

2022

Key Facts of Sustainability



TOGETHER FOR CHANGE – WIND FOR A SUSTAINABLE FUTURE

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



Learn more about the Nordex Group on YouTube



Reference to section in the report or to other Nordex publications

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INTRODUCTION & SUSTAINABILITY MANAGEMENT



FOREWORD BY THE MANAGEMENT BOARD



Patxi Landa

Chief Sales
Officer (CSO)

**José Luis
Blanco**

Chief Executive
Officer (CEO)

**Dr. Ilya
Hartmann**

Chief Financial
Officer (CFO)

From left to right

Dear readers,

The importance of renewable energy sources in tackling climate change while at the same time reinforcing energy independence and stability has never been as apparent as it is today.

While 2022 was a very challenging year for our industry, we are proud that our installed total output of 44 GW worldwide avoided around 60.7 million tonnes of CO₂e in 2022 alone. We have set ambitious targets in our Sustainability Strategy 2025 and despite several challenges in the reporting year, we made progress with our environmental, social, governance, and economic activities. With the Sustainability Key Facts booklet, we present you Nordex' current most important key performance indicators and information from our comprehensive Sustainability Report 2022.

Sincerely yours,

the Management Board

Hamburg, March 2023

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 9,100 employees around the globe. Founded in 1985, we have more than 35 years of experience in harnessing the wind. Our comprehensive product portfolio focuses on onshore turbines in the 4 to 6MW+ class, offering solutions for markets with

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

€ 5,694

million Sales Revenues 2022
(2021: 5,444 million)

9,111

employees in 2022 at
the reporting date
(2021: 8,658)

61 Mt

of CO₂e emissions avoided
(2021: 59 Mt CO₂e avoided)

44 GW

of wind energy capacity
in over 40 countries
(2021: 38.8 GW in over 40 countries)



Learn more about
the Nordex Group

SUSTAINABILITY HIGHLIGHTS 2022

Special projects fostering and representing sustainability performance

TCFD Climate Risk and Opportunity Assessment

- › Assessment of climate-related risks and opportunities in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and the EU Taxonomy requirements
- › Identification & evaluation of more than 20 climate-related risks and opportunities each
- › Results: adaptation solutions in response to the main physical risks



Reduction of the Product Carbon Footprint

- › Our goal: to prepare a Life Cycle Analysis (LCA) for all relevant turbines
- › In 2022: LCA for 2 more turbine types (N155/5.X and N163/5.X)
- › Results: very low carbon footprint of 5.5 and 2.7 g CO₂e/kWh (respectively)

Unconscious Bias Training - Pilot Roll-Out

- › Training module focusing on unconscious biases in the workplace developed
- › Pilot roll-out to all P&C employees worldwide
- › E-learning module to be assigned to the management



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

- › Nordex UK & IE winner of the prestigious Renewable Energy Sector Award from the Royal Society for the Prevention of Accidents (RoSPA) for the first time, having been awarded Gold for the last six years
- › Winners of RoSPA Award recognized as world leaders in health and safety practices



EcoVadis Gold Standard and CDP "B" Score

- › EcoVadis Gold Medal awarded to the Nordex Group in recognition of our successful sustainability efforts
- › Among the Top 1% of all general industrial machinery manufacturers assessed by EcoVadis
- › Slight improvement in CDP Climate Score from "B-" to "B"








NORDEX SUSTAINABILITY RATINGS

(As of December 2022)

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



Further information about Nordex' ESG Ratings, p. 31, Sustainability Report 2022 (SR 2022)

Ratings	Industry	Scale	Industry Average	Nordex Group Score 2021	Nordex Group Score 2022	Change to previous year
	Manufacture of general- purpose machinery	1 – 100 100 » best	43/100 42 nd percentile	66/100 Gold status 31/05/2021	71/100 Gold status 30/06/2022	↗
	Machinery	A+ – D- A+ » best	C	B ² PRIME 19/12/2020	B ² PRIME 19/12/2020	→
	RE Equipment	A – D A » best	B-	B- 12/07/2021	B 13/12/2022	↗
	Electrical Equipment	AAA – CCC AAA » best	BB	A 13/07/2021	A 08/09/2022	→
	Electrical Equipment	Risk Rating 0 – 100 0 » best	69 th place of 223 Companies	24.8/100 Medium 30/09/2021	25.0/100 Medium 29/06/2022	↘

¹ ESG = Environmental, Social, Governance

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

EU TAXONOMY

Our activities and assessment of Taxonomy-eligibility and -alignment



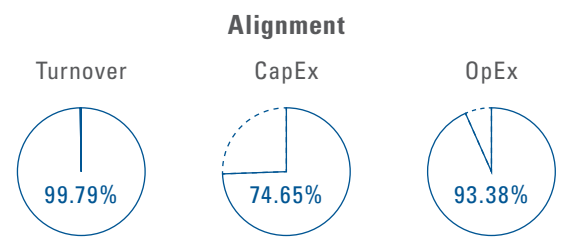
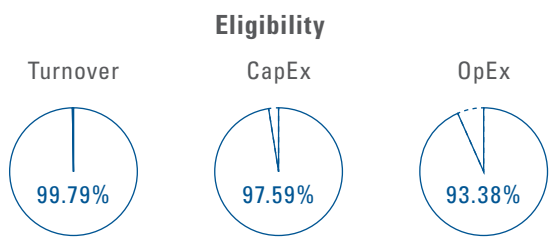
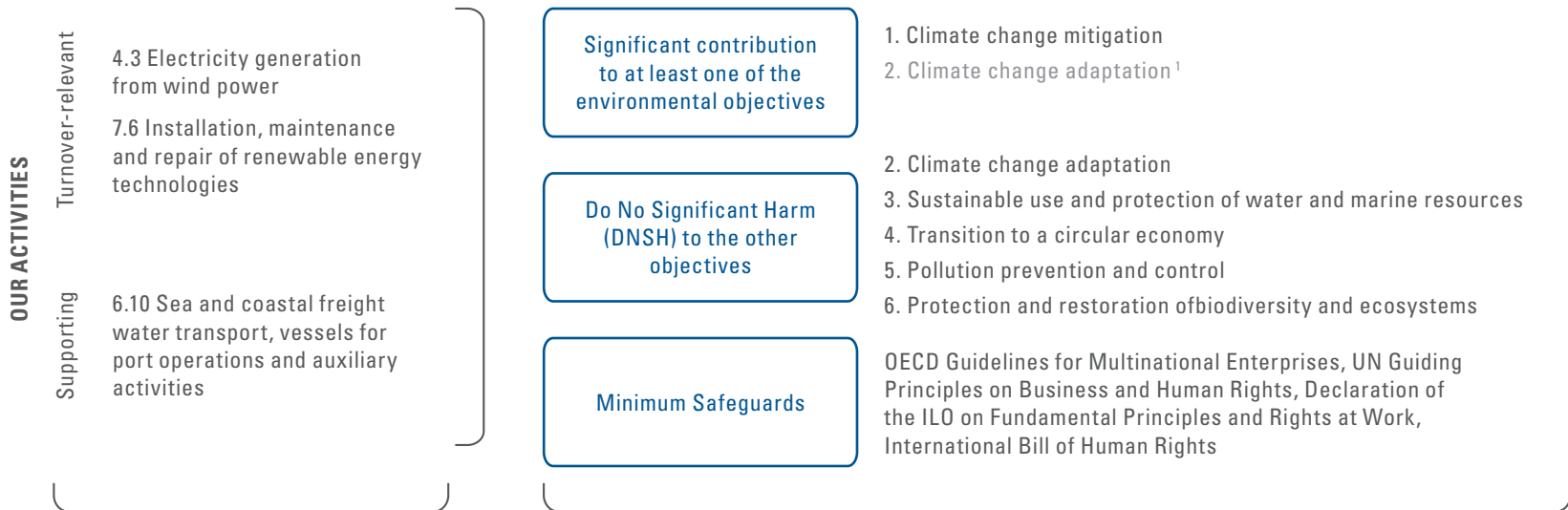
Further information about Nordex' EU Taxonomy-disclosure, p. 32ff., SR 2022

ELIGIBILITY ASSESSMENT

Listed in Annex I and II of Commission Delegated Regulation (EU) 2021/2139 and accordance with activity description

ALIGNMENT ASSESSMENT

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



¹ In order to avoid double counting, we assign the contribution exclusively to the first objective.

OUR SUSTAINABILITY CONTRIBUTION

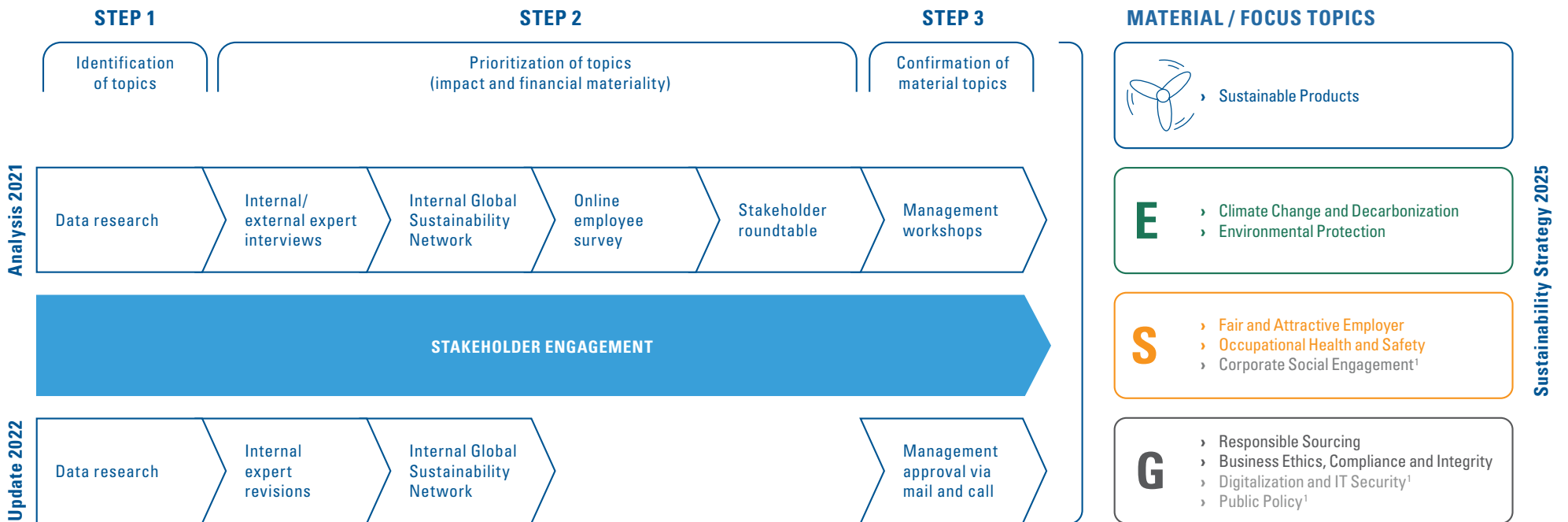


MATERIALITY ANALYSIS

In order to identify the key sustainability issues where the Nordex Group has an impact on its stakeholders (inside-out, i.e., impact materiality) as well as the areas where sustainability patterns

impact the Nordex' business (outside-in, i.e., financial materiality), we conducted a comprehensive materiality analysis in 2021, and revised it in 2022.

Materiality analysis process and stakeholder engagement



¹ Topics are not material and not part of the sustainability strategy. As they are also important to the Nordex Group they are addressed additionally in the report.

SUSTAINABILITY STRATEGY 2025

Together for change – Wind for a sustainable future



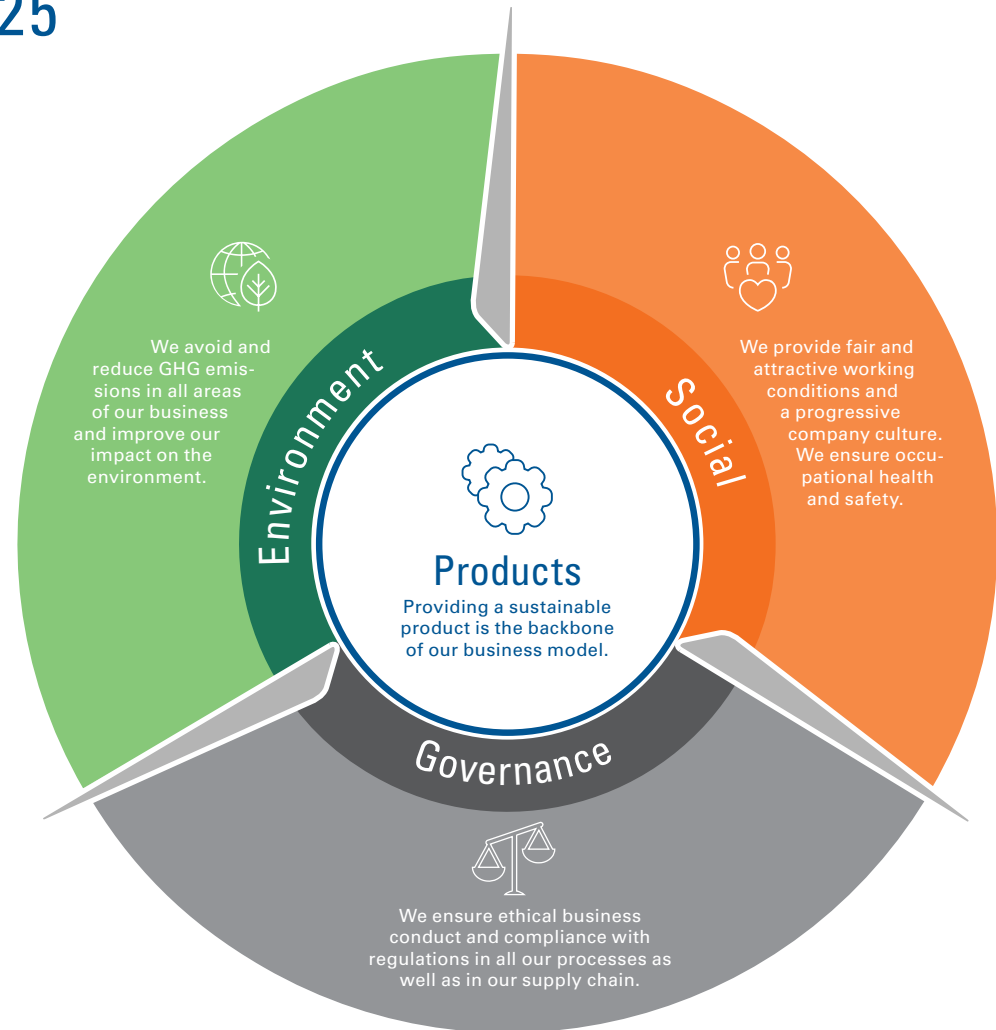
Learn more about the Sustainability Strategy 2025



Further information Page 19ff., SR 2022














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

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



















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

Strategy implementation overview

	Focus topic	Goals	Implementation status 2022
			■ Achieved
	Sustainable Products For further information regarding the products measures see p. 55	Goal 1: Provide fully recyclable blades by 2032	
		Goal 2: Decrease carbon footprint of turbines by 25% by 2025	
		Goal 3: Keep customer satisfaction at a high level of 4 (scale 1 – 6)	
	Climate Change and Decarbonization For further information regarding the climate measures see p. 69	Goal 1: Manage and adapt to climate risks and opportunities	
		Goal 2: Define science-based targets (SBTs) in line with 1.5°C target ambition	
		Goal 3: Achieve climate neutrality (scopes 1 and 2) by 2023 and continuously improve climate impact	
	Environmental Protection For further information regarding the environmental measures see p. 79	Goal 1: Achieve zero production waste to landfill by 2025	
		Goal 2: Increase waste recovery rate by five percentage points by 2025 (baseline recovery rate in 2021: 55%)	
		Goal 3: Reduce waste generated per MW produced – specific to production areas: for blades by 5% and for towers and nacelles by 10% by 2025	
		Goal 4: Reduce hazardous materials and minimize their hazard potential	
		Goal 5: Increase water efficiency	



Click on the Focus topics to see all goals and measures

	Focus topic	Goals	Implementation status 2022
 <p>Social</p>	<p>Fair and Attractive Employer For further information regarding the employer measures see p. 96</p>	<p>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</p>	<p>■ Achieved</p> 
		<p>Goal 2: Optimize talent programs and provide further programs for employee development</p>	
		<p>Goal 3: Achieve a minimum of 25% female representation in management positions by 2025</p>	
		<p>Goal 4: Promote sustainable commuting and business travel and establish a global concept for sustainable mobility</p>	
	<p>Occupational Health and Safety For further information regarding the health & safety measures see p. 105</p>	<p>Goal 1: Reduce accidents to a lost time injury frequency (LTIF) of less than 1.5 per 1 million working hours by 2025</p>	
		<p>Goal 2: Develop a comprehensive mental health strategy by 2023</p>	
		<p>Goal 3: Reduce accidents in the supply chain</p>	
 <p>Governance</p>	<p>Responsible Sourcing For further information regarding the sourcing measures see p. 120</p>	<p>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</p>	
		<p>Goal 2: Reduce carbon emissions in the supply chain (scope 3)</p>	
		<p>Goal 3: Engage with and positively impact the supply chain</p>	
	<p>Business Ethics, Compliance and Integrity For further information regarding the business ethics measures see p. 138</p>	<p>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</p>	
		<p>Goal 2: Promote responsible and ethical business conduct internally and with our business partners</p>	
		<p>Goal 3: Zero tolerance of unethical behavior</p>	
		<p>Goal 4: Increase communication and transparency regarding ESG (environment, social, governance) performance</p>	
		<p>Goal 5: Anchor sustainability as part of all departments and the company culture</p>	

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 5,694 EUR million and employed more than 9,100 people in 2022. 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.



13 | Climate Action

With our product portfolio we contribute to the promotion of greener energy generation on a global level. We regularly calculate our Corporate Carbon Footprint, where we disclose all relevant climate data, including scope 1 to 3 emissions. In keeping with our commitment to the Science Based Targets initiative (SBTi), we plan to define science-based targets (SBTs) in line with the 1.5°C target ambition in 2023.



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.

OUR PRODUCTS



Providing a sustainable product is the backbone of our business model. Over the past years, we have reduced the carbon footprint of our wind turbines, as evidenced by the Product Carbon Footprint calculations of two further turbine types in the reporting year. For 2023, we plan to continue on this path and have set ourselves ambitious goals on our agenda for further improving product sustainability.



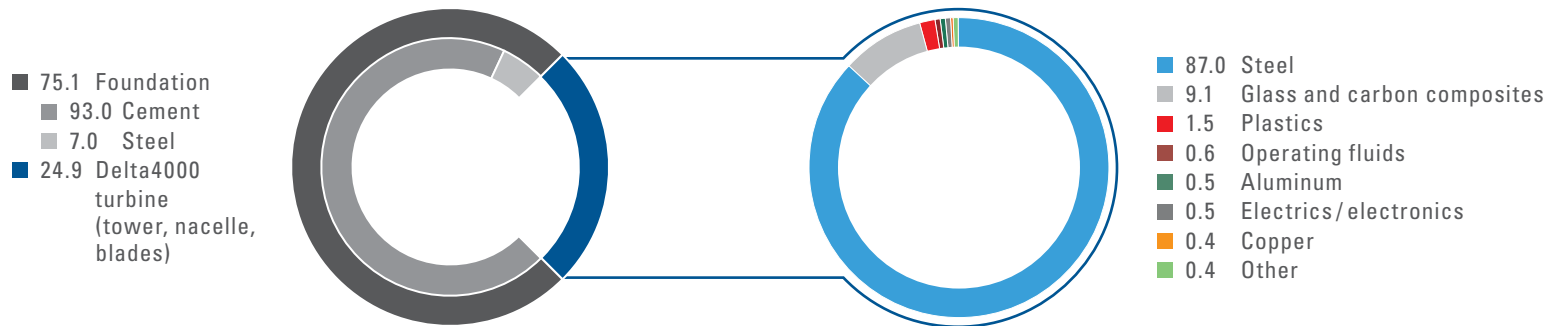
Main Targets	Indicator	Baseline 2021	2022	Status
Provide fully recyclable blades by 2032	Rotor blades recyclability	–	n/a ¹	●
Decrease carbon footprint of turbines by 25% by 2025	Product Carbon Footprint	6.5g CO ₂ e/kWh	N155/5.X: 5.5g CO ₂ e/kWh (–15%) N163/5.X: 2.7g CO ₂ e/kWh (–58%)	●
Keep customer satisfaction at a high level of 4 (scale 1 – 6)	Customer satisfaction level	Sales: 4.4 Service: 4.4	Sales: 4.4 Service: n/a	●

¹ Indicator under development in 2023.
For further details see Sustainability Report 2022 p. 55

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.



> 5.22 GW

installed capacity in 2022
(2021: 6.68 GW)

60.7 Mt

of CO₂e emissions avoided through all Nordex turbines running in 2022
(2021: 58.9 Mt CO₂e avoided)

85% – 95%

of materials used in a wind turbine are recyclable

4.4

satisfaction rate in the Sale areas (scale 1-6, 6=best)
(2021: 4.4, Sales and Service area¹)

¹ Service area: survey every two years

Our turbines' carbon footprint:

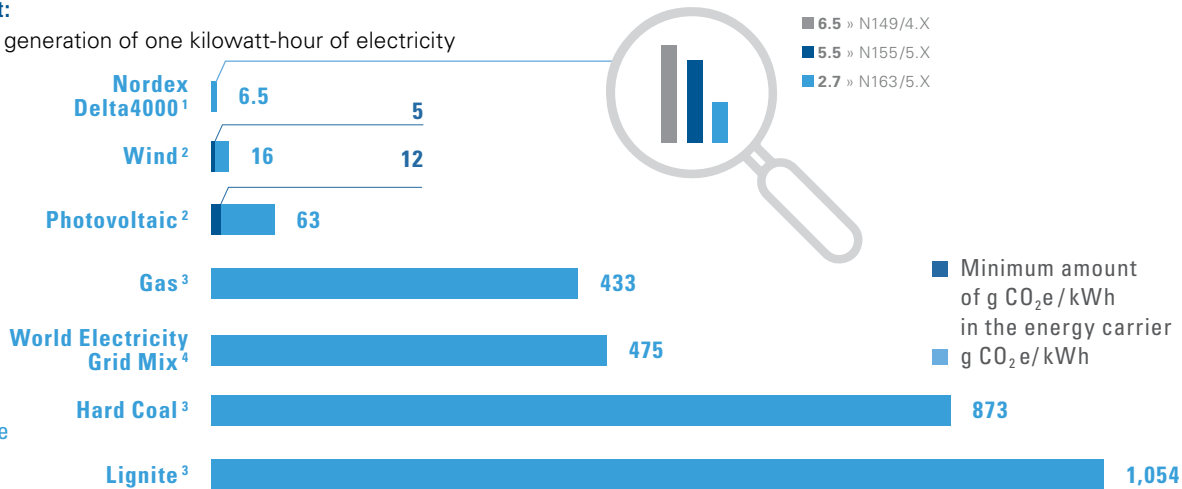
CO₂e emissions related to the generation of one kilowatt-hour of electricity

6.5 g CO₂e

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

New LCAs conducted in 2022 show an even lower product carbon footprint:

5.5 g CO₂e (N155/5.X) or 2.7 CO₂e (N163/5.X) per kWh electricity generated

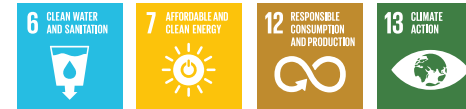


^{1,2,3,4} Read sources on page 30

ENVIRONMENT



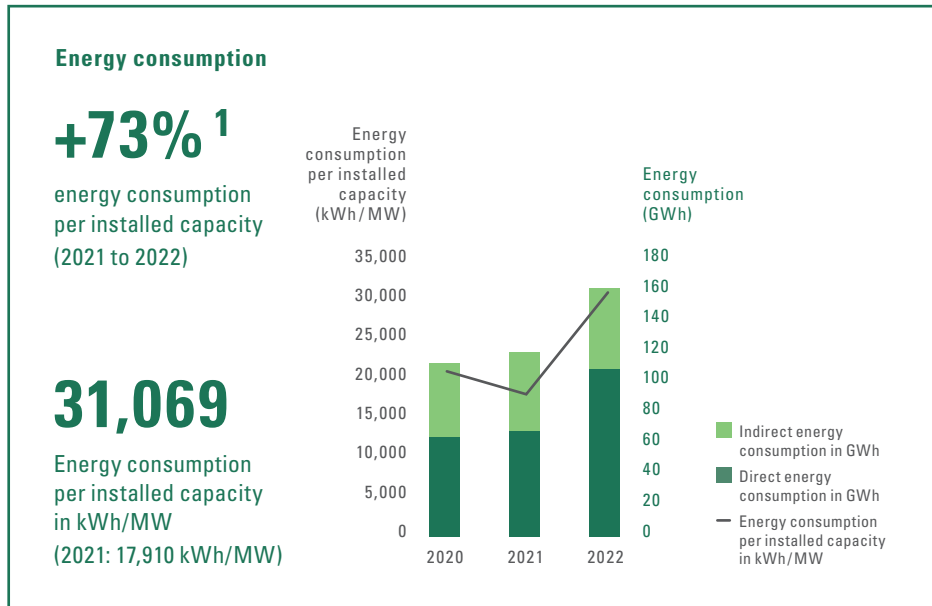
Going beyond our products' impact on the energy transition, we aim to further improve our environmental impact by increasing energy and water efficiency, embracing biodiversity, and cutting GHG emissions and waste wherever we can. Achieving the milestone of assessing climate-related risks and opportunities in detail in 2022 allows us to understand the immediate impact climate change may have on our business in the long term.



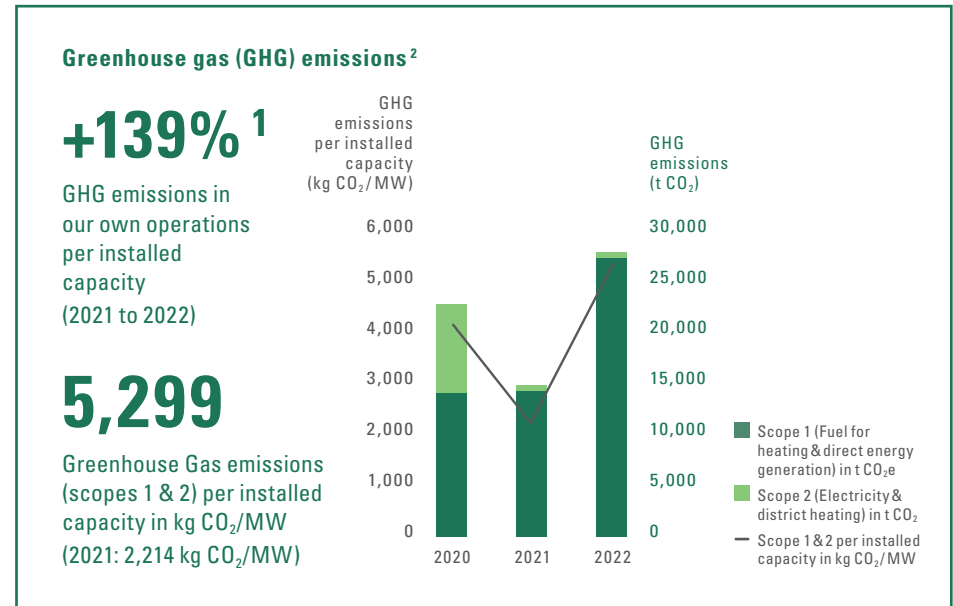
Main Targets	Indicator	Baseline 2021	2022	Status
				■ Achieved
Define science-based targets (SBTs) in line with 1.5°C target ambition	qualitative	–	–	
Achieve climate neutrality (scopes 1 and 2) by 2023 and continuously improve climate impact	scope 1 & 2 emissions in t CO ₂ e	Scope 1: 14,181t CO ₂ e Scope 2: 607t CO ₂ e	Scope 1: 27,164t CO ₂ e Scope 2: 501t CO ₂ e	
Achieve zero production waste to landfill by 2025	% landfill of total waste	17%	16%	
Reduce hazardous materials and minimize their hazard potential	number of hazardous materials	654	765	

For further details see Sustainability Report 2022 p. 69 f, 79 ff

Climate Change & Decarbonization



¹ This increase is predominantly resulting from the insourcing of vessel transports in 2022.



² In the graph we only show our scope 1 and 2 emissions. For our comprehensive report on scope 3 emissions see the Corporate Carbon Footprint analysis of 2021 (see following page).

TCFD Climate Risk and Opportunity Assessment

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



> 20 applicable risks and opportunities each have been identified and evaluated in line with TCFD requirements in 2022



Further information about environmental data Page 9f, 57ff, SR 2022

Corporate Carbon Footprint Analysis of 2021 (in kt CO₂e)¹

Our efforts

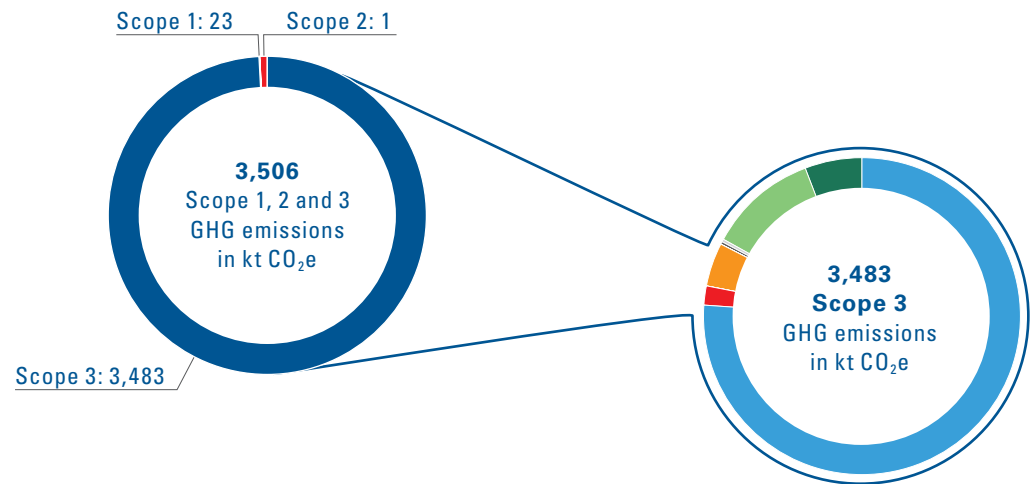
- › By developing, producing, selling, and installing wind turbines, we contribute to the renewable energy transition.
- › We quantify the Corporate Carbon Footprint (CCF) on an annual basis, using it as a foundation for managing our own impact on the climate.
- › The CCF includes all GHG emissions that 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 CO₂e emissions as were released over its entire lifecycle.

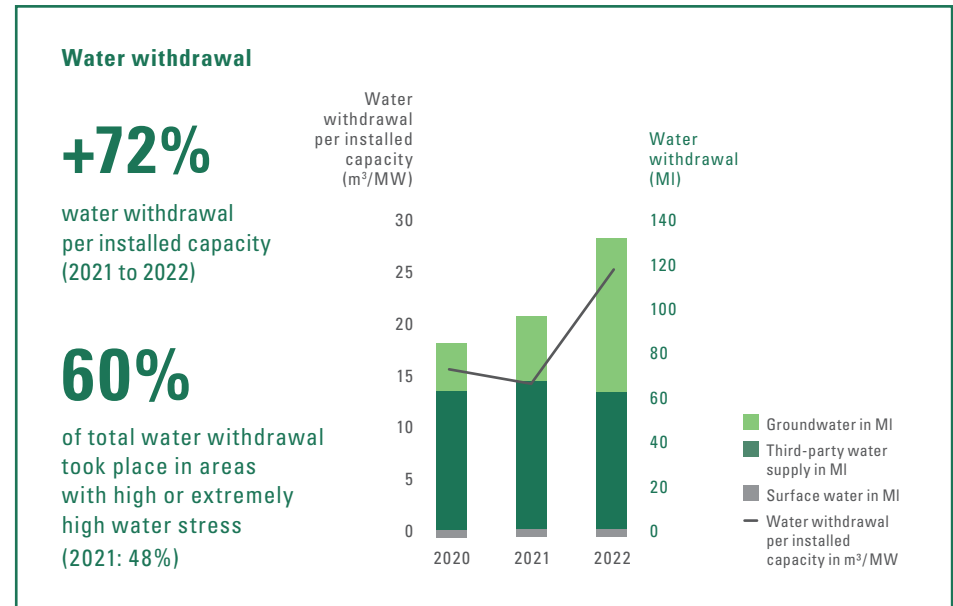
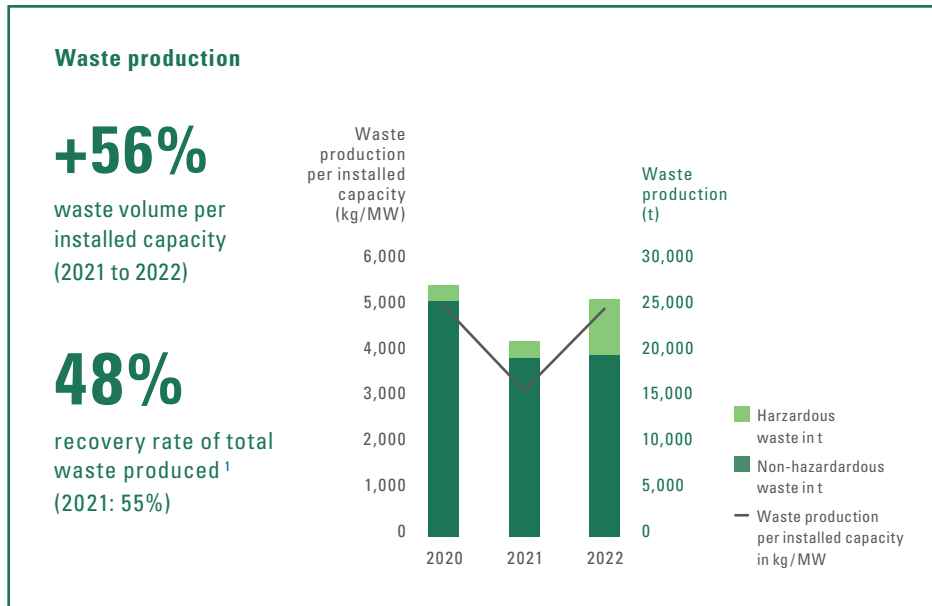
¹ As calculations take place at mid-year, the 2022 CCF cannot be published on our website until mid-2023.

Scope 4
58,900
kt CO₂e avoided through all Nordex turbines running in 2021 (2020: 46,100 kt CO₂e)



■ Purchased goods and services	2,651 kt CO ₂ e
■ Capital goods	70 kt CO ₂ e
■ Fuel- and energy-related activities	7 kt CO ₂ e
■ Upstream transportation and distribution	152 kt CO ₂ e
■ Waste generated in operations	2 kt CO ₂ e
■ Business travel	10 kt CO ₂ e
■ Employee commuting	1 kt CO ₂ e
■ Use of sold products	392 kt CO ₂ e
■ End-of-life treatment of sold products	198 kt CO ₂ e

Environmental Protection



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

Reducing Impact of Hazardous Materials

We regularly check whether material substitutions are possible, thus reducing the extent of any potential environmental damage. In 2022 we finalized the roll out of a formalized evaluation process for new hazardous materials based on the Black and Grey Lists on a global level. This provides the foundation for further activities on eliminating or reducing the usage of hazardous materials.



Biodiversity Protection

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

We started to conduct assessments of IUCN Red List species that may live in the areas where we operate. Among others, we have incorporated these steps into the process for all new tower factories built on land not previously been used for industrial or agricultural purposes.

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. In 2022, we improved our occupational health and safety and set new targets to enhance mental health, diversity and inclusion, and employee development.



Main Targets	Indicator	Baseline 2021	2022	Status
Reduce accidents to a lost time injury frequency (LTIF) of < 1.5 by 2025	LTIF	3.2	1.5	<div style="width: 100%; height: 10px; background-color: #0070C0;"></div> Achieved
Develop a comprehensive mental health strategy by 2023	qualitative	–	–	<div style="width: 25%; height: 10px; background-color: #0070C0;"></div> In Progress
Achieve a minimum of 25% female representation in management positions by 2025	Female leader share	17.1%	17.5%	<div style="width: 25%; height: 10px; background-color: #0070C0;"></div> In Progress
Reduce the voluntary turnover rate to below 5 percentage points of the market average by 2025	Voluntary turnover rate ¹	7.9%	11.3%	<div style="width: 25%; height: 10px; background-color: #0070C0;"></div> In Progress

¹ We plan to disclose the deviation from the (voluntary) market average turnover rate from Sustainability Report 2023 onwards.

For further details see Sustainability Report 2022 p. 96 ff, 105 f

Fair & Attractive Employer

Our efforts

- › We implemented a new learning management system (LMS)
- › We developed an eLearning training on unconscious bias to tackle prejudice in the workplace
- › We introduced a new leadership training "Trust.Listen.Lead"
- › Regarding our existing management talent program UPWIND, we maintained the minimum participation rate of 40% for women



16.4%

share of women
(2021: 16.5%)



9,111

employees
(2021: 8,658)



17.5%

share of women
in management
(2021: 17.1%)



2,784

new onboardings
(2021: 2,355)



75%

of employees
performed the
Compass Dialog
(2021: 68%)



> 90

nationalities
working at the
Nordex Group
(2021: 90)

Occupational Health & Safety

In 2022, we reached our goal of reducing our LTIF to below 1.5 and continued our efforts to create a safe working environment for all our employees and partners. To increase safety awareness and qualifications, we offer programs and training courses worldwide, a selection of which is presented below.

Preventive Culture leadership

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

1.5
Lost Time
Injury
Frequency
(LTIF) –
Group level
(2021: 3.2)

“Take your time to ...”

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

360° HSE Transformation program

With the 360° HSE Transformation program the Nordex Group aims to become a world-class company in terms of HSE by ensuring safe on-site practices during projects. We rolled out processes to all Latin American countries in 2022 and implement them at all new construction sites.

7
Significant
employee
accidents –
Group level
(2021: 8)

“Back to Basics”

The monthly safety awareness campaign was launched in nacelle factories in 2022 to reinforce communication on health and safety issues with the aim of promoting and ensuring a safer working culture and environment.

Corporate Social Engagement

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

South Africa

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

India

Another Nordex educational project helped to improve learning conditions close to one of the Nordex Group’s nacelle factories. We helped to construct school buildings in Ketnamalli, Gummidipoondi (India).

A group of trainees shows off their progress in furniture manufacturing as part of the Socio-Economic Development (SED) Project in Adelaide, South Africa.



Germany

At the end of the year, the works council in Hamburg and Rostock (Germany) called for the “Shining Children’s Eyes” campaign to bring joy to needy children in Ukraine with donations in kind.

Turkey

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



Brazil

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



Community garden in Brazil

More than 350 parcels were packed for the Christmas campaign “Shining Children’s Eyes” – parcels for children in Ukraine.

GOVERNANCE



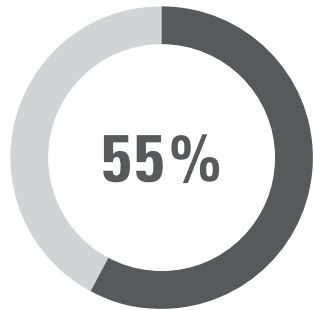
Responsibility is at the core of our business. In line with our Sustainability Strategy 2025, we set goals to engage with and positively impact our supply chain, ensure responsible and ethical business conduct as well as take ESG-oriented business decisions. One of the top achievements of this year in the field of Regulatory Compliance and preventing corruption is the update of the Nordex Group Code of Conduct.



Main Targets	Indicator	Baseline 2021	2022	Status
Anchor ESG risks in business decisions and increase transparency	qualitative	–	–	
Promote responsible and ethical business conduct internally and with our business partners	Employee training rate on prevention of bribery and corruption	–	57%	
Zero tolerance of unethical behavior	Percentage of fulfilled ISO 37001 requirements	–	72%	
Engage with and positively impact the supply chain	qualitative	–	–	

For further details see Sustainability Report 2022 p. 120 ff, 138 ff

Responsible Sourcing



share of sourcing expenditures with suppliers with their head office or production sites in Europe (2021: 58%)



number of suppliers



conducted audits of Nordex-specific component suppliers as well as construction and service-related suppliers (2021: 240)

Supplier Management at the Nordex Group

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

Supplier countries of origin in %

	2022	2021	2020
Germany	32.2	30.6	29.5
Europe (excluding Germany and Spain)	15.6	19.4	16.4
Turkey	10.7	11.0	8.7
America (excluding Brazil)	10.4	10.5	7.7
China	8.5	7.8	8.6
Brazil	8.0	4.8	7.3
Spain	7.2	8.1	7.9
Asia (excluding China)	6.9	5.2	5.1
Africa	0.4	2.2	8.9
Australia	0.2	0.4	0.0



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

Business Ethics, Compliance and Integrity

Our Values: Integrity, Respect, Collegiality and Ownership

Compliance Survey

- › To foster ethical culture and to continue improving the Nordex Group Compliance Management System we conducted a Compliance survey worldwide in 2022.
- › We will use all the employees' insights to optimize our compliance strategy for the upcoming year.

1,200

employees participating
in compliance survey

Nordex Group Code of Conduct

- › In 2022, we updated our Nordex Group Code of Conduct for Employees.
- › 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.



Trainings

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

3,414

employees completed
a course on corruption
prevention
(2021: 4,774)

"notify!" Whistleblower System

- › Employees, our business partners' employees, and the general public, can use the whistleblower system "notify!" to report any indications of misconduct or maladministration in connection with the Nordex Group's business activities.
- › We follow up every report confidentially, independently, and competently.

46

compliance inquiries
(2021: 48)

FURTHER INFORMATION



STANDARDS AND CERTIFICATES

The Nordex Group has implemented the following standards:



MEMBERSHIPS AND ORGANIZATIONS



Further information about Memberships and Organizations Page 39 f., SR 2022

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. Furthermore, 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.



¹ Only Germany, all other standards are Group-wide.

Sources

Figure: Our turbines' carbon footprint

- 1 LCAs of Nordex Windfarms 2023:
www.nordex-online.com/en/sustainable-products
- 2 German Federal Environment Agency (2021):
[Aktualisierung und Bewertung der Öko-bilanzen von Windenergie- und Photovoltaikanlagen unter Berücksichtigung aktueller Technologieentwicklungen, Abschlussbericht](#)
- 3 German Federal Environment Agency (2019):
[Emissions scorecard of renewable energies. Joint agreement on emissions avoided in 2018](#)
- 4 IEA (2019):
[Emissions - Global Energy & CO₂ Status Report 2019](#)

Contact

Dr. Sandra Pfeiffer
 Director of Global Sustainability
sustainability@nordex-online.com

Alisa Koch
 Sustainability Specialist
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

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

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