

A blue-toned photograph of two engineers in a control room. One engineer, a man with a beard, is in the foreground, looking down at a screen and holding a pen. The other engineer, a Black woman wearing glasses, is in the background, also looking at the screen. They are surrounded by large screens displaying data and wind turbine graphics.

ARE YOU
INSPIRED BY
TECHNOLOGY AND INNOVATION
THAT ELEVATES GREEN AND AFFORDABLE
ENERGY AROUND THE WORLD?

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WHO WE ARE

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WHERE WE ARE

3

WHAT MATTERS TO US

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WHAT DRIVES US

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WHAT WE OFFER



**“AS MANAGEMENT, WE ARE RESPONSIBLE FOR THE ECONOMIC
SUCCESS OF THE NORDEX GROUP AND THE CULTURE IN OUR
COMPANY. TRULY SUCCESSFUL COMPANIES MASTER BOTH.
IT IS OUR DUTY TO CREATE A WORKING ENVIRONMENT,
WHEREIN EMPLOYEES CAN DO THEIR BEST.
QUALITY MANAGEMENT IS IMPORTANT, BUT MANAGEMENT
QUALITY EVEN MORE SO!”**

**JOSÉ LUIS BLANCO
CHIEF EXECUTIVE OFFICER**



We are... pioneers in wind energy with a long history of developing market-leading technologies

1985	1995	2000	2001	2003	2005	2008	2010	2013
Founding of Nordex in Denmark	First company worldwide to produce a MW-class turbine	First AW 60/1300 prototype	Commencement of industrial rotor blade production	Installation of the 1000th Nordex turbine	Start of the series production of the AW 1500	Introduction of the AW 3000	Launch of Gamma generation	Launch of Delta generation
		Completion of the world's first series multi-MW turbine						Series production of concrete tower begins
2016	2017	2018	2019	2020	2021	2022	2023	2024
Nordex and Acciona Windpower become one company	Launch of Delta4000 Product Series	Launch of N133/4.8 for strong-wind sites	Entry into the 5 MW Class: N149/5.X N163/5.X N155/4.5	Launch of the N155/5.X	Entry into the 6 MW Class Launch of N163/6.X	Launch of the N175/6.X	In-house production of hybrid tower variant begins	Launch of the N169/5.X – specifically developed for the U.S market
		Launch of first turbine with a flexible rating: N149/4.-4.5	Switch to a one-platform approach	Delivery of 1000 th concrete tower			Start of series production of the N163/6.X	Production facility in West Branch, Iowa, reactivated

► We are... a global player, providing local expertise and high global standards



► We are... a global and diverse team whose cooperation is based on our four corporate values

As a global company, we interact with a variety of people and cultures. #TeamNordex consists of more than 10,900 employees of around 96 different nationalities. What keeps us together is our passion for renewables and the shared values of how we want to work together: as a team - with integrity, respect, colleagueship and ownership.

It's the individual that defines the team. And it's the team that makes the difference.

RESPECT

At #TeamNordex, we:

- › value others' opinions and diversity
- › behave fairly, authentically and transparently
- › communicate in an open and honest way
- › are constructive and focus on solutions
- › pay attention to each other's wellbeing
- › respect our colleagues, partners and customers

INTEGRITY

At #TeamNordex, we:

- › comply with compliancy rules and company guidelines
- › act with integrity
- › carefully manage and mitigate risk
- › act flexibly and adapt to change
- › communicate fairly and transparently
- › are loyal towards each other and the company

OWNERSHIP

At #TeamNordex, we:

- › take responsibility for our work
- › focus on results
- › think end-to-end
- › involve all relevant parties
- › embrace change
- › act with dynamism, agility and flexibility

COLLEAGUESHIP

At #TeamNordex, we:

- › give open and constructive feedback
- › support each other's growth
- › share a common vision
- › are one global team
- › put the overall-company benefit above individual objectives
- › strive for joint success

► We are... on the way to a greener future, driven by the goal of acting sustainably in all areas

TOGETHER FOR CHANGE – WIND FOR A SUSTAINABLE FUTURE

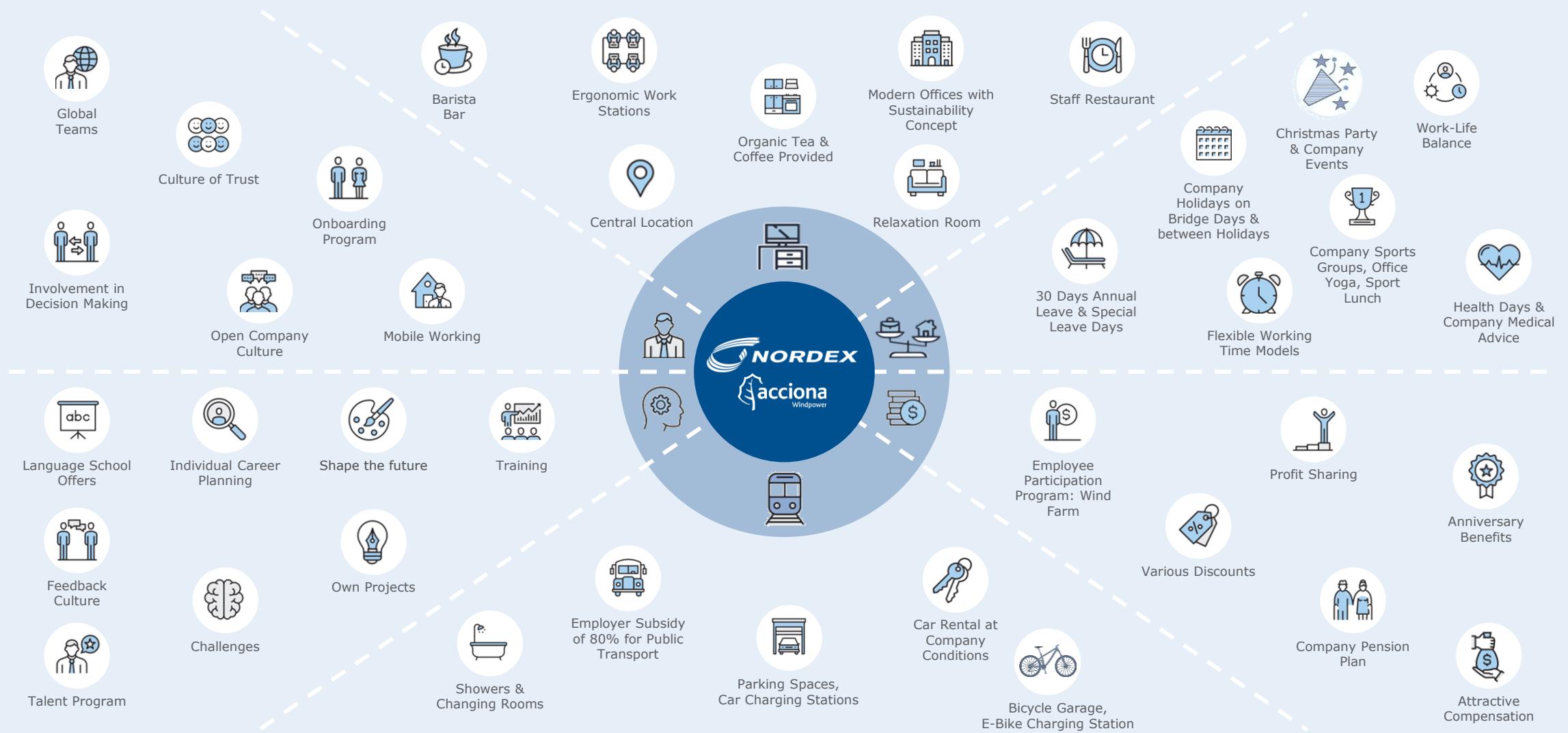
Passion for innovative technology and sustainability is the great common ground of the global #TeamNordex. Our vision is to contribute to a cleaner and more peaceful planet. We do this by pursuing our mission: We develop and deliver clean power plants that make 100 % renewable energy for the world reality.

We believe that we need a holistic sustainability approach in order to secure the environment for future generations. Nordex's sustainability strategy 2025 called "Together for change – Wind for a sustainable future", forms the framework for responsible actions in all areas of the company.





We are... an attractive employer who is centered on people





WE ARE
POWERED BY NATURE
& DRIVEN BY PASSIONATE PEOPLE

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ARE YOU

#TEAM NORDEX

