 and continuously improve climate impact	•	
	Environmental Protection For further information	Goal 1: Achieve zero production waste to landfill by 2025	
regarding the environmental measures, see p. 75 ff, SR 2023		Goal 2: Increase waste recovery rate by five percentage points by 2025 (baseline recovery rate in 2021: 55%)	
		Goal 3: Reduce waste generated per MW produced – specific to production areas: for blades by 5% and for towers and nacelles by 10% by 2025	•
		Goal 4: Reduce hazardous materials and minimize their hazard potential	4
		Goal 5: Increase water efficiency	



	Focus topic	Goals	Implementation status 2023
			Achieved
Social ତୁ ଠୁ ଠୁ	Fair and Attractive Employer For further information	Goal 1: Be an attractive and innovative employer and reduce the voluntary turnover rate to below 5 percentage points of the market average by 2025	
	regarding the employer measures, see p. 91 ff, SR 2023	Goal 2: Optimize talent programs and provide further programs for employee development	
		Goal 3: Achieve a minimum of 25% female representation in management positions by 2025	
		Goal 4: Promote sustainable commuting and business travel and establish a global concept for sustainable mobility	
	Occupational Health and Safety	Goal 1: Reduce accidents to a lost time injury frequency (LTIF) of less than 1.5 per 1 million working hours by 2025	
	For further information regarding the health & safety measures, see p. 99 ff,	Goal 2: Develop a comprehensive mental health strategy by 2023	
SR 2023		Goal 3: Reduce accidents in the supply chain	
Governance	overnance Responsible Sourcing For further information regarding the sourcing	Goal 1: Ensure and promote compliance with laws (especially human rights, environmental and social standards) and ethical business practices in our supply chain within our sphere of influence	
	measures, see p. 115 ff, SR 2023	Goal 2: Reduce carbon emissions in the supply chain (scope 3)	
		Goal 3: Engage with and positively impact the supply chain	
	Business Ethics, Compliance and Integrity For further information	Goal 1: Systematically anchor environmental, social and human rights as well as business ethics risks in business decisions and continuously increase transparency with regard to risk identification, risk assessment and risk management	•
	regarding the business ethics measures, see p. 132 ff, SR 2023	Goal 2: Promote responsible and ethical business conduct internally and with our business partners	
		Goal 3: Zero tolerance of unethical behavior	
		Goal 4: Increase communication and transparency regarding ESG (environment, social, governance) performance	
		Goal 5: Anchor sustainability as part of all departments and the company culture	

(\ll) $(\langle \rangle)$ 15

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The UN Agenda 2030 adopted 17 global Sustainable Development Goals (SDGs) in 2015. The Nordex Group has integrated these objectives into its strategic sustainability approach and particularly makes a significant contribution to:



For further details please visit our

website and review

the full description of our contributions

to the Sustainable

Development Goals

7 | Affordable and Clean Energy

As a supplier of innovative onshore wind turbines, we make a sustainable contribution to steadily increasing the share of renewable energies in the global energy mix. Our turbines ensure a reliable, forward-looking supply of electricity in over 40 countries worldwide. We will consistently pursue an ongoing reduction in the cost of energy and a high level of satisfaction among our customers and investors.



8 | Decent Work and Economic Growth

The Nordex Group generated a direct economic value of 6,489 EUR million and employed more than 10,133 people in 2023. By operating sites in Brazil, India, Mexico and South Africa, we create jobs for the local population in emerging markets, respecting human rights and promoting a diverse, healthy and safe work environment.



12 | Responsible Consumption and Production

The production of wind turbines supports the energy transition towards renewable energies while respecting sustainable production and consumption patterns. Sustainability aspects play a key role for us in all phases of our wind turbines' life cycle - from development through responsible sourcing, production, and operation, to dismantling and recycling



13 | Climate Action

Our product portfolio contributes to promoting greener energy generation on a global level. We regularly calculate our Corporate Carbon Footprint, disclosing all relevant climate data, including scope 1 to 3 emissions. Following its commitment to set science-based targets in late 2021, the Company has now developed near-term and net-zero science-based targets (SBTs) in line with the 1.5°C target ambitions and handed them in to the Science Based Targets initiative (SBTi) for validation. They are expected to be confirmed in 2024.

9 | Industry, Innovation and Infrastructure

contribute to advance innovation industry-wide.

With our business model (manufacture clean and environ-

mentally sound technologies) we support the establishment

of sustainable and resilient infrastructures in developing and

emerging countries. By engaging with the wider wind industry

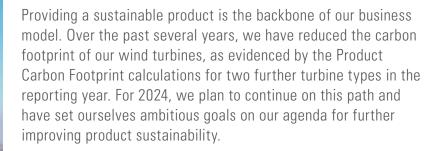
and constantly working on scientific research programs, we

Nordex SE Key Facts of Sustainability 2023





OUR PRODUCTS





Main Targets	Indicator	Baseline 2021	2023 Status Achieved	
Provide fully recyclable blades by 2032	Rotor blades recyclability	_	n/a 1	
Decrease carbon footprint of turbines by 25% by 2025	Product Carbon Footprint	N149/4.0-4.5: 6.5g CO ₂ e/kWh	N149/5.X: 4.9g CO ₂ e/kWh (-25%) N163/6.X: 4.7g CO ₂ e/ kWh (-28%)	
Keep customer satisfaction at a high level of 4 (scale 1 – 6)	Customer satisfaction level	Projects: 4.4 Service: 4.4	Projects: 4.6 Service: 4.4	

¹ Indicator under development in 2024

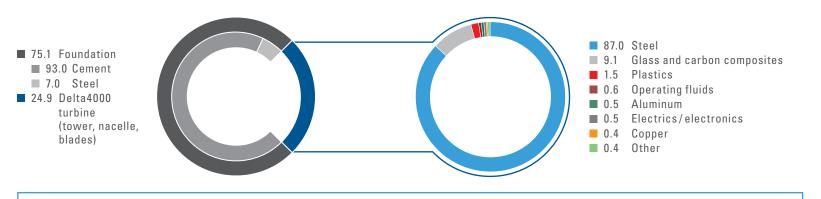
For further details see Sustainability Report 2023 p. 52 f

6.5 » N149/4.X

Sustainable Products

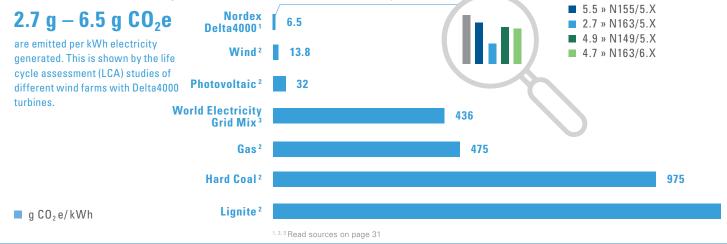
Material mix of foundation and Delta4000 turbine (in %)

Concrete, steel and glass/carbon fiber reinforced composites are the three main materials of all Nordex turbines. The graph shows the materials used in a N149/4.X TS105.



Our turbines' carbon footprint:

CO₂e emissions related to the generation of one kilowatt-hour of electricity



7.30 GW installed capacity in 2023 (2022: 5.22 GW)

69.1 Mt

of CO₂e emissions avoided through all Nordex turbines running in 2023 (2022: 60.7 Mt CO₂e avoided)

85% - 95%

of materials used in a wind turbine are recyclable

4.5

total satisfaction rate in the Project and Service areas (scale 1-6, 6=best) (2022: 4.4 in the Project Area¹)

28%

carbon footprint reduction for the N163/5.X turbine, when extending the lifetime from 25 to 35 years

¹ Service area: survey every two years

1.140



Going beyond our products' impact on the energy transition, we aim to further improve our environmental impact by increasing energy and water efficiency, embracing biodiversity and cutting GHG emissions and waste wherever we can. Having submitted near-term and net-zero SBTs to the SBTi, we further acknowledge the importance of identifying and implementing impactful measures as part of the development of our Climate Action Plan.

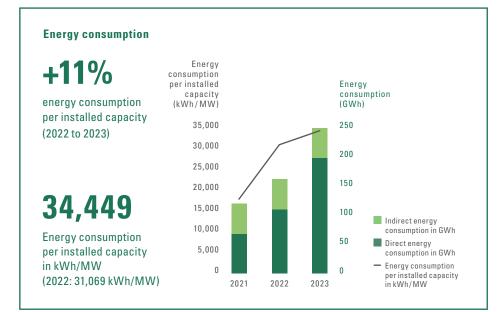
6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
Q	-Ò.	CO	

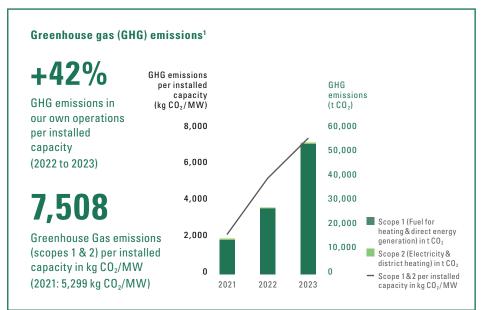
Main Targets	Indicator	Baseline 2021	2023	Status Achieved ■
Define science-based targets (SBTs) in line with 1.5°C target ambition	Qualitative	-	_	
Achieve climate neutrality (scopes 1 and 2) by 2023 and	scope 1 & 2 emissions in t CO2e	Scope 1: 14,181t CO ₂ e	Scope 1: 53,876t CO ₂ e	•
continuously improve climate impact	-	Scope 2: 607t CO2e	Scope 2: 584tCO₂e	
Achieve zero production waste to landfill by 2025	% landfill of total waste	17%	31%	
Reduce hazardous materials and minimize their hazard potential	number of hazardous materials	654	603	

For further details see Sustainability Report 2023, p. 65 f, 75 ff

■ 《 〈 〉 ② 19

Climate Change & Decarbonization





¹ In the graph we only show our scope 1 and 2 emissions. For our comprehensive report on scope 3 emissions see the Corporate Carbon Footprint analysis of 2022 (see following page).

TCFD Climate Risk and Opportunity Assessment

We conducted a thorough assessment of climaterelated risks and opportunities in alignment with the recommendations of the TCFD. TCFD

>20 measures to reduce GHG emissions have been identified in the context of developing a Climate Action Plan for scopes 1 and 2.



Further information about environmental data, p. 54 ff, SR 2023

Scope 4

Corporate Carbon Footprint Analysis of 2022 (in kt CO₂e)

Our efforts

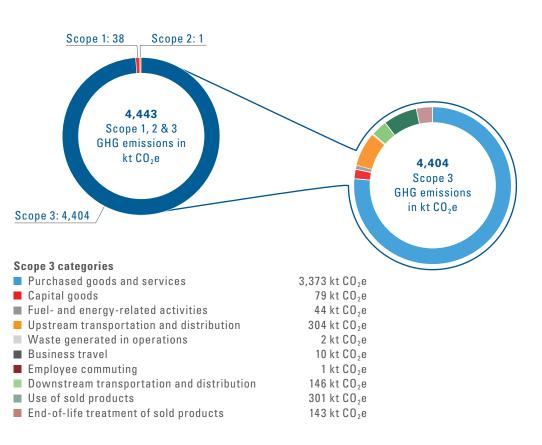
- By developing, producing, selling, and installing wind turbines, we contribute to the renewable energy transition.
- We quantify the Corporate Carbon Footprint (CCF) on an annual basis, using it as a foundation for managing our own impact on the climate.
- The CCF includes all GHG emissions that are directly and indirectly caused by the Nordex Group along the whole value chain.
- This analysis covered all production, office, and service premises across the Group regardless of their size, as well as all relevant emissions categories of the scopes 1, 2, and 3 that are classified in the GHG Protocol Corporate Standard.

2–4 months

of Carbon Payback Time – This figure represents the period of time a turbine needs to be in operation before it has avoided as much CO_2e emissions as were released over its entire lifecycle.

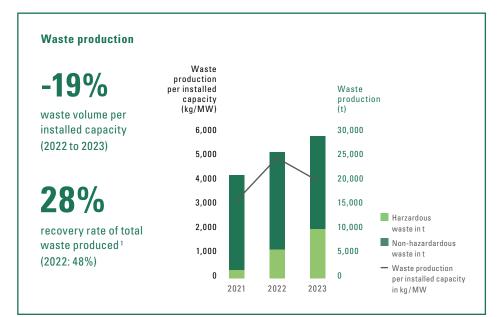
60,700 kt CO2e avoided through all Nordex turbines

running in 2022 (2021: 58,900 kt CO₂e)



(<) (<) (<) (<) 21</p>

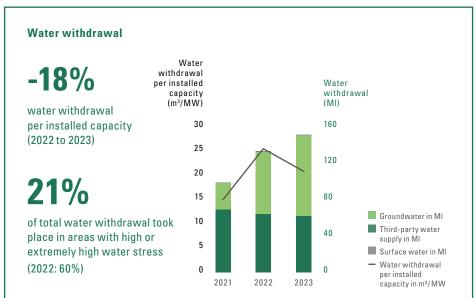
Environmental Protection



¹ At the Nordex Group, "recovery" includes preparation for reuse, recycling and composting

Reducing Impact of Hazardous Materials

We regularly check whether material substitutions are possible, thus reducing the extent of any potential environmental damage. In 2023, we revalidated the Nordex Group's Black and Grey List and incorporated it into a Hazardous Materials Company Standard. This provides the foundation for further activities to eliminate or reduce the usage of hazardous materials.



Biodiversity Protection

The Nordex Group seeks to protect biodiversity by avoiding, mitigating and remediating any significant negative impacts that our products and services may have on the natural environment.

Following the principle "Planting a tree, growing a future," our colleagues at the nacelle facilities in Brazil and India, for instance, planted more than 600 trees and about 300 further plants, thus working together to raise awareness of environmental issues.

> Nordex SE Key Facts of Sustainability 2023



We provide fair and attractive working conditions and a progressive company culture. At #TeamNordex, our values of Integrity, Respect, Collegiality and Ownership are at the forefront. In 2023, we focused on training development and fostering awareness of diversity and inclusion at the Nordex Group. In addition, we significantly reduced our risk and the lost time injury frequency (LTIF) from 1.5 to 1.2 in 2023.



Main Targets	Indicator	Baseline 2022	2023	Status ■ Achieved
Reduce accidents to a lost time injury frequency (LTIF) of < 1.5 by 2025	LTIF	3.2	1.2	
Develop a comprehensive mental health strategy by 2023	qualitative	_	_	
Achieve a minimum of 25% female representation in management positions ¹ by 2025	Female leader share	17.1%	18.9%	
Reduce the voluntary turnover rate ² to below 5 percentage points of the market average by 2025	Deviations voluntary turnover (from market average) ³	2021: n/a 2022: +1.47%	-1.95%	

- ¹ Includes women in positions on M1 to M4 level; all management positions are evaluated with Mercer according to the IPE (International Position Evaluation) methodology.
- ² Nordex mid-term voluntary turnover rate (weighted) in 2023: 3.99%, Mercer mid-term voluntary rate (weighted): 5.94%.
- ³ Market average = The mid-term voluntary turnover rate (mid year 2023), per country, weighted 95% accuracy as global number (Mercer).

For further details see Sustainability Report 2023 p. 91 ff, 99 ff

■ 《 〈 〉 ③ 23

Fair & Attractive Employer

Our efforts and main measures

- We offer an eLearning training on unconscious bias to tackle prejudice in the workplace
- We continued the leadership training "Trust.Listen.Lead"
- Regarding our existing management talent program UPWIND, we had a participation rate of 38% of women (goal: 40%)
- An Intercultural Differences Workshop was conducted for the first time within the UPWIND Groups 2022/2023
- We launched the "re:think" communications campaign which consisted in different articles challenging thinking about stereotypes
- We have further expanded our key figures on diversity and inclusion (D&I) including the global unadjusted Gender Pay Gap, monitor them through a dashboard and share the numbers with the D&I Council every three months
- We have sent out our first global D&I survey to around 9,000 employees to improve in our efforts to create a diverse and inclusive workplace
- We have updated our German Company Car Guideline to specifically commit to promoting electric mobility and formed a global mobility task force to coordinate sustainability criteria for commuting and business travel

16.9% share of women (2022: 16.4%)

²²³ 10,133

employees (2022: 9,111)

+ **18.9%**

share of women in management (2022: 17.5%)

3,131 new onboardings (2022: 2,784)





of employees performed the Compass Dialog (2022: 75%)

¹ Core process of employee development

> 95 nationalities working at the Nordex Group

(2022: > 90)

) 🔇 🔿 🔍 24

Occupational Health & Safety

In 2023, we reached our goal of reducing our LTIF to below 1.2 and continued our efforts to create a safe working environment for all our employees and partners. To increase safety awareness and qualifications, we offer programs and training courses worldwide, a selection of which is presented below.

Preventive Culture leadership

Safety Walk & Talks on how to carry out work as safely as possible are a key element of our safety culture. To ensure focused discussions between managers and employees, we require all managers to complete the Safety First Leadership Training.

360° HSE Transformation program

With the 360° HSE Transformation program the Nordex Group aims to become a world-class company in terms of HSE by ensuring safe on-site practices during projects, and brings the same principles into the Service and Tower global functions. Lost Time Injury Frequency (LTIF) – Group level (2022: 1.5)

> 8 Significant employee accidents – Group level (2022: 7)

"Take your time to ..."

This monthly campaign focuses on mental health, effective communication, emergency response, personal wellbeing, work in extreme temperatures, work with hazardous materials, positive H&S culture, workplace organization (5S), and training.

"Wellbeing awareness program"

We implemented a comprehensive global mental health and wellbeing awareness program for employees in 2023, including intranet articles, newsletters and safety contacts for work teams. This has been supplemented by various local initiatives offering employees resources such as expert presentations and exercises.

Internal award for the best preventive action

We developed and implemented a safety awareness program to present an award to the best preventive action in each quarter. All cases reviewed showed excellent risk reduction in the company and for employees.

(≤) (<) (<) (<) (<) 25</p>

Corporate Social Engagement

We consider Corporate Social Engagement as an opportunity to contribute to regional development and engage as a member of the local community in regions where we operate.

India and Brazil

The tree planting campaigns launched by our colleagues in Chennai, India, and Bahia, Brazil, embody our vision of sustainability and the importance of promoting shared values among our employees and collaboration.

Türkiye

We continued supporting rural regions and women in Türkiye. We aim to share our knowledge with people, and we want to inspire young people with wind energy technology.

South Africa

We are involved in various development initiatives promoted by the Nordex Education Trust and the Socio-Economic Development (SED) Project to foster education.

Brazil

In Brazil, the Nordex Group was involved in several projects with a focus on health, community gardening and reusing fresh concrete.



A Nordex employee in Brazil planting a tree and promoting environmental stewardship.



These talented women participated in this year's Wind Turbine Technical Workshop, where they gained hands-on experience and learned about the latest advancements in wind energy technology.



In an effort to reduce waste and support local communities, we have donated materials from our construction sites to be repurposed in various creative projects, giving the materials a second life.



(€) (<) (<) (<) (<) (<) (<) 26</p>

Responsibility is at the core of our business. In line with our Sustainability Strategy 2025, we set goals to engage with and positively impact our supply chain, ensure responsible and ethical business conduct, as well as make ESG-oriented business decisions. One of the top achievements of this year in the field of regulatory compliance and preventing corruption is the launch of the new Code of Conduct e-learning and the kick-off of personal compliance country visits to foster our full commitment to ethical standards around the "Nordex Globe."

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- Č				

Main Targets	Indicator	Baseline 2021	2023	Status ■ Achieved
Anchor ESG risks in business decisions and increase transparency	qualitative	-	-	
Promote responsible and ethical business conduct internally and with our business partners	Employee training rate on prevention of bribery and corruption	2021: n/a 2022: 57%	46% 1	•
Zero tolerance of unethical behavior	Percentage of fulfilled ISO 37001 requirements	2021: n/a 2022: 72%	72%	
Engage with and positively impact the supply chain	qualitative	-	_	

¹ Training rate is lower than last year because of the new mandatory e-learning introduced in 2023, which has to be completed by all target employees again.

For further details see Sustainability Report 2023 p. 115 ff, 132 ff

) 《 〈 〉 ② 27

Responsible Sourcing



Supplier Management at the Nordex Group

- Nordex' Code of Conduct for Contractors and Suppliers as baseline for common standards
- Regular and special, event-driven supplier audits with focus on product and process quality, upholding of human rights, statutory occupational and health standards
- New supplier qualification based on criteria in fields of working practices, human rights, impact on society and environmental aspects

Supplier countries of origin in %

	2023	2022	2021
Germany	29.9	32.2	30.6
Europe (excluding Germany and Spain)	18.9	15.6	19.4
Türkiye	14.6	10,7	11
America (excluding Brazil)	9.0	10.4	10.5
China	7.7	8.5	7.8
Brazil	5.9	8	4.8
Spain	7.4	7.2	8.1
Asia (excluding China)	5.9	6.9	5.2
Africa	0.2	0.4	2.2
Australia	0.5	0.2	0.4

In 2023, we implemented compliance with the German Supply Chain Act, and take this occasion to strengthen our supply chain due diligence activities. We also strive to actively reduce carbon emissions in the supply chain.

Wind[•]

The Nordex Group engages in Wind Europe's working group 'Sustainability in the Supply Chain' and aims to further improve sustainable supply chain standards in the wind energy sector.

(≤) (<) (<) (<) (<) 28</p>

Business Ethics, Compliance and Integrity

Our Values: Integrity, Respect, Collegiality and Ownership

Compliance Survey

- To foster ethical culture and to continue improving the Nordex Group Compliance Management System, we conducted another Compliance survey worldwide in 2023.
- Compliance awareness has significantly increased in all the areas following our efforts in enhancing the Compliance Management System.

Trainings

- All of our industrial workers are required to complete an e-learning course on preventing corruption once every two years.
- We raise awareness of corruption risks and enforce our rules through compliance e-onboarding for new employees and compliance induction for managers.
- All managers as well as other highly exposed target groups receive an e-learning on competition law once every two years.

Compliance Country visits

- In 2023, we launched the personal Compliance country visits to foster our full commitment on ethical standards around Nordex Group.
- Corporate Compliance conducted 58 in-person trainings, in 26 offices, wind parks and factories for a total of 704 participants.

Nordex Group Code of Conduct

- Following the successful revision of the Nordex Code of Conduct in 2022, we have rolled out a digital acknowledgement process in 2023.
- It is our legally compliant and ethical compass for doing the right thing, in the right way, at the right time, in all our activities and relationships.
- The Code is binding for all employees, managers, executives and directors of the Nordex Group.
- In 2023, we rolled out the new mandatory Code of Conduct e-learning, available in six languages.

"notify!" Whistleblower System

- Employees, our business partners' employees, and the general public, can use the whistleblower system "notify!" to report any indications of misconduct or maladministration in connection with the Nordex Group's business activities.
- We follow up every report confidentially, independently, and competently.
- In 2023, we have launched the Whistleblower System Policy, Whistleblower System Company Standard and Rules of Procedures.



91%

of 933 employees know what compliance is (2022: 85% of 1,200 employees)

4,176

employees completed a course on corruption prevention (2022: 3,414)

704

employees trained in person during the Compliance country visits

70%

acknowledgement by employees

64

compliance inquiries (2022: 46)

FURTHER INFORMATION

A CARDENIAN TO

■ ≪ < > < 30

STANDARDS AND CERTIFICATES

The Nordex Group has implemented the following standards:



MEMBERSHIPS AND ORGANIZATIONS

Further information about Memberships and Organizations p 36 f , SR 2023 The Nordex Group is a member of various international and sector-specific associations. We play an active role in the following organizations: Besides further engagement with other relevant associations and technical bodies, we collaborate with University of Hamburg as part of the 'Climate, Climatic Change, and Society (CLICCS)' excellence initiative. Additionally, we are a member of the Res4Africa Foundation, an initiative that supports

TUREB

TWEA

Africa's just energy transition to ensure access to affordable, reliable, sustainable, and modern energy for all. Furthermore, in September 2023, our CEO José Luis Blanco was elected as Chair of WindEurope.











Global Alliance for Sustainable Energy ¹ Only Germany, all other standards are Group-wide.

Sources

Figure: Our turbines' carbon footprint

- ¹ LCAs of Nordex wind farms: ☑ <u>www.nordex-online.com/en/</u> <u>sustainable-products</u>
- ² Sphera (2023): GaBi database
- ³ IEA (2021): Global average carbon intensity of electricity generation in the Stated Policies, Sustainable Development and Net Zero scenarios, 2000–2040

Contact

Dr. Sandra Pfeiffer Director of Global Sustainability <u>sustainability@nordex-online.com</u>

Alisa Koch Senior Sustainability Specialist sustainability@nordex-online.com

Imprint

Published by Nordex SE Sustainability Management Langenhorner Chaussee 600 22419 Hamburg, Germany

 Telephone
 +49 40 30030-1000

 Fax
 +49 40 30030-1101

 www.nordex-online.com/en

ESG consulting, concept, editing, communication & design Silvester Group, Hamburg www.silvestergroup.com

Concept, text and editing Nordex SE, Hamburg

Photography Nordex SE, Hamburg