



KEY FACTS OF SUSTAINABILITY

2024

# TOGETHER FOR CHANGE – WIND FOR A SUSTAINABLE FUTURE

Our highly efficient wind power systems are making a major contribution to climate-friendly energy generation. Our sustainability strategy demonstrates our commitment to advancing sustainable development across environmental, social, and governance dimensions, ensuring we play our part in creating a better future.



Learn more about  
the Nordex Group  
on YouTube



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

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## OUR SUSTAINABILITY CONTRIBUTION

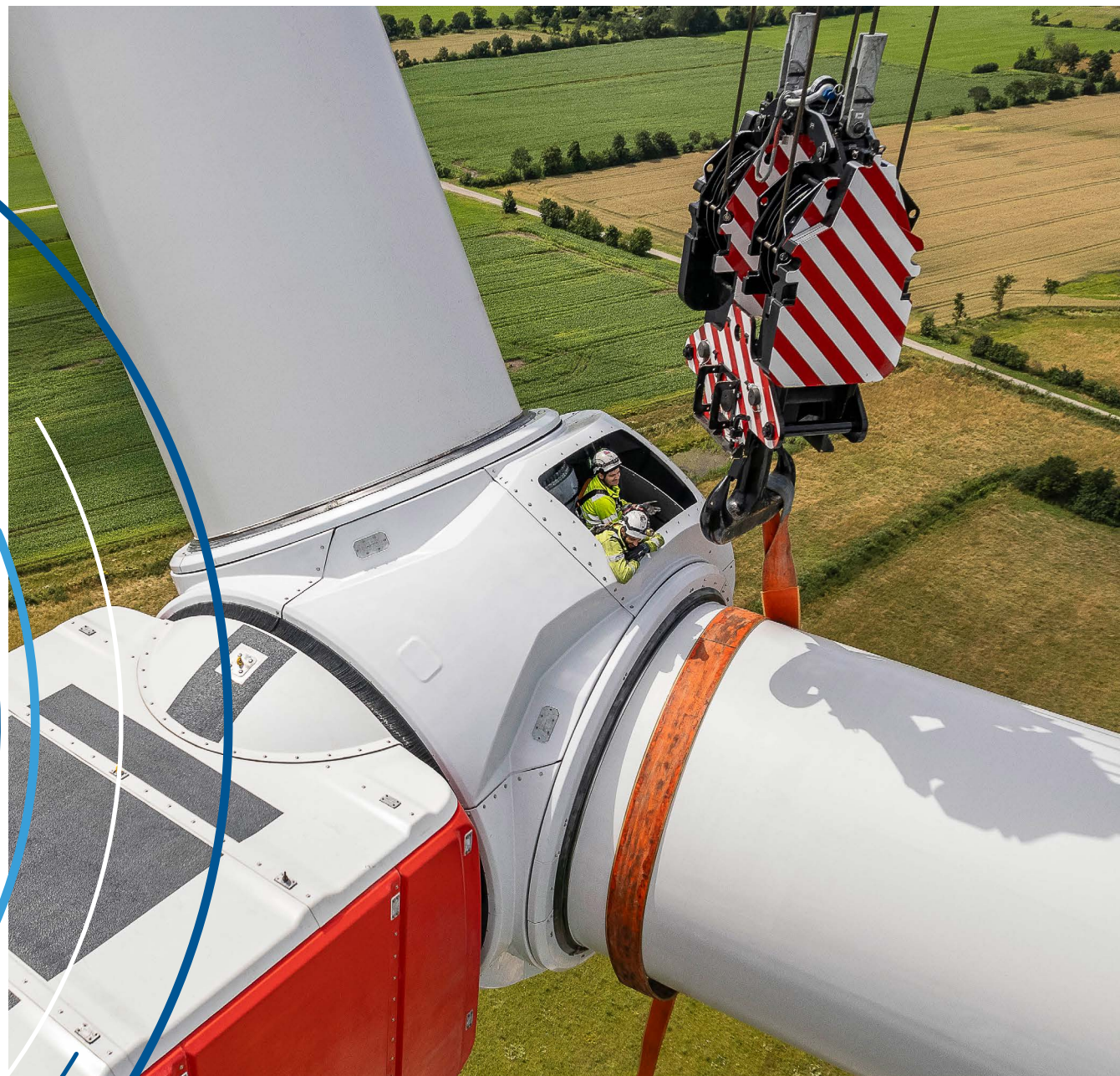
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# INTRODUCTION







# Foreword by the Management Board

**José Luis Blanco**

Chief Executive Officer (CEO)

**Dr. Ilya Hartmann**

Chief Financial Officer (CFO)

From left to right



## Dear readers,

2024 has been a year of significant achievements and progress for the Nordex Group. Despite ongoing challenges in the global economic landscape and increasing geopolitical uncertainties, we have made substantial strides towards our financial, but also our sustainability goals.

In 2024, our installed total output of 57 GW worldwide avoided around 81 million tonnes of CO<sub>2</sub>e, underscoring our mission to drive renewable energy for the world. We also received SBTi approval for our science-based targets, further validating our efforts to reduce greenhouse gas emissions in line with global climate goals. In February 2025, we proudly presented our first CSRD sustainability statement, reflecting our dedication to transparency and continuous improvement.

With this Sustainability Key Facts booklet, we aim to highlight our sustainability-related achievements and provide transparency regarding the implementation status of our sustainability strategy which forms the foundation of our corporate sustainability efforts. We invite you to explore our initiatives and achievements as we work together towards a more sustainable future.

Kind regards,

**José Luis Blanco**

CEO

**Dr. Ilya Hartmann**

CFO

# 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 10,405 employees around the globe. Founded in 1985, we have 39 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.

## € 7,299

million Sales Revenues 2024  
(2023: 6,489 million)

## 10,405

employees in 2024 at the  
reporting date (2023: 10,133)

## 81 Mt

of CO<sub>2</sub>e emissions avoided  
(2023: 69 Mt CO<sub>2</sub>e avoided)

## 57 GW

of wind energy capacity in  
over 40 countries (2023: 51 GW)



■ Nordex Group markets



Learn more about  
the Nordex Group

# Sustainability Highlights 2024

Special projects fostering and representing sustainability performance



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## SBT approved by SBTi

- › Our science-based targets (SBTs) for reducing greenhouse gas emissions have been officially confirmed by the Science Based Targets Initiative (SBTi).
- › Now it is time to develop measures to achieve these targets and, through their implementation, to send a strong signal against climate change.



## German Corporate Sustainability Award

- › We were honored with the German Corporate Sustainability Award as one of 100 industry pioneers. Nordex shares first place in the "Motors and Turbines" category.
- › This prestigious award recognizes our continuous efforts and innovation in sustainable energy solutions.



#### First CSRD statement published:

- › For the first time, the Nordex Group has published an integrated report, including a sustainability statement in accordance with CSRD.
- › The sustainability statement outlines the Group's sustainability strategy, recent developments, activities, key figures and contains the non-financial Group report.
- › It is audited by an independent external auditor.



#### Nordex under the Top Twenty of Corporate Knights Global 100

- › The 100 most sustainable companies are acknowledged by the "Corporate Knights Global 100".
- › Ranked 16th in 2024, the Nordex Group has been under the top-twenty for the second year in a row.
- › The index reflects the sustainability performance of companies worldwide based on around 25 indicators, e.g. resource management (energy, water, and waste efficiency), employee management (diversity, safety, and employee benefits), and sustainable revenue and investment (percentage of revenue and investments in sustainable solutions).



#### UN Global Compact

- › Nordex has joined the United Nations Global Compact – a voluntary initiative committing to responsible business practices.
- › The UN Global Compact calls on companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption, and to take action in support of the UN Sustainable Development Goals (SDGs).
- › Our participation in the UN Global Compact is our public pledge to a sustainable future and a corporate culture based on ethical values.





# OUR SUSTAINABILITY CONTRIBUTION

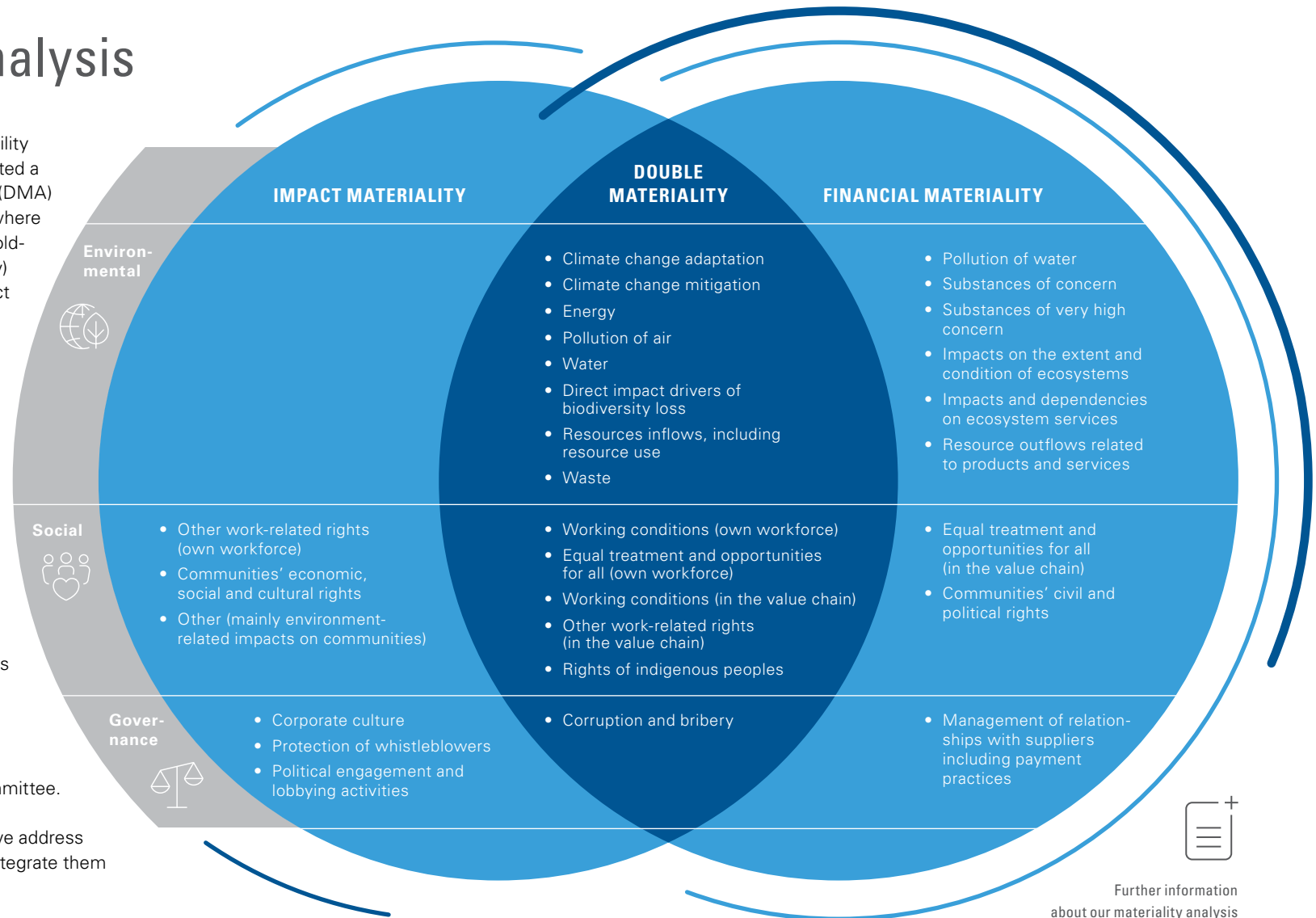


# Materiality analysis

To align with the Corporate Sustainability Reporting Directive (CSRD), we adopted a new Double Materiality Assessment (DMA) approach to identify material issues where the Nordex Group impacts its stakeholders (inside-out, i.e., impact materiality) and where sustainability issues impact our business (outside-in, i.e., financial materiality). This assessment covered our entire value chain and considered both perspectives. We used a four-step approach:

- › Scoping: Included all subsidiaries to ensure comprehensive coverage.
- › Pre-assessment: Created a long list of relevant issues, pre-assessed by experts and proxies.
- › Assessment: Conducted workshops to assess and score issues.
- › Validation: Reviewed and validated results, with final approval by the Management Board and Audit Committee.

This thorough process ensures that we address significant sustainability issues and integrate them into our decision-making.



Further information  
about our materiality analysis  
Page 105ff, AR 2024

# Sustainability Strategy

Together for change – Wind for a sustainable future



Learn more about  
our Sustainability  
Strategy

Our sustainability strategy establishes the foundation for our corporate sustainability efforts. It 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.

For each of the four dimensions, we have identified key focus areas and set specific objectives. We have also established measures to ensure effective implementation and monitoring. This approach is designed to advance our company’s sustainable development efforts, in alignment with the United Nations Sustainable Development Goals (SDGs).



## Our Products



Providing a sustainable product is the backbone of our business model. While we generally see a decreased carbon footprint resulting from longer lifetimes and increased turbine efficiency, main drivers are still the materials used. This is why further reductions will be possible using low-emission materials, such as low-emission steel. We plan to continue on this path and have set ourselves ambitious goals on our agenda for further improving product sustainability.



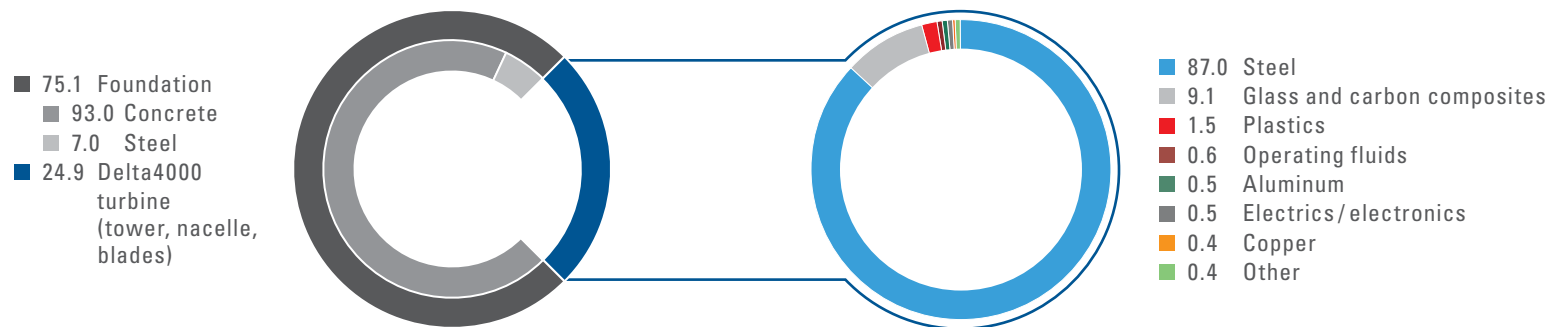
Focus Topic	Goals	Implementation status 2024
Sustainable Products	Goal 1: Provide fully recyclable blades by 2032	<div><div></div></div>
	Goal 2: Decrease carbon footprint of turbines by 25% by 2025	<div><div></div></div>
	Goal 3: Keep customer satisfaction at a high level of 4 (scale 1 – 6)	<div><div></div></div>



## 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.



**85% – 97%**

of materials used in a wind turbine are recyclable

**8.9%**

of recycled content used in wind turbines

**4.6**

satisfaction rate in the Sales area (scale 1 – 6, 6=best)  
(2023: 4.5 in the Sales and Service areas<sup>1</sup>)

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

### Nordex low-emission steel towers

The Nordex Group now offers low-emission steel towers as an option for wind energy projects. These towers consist of steel with up to 75% greenhouse gas emission reduction compared to traditional steel production methods. This is a significant advancement, responding to the growing interest in further increasing the sustainability of wind projects.

### Committed to reducing greenhouse gas emissions

Low-emission steel towers reinforce Nordex's commitment to reducing greenhouse gas emissions throughout our value chain. The aim for Nordex is to reduce its Scope 3 emissions by 25% by 2030, in line with its science-based targets approved in 2024, and low-emission steel towers are a key step forward.



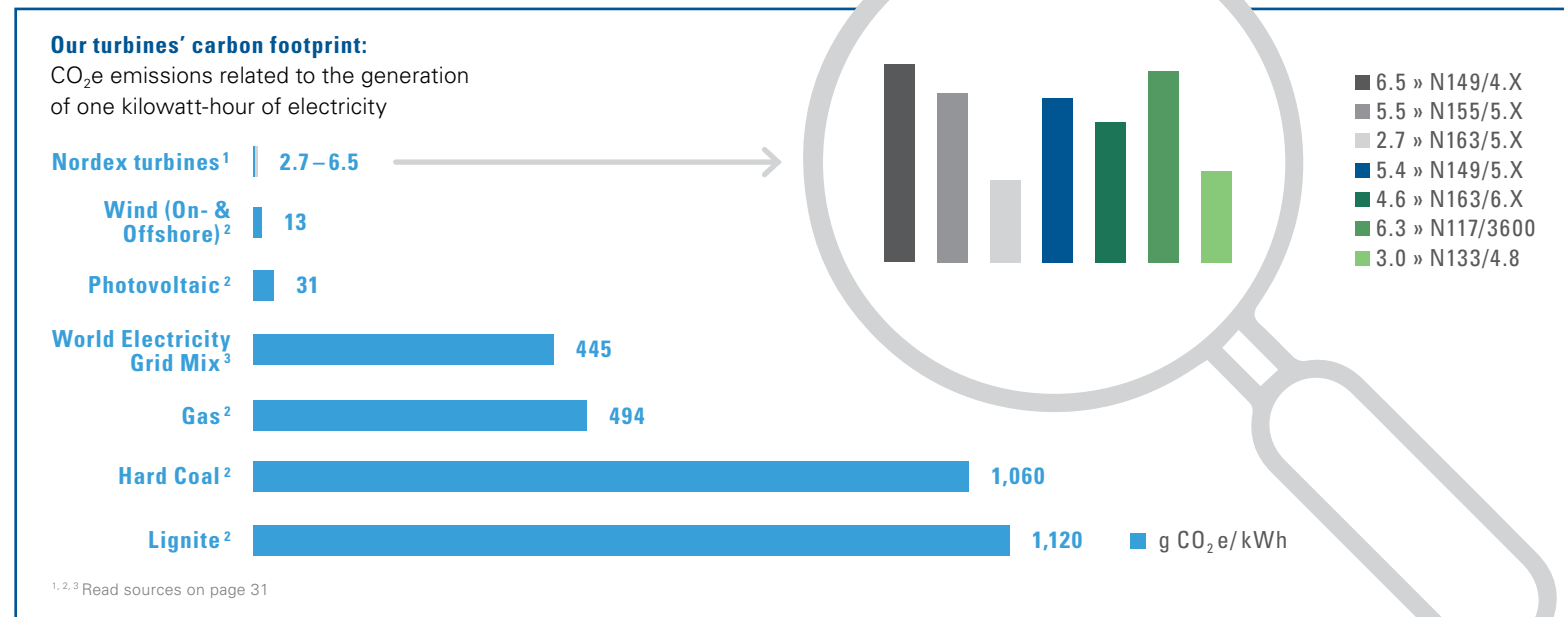
Low-emission steel is one of the most impactful measures for reducing greenhouse gas emissions in Nordex turbines. The image shows an exemplary installation of a Nordex steel tower.



## Our Products Spotlights

### Our turbines' carbon footprint (in g CO<sub>2</sub>e/kWh)

We perform life cycle assessments (LCAs) according to ISO 14040/44 to evaluate the environmental impacts of our products in order to identify optimization potential and track improvements. We published our first LCA report in 2020 and analyzed six more turbine types since then. These analyses show that the specific carbon footprint, measured in carbon dioxide equivalents (CO<sub>2</sub>e) for producing 1 kWh of electricity, can be as low as 2.7 g CO<sub>2</sub>e over a turbine's entire life cycle.



Based on the results of these LCAs, we created Environmental Product Declarations (EPD) to provide harmonized and externally verified sustainability information.

## 6.64 GW

installed capacity in 2024  
(2023: 7.30 GW)

## 81.0 Mt

of CO<sub>2</sub>e emissions  
avoided through all Nordex  
turbines running in 2024  
(2023: 69.1 Mt CO<sub>2</sub>e avoided)

## 2.7 – 6.5 g

of CO<sub>2</sub>e emissions per  
kWh electricity generated,  
shown by our LCA studies  
(assumptions: 25 years  
lifetime, End-of-Life credits  
are accounted for)



All available LCA studies  
and EPDs are published  
on our website

# 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. With our near-term and net-zero SBTs being validated by the SBTi, we further acknowledge the importance of identifying and implementing impactful measures as part of the development of our climate action plan.

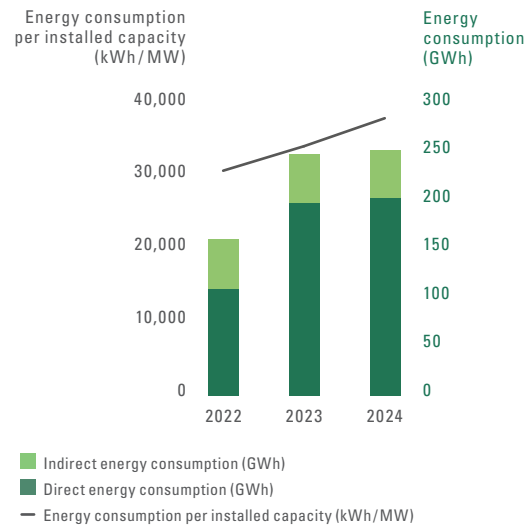


Focus Topic	Goals	Implementation status 2024
Climate Change & Decarbonization	Goal 1: Adapt to and manage climate risks and opportunities	
	Goal 2: Define science-based targets (SBTs) in line with 1.5°C target ambition by 2022	
	Goal 3: Achieve climate neutrality by 2023 (scopes 1 & 2) and continuously improve climate impact	
Environmental Protection	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	



## Climate Change & Decarbonization

### Energy consumption<sup>1</sup>



**+11%**

energy consumption  
per installed capacity  
(2023 to 2024)

**38,315**

Energy consumption per  
installed capacity in kWh/MW  
(2023: 34,449 kWh/MW)

<sup>1</sup> Data refers to condensed scope of primary environmental reporting (production sites & major offices). For group-wide data, please refer to Annual Integrated Report 2024.

## APPROVED by the Science Based Targets initiative since 2024 – near-term and net-zero science-based targets

### The Nordex Group commits to:

- the overall net-zero target, reaching net-zero greenhouse gas emissions across the value chain by 2050.
- the near-term targets, reducing absolute scope 1 and 2 GHG emissions by 42% by 2030 from a 2022 base year<sup>1</sup> and reducing absolute scope 3 GHG emissions by 25% within the same timeframe.
- the long-term targets, reducing absolute scope 1, 2 and 3 GHG emissions by 90% by 2050 from a 2022 base year<sup>1</sup>.

<sup>1</sup> The target boundary includes land-related emissions and removals from bioenergy feedstocks.



Further information about environmental data Page 128ff, AR 2024

## Corporate Carbon Footprint Analysis of 2024 (in kt CO<sub>2</sub>e)

### Our efforts

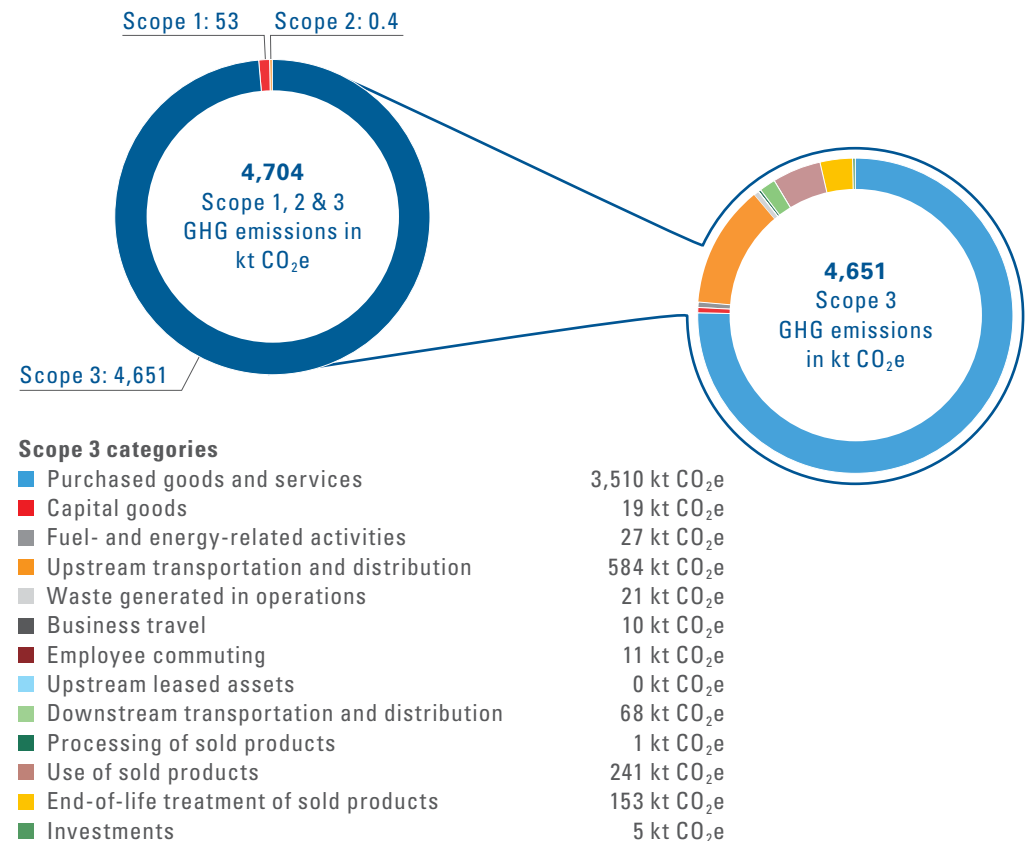
- By developing, producing, selling, and installing wind turbines, we contribute to the renewable energy transition.
- We quantify the Corporate Carbon Footprint (CCF) on an annual basis, using it as a foundation for managing our own impact on the climate.
- The CCF includes all GHG emissions that are 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  
**81,000**

kt CO<sub>2</sub>e avoided through all Nordex turbines running in 2024 (2023: 69,100 kt CO<sub>2</sub>e)



## Environmental Protection

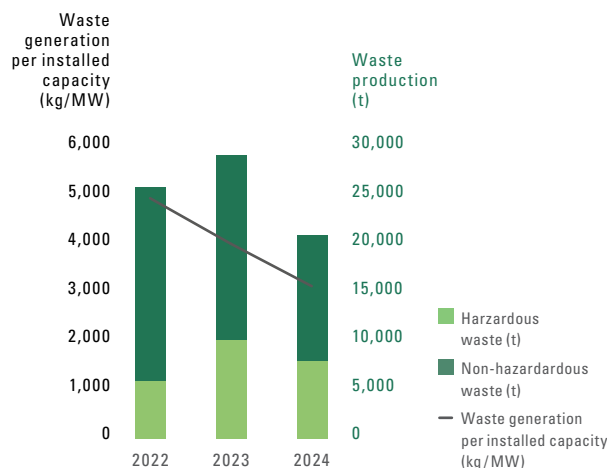
### Waste generation<sup>1</sup>

**–22%**

waste volume per installed capacity (2023 to 2024)

**41%**

recovery rate of total waste produced<sup>2</sup> (2023: 28%)



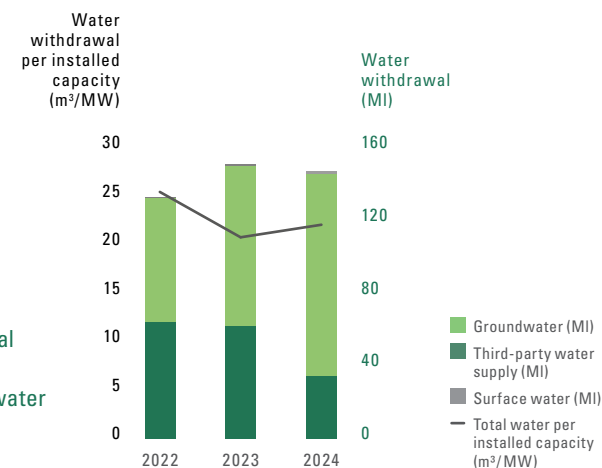
### Water withdrawal<sup>1</sup>

**+6%**

water withdrawal per installed capacity (2023 to 2024)

**69%**

of total water withdrawal took place in areas with high or extremely high water stress (2023: 56%)



<sup>1</sup> Data refers to condensed scope of primary environmental reporting (production sites & major offices). For group-wide data, please refer to Annual Integrated Report 2024.

<sup>2</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 2024 we harmonized the company processes for material evaluation and implementation, as well as updated the Hazardous Materials Company Standard, which was also included in the documentation pack for suppliers.



## 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.

In celebration of World Environment Day, our colleagues and volunteers from the Vento Blades Plant in India planted 1,000 tree saplings. The carefully chosen trees, adapted to the local environment, will provide wildlife habitats, capture carbon, and enhance air quality. This initiative, backed by the Tamil Nadu Forest Department and the community, demonstrates the power of public-private partnerships in sustainability.



# Social



We provide fair and attractive working conditions and a progressive company culture. At #TeamNordex, our values of Integrity, Respect, Colleagueship and Ownership are at the forefront.



Focus Topic	Goals	Implementation status 2024
Fair and Attractive Employer	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	<div><div></div></div>
	Goal 2: Optimize talent programs and provide further programs for employee development	<div><div></div></div>
	Goal 3: Achieve a minimum of 25% female representation in management positions by 2025	<div><div></div></div>
	Goal 4: Promote sustainable commuting and business travel and establish a global concept for sustainable mobility	<div><div></div></div>
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	<div><div></div></div>
	Goal 2: Develop a comprehensive mental health strategy by 2023	<div><div></div></div>
	Goal 3: Reduce accidents in the supply chain	<div><div></div></div>

## Fair & Attractive Employer

### Our efforts and main measures

- › We implemented a Compensation & Benefits policy to ensure that employees are fairly compensated, motivated and recognized for their contribution to the company.
- › We have significantly expanded our leadership development initiatives to support and empower our leaders as they advance to the next level of leadership within our innovative, global and complex organization.
- › 9 female and 15 male top talents started our global strategic management talent program UPWIND, another 24 talents joined after successful completion the growing UPWIND Alumni network.
- › The Women in Nordex (WIN) Management Network kicked off with the first in-person meeting and constructive discussions around opportunities and challenges as a female leader.
- › We introduced a user-friendly e-learning creation tool across the organization, designed to foster knowledge sharing and support on-demand learning.
- › We keep improving our key figures on diversity and inclusion (D&I) by attracting, retaining and promoting our employees, and tracking numbers with improved dashboards.
- › We have conducted another global D&I survey. An overall Inclusion score of 68.3 % was achieved at an organizational level (2023: 64,0%), based on positive responses to all the questions across the survey.
- › To further raise awareness about D&I at Nordex, we have conducted workshops in our Global Lead Functions, created a global D&I Newsletter and monthly updates in the management meetings.

♀ **19.8%**

share of women  
in management<sup>1</sup>  
(2023: 18.9%)

<sup>1</sup> Management Levels I-IV

👤👤👤 **10,405**

employees  
(2023: 10,133)

♀ **17.1%**

share of women  
(2023: 16.9%)



**68.3%**

overall inclusion score  
(2023: 64.0%)



**16.4%**

share of female  
new joiners  
(2023: 14.8%)



**99**

nationalities working  
at the Nordex Group  
(2023: 95)





#### Team events for a good cause:

Nordex teams at various locations participated in sport events, encouraging team spirit and contributing to a good cause. In Argentina, the corporate challenge was co-organized with the NGO Casa Cuna, addressing healthcare needs and supporting the activities of Hospital General de Niños Pedro de Elizald. In Hamburg and Rostock, our teams joined events organized by Rostocker Citylauf e.V./Stadtpark-Verein e.V. supporting local sustainability projects. During the "Stadtradeln" initiative, Nordex teams cycled 26,020 km, promoting cycling mobility and infrastructure. The Sustainability and P&C team in Hamburg also volunteered for a good cause during a Social Engagement Day with the NGO tatkräftig e.V., supporting the Kreativgarten Wilhelmsburg.



Left: Social Engagement Day – Hamburg, Sustainability and P&C Team  
Top: Corporate Challenge – Buenos Aires, NX Team Argentina



For further information about Nordex in South Africa, please visit our website.

In South Africa, the Nordex Group founded the Nordex Education Trust to support disadvantaged groups and projects in education, sports, culture, and community work by providing scholarships and grants. In 2024, we partnered with Scaled Impact NPC to implement the Livelihood Farmer Support programme for rural sheep farming communities in Middelburg and Noupoot. The programme supports farmers with:

- › assessments and baseline surveys helping to enter the market,
- › finding and generating access to water, and
- › conducting trainings on regenerative farming and herders.

#### Youngsters for STEM Germany:

We aim to encourage young talents, especially women, by actively promoting STEM topics (Science, Technology, Engineering, Mathematics). We regularly open our doors to young people at our Academy training site in Hamburg, participate in the Girls and Boys Day and support the #Mintpink project which promotes scientific and technical careers for girls by encouraging early interest in STEM subjects. Furthermore, we offer a four-year development program in partnership with the Public University of Navarra (UPNA) in Spain, facilitating exchanges between students, professors, and our organization.



#mintpink the Corveystraße Gymnasium visited the Global Technical Academy in Hamburg

#### Inspiring Future Wind Energy Engineers in East Türkiye:

In May 2024, the Nordex Team Türkiye organized a two-day Wind Turbine Technology Conference with three universities in East Türkiye for 145 electrical engineering students, aimed to inspire students in the region to consider careers in the wind energy industry. The programs provided insight into wind turbine technology through lectures, discussions, practical workshops, and CV feedback.



Wind Turbine Technology Conference at the Mus Alparslan University



## Occupational Health & Safety

In 2024, more than thirty Global HSE improvement projects have been worked on together by cross-community HSE teams and a wide cooperation of partners. The aim is to improve and standardize HSE processes in the company. Most of them have been completed in 2024, and two of them are presented below:

### HSE Projects 2024

#### Life Saving Rules:

- › Safety is a core value in Nordex Group. Our Life Saving Rules have been developed to underline our commitment to safety and, more importantly, to act as a safeguard for our own employees and subcontractors.
- › These rules are fundamental to safety and therefore a duty in every operation within the company. We must commit ourselves personally and collectively to ensure safety everywhere, every day.

#### Safety Together (Corporate new HSE brand)

- › To advance our vision of an interdependent safety culture, we updated our Safety First program, which introduced key elements like safety contacts, annual training, safety walk-and-talks, safety leadership training, and HSE RACI matrix responsibilities. The new "Safety Together" theme emphasizes that every employee "owns" safety for themselves, their teams, and contractors.

#### Further projects:

- › Mobile cranes work corporate standard
- › Incorporation of safety information dissemination via the company LMS
- › Revised HSE Agreements for contractors
- › Development of HSE expert community

# 1.45

Lost Time Incident Frequency (LTIF) – Group level (2023:1.2), where a work related accident injures an employee or contractor so they are unable to work the next shift.

# 9.93

TCIR (Total Case Incident Rate) – Group level (2023: 14.2), a measure of total harm to people, including First Aid, Medical Treatment, Restricted Work and Lost Time incidents.

### Life Saving Rules



We have the responsibility to say stop



We follow the lifting plan



We protect ourselves when working at height



We wear the required PPE



We follow the safety rules when we drive



We have a valid permit before entering a confined space



We follow the Lock out Tag out (LOTO) procedure



We never work alone



We do not put ourselves or others in danger



We keep ourselves and others out of the line of fire



#### External Awards

- › Our colleagues from India received two prestigious prizes awarded by the Confederation of Indian Industry (CII). Our Nordex Group India nacelle plant received the bronze “Excellence Award in Environment, Health, and Safety” for our colleagues’ focus on HSE systems, best practices, ESG, and leadership involvement and commitment within the organization.
- › In addition, at the same ceremony, our Head of HSE India, received the First Prize in the “Women in EHS Award”, also presented by CII.
- › Nordex UK & IE have won the prestigious Renewable Energy Sector Award from the Royal Society for the Prevention of Accidents (RoSPA) for the third consecutive year. The winners of the RoSPA Award are recognized as world leaders in health and safety practice.

#### Internal Awards

We developed and implemented a safety awareness program to present an award to the best preventive action in each quarter. The award winners this year impressed with various initiatives reducing waste, ergonomic risks and accidents.

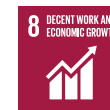
- › Awarded to our facility in Barasoain, their improvement of the Tensioner Balancers significantly reduces manual handling and ergonomic strain for employees, making the process safer and more efficient.
- › Contributing to the HSE Environmental Target: “Implement actions to increase waste recovery,” the bucket reuse initiative in Lumbier, with its three improvement proposals, avoids 260kg of waste per blade.
- › Ergonomic risks were also addressed at the Chennai Nacelle plant through a box modification that prevents objects from falling and collapsing when handled. Additionally, discomfort, postural, and physical fatigue are reduced.
- › In the USA through the Telematics- fleet monitoring system they could not only achieve a reduction in fuel consumption (fewer unnecessary trips or vehicle idling), but they could achieve a 40% reduction of accidents in a year.



# Governance



Responsibility is at the core of our business. In line with our Sustainability Strategy, 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.



Focus Topic	Goals	Implementation status 2024
Responsible 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	
	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	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	
	Goal 2: Promote responsible and ethical business conduct internally and with our business partners	
	Goal 3: Zero tolerance for 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	



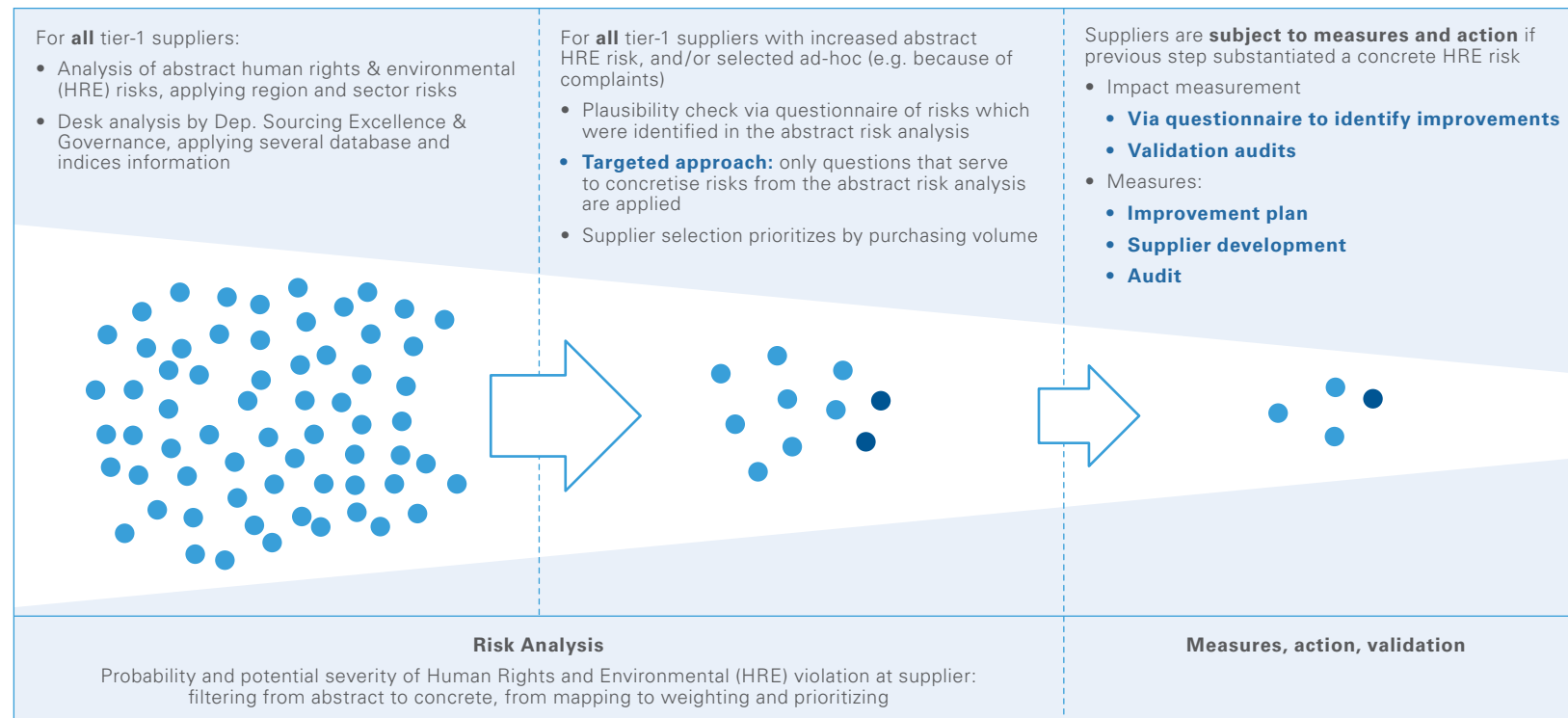
## Responsible Sourcing

### Kick-off climate related supplier assessment

The Nordex Group recognizes that reducing significant scope 3 greenhouse gas emissions requires dedicated collaboration with our supply chain. Therefore, in 2024, we have initiated the definition of a supplier engagement target to encourage suppliers to establish and validate their own science-based targets (SBTs) with the SBTi. To create a foundation for this engagement, we conducted a tool-based pilot assessment of high-impact suppliers' climate maturity and performance, including SBT setting, in the same year.

### Strengthening the Supplier Management at the Nordex Group

- › Nordex' Code of Conduct for Contractors and Suppliers to define the Nordex Group's sustainability expectations towards its suppliers, contract amendments, and update of General Terms and Conditions
- › Supplier qualification criteria address working practices, human rights, and environmental aspects
- › Human rights due diligence trainings for selected suppliers



## Business Ethics, Compliance and Integrity

Our Values: Integrity, Respect, Colleagueship and Ownership

### Compliance Risk Assessment Project

- › As part of our ongoing efforts to enhance compliance at Nordex Group, Corporate Compliance has initiated a global Compliance Risk Assessment (CRA) with the aim of identifying current compliance risks and develop or enhance countermeasures.
- › In this project, we are dedicated to conducting a comprehensive risk analysis of ten countries, focusing on three critical risk areas: corruption, fraud, and conflict of interest.

### Trainings

- › All of our industrial workers are required to complete an e-learning course on preventing corruption once every two years.
- › To enhance employees' understanding of the Nordex Group Code of Conduct, we provide mandatory e-learning specifically dedicated to this topic.
- › 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.

# 4,108

employees completed a course on corruption prevention (2023: 4,176)

# 72%

employees completed the e-Learning course Code of Conduct

### Compliance Country visits

- › In 2024, we continued the Compliance Country Visits initiative launched in 2023. This year, we visited the USA, South Africa, and the Netherlands. The visits included in-person training for both blue- and white-collar employees.

### As a result of these country visits, we observed:

- › Higher volumes of internal reporting (not necessarily indicating more wrongdoing but correlating with better employee awareness and tool accessibility)
- › Better quality of whistleblower reports
- › Improved understanding of Compliance and Compliance violations

### Nordex Group Code of Conduct

- › 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.

# 150

employees attended the sessions during the Compliance country visits

# 81%

acknowledgement by employees (2023: 70%)

## Communications

- › Launch of the Compliance series “Real life cases”. Short videos with anonymized cases that have been reported to the Whistleblower System “notify!” and investigated by Compliance.

### “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. Every report is followed up confidentially, independently, and competently.
- › In 2024, we adapted the whistleblower system to meet the requirements of the GSCA (German Supply Chain Act).
- › As a result of the communication strategy and various trainings implemented by the Nordex Group’s Compliance department, we received more than double the number of complaints compared to the previous year and observed an improvement in the quality of the complaints received.

# 113

compliance inquiries  
(2023: 64)





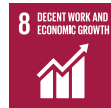
# Sustainable Development Goals (SDGs)

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 7,299 EUR million and employed more than 10,405 people in 2024. 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 of 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.



## 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 the developing of the near-term and net-zero science-based targets (SBTs) in line with the 1.5°C target ambitions and handing them in in 2023, the Science Based Targets initiative (SBTi) have officially confirmed them in 2024.



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

# FURTHER INFORMATION



# EU Taxonomy

## Our activities and assessment of Taxonomy eligibility and alignment<sup>1</sup>



Our Taxonomy disclosure,  
AR 2024, p.164ff.

### 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

#### TURNOVER-RELEVANT ACTIVITIES

Project segment: CCM 3.1 Manufacture of renewable energy technologies

Service segment: CCM 4.3 Electricity generation from windpower (with technical screening according to activity "7.6 Installation, maintenance and repair of renewable energy technologies")

### 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

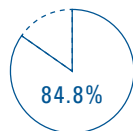
OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, Declaration of the ILO on Fundamental Principles and Rights at Work, International Bill of Human Rights

#### Eligibility

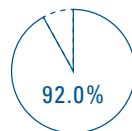
Turnover



CapEx



OpEx

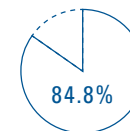


#### Alignment

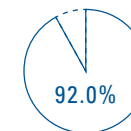
Turnover



CapEx



OpEx









<sup>1</sup> For the 2024 reporting year, we are reclassifying our core business activities at the Nordex Group in relation to the EU taxonomy to better align with industry-wide standards. For detailed information, please refer to our Taxonomy disclosure, p.164ff., AR 2024



# Nordex Sustainability Ratings

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

Ratings	Industry	Scale	Industry Average	Nordex Group Score 2023	Nordex Group Score 2024	Change to previous year
	Manufacture of general-purpose machinery	1 – 100 100 » best	94 <sup>th</sup> percentile	70/100 Gold status	74/100 Gold status	↗
	Machinery	A+ – D- A+ » best	C	B + PRIME	B + PRIME	→
	RE Equipment	A – D A » best	B–	B	B	→
	Electrical Equipment	AAA – CCC AAA » best	A	A	BBB	↘
	Electrical Equipment	Risk Rating 0 – 100 0 » best	74 <sup>th</sup> place of 310 Companies	16.6/100 Low Risk	23.0/100 Medium Risk	↘
	IEQ Machinery and Electrical Equipment	0 – 100 » best	E industry mean (i.m. 29   NX 43), S (i.m. 32   NX 54), G (i.m. 32   NX 51)	45	49	↗



# Standards and Certificates

The Nordex Group has implemented the following standards:



## Memberships and Organizations

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, since September 2023, our CEO José Luis Blanco is 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 (2024):  
 LCA FE datasets
- <sup>3</sup> IEA (2025):  
 Electricity 2025 – Analysis and forecast to 2027:  
<https://iea.blob.core.windows.net/assets/0f028d5f-26b1-47ca-ad2a-5ca3103d070a/Electricity2025.pdf>

## Contact

Dr. Sandra Pfeiffer  
 Director of Global Sustainability  
[sustainability@nordex-online.com](mailto:sustainability@nordex-online.com)

Finn Horn  
 Junior Sustainability Specialist  
[sustainability@nordex-online.com](mailto:sustainability@nordex-online.com)

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 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](https://www.nordex-online.com/en)

**ESG consulting, concept, editing,  
 communication & design**  
 Silvester Group, Hamburg  
[www.silvestergroup.com](https://www.silvestergroup.com)

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