

SUSTAINABILITY POLICY



SUSTAINABILITY POLICY

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1. ABBREVIATIONS

Abbreviation	Description
ESG	Environment, social and governance
GMM	Group Management Meeting
OECD	Organisation for Economic Co-operation and Development
UN	United Nations



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2. HOW WE DEFINE SUSTAINABILITY

Corporate sustainability at Nordex reflects our commitment to long-term value creation through climate-positive, socially responsible, and economically resilient energy solutions. Sustainability is an integrated part of our strategy – it supports our competitiveness and operational excellence and helps us generate long-term value while contributing to a cleaner planet for future generations.

Our approach is built on four pillars:

1. Climate leadership – designing and delivering reliable, high-quality wind energy solutions that accelerate the energy transition, reduce global emissions and minimize the environmental footprint across the full lifecycle of our products.
2. Social responsibility – fostering a fair, safe, and inclusive work environment that empowers our employees to act with ownership. We strive for safe and responsible operations across our own sites and our supply chain, uphold human rights and compliance standards, and support local development and access to energy.
3. Responsible governance – acting with transparency, integrity, and accountability to maintain long-term trust with our stakeholders.
4. Innovation for impact – driving business transformation through digitalization, circular design, and continuous innovation that enhances environmental and economic performance.

This includes not only our products but also the way we operate – our processes, culture, and values.

3. OUR SUSTAINABILITY AMBITION

We strive to embed sustainability into our core business processes to deliver long-term value. Our ambition goes beyond compliance: we aim to mitigate risks while creating opportunities for growth and positive impact.

We are committed to meeting all mandatory requirements and, at the same time, proactively addressing high-impact topics that matter most to our stakeholders and are critical to our business success.

Sustainability is fully aligned with Nordex's corporate strategy and supports long-term competitiveness, operational excellence, and customer value creation.

4. SUSTAINABILITY GOVERNANCE STRUCTURE

Nordex applies a centralized management approach to sustainability. Governance is built around a dedicated Sustainability Department, clear reporting lines, and defined responsibilities across the organization.

Sustainability Department

The Sustainability Department serves as the central coordination and governance unit for sustainability-related topics. It acts as an internal advisor to business units on ESG



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matters, providing strategic guidance, data, and expertise to support informed decision-making.

Its responsibilities include:

- Developing and maintaining the Nordex sustainability strategy, in close collaboration with relevant functions.
- Coordinating sustainability governance and monitoring progress across the organization.
- Managing sustainability reporting, including the annual Sustainability Statement, EU Taxonomy disclosures, and ESG ratings.
- Holding operational responsibility for selected topics explicitly assigned to the team, such as product life cycle assessments, carbon footprint calculation, global environmental reporting, and oversight for the implementation of the German Supply Chain Act.

Ownership for all other sustainability-related topics is determined by the responsible business function or, in case of cross-functional issues, by the Global Management Meeting (GMM).

The Sustainability Department monitors emerging sustainability topics, including regulatory developments, and ensures they are visible to relevant decision-makers, enabling timely assignment of ownership by the appropriate function or the GMM. It provides strategic guidance and ensures transparency and coordination while operational responsibility remains with the respective business functions.

The Director of Sustainability reports directly to the Chief Financial Officer, reflecting the strategic importance of sustainability within corporate governance.

Business Units and Functions

All business units actively contribute to implementing the sustainability strategy within their areas of responsibility. Ownership of specific topics is assigned by management to the appropriate functions.

Management Board

The Management Board provides strategic oversight and ensures alignment between the corporate strategy and the sustainability strategy. It endorses key priorities and monitors progress at the highest level.

5. REGULATORY REQUIREMENTS AND FRAMEWORKS

The Nordex Group is committed to full compliance with all applicable legal and regulatory requirements. Beyond compliance, we align our practices with internationally recognized sustainability frameworks, such as the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the UN Guiding Principles on Business and Human Rights. Our approach to due diligence is guided by these principles and aims to embed responsible business conduct across the company's operations and processes.

6. RELATED POLICIES AND GUIDELINES

Nordex maintains a set of internal policies and codes that translate our sustainability principles into day-to-day business practices. These documents govern responsible conduct across the organization and our supply chain, covering areas such as ethics, human rights, health and safety, and environmental management. All current policies are accessible via the Nordex intranet and the company's public website.

7. COMMUNICATION AND STAKEHOLDER ENGAGEMENT

Nordex is committed to transparent and consistent communication on sustainability and seeks regular dialogue with key stakeholders where feasible and relevant to our business context.

Internally, we share updates and resources through the company intranet and training programs to ensure employees are informed and equipped to act responsibly. In addition, the Sustainability Department fosters a sustainability mindset by sharing knowledge and providing guidance and training while collaborating with relevant other departments to integrate sustainability principles into broader cultural initiatives. These efforts strengthen alignment with the Nordex Group's sustainability ambitions.

Externally, we communicate our sustainability performance and commitments through the corporate website, the annual Sustainability Statement, and other public channels.

The Sustainability Department maintains ongoing contact with customers, investors, and suppliers, responding to their inquiries and engaging in discussions on sustainability topics. These interactions provide valuable insights that inform our priorities and strengthen collaboration and our position as a reliable and long-term partner.



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