



KEY FACTS OF SUSTAINABILITY

# 2025

# 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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# INTRODUCTION & SUSTAINABILITY MANAGEMENT



# FOREWORD BY THE MANAGEMENT BOARD

**José Luis Blanco**

Chief Executive Officer (CEO)

**Dr. Ilya Hartmann**

Chief Financial Officer (CFO)



2025 was a landmark year for the Nordex Group, marked by strong financial performance and record order intake. We strengthened our operational foundation and continued to advance our contribution to the global energy transition.

Our turbine fleet exceeded 65 GW and helped avoid more than 92 million tons of greenhouse gas emissions in 2025. The year also marked the completion of our Sustainability Strategy 2021–2025, which strengthened governance, transparency and integration across the Group.

In early 2026, we published our second CSRD-compliant sustainability statement, providing transparency on our 2025 performance.

Looking ahead, we are introducing our new Sustainability Strategy, which builds on past achievements while sharpening alignment with our corporate strategy, evolving regulation and stakeholder expectations. As we enter this next phase, we aim to further integrate sustainability into our business model and enhance the long-term resilience and competitiveness of the Nordex Group.

This booklet provides a concise overview of the key indicators, highlights, and strategic developments that shaped our sustainability performance in 2025 and inform the direction of our work going forward.



# 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 11,113 employees around the globe. Founded in 1985, we have 40 years of experience in harnessing the wind. Our comprehensive product portfolio focuses on onshore turbines in the 4 to 7 MW 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.

## € 7,554

million Sales Revenues 2025  
(2024: 7,299 million)

## 11,113

employees in 2025 at the  
reporting date (2024: 10,405)

## 92.2 Mt

of CO<sub>2</sub>e emissions avoided  
(2024: 81.0 Mt CO<sub>2</sub>e avoided)

## 65 GW

of wind energy capacity in  
over 40 countries (2024: 51 GW  
in over 40 countries)



Learn more about  
the Nordex Group

# SUSTAINABILITY HIGHLIGHTS

Special projects fostering and representing sustainability performance



## EcoVadis Platinum Medal

- › Nordex has earned a Platinum Medal, a recognition awarded to the Top 1% of companies assessed by EcoVadis in the 12 months prior to the medal issue date. This is Nordex' best performance with EcoVadis so far.
- › It reflects the quality of Nordex' sustainability management system and demonstrates a commitment to promoting transparency throughout the value chain.

[Learn more about our performance.](#)



## ESG Transparency Award

- › Nordex received the prestigious ESG Transparency Award during the European Sustainability Week. Presented by the EUPD Group, the award recognizes our leading transparency in ESG reporting, responsible practices across the value chain, and our role as a frontrunner in sustainable development.
- › This achievement reinforces our commitment to driving sustainable development and shows that economic resilience and environmental responsibility can go hand in hand.



## Nordex Italy received the Industria Felix ESG Award

- › Nordex Italy is among the 94 Italian companies awarded in Rome as part of the prestigious Industria Felix ESG Award "Sustainability that Competes".
- › This recognition celebrates companies that stand out for their environmental, social, and governance (ESG) performance, proving that ethics and sustainability are strategic drivers of competitiveness.



## New Sustainability Strategy developed:

- › With the completion of our Strategy 2025, Nordex has developed a new, forward-looking Sustainability Strategy. Created in close collaboration with multiple departments, it reflects the evolving expectations of our stakeholders and helps us recalibrate our sustainability activities for the years ahead.
- › The new framework sets ambitious yet achievable goals that strengthen our commitment to responsible growth and long-term value creation.

[Learn more about our new Strategy.](#)



## Nordex under the Top-25 of Corporate Knights Global 100, and Top-15 of Europe's 50 Most Sustainable Companies

- › The 100 most sustainable companies are acknowledged by the "Corporate Knights Global 100".
- › Ranked 16th in 2025, and ranked 25th in 2026, the Nordex Group has been in the Top-25 for the third 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).
- › Based on the same rating methodology, ranked 9th in 2025 and 11th in 2026, the Nordex Group has been under the Top-15 among the Europe 50 Most Sustainable Corporations list.



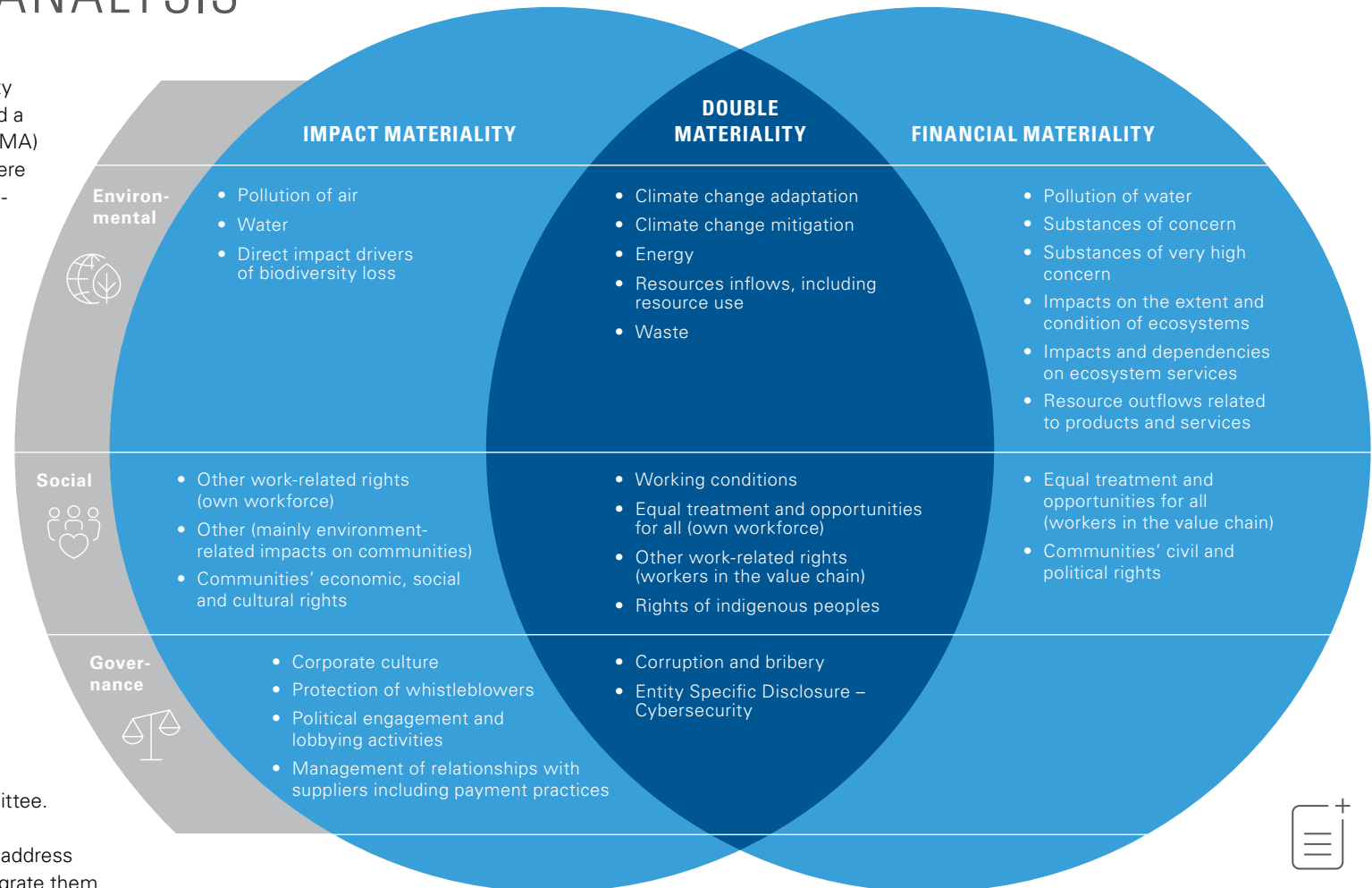
# OUR SUSTAINABILITY CONTRIBUTION

# 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.



More details on this approach can be found in our sustainability statement.



# OUR PRODUCTS



Providing a sustainable product is the backbone of our business model. Aligned with our overarching sustainability vision – Delivering sustainable wind solutions for a resilient tomorrow – we strive to improve the sustainability performance of our products across their entire lifecycle.



## Our Product Sustainability Journey 2022–2025:

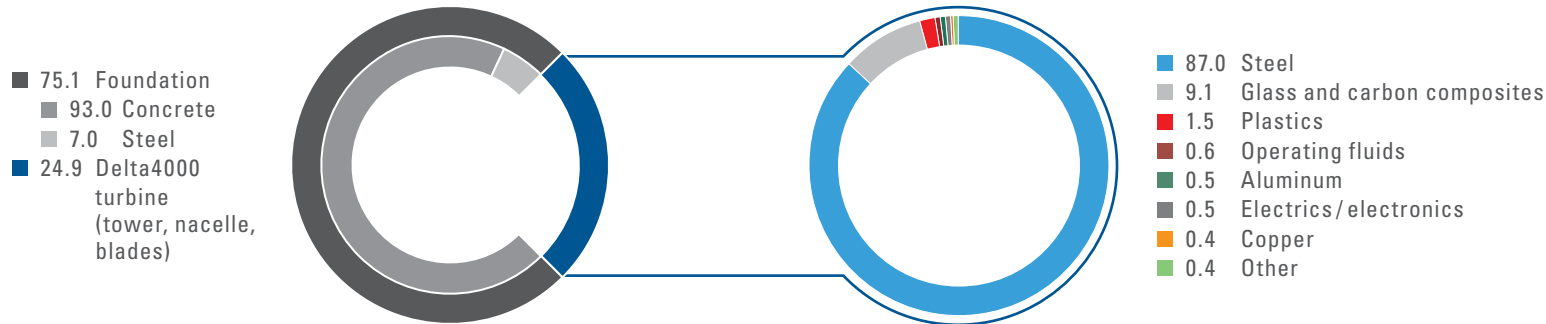
As the strategy period comes to an end, we review the progress achieved in advancing product sustainability.

- › Advanced global pathways for blade recycling through internal and external projects, as well as a strategic partnership with RenerCycle, strengthening Nordex' role in circularity ecosystems.
- › Expanded scalable end-of-life solutions and advanced recyclable blade concepts through close collaboration across the recycling value chain.
- › Reduced fleet-wide carbon intensity through lifetime extension measures and continuous performance improvements across the turbine lifecycle.
- › Reached strong efficiency benchmarks with optimized turbine specifications, demonstrating values as low as 2.7g CO<sub>2</sub>e per kWh.
- › Maintained consistently high customer satisfaction while building a broader partner network to support circular solutions.

## 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

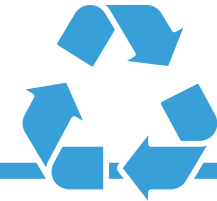
**10.1%**

of recycled content used in wind turbines

**4.6**

average satisfaction rate in the Sales and Service area (scale 1–6, 6=best) (2024: 4.6 in the Sales areas<sup>1</sup>)

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



## Committed to reducing greenhouse gas emissions

Nordex is reinforcing its commitment to reducing greenhouse gas emissions throughout its 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. Two important measures supporting this ambition are low-emission steel towers and SF<sub>6</sub>-free switchgears.



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.

## Nordex low-emission steel towers

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

## SF<sub>6</sub>-free medium-voltage switchgear

Now available as a fully F-gas-free solution for EU MV applications up to 24 kV.

- › 100% F-gas-free: Insulated with Clean Air (natural-origin gases with a GWP < 1).
- › Available for EU MV grids up to 24 kV.
- › Supports CO<sub>2</sub> footprint reduction across the full life cycle.

## Our Product 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 seven 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 2.7g CO<sub>2</sub>e over a turbine's entire life cycle.

# 7.66 GW

installed capacity in 2025  
(2024: 6.64 GW)

# 92.2 Mt

of CO<sub>2</sub>e emissions  
avoided through all Nordex  
turbines running in 2025  
(2024: 81.0 Mt CO<sub>2</sub>e avoided)

# 2.7 – 8.0 g

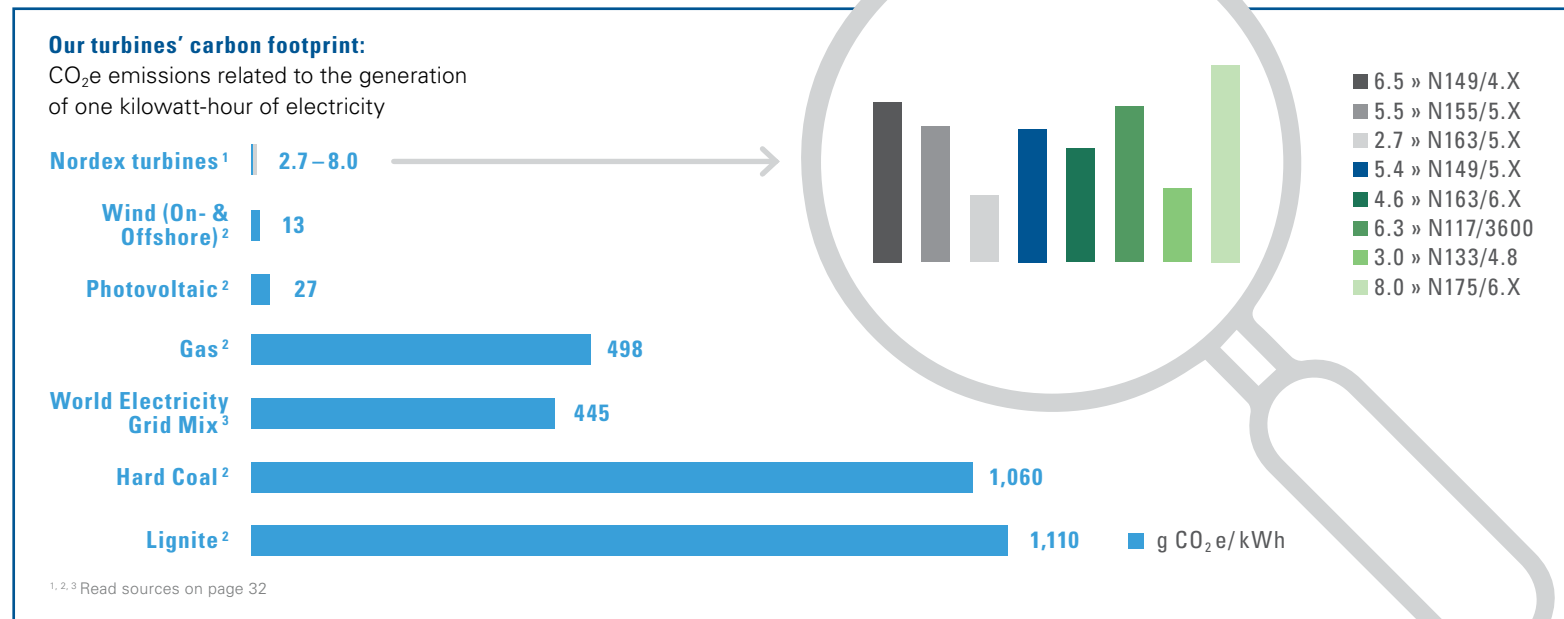
of CO<sub>2</sub>e emissions per  
kWh electricity generated,  
shown by our LCA studies  
(assumptions: 25 years  
lifetime, End-of-Life credits  
are accounted for)

# 23

number of Screening  
LCAs/project-specific PCF  
calculations provided to  
customers in 2025 (2024: n/a)



All available LCA studies  
and EPDs are published  
on our website



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

# 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.



## Our Environmental Sustainability Journey 2022–2025:

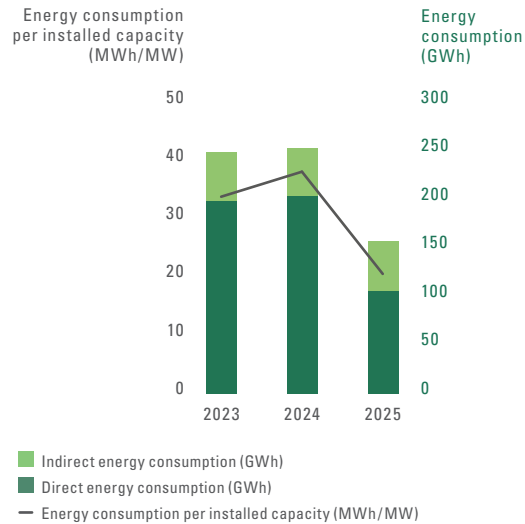
As the strategy period comes to an end, we review the progress achieved in enhancing our environmental performance:

- › Strengthened climate governance with comprehensive climate risk and opportunity assessments and secured full SBTi validation, anchoring near-term targets in long-term management incentives.
- › Expanded cross-functional collaboration in production, fleet, and logistics to drive reductions in scope 1 and scope 2 emissions.
- › Advanced circularity and resource efficiency through feasibility studies, targeted waste reduction and recovery measures and improved hazardous materials management.
- › Introduced new approaches to water efficiency and promoted more sustainable resource use across sites.
- › Built a stronger foundation for climate resilience, circular resource flows, and more sustainable operations across the Nordex Group.



## Climate Change & Decarbonization

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



**-46%**

Energy consumption per installed capacity (2024 to 2025)

**20.67**

Energy consumption per installed capacity in MWh/MW (2024: 38.32 MWh/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 2025.



Further information about environmental data on page 139ff, AR 2025



### PM sites piloting lower-carbon installation equipment

Because wind farm construction is energy-intensive and often begins before grid access is available, temporary on-site generators are required; in 2025, the Nordex Group began evaluating and testing lower-carbon alternatives to conventional diesel generators to reduce GHG emissions during the installation phase.

#### Case Study: UK

- The use of Hydrotreated Vegetable Oil (HVO) has been successfully piloted as low-carbon alternative to diesel for generating electricity at a wind farm in construction in Scotland.
- Compared to conventional diesel, GHG emissions may be reduced by up to 90%, including well-to-tank and in-use emissions, when using HVO.

#### Case Study: Germany

- At a project site in Northern Germany, the Company has begun to test a hybrid generator for providing lower-carbon electricity at the compound.
- While it is certain that GHG emissions reduction can be achieved, the testing phase has been too short so far to draw any reliable conclusions on this matter. The respective tests are planned to be continued.

## Corporate Carbon Footprint Analysis of 2025 (in kt CO<sub>2</sub>e)

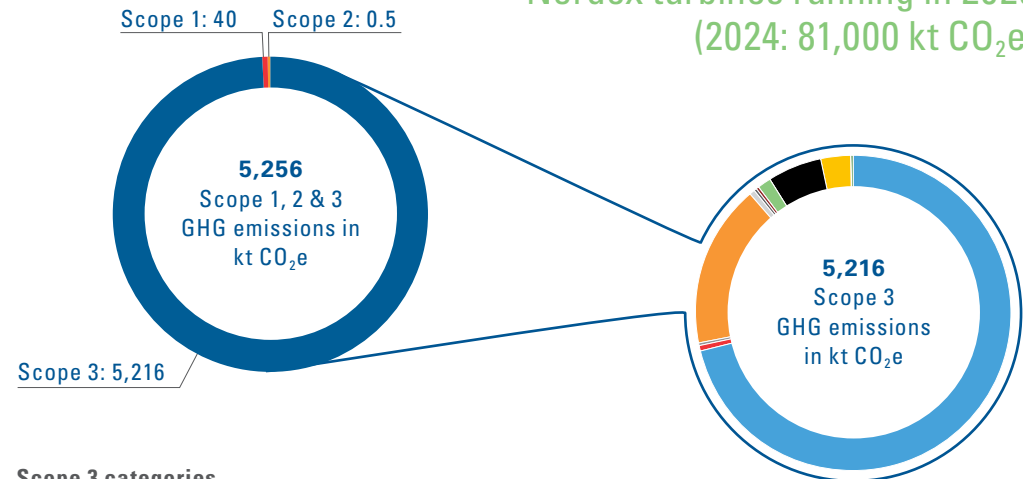
### Our efforts

- › 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 entire value chain.
- › This analysis covers all direct operations of the Nordex Group, as well as all relevant emissions categories of the scopes 1, 2, and 3 that are classified in the GHG Protocol Corporate Standard.
- › Since 2024, the Nordex Group follows validated near-term, long-term, and net-zero science-based targets.
- › In 2025, our marine vessel, formerly the largest source of scope 1 emissions, started to operate solely on optimized North Africa–Europe routes at a reduced pace to enhance fuel efficiency, cut fuel consumption, and significantly lower environmental impacts, therefore contributing to a decrease in scope 1 emissions in the reporting year.

# 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.

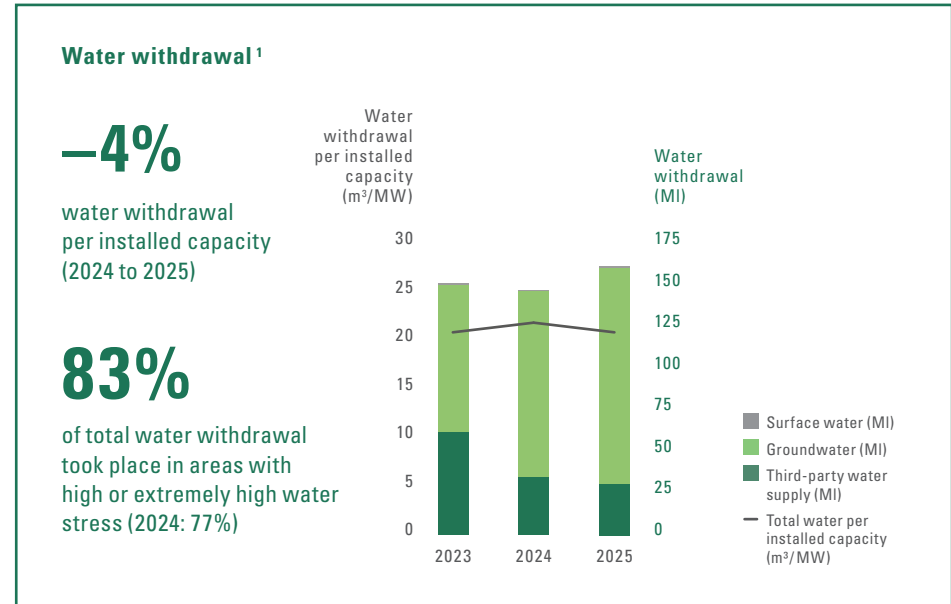
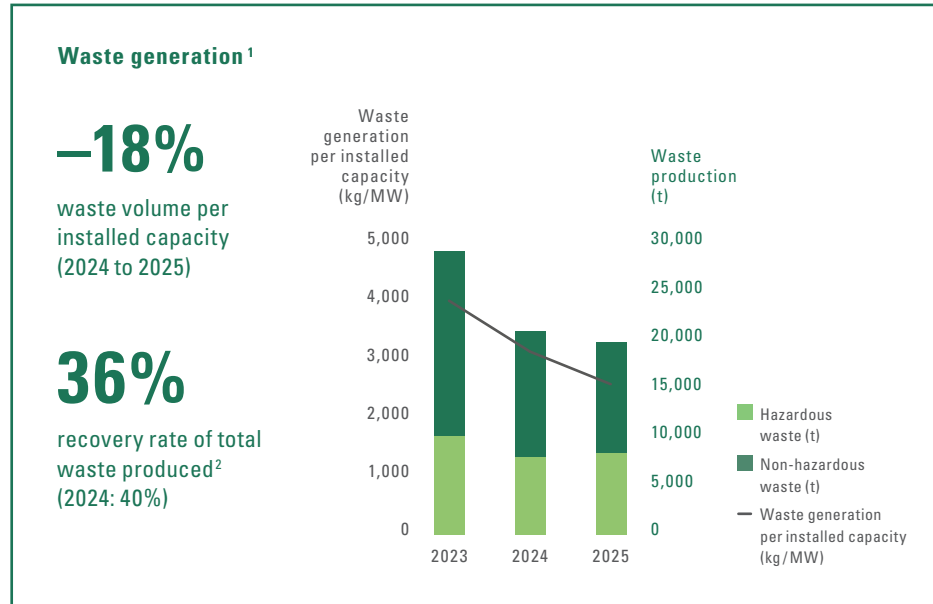
Scope 4  
**92,200**  
kt CO<sub>2</sub>e avoided through all Nordex turbines running in 2025  
(2024: 81,000 kt CO<sub>2</sub>e)



### Scope 3 categories

■ Purchased goods and services	3,720 kt CO <sub>2</sub> e
■ Capital goods	23 kt CO <sub>2</sub> e
■ Fuel- and energy-related activities	16 kt CO <sub>2</sub> e
■ Upstream transportation and distribution	872 kt CO <sub>2</sub> e
■ Waste generated in operations	30 kt CO <sub>2</sub> e
■ Business travel	11 kt CO <sub>2</sub> e
■ Employee commuting	12 kt CO <sub>2</sub> e
■ Upstream leased assets	1 kt CO <sub>2</sub> e
■ Downstream transportation and distribution	73 kt CO <sub>2</sub> e
■ Processing of sold products	2 kt CO <sub>2</sub> e
■ Use of sold products	292 kt CO <sub>2</sub> e
■ End-of-life treatment of sold products	151 kt CO <sub>2</sub> e
■ Downstream leased assets	8 kt CO <sub>2</sub> e
■ Investments	5 kt CO <sub>2</sub> e

## Environmental Protection



<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 2025.

<sup>2</sup> At the Nordex Group, "recovery" includes preparation for reuse, recycling and composting.

### Reducing landfilled waste at Nordex' rotor blade facility in Spain

At our Spanish rotor blade facility, we set out to transform waste into opportunity – optimizing how resin is used and implementing new pathways to recycle fiberglass off-cuts into automotive components. These changes reflect our belief in unlocking circular solutions without slowing production. In 2025 alone, such measures helped us keep roughly 64 tons of hazardous waste away from landfills.



### 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.

During 2025, the Nordex Group hired a Biodiversity Specialist who is responsible for assessing and managing biodiversity impacts across the entire value chain, implementing TNFD-aligned reporting, supporting biodiversity-related activities across Sales, Project Management, and Operations, and monitoring regulatory developments to ensure compliance and proactive adaptation.

# SOCIAL



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.



## Our Social Sustainability Journey 2022–2025:

As the strategy period comes to an end, we review the progress achieved in our social initiatives:


- ▶ Strengthened leadership culture and improved retention, supported by strong participation in global development and learning programs.
- ▶ Made steady progress in gender representation and fostered broader ownership of diversity topics across management teams.
- ▶ Advanced sustainable mobility through updated fleet policies and new employee-focused mobility solutions.
- ▶ Enhanced health and safety performance by establishing a unified global safety standard, rolling out comprehensive HSE learning programs, and improving key safety indicators.
- ▶ Supported employee well-being through a reinforced supplier safety framework and the introduction of local mental health initiatives.




## Fair & Attractive Employer


### Our efforts and main measures


- › Our new leadership principles inspire a culture of innovation, learning, empowerment, and ownership – anchored in a relentless focus on our customers.
- › Ten female and 14 male top talents joined our global UPWIND program, with 24 graduates advancing into our growing UPWIND Alumni network.
- › We piloted the eLearning platform Coursera in three countries to explore how digital, flexible learning can support employee growth. This initiative strengthens our commitment to offering fair, equal and modern learning opportunities for every employee.
- › To strengthen accountability for a diverse and inclusive workplace, we renewed our D&I Council under the continued leadership of our CEO. By combining experienced members with newly appointed senior leaders who reflect our organizational structure, we ensure fresh perspectives while maintaining the Council's culture of open and constructive dialogue.

 **71.9%**  
of employees performed  
the Compass Dialog<sup>2</sup>  
(2024: 68.4%)


 **3.2%**  
mid-term voluntary  
turnover<sup>3</sup>  
(2024: 3.2%)

 **107**  
nationalities working  
at the Nordex Group  
(2024: 99)

 **17.6%**  
share of women  
(2024: 17.1%)

 **20.9%**  
share of women  
in management<sup>1</sup>  
(2024: 20.1%)

 **11,113**  
employees  
(2024: 10,405)

 **16.9%**  
share of female  
new joiners  
(2024: 16.4%)

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

<sup>2</sup> Core process of employee performance and development

<sup>3</sup> Nordex median voluntary turnover rate (mid-year 2025). Market benchmark: the Mercer medium turnover rate, per country and weighted to a global figure with 95% accuracy: 5.2%.



Girls' and Boys' Day



Inspiring the Next Generation of Engineers

Nordex colleagues supported young people and early-career talent through hands-on learning opportunities and technical training. During Girls' and Boys' Day in Hamburg and Rostock, 30 students took part in guided tours, small experiments and wind energy demonstrations. The apprenticeship programs in Germany continued to offer practical training in technical and commercial fields. At Nordex Academy Türkiye, 60 engineering students from three universities learned about the operating principles of wind turbines from our trainers. They explored the main turbine components, toured the training facilities and joined presentations on the wind energy sector and Nordex activities.

### Regional Activities that Bring People and Communities Together

Across several regions, Nordex teams participated in activities that connected colleagues with local communities through social engagement. In Spain, the "En Clave de Nordex" Choir visited a residential care home in Pamplona and later performed at a public concert together with local musicians. In Germany, employees joined charity runs such as the Hamburg HafenCityRun and the Rostock Business Run, supporting local non-profit initiatives. During the "Stadtradeln" initiative, Nordex teams cycled 45,773 km, promoting cycling mobility and infrastructure. In India, Nordex co-sponsored the IDREA Climathon in Chennai, a climate-focused run with more than 2,000 participants. Over 60 colleagues from Nordex India joined the event, helping raise climate awareness and support community engagement.

### Upgrading Classrooms, Health Facilities and Water Systems in Vengal, India

In 2025, several community-focused projects were carried out in and around Vengal to support education, healthcare, and access to essential services. At the local Government School, improvements included new classroom furniture, digital learning tools, and upgrades to school facilities that created a better learning environment for students and teachers. Work also progressed on establishing a Primary Health Center to provide accessible healthcare for nearby villages. In addition, a new drinking water system was installed to supply clean and safe water for the local population.

Idrea Climathon 2025 in Chennai, India, co-sponsored by the Nordex Group



Makukhanye School Project

**Local Education and Livelihood Support Projects in South Africa**

In South Africa, the Nordex Group supports local development through the Nordex Education Trust, which provides scholarships and grants to disadvantaged communities. In 2024, Nordex partnered with Scaled Impact NPC to implement the Livestock for Livelihoods Programme for rural sheep farming communities in Middelburg and Noupoort. Completed in 2025, the program strengthened farming livelihoods by conducting baseline assessments that helped farmers access formal markets, developing reliable water sources,

and delivering training on regenerative farming and herder skills. In addition, the Makukhanye School Project was completed in December 2025, improving essential school facilities to create a more supportive learning environment.

Additionally, Nordex Energy South Africa (Pty) Ltd. runs a development program that gives young professionals hands-on experience in the renewable energy sector, with many participants moving into full-time roles in the industry.



Best Company for All Talent 2025 Award Ceremony

**Promoting Equal Opportunities Through Local Initiatives**

International Women’s Day was marked across several regions with activities focused on equal opportunities and inclusion. In India, colleagues joined inspirational talks, team-building activities and health and wellbeing sessions. In Spain, employees took part in training on emotional wellbeing, inclusive communication and awareness of unconscious biases. In Madrid, Nordex was presented with the Best Company for All Talent Award. The award acknowledged several measures that broaden learning opportunities, increase visibility for underrepresented groups, and contribute to more inclusive development pathways across the organization.

## Occupational Health & Safety

### Strengthening safety together:

In 2025, the cross-community HSE team, together with numerous partners, implemented 16 global projects designed to make our HSE processes safer, more transparent, and more efficient. We present some of the key achievements and projects below:

#### HSE Key Projects 2025

##### Life Saving Rules

- › Safety is a core value in the Nordex Group. Our Life Saving Rules underline our commitment to safety and, more importantly, to act as a safeguard for our own employees and subcontractors.
- › These rules are incorporated in our inductions, training, incident reporting and form the basis of our monthly Safety Together campaigns.

##### Behavioral Safety

- › Our refreshed Safety Leadership and Site Safety trainings – now available in multiple languages – empower teams worldwide to lead with stronger, more transformational health and safety behaviors.

#### HSE Must-Win Battles

- › In November 2025, a dedicated workshop brought teams together to identify the critical focus areas that will elevate health and safety performance across all project and service sites.

#### Safety Culture Survey

- › Our Safety Culture Survey gave a voice to thousands of Nordex workers and contractors. Their feedback directly shaped global and regional initiatives that strengthen safety, protect lives, and support a culture where every colleague feels valued and heard.

#### Launch of mental-wellbeing program in India

- › The program offers white-collar employees access to professional counselling and training on mental, financial, and legal wellness. The initiative underscores Nordex' commitment to supporting the overall well-being of its people.

# 1.9

Lost Time Incident Frequency (LTIF) – Group level (2024: 1.5), where a work-related accident injures an employee or contractor so they are unable to work the next shift.

# 8.0

TCIR (Total Case Incident Rate) – Group level (2024: 9.8), 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 have a valid permit before entering a confined space



We follow the safety rules when we drive



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

› Nordex UK & Ireland has received the prestigious RoSPA President's Award, recognizing 10 consecutive Gold Awards for our continued excellence in health and safety. This milestone reflects not only a decade of consistent performance, but the daily efforts of every single colleague who helps uphold our safety culture.

### Internal Awards

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

- › Uruguay: Our Service colleagues in Uruguay proposed a redesign of the rotor-lock pin to enable lockout/tagout (LOTO) with a padlock – creating a safer, clearer, and verifiable safety condition during maintenance work.
- › Germany (DMR Nacelles): At DMR Nacelles in Germany, teams introduced a new fixture that allows pipework to be pre-assembled on the ground, reducing the need to work at height and improving overall safety.
- › Sweden: In Sweden, the team proposed an enhanced earthing solution designed to reduce the risk of cable degradation – helping prevent potential electric shocks during maintenance activities.

# GOVERNANCE



Responsibility is at the core of our business. It guides how we engage with and positively impact our supply chain, ensure responsible and ethical business conduct, as well as make ESG-oriented business decisions.



## Our Governance Sustainability Journey 2022–2025:

As the strategy period comes to an end, we review the progress achieved in strengthening responsible business practices, compliance, and governance:

- › Strengthened responsible business conduct across the company and our value chain through deeper supplier engagement and enhanced integrity measures.
- › Advanced supply chain decarbonization and reaffirmed our commitment to global sustainability principles by joining the UN Global Compact.
- › Improved ESG governance with stronger risk and opportunity assessments, reinforced due diligence processes, and updated compliance policies and trainings.
- › Increased transparency by publishing an early CSRD-aligned integrated report and expanding sustainability related disclosures.
- › Embedded sustainability more firmly across the organization by linking variable remuneration to sustainability-related KPIs and promoting shared accountability.

## Responsible Sourcing

### Strengthening the Supplier Management at the Nordex Group

- › The Nordex' Code of Conduct for Contractors and Suppliers defines the Nordex Group's sustainability expectations towards its suppliers and is referenced in our contracts.
- › Supplier qualification criteria address working practices, human rights, and environmental aspects.
- › Human rights & environmental due diligence trainings are provided for suppliers, selected i.a. by a human rights & environmental risk analysis.
- › The Forced Labor & Modern Slavery Policy emphasizes the Nordex Group's zero tolerance against any form of forced labor and modern slavery at the Nordex Group, at its partner organizations, and in its value chain.

## Our ambition:

By the end of 2028, all of Nordex' top suppliers by spend of the most CO<sub>2</sub>e-intensive commodity groups will have science-based targets (SBTs), supporting shared climate goals across the entire value chain.

### Supplier engagement target

We know that meaningful scope 3 reductions can only happen when we move forward together with our suppliers. In 2025, we therefore set a dedicated supplier engagement target and focused on those partners with the highest sourcing volumes across key commodity groups.

As a first step, we invited these suppliers to sign a Letter of Intent, committing to establish science-based emission-reduction targets within a defined timeline – laying the foundation for shared accountability. An initial baseline has been established, as 33% of the identified suppliers have already set SBTs.

Going forward, we will track and monitor their progress to ensure transparency and sustained momentum across our value chain.



### Key commodity groups

- › Rotor blades & components
- › Nacelles & components
- › Towers
- › Purchased logistics services



### Our suppliers' existing targets (33% of target group)

- › 60% have set near-term, long-term, and net-zero targets
- › 40% have set near-term targets, but no long-term and net-zero targets



## Business Ethics, Compliance and Integrity

Our Values: Integrity, Respect, Collegueship, and Ownership

### Compliance Ambassador

- › In 2025, the Compliance Ambassador Initiative was launched as an internal strategy aimed at strengthening the collaboration between Corporate Compliance and the local compliance officers' network to reinforce integrity across all entities.
- › This initiative facilitates communication and engagement on compliance topics, provides feedback to improve the compliance management system, and helps identify and prevent potential compliance risks while keeping us informed about new local regulations.

### Trainings

- › We provide training on compliance policies and regulations to continuously raise awareness on the prevention of bribery and corruption, managing conflicts of interest, and ensuring the ethical conduct of Nordex Group employees and our business partners.
- › We regularly deliver risk-based training at all levels of the organization, including instructor-led sessions, mandatory e-learning, and regular in-person country visits.

# 86%

completion of the Code of Conduct e-learning

# 8,243

employees completed the Prevention of Bribery and Corruption e-learning (2024: 7,379)

### Compliance Country Visits

- › In 2025, we continued with the Compliance Country Visits Initiative launched in April 2023. This year, we visited Brazil, Mexico, South Africa, Spain, Sweden, and Poland. The visits included in-person trainings of both blue-collar and white-collar employees in factories, wind farms, offices, and service points, where 322 employees attended the sessions.

#### 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),
- › Improvement in the overall quality of whistleblower reports, and
- › A better understanding of the activities of the Compliance department and what a compliance violation is.

### Nordex Group Code of Conduct

- › At the Nordex Group, our commitment to compliance, integrity, and ethical behavior is central to how we work together. These values are reflected in our Nordex Group Code of Conduct for Employees. The Code is binding for all employees and managers worldwide.

# 322

employees attended the sessions during the Compliance Country Visits. (2024: 150)

# 91%

acknowledgement by employees (2024:81%)



### Anti-Corruption Day

- › We launched our Anti-Corruption Day event, which will take place annually on December 9.
- › During the inaugural event at our Hamburg office, we took the opportunity to distribute informational materials highlighting our compliance activities, explaining how corruption can be prevented, and providing guidance on how to use the whistleblower system to submit a report.

### “notify!” Whistleblower System

- › Nordex Group employees, employees of our business partners, and anyone from the general public can use our reporting tool “notify!” to report concerns about possible compliance violations. This includes any suspected breach of laws or rules that apply to Nordex, our business activities, or our supply chain. Every report is treated confidentially, reviewed by qualified experts, and handled independently.
- › As a result of our communication strategy and training program this year, we received 150 reports through our three reporting channels. 71 via Personal Contact and Compliance Helpdesk and 79 via the Whistleblower System “notify!”. This represents a 31% increase compared to last year (115).

# 150

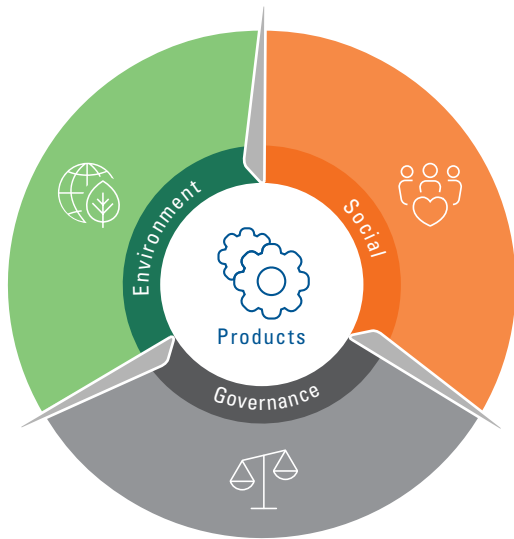
compliance reports  
(2024: 115)



# EVALUATION OF THE SUSTAINABILITY STRATEGY 2025

Concluding our 2025 Sustainability Strategy and transitioning to the next strategic cycle.

Our sustainability strategy established the foundation for our corporate sustainability efforts over the last four years. While the booklet reflects what we achieved under the Sustainability Strategy 2025, we are already setting our sights forward: a new strategy from 2026 will build on this momentum, sharpen our ambitions, and guide us into the next chapter of our sustainability journey.



Goal achievement level	Description	Visualization
Fully achieved/completed	Goals are fully met or completed within the Sustainability Strategy 2025, delivering measurable impact.	✓
Advanced	Significant measures were implemented, strong progress toward the goal were achieved.	...
Continuing	Advancing forward: These goals remain key priorities for the next strategy cycle.	↻

Fully achieved/completed	✓
Keep customer satisfaction at a high level of 4 (scale 1 – 6)	
Define science-based targets (SBTs) in line with 1.5°C target ambition	
Achieve climate neutrality (scopes 1 and 2) by 2023 and continuously improve climate impact	

Advanced	...
Decrease carbon footprint of turbines by 25% by 2025	
Reduce hazardous materials and minimize their hazard potential	
Reduce accidents in the supply chain	
Systematically anchor environmental, social & human rights as well as business ethics risks in business decisions & continuously increase transparency with regard to risk identification, assessment & management	
Promote responsible and ethical business conduct internally and with our business partners	
Zero tolerance of unethical behavior	
Increase communication and transparency regarding ESG performance	
Anchor sustainability as part of all departments and the company culture	

Continuing	↻
Provide fully recyclable blades by 2032	
Manage and adapt to climate risks and opportunities	
Achieve zero production waste to landfill by 2025	
Increase waste recovery rate by five percentage points by 2025 (baseline recovery rate in 2021: 55%)	
Reduce waste generated per MW produced – specific to production areas: for blades by 5% and for towers and nacelles by 10% by 2025	
Increase water efficiency	
Be an attractive and innovative employer and reduce the voluntary turnover rate to below 5 percentage points of the market average by 2025	
Optimize talent programs and provide further programs for employee development	
Achieve a minimum of 25% female representation in management positions by 2025	
Promote sustainable commuting and business travel and establish a global concept for sustainable mobility	
Reduce accidents to a lost time injury frequency (LTIF) of less than 1.5 per 1 million working hours by 2025	
Develop a comprehensive mental health strategy by 2023	
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	
Reduce carbon emissions in the supply chain (scope 3)	
Engage with and positively impact the supply chain	

# OUR NEW SUSTAINABILITY STRATEGY

Delivering sustainable wind solutions for a resilient tomorrow.



Learn more about our sustainability strategy


Our Sustainability Strategy sets the foundation for responsible action across our entire organization. Developed in close collaboration with colleagues from a wide range of departments, it reflects our shared ambition to deepen sustainability within our core business and to meet the growing expectations of our stakeholders.

The Sustainability Strategy is built around seven distinct focus topics, each aligned with one of the three pillars: Environmental (E), Social (S), or Governance (G). This structure provides clarity and direction – for our teams as well as for our stakeholders.

At the heart of the strategy are ambitious yet achievable goals, guided by the OKR logic:

- › **Objective:** Each focus topic is anchored in a long-term strategic ambition.
- › **Key Results:** Based on these ambitions, we have defined concrete, measurable targets.
- › **Initiatives:** To achieve these targets, we implement dedicated initiatives led by the responsible expert teams.



## Our Sustainability Strategy



Delivering sustainable wind solutions for a resilient tomorrow.

### Focus topics & objectives

<b>E</b>	<b>Circularity</b>	We deliver wind energy solutions through smart circular design, creating lasting value beyond one lifecycle.
	<b>Climate &amp; decarbonization</b>	We advance decarbonization and climate resilience across our operations and along our value chain.
	<b>Environmental stewardship</b>	We embed environmental stewardship into our decisions to protect ecosystems and enable sustainable operations.
<b>S</b>	<b>Health &amp; safety</b>	We put health and safety first, fostering a culture of shared responsibility and awareness, supported by industry-leading processes.
	<b>Our people</b>	We empower the people who drive our success to grow and thrive in inclusive, respectful workplaces worldwide.
<b>G</b>	<b>Supply chain due diligence</b>	We uphold responsible sourcing and risk-based due diligence to support an environmentally and socially responsible supply chain.
	<b>Cybersecurity</b>	We ensure digital resilience by proactively managing cyber risks and safeguarding information security.

# 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.



## 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.



## 8 | Decent Work and Economic Growth

The Nordex Group generated a direct economic value of 7,554 EUR million and employed more than 11,113 people in 2025. By operating sites in Brazil, India, 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.



## 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 development of the near-term and net-zero science-based targets (SBTs) in line with the 1.5°C target ambitions and submitting them in 2023, the Science Based Targets initiative (SBTi) has officially confirmed them in 2024. In 2025, we set a dedicated supplier engagement target to drive meaningful scope 3 reductions and focused on partners with the highest sourcing volumes across key commodity groups.



## 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 advancing innovation industry-wide.



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.



Our Taxonomy disclosure, AR 2025, p.191ff.

## 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

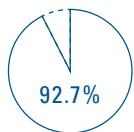
OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, Declaration of the ILO on Fundamental Principles and Rights at Work, International Bill of Human Rights

### Eligibility

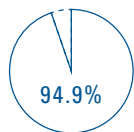
Turnover



CapEx



OpEx

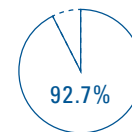


### Alignment

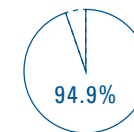
Turnover



CapEx









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# NORDEX SUSTAINABILITY RATINGS

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

Ratings	Industry	Scale	Industry Average	Nordex Group Score 2024	Nordex Group Score 2025	Change to previous year
	Manufacture of general-purpose machinery	1 – 100 100 » best	99 <sup>th</sup> percentile	74/100 Gold status	85/100 Platinum status	↗
	Machinery	A+ – D- A+ » best	C	B + <sup>1</sup> PRIME	B + <sup>1</sup> PRIME	→
	RE Equipment	A – D A » best	B	B	B	→
	Electrical Equipment	AAA – CCC AAA » best	BBB	BBB	BBB	→
	Electrical Equipment	Risk Rating 0 – 100 0 » best	27 <sup>th</sup> place of 304 Companies	23.0/100 Medium Risk	20.5/100 Medium Risk	↘
	IEQ Machinery and Electrical Equipment	0 – 100 100 » best	E (i.m. <sup>1</sup> 30   NX 49), S (i.m. <sup>1</sup> 33   NX 51), G (i.m. <sup>1</sup> 34   NX 56)	49	53	↗

<sup>1</sup> Industry mean



# STANDARDS AND CERTIFICATES

The Nordex Group has implemented the following standards:

- Environmental Management ISO 14001: 2015
- Occupational Health and Safety ISO 45001: 2018
- Quality Management ISO 9001: 2015



- Life Cycle Assessment ISO 14040/14044: 2006
- Energy Management ISO 50001: 2018<sup>1</sup>
- Information Security Management Systems 27001:2022<sup>1</sup>

# 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 the 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.

<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:  
<https://www.nordex-online.com/en/product-sustainability/>
- <sup>2</sup> Sphera (2025):  
 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>

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