



# 2023

## 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.



Learn more about the Nordex Group on YouTube



Reference to section in the report or to other Nordex Group publications



Link to external internet sources

## INTRODUCTION & SUSTAINABILITY MANAGEMENT

|                                      |    |
|--------------------------------------|----|
| 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 |

An aerial photograph of a town with a large white wind turbine being transported on a truck through a narrow street. The town features traditional European-style buildings with tiled roofs and a central church. The wind turbine is the central focus, stretching across the street from the bottom center towards the middle left. The text 'INTRODUCTION & SUSTAINABILITY MANAGEMENT' is overlaid in white on the left side of the image.

# INTRODUCTION & SUSTAINABILITY MANAGEMENT

# 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<sub>2</sub>e.

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 CO<sub>2</sub>e emissions avoided  
(2022: 61 Mt CO<sub>2</sub>e avoided)

**51 GW**

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



■ Nordex Group markets



Learn more about  
the Nordex Group

# 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



### 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 CO<sub>2</sub>e 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



### 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 ESG<sup>1</sup> 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 |
|---------|---|---------------------------------|--|------------------------------------|-------------------------------------|-------------------------|
|         | Manufacture of general- purpose machinery | 1 – 100<br>100 » best           | 94 <sup>th</sup> percentile                | 71/100 Gold status<br>30/06/2022   | 70/100 Gold status<br>27/09/2023    | →                       |
|         | Machinery                                 | A+ – D-<br>A+ » best            | C  | B <sup>2</sup> PRIME<br>19/12/2020 | B+ <sup>2</sup> PRIME<br>21/12/2022 | ↗                       |
|         | RE Equipment                              | A – D<br>A » best               | C  | B<br>13/12/2022                    | B<br>06/02/2024                     | →                       |
|         | Electrical Equipment                      | AAA – CCC<br>AAA » best         | A  | A<br>08/09/2022                    | A<br>15/09/2023                     | →                       |
|         | Electrical Equipment                      | Risk Rating 0 – 100<br>0 » best | 18 <sup>th</sup> place of 268<br>Companies | 25.0/100 Medium Risk<br>29/06/2022 | 16.6/100 Low Risk<br>09/05/2023     | ↗                       |

<sup>1</sup> ESG= Environmental, Social, Governance

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

# EU TAXONOMY

Our activities and assessment of Taxonomy eligibility and alignment



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

## 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 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

### OUR ACTIVITIES

Turnover-relevant

CCM 4.3 Electricity generation from wind power  
CCM 7.6 Installation, maintenance and repair of renewable energy technologies

Supporting

CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles  
CCM 6.10 Sea and coastal freight water transport, vessels for port operations and auxiliary activities  
CCM 7.7 Acquisition and ownership of buildings

## ALIGNMENT ASSESSMENT

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

Significant contribution to at least one of the environmental objectives

1. Climate change mitigation

Do No Significant Harm (DNSH) to the other objectives

- 2. Climate change adaptation
- 3. Sustainable use and protection of water and marine resources
- 4. Transition to a circular economy
- 5. Pollution prevention and control
- 6. Protection and restoration of biodiversity and ecosystems

Minimum Safeguards

OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, Declaration of the ILO on Fundamental Principles and Rights at Work, International Bill of Human Rights

### Eligibility

Turnover



CapEx



OpEx



### Alignment

Turnover



CapEx



OpEx





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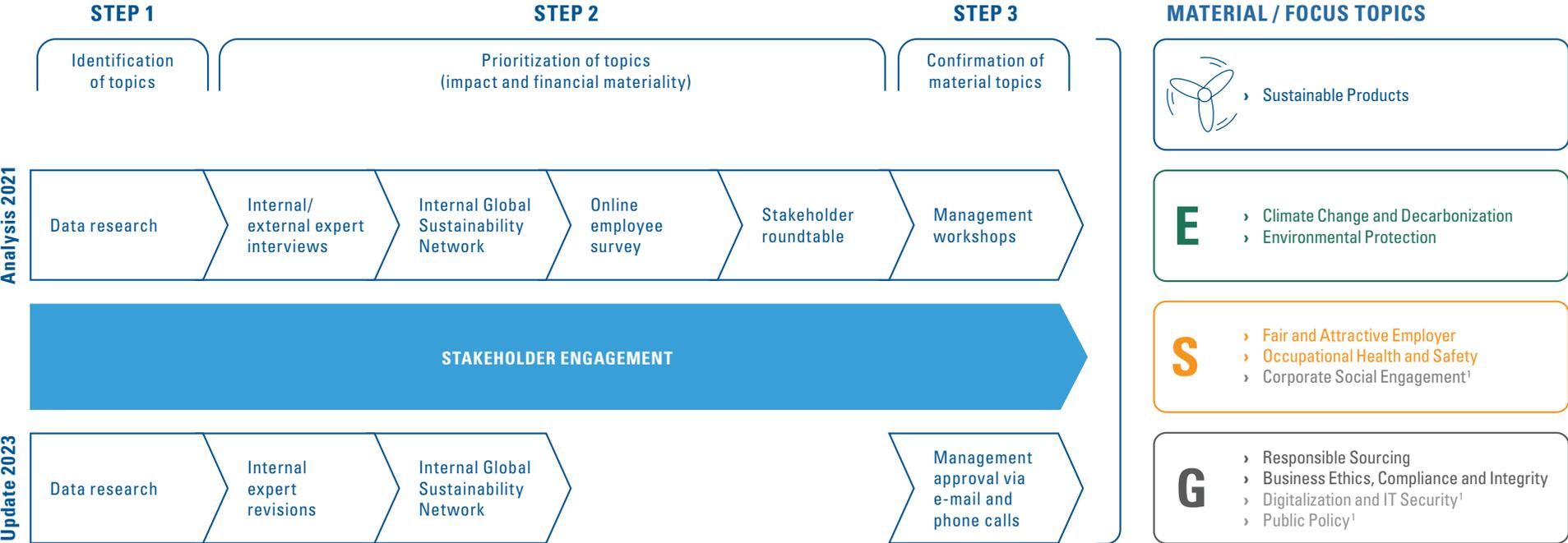
**OUR SUSTAINABILITY  
CONTRIBUTION**

# 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



<sup>1</sup> 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.

# 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).

## Strategy implementation overview

|   | Focus topic  | Goals  | Implementation status 2023  |
|---|--|--|---|
|   |  |  | ■ Achieved  |
|  | <b>Sustainable Products</b><br>For further information regarding the products measures, see p. 52 ff, SR 2023              | Goal 1: Provide fully recyclable blades by 2032  |    |
|   |  | 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)  |    |
|  | <b>Climate Change and Decarbonization</b><br>For further information regarding the climate measures, see p. 65 ff, SR 2023 | Goal 1: Manage and adapt to climate risks and opportunities  |    |
|   |  | 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  |    |
|   | <b>Environmental Protection</b><br>For further information regarding the environmental measures, see p. 75 ff, SR 2023     | Goal 1: Achieve zero production waste to landfill by 2025  |   |
|   |  | 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   |  |
|   |  | Goal 5: Increase water efficiency  |  |



Click on the Focus topics to see all goals and measures

|  | Focus topic  | Goals   | Implementation status 2023  |
|--|--|---|---|
|  <p><b>Social</b></p>     | <p><b>Fair and Attractive Employer</b><br/>For further information regarding the employer measures, see p. 91 ff, SR 2023</p>                      | <b>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</b>   |    |
|  |  | <b>Goal 2: Optimize talent programs and provide further programs for employee development</b>   |    |
|  |  | <b>Goal 3: Achieve a minimum of 25% female representation in management positions by 2025</b>   |    |
|  |  | <b>Goal 4: Promote sustainable commuting and business travel and establish a global concept for sustainable mobility</b>  |    |
|  | <p><b>Occupational Health and Safety</b><br/>For further information regarding the health &amp; safety measures, see p. 99 ff, SR 2023</p>         | <b>Goal 1: Reduce accidents to a lost time injury frequency (LTIF) of less than 1.5 per 1 million working hours by 2025</b>   |    |
|  |  | <b>Goal 2: Develop a comprehensive mental health strategy by 2023</b>   |    |
| <b>Goal 3: Reduce accidents in the supply chain</b>  |  |    |   |
|  <p><b>Governance</b></p> | <p><b>Responsible Sourcing</b><br/>For further information regarding the sourcing measures, see p. 115 ff, SR 2023</p>                             | <b>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</b>  |    |
|  |  | <b>Goal 2: Reduce carbon emissions in the supply chain (scope 3)</b>  |    |
|  |  | <b>Goal 3: Engage with and positively impact the supply chain</b>   |   |
|  | <p><b>Business Ethics, Compliance and Integrity</b><br/>For further information regarding the business ethics measures, see p. 132 ff, SR 2023</p> | <b>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</b> |  |
|  |  | <b>Goal 2: Promote responsible and ethical business conduct internally and with our business partners</b>   |  |
|  |  | <b>Goal 3: Zero tolerance of unethical behavior</b>   |  |
|  |  | <b>Goal 4: Increase communication and transparency regarding ESG (environment, social, governance) performance</b>  |  |
|  |  | <b>Goal 5: Anchor sustainability as part of all departments and the company culture</b>   |  |

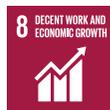
# SUSTAINABLE DEVELOPMENT GOALS (SDGS)

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:



## 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.



## 9 | Industry, Innovation and Infrastructure

With our business model (manufacture clean and environmentally 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 contribute to advance innovation industry-wide.



For further details please visit our website and review the full description of our contributions to the Sustainable Development Goals



## 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.

# OUR PRODUCTS



Providing a sustainable product is the backbone of our business model. Over the past several years, we have reduced the carbon footprint of our wind turbines, as evidenced by the Product Carbon Footprint calculations for two further turbine types in the reporting year. For 2024, we plan to continue on this path and have set ourselves ambitious goals on our agenda for further improving product sustainability.



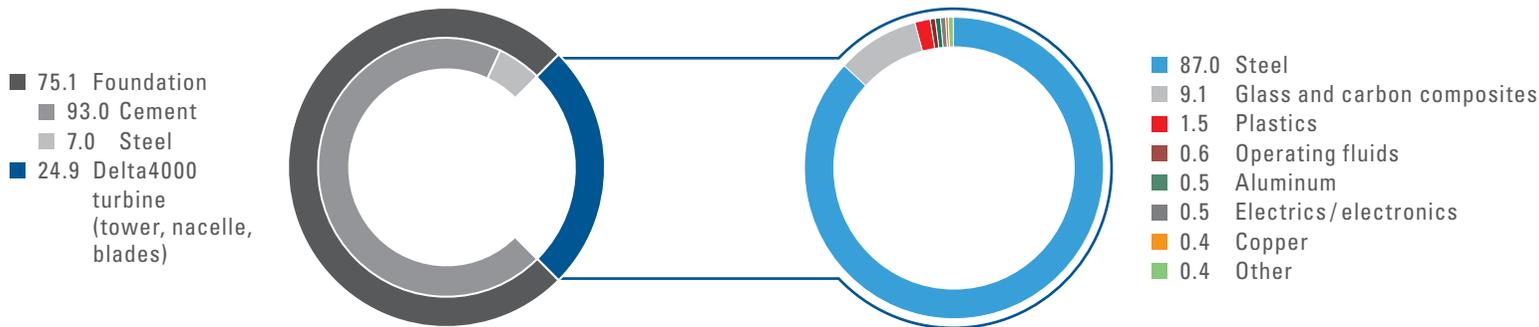
| Main Targets  | Indicator                   | Baseline 2021                            | 2023   | Status     |
|---|-----------------------------|--|--|------------|
|   |                             |  |  | ■ Achieved |
| Provide fully recyclable blades by 2032                       | Rotor blades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

<sup>1</sup> Indicator under development in 2024  
For further details see Sustainability Report 2023 p. 52 f

## 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.



# 7.30 GW

installed capacity in 2023  
(2022: 5.22 GW)

# 69.1 Mt

of CO<sub>2</sub>e emissions avoided through all Nordex turbines running in 2023  
(2022: 60.7 Mt CO<sub>2</sub>e 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 Area<sup>1</sup>)

# 28%

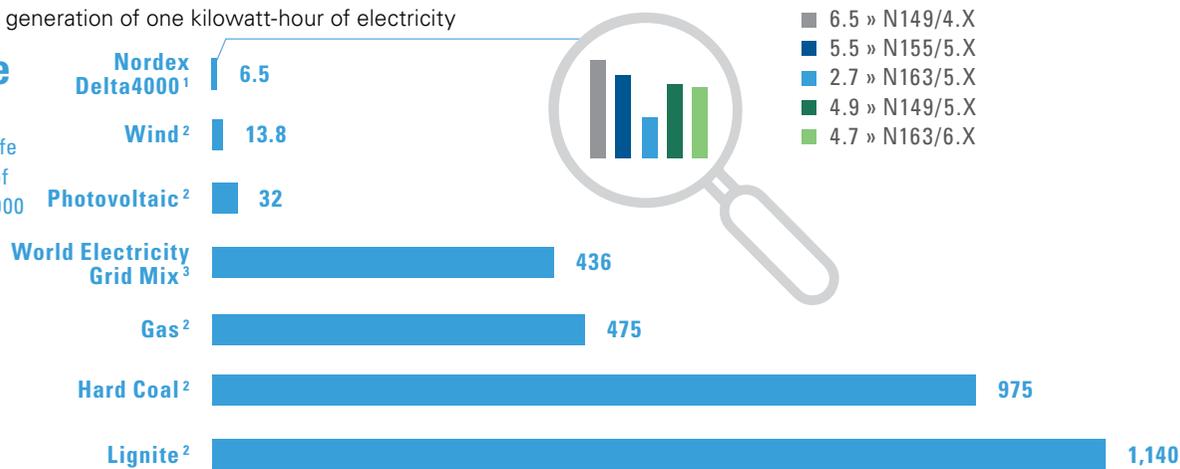
carbon footprint reduction for the N163/5.X turbine, when extending the lifetime from 25 to 35 years

### Our turbines' carbon footprint:

CO<sub>2</sub>e emissions related to the generation of one kilowatt-hour of electricity

## 2.7 g – 6.5 g CO<sub>2</sub>e

are emitted per kWh electricity generated. This is shown by the life cycle assessment (LCA) studies of different wind farms with Delta4000 turbines.



■ g CO<sub>2</sub>e/kWh

<sup>1, 2, 3</sup> Read sources on page 31

<sup>1</sup> Service area: survey every two years

# ENVIRONMENT



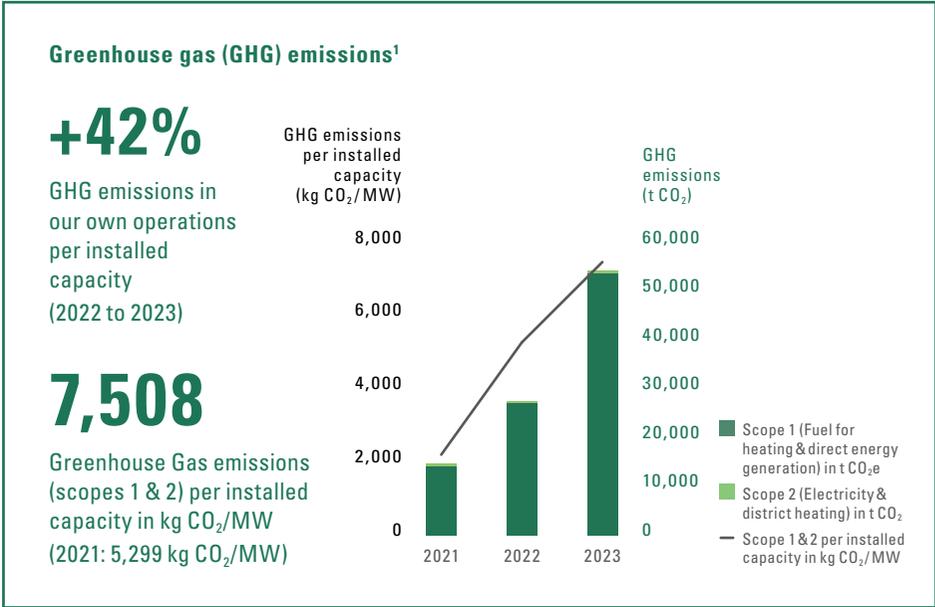
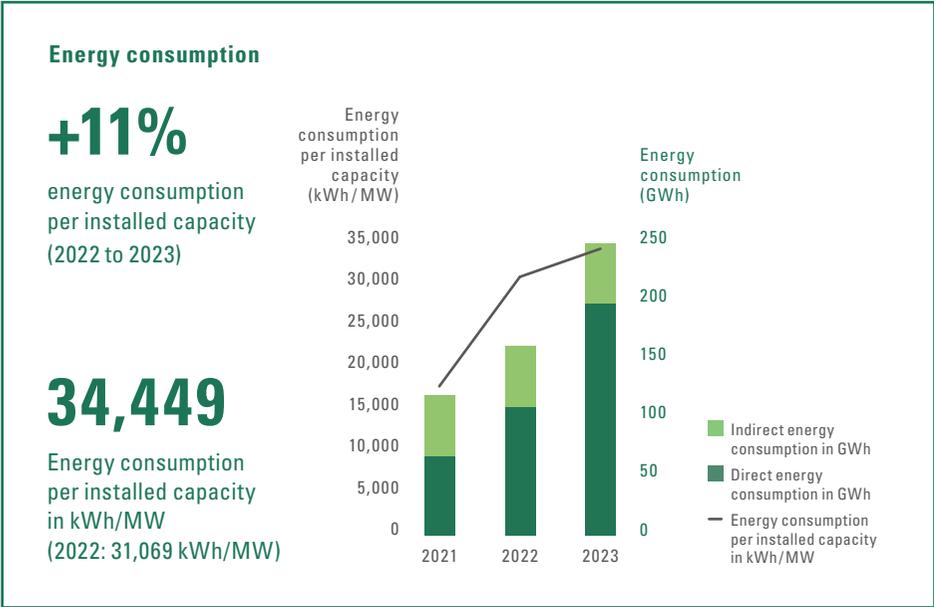
Going beyond our products' impact on the energy transition, we aim to further improve our environmental impact by increasing energy and water efficiency, embracing biodiversity and cutting GHG emissions and waste wherever we can. Having submitted near-term and net-zero SBTs to the SBTi, we further acknowledge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



| Main Targets  | Indicator                                    | Baseline 2021   | 2023  | Status Achieved <span style="color: blue;">■</span> |
|---|--|---|---|---|
| Define science-based targets (SBTs) in line with 1.5°C target ambition                      | Qualitative                                  | –   | –   |   |
| Achieve climate neutrality (scopes 1 and 2) by 2023 and continuously improve climate impact | scope 1 & 2 emissions in t CO <sub>2</sub> e | Scope 1: 14,181t CO <sub>2</sub> e<br>Scope 2: 607t CO <sub>2</sub> e | Scope 1: 53,876t CO <sub>2</sub> e<br>Scope 2: 584t CO <sub>2</sub> e |   |
| 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

# Climate Change & Decarbonization



<sup>1</sup> 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 climate-related risks and opportunities in alignment with the recommendations of the 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

## Corporate Carbon Footprint Analysis of 2022 (in kt CO<sub>2</sub>e)

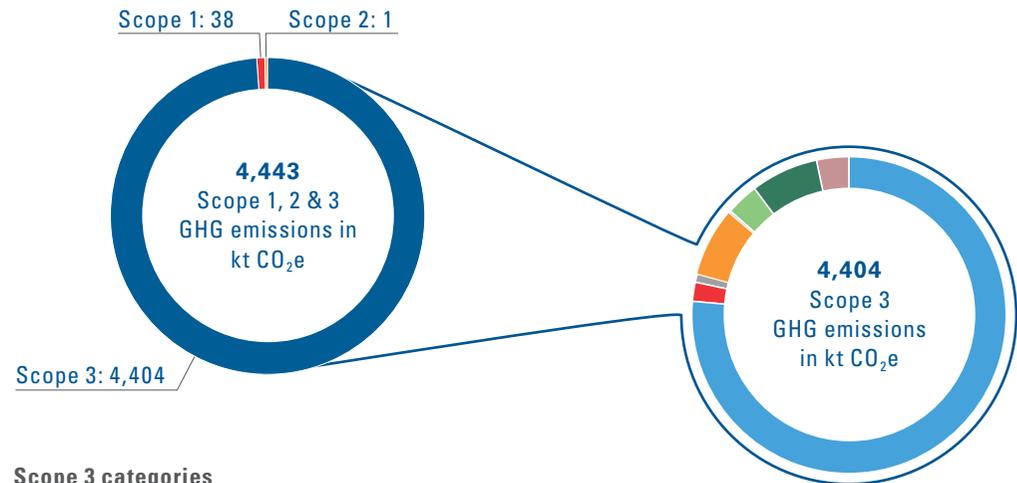
### Our efforts

- › 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<sub>2</sub>e emissions as were released over its entire lifecycle.

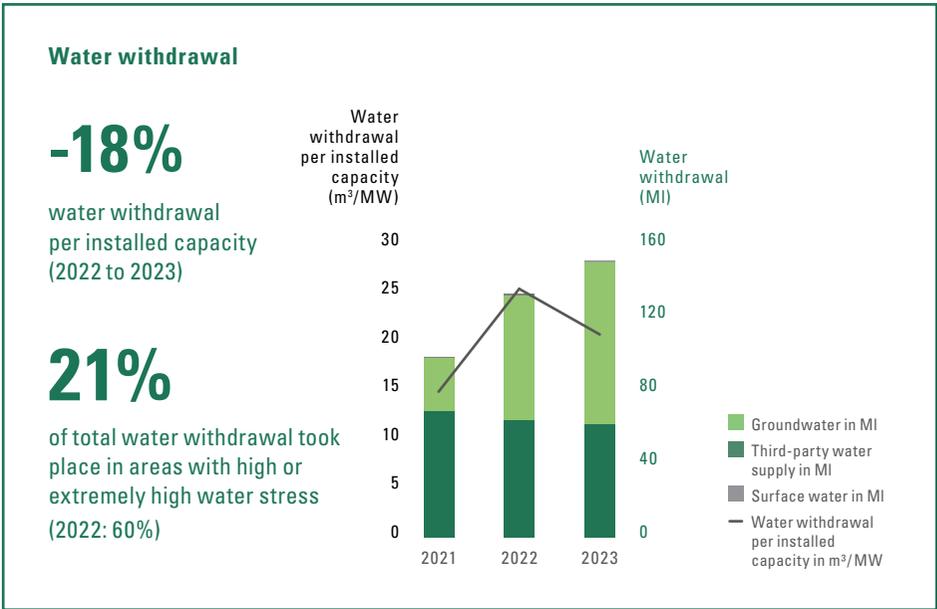
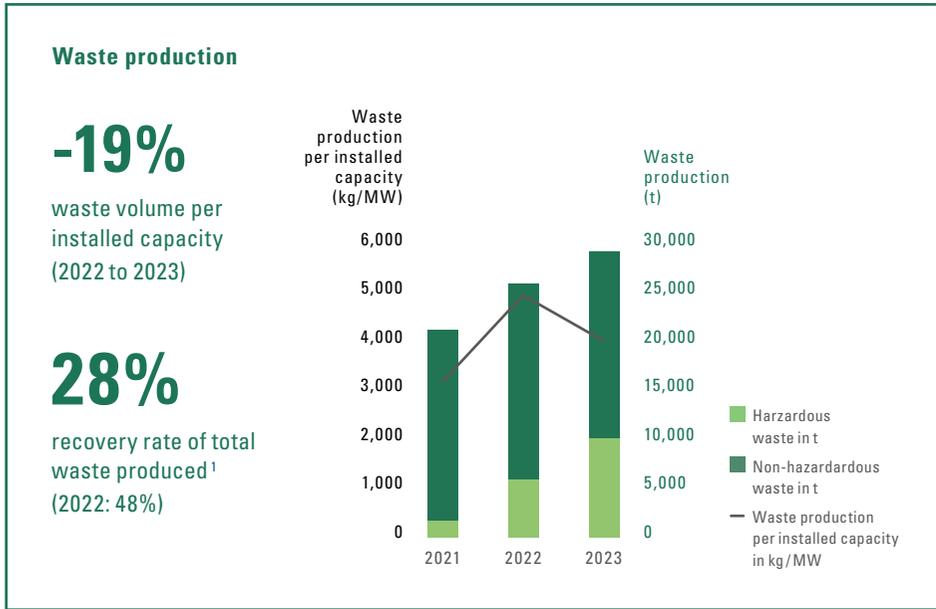
Scope 4  
**60,700**  
kt CO<sub>2</sub>e avoided through all Nordex turbines running in 2022 (2021: 58,900 kt CO<sub>2</sub>e)



### Scope 3 categories

|  |                            |
|--|----------------------------|
| ■ Purchased goods and services               | 3,373 kt CO <sub>2</sub> e |
| ■ Capital goods                              | 79 kt CO <sub>2</sub> e    |
| ■ Fuel- and energy-related activities        | 44 kt CO <sub>2</sub> e    |
| ■ Upstream transportation and distribution   | 304 kt CO <sub>2</sub> e   |
| ■ Waste generated in operations              | 2 kt CO <sub>2</sub> e     |
| ■ Business travel                            | 10 kt CO <sub>2</sub> e    |
| ■ Employee commuting                         | 1 kt CO <sub>2</sub> e     |
| ■ Downstream transportation and distribution | 146 kt CO <sub>2</sub> e   |
| ■ Use of sold products                       | 301 kt CO <sub>2</sub> e   |
| ■ End-of-life treatment of sold products     | 143 kt CO <sub>2</sub> e   |

# Environmental Protection



<sup>1</sup> 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.



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 |
|--|--|---------------------------|--------|--------|
| 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 <sup>1</sup> by 2025                | Female leader share  | 17.1%                     | 18.9%  | ●      |
| Reduce the voluntary turnover rate <sup>2</sup> to below 5 percentage points of the market average by 2025 | Deviations voluntary turnover (from market average) <sup>3</sup> | 2021: n/a<br>2022: +1.47% | -1.95% | ●      |

<sup>1</sup> Includes women in positions on M1 to M4 level; all management positions are evaluated with Mercer according to the IPE (International Position Evaluation) methodology.

<sup>2</sup> Nordex mid-term voluntary turnover rate (weighted) in 2023: 3.99%, Mercer mid-term voluntary rate (weighted): 5.94%.

<sup>3</sup> 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

## 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%)



**10,133**

employees  
(2022: 9,111)



**18.9%**

share of women  
in management  
(2022: 17.5%)



**3,131**

new onboardings  
(2022: 2,784)



**85%<sup>1</sup>**

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



**> 95**

nationalities  
working at the  
Nordex Group  
(2022: > 90)

<sup>1</sup> Core process of employee development

## 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.

**1.2**  
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.

## 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.

# GOVERNANCE



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.”

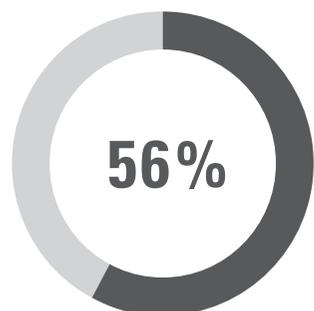


| Main Targets   | Indicator  | Baseline 2021          | 2023             | Status     |
|--|--|------------------------|------------------|------------|
|  |  |                        |                  | ■ Achieved |
| Anchor ESG risks in business decisions and increase transparency                           | 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<br>2022: 57% | 46% <sup>1</sup> |            |
| Zero tolerance of unethical behavior   | Percentage of fulfilled ISO 37001 requirements                 | 2021: n/a<br>2022: 72% | 72%              |            |
| Engage with and positively impact the supply chain   | qualitative  | –                      | –                |            |

<sup>1</sup> 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

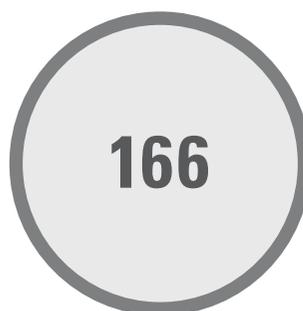
## Responsible Sourcing



share of sourcing expenditures with suppliers with their head office or production sites in Europe (2022: 55%)



number of suppliers



conducted audits of Nordex-specific component suppliers as well as construction and service-related suppliers (2022: 172)

### 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.



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.

# 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)

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# FURTHER INFORMATION



# 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 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.



<sup>1</sup> Only Germany, all other standards are Group-wide.

## Sources

### Figure: Our turbines' carbon footprint

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

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