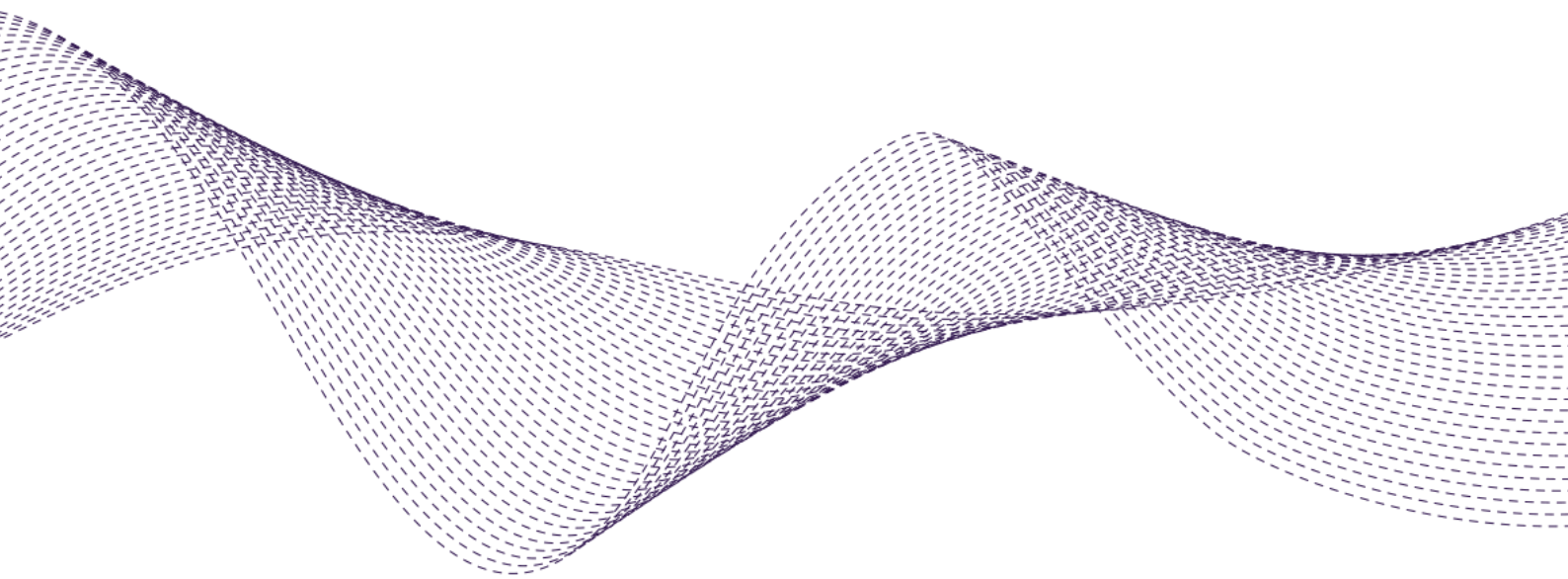


Consolidated Non-Financial Statement 2023



Key figures

	FY18	FY19	FY20	FY21	FY22	FY23	Var. 22/23
Revenues (€million)	9,122	10,227	9,483	10,198	9,814	9,090	-7%
Equivalent MW sold	8,373	9,492	9,968	10,995	8,158	8,557	+5%
MW installed (cumulative)	88,840	98,735	107,502	117,666	127,476	136,869	+7%
MW fleet under maintenance	56,725	60,028	74,240	79,199	82,276	81,873	-1%
No. suppliers	17,051	17,890	18,932	19,363	19,842	18,590	-6%
Procurement volume (€million)	6,030	8,238	7,365	6,863	9,027	9,114	+1%
							-
Headcount	23,034	24,453	26,114	26,182	27,604	29,267	+6%
Lost Time Injury Rate - LTIR	2.07	1.67	1.36	1.43	1.61	2.28	+42%
Total Recordable Injury Rate - TRIR	5.10	4.71	3.14	3.13	3.17	3.98	+26%
Women in workforce (%)	18.9	18.8	18.8	19.1	19.6	19.9	+0.3 p.p.
Women in management positions (%)	10.8	10.2	11.7	12.9	14.1	14.8	+0.7 p.p.
Employee hiring	2,466	4,498	4,932	3,750	5,150	5,353	+4%
Employee exits	4,853	3,145	3,275	3,794	3,850	3,747	-3%
Training hours (thousands)	619	905	840	555	747	845	+13%
Charitable contributions (€million)	2.12	0.43	2.90	0.79	0.91	0.47	-48%
Energy consumption (TJ)	1,050	1,256	1,202	1,153	1,048	1,090	+4%
Energy consumption rate (GJ/MW)	168	127	137	114	107	116	+8%
Renewable electricity use (share as %)	72	61	100	100	100	100	-
Water consumption (x1,000 m3)	446	667	522	553	479	390	-19%
Waste generated (kt)	47.8	58.5	68.3	63.1	51.9	58.0	+12%
Waste intensity (t/MW installed)	7.7	5.9	7.8	6.2	5.3	6.2	+17%
CO ₂ emissions (Scope 1+2) (kt CO ₂)	61.4	70.7	27.9	28.8	22.7	33.4	+47%
CO ₂ intensity (Scope 1+2) (t/MW installed)	9.8	7.1	3.2	2.8	2.3	3.6	+56%
CO ₂ displaced (million t CO ₂)	233	259	281	301	327	356	+9%
Wastewater discharges (x1,000 m3)	451	329	342	492	440	344	-22%
United Nations Global Compact	✓	✓	✓	✓	✓	✓	-
Carbon Disclosure Project (CDP)	C	C	A	A	A	⁽¹⁾ A	-
EcoVadis	-	-	Gold	Platinum	Platinum	Platinum	-

⁽¹⁾ CDP score was obtained in December 2022 and remains valid at the time of the report. New scoring is expected in December 2023

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A. General Topics

A.1 Business Model

[L11G01] Brief description of the Group's business model

[GRI 2-1] Siemens Gamesa is a leading global supplier of wind power solutions, with a presence in more than 90 countries and an installed base of more than 136 gigawatts (GW). Our years of experience in pioneering the wind industry enable us to deliver cutting-edge technology that harnesses the power of wind and unlocks its future potential to tackle the greatest challenge of our generation: climate change. Our turbines are representative of our commitment to building a better tomorrow. We bring engineering excellence to install and service thousands of turbines that are improving our planet's health, generating wind power all over the world.

We also deliver sustainable growth and significant value to local communities globally, building critical infrastructure, creating jobs, developing skills and more.

Siemens Gamesa's business model is organized into two segments: i) Wind Turbines (comprising Onshore and Offshore), which covers the design, development, manufacturing and installation of wind turbines, and ii) Service.

Consolidated revenue in fiscal year 2023 was €9,090 million (€9,814 million in FY22).

At the end of the reporting period (September 30, 2023), the company had 29,267 employees (27,604 employees in fiscal year 2022).

A.1.1 Mission, Vision and Values

[GRI 2-23] Our Company mission "We make real what matters - Clean energy for generations to come" and our vision to "Be the global leader in the renewable energy industry driving the transition towards a sustainable world" define the foundation on which our shared corporate culture will grow as we become increasingly integrated. This is underpinned by six values:

- Results orientation: Results are relevant, delivered in a timely manner and at an appropriate cost.
- Customer focus: Think from a customer's perspective about how we can excel in delivery.
- Innovativeness: New solutions for customers and ourselves.
- Impactful leadership: Inspiring our people and exemplifying the culture and common values.
- Ownership attitude: People are motivated and engaged and see themselves as drivers of business success.
- Valuing people: Valuing the importance of the individual.

A.1.2 Changes in share capital. Siemens Gamesa's shareholders approve delisting of the company

The Extraordinary General Meeting of Shareholders of Siemens Gamesa, held in Bilbao on January 25, 2023, approved the delisting of the company by 98.43% of the votes of the shareholders attending the General Meeting in person or by proxy. This process was part of the cash tender offer submitted by Siemens Energy in May 2022, with the aim of leveraging the companies' joint potential.

The National Securities Market Commission (CNMV) authorized the offer on November 7, 2022, and 77.88% of Siemens Gamesa's minority shareholders tendered their shares during the acceptance period, which ended on December 13, 2022. As a result, Siemens Energy's stake in Siemens Gamesa increased to 92.72%.

On December 23, 2022, Siemens Energy placed a standing purchase order at €18.05 to the remaining shares of Siemens Gamesa, in force until the CNMV suspends trading, resulting in Siemens Energy's stake in Siemens Gamesa increased to 97.79%.

Following shareholder approval, the delisting of the Siemens Gamesa shares was approved by the CNMV on February 3, 2023, and Siemens Gamesa Renewable Energy, S.A. was delisted from the Spanish Stock Exchanges with effect from February 14, 2023.

[GRI 2-9] At the Extraordinary General Meeting of Shareholders, the shareholders also approved all the items on the agenda, including the amendment of the by-laws of the company in order to adapt them to the regulations for non-listed companies. Siemens Gamesa reduced the number of members on the Board of Directors from ten to three, in order to simplify the governance structure and streamline decision making. The Board members Mr. Francisco Belil, Ms. Gloria Hernández, Mr. Harald von Heynitz, Ms. Maria Ferraro, Mr. Rudolf Krämmer and Ms. Mariel von Schumann, submitted their resignations on December 20, 2022, subject to the effective delisting of Siemens Gamesa shares and consequently left Siemens Gamesa once the company after the delisting. The Chairman Dr.-Ing. Christian Bruch and CEO Dr.-Ing Jochen Eickholt remain on the new board along with Mr. Anton Steiger, who serves as a non-executive proprietary director.

In the Extraordinary General Meeting of Shareholders held on June 13, 2023, Siemens Gamesa minority shareholders approved a capital reduction for the remaining 2.21% of shares not held by Siemens Energy. Consequently, the shares of the minority shareholders were redeemed. For that, the shareholders received compensation of €18.05 per Siemens Gamesa share, which is equal to the price given in the original tender offer of Siemens Energy in 2022.

Upon completion of the transaction, Siemens Energy thus controls 100% of Siemens Gamesa's shareholding, which will facilitate the expeditious integration of the Spanish subsidiary into its organization.

A.1.3 Legal name

As a result of the capital reduction referred to under section A.1.2 above, Siemens Energy is now the sole owner of all Siemens Gamesa shares and, consequently, Siemens Gamesa has a new status as a “single member company” (known as “Unipersonal” in Spanish language). Therefore, the formerly listed company in Spain “Siemens Gamesa Renewable Energy, S.A.” includes the reference to this single member status by adding the letter “U” to its corporate name, resulting in “Siemens Gamesa Renewable Energy, S.A.U.”

This updated status has been duly registered in the Commercial Registry according to Spanish law.

A.1.4 Other operations

In May 2023, Siemens Gamesa, which owned the 32% of Windar Renovables SA (Windar), reached an agreement with Grupo Daniel Alonso SL (owner of 68% of Windar) to sell the company to Bridgepoint Group plc. The acquisition of Windar, a leading global manufacturer of wind turbine towers and substructures for the offshore wind industry, by Bridgepoint will foster the growth of Siemens Gamesa. The sale of Siemens Gamesa’s stake in Windar is part of our strategy to concentrate on our core business: wind turbine design and manufacturing.

A.1.5 Top management positions

[GRI 2-13] The company’s organization chart includes functions with responsibility for the economic, social and environmental areas. The highest-ranking officers in these functions report to the Board of Directors when requested.

Dr.-Ing. Jochen Eickholt has been Chief Executive Officer (CEO) of Siemens Gamesa Renewable Energy since March 2022. As of September 30, 2023, the Chief Executive Officers of Onshore, Offshore and Service have been Mr. Richard Luijendijk, Mr. Marc Becker and Mr. Juan P. Gutiérrez, respectively. Other top management positions are as follows: Mr. Tim Dawidowsky (Chief Operating Officer), Mr. Stefan Huppertz (Chief Financial Officer), Mr. Stefan Höhns (General Counsel) and Mr. Marc Immink (Internal Audit Director). Their curriculum vitae can be found on the Company’s website.

[L11G02] Markets where the company operates

[GRI 2-6] Siemens Gamesa is present in more than 90 countries around the world, and its turbines are installed in 79 countries. It operates 25 manufacturing plants and has approximately 50 sales offices.

A.1.6 Products and services

[GRI 2-6] The core business portfolio of Siemens Gamesa comprises wind turbines for onshore and offshore wind power plants as well as a wide range of services. These business lines enable Siemens Gamesa (SGRE) to be present across the wind value chain, offering a wide range of products and services for different project types and site conditions.

Wind turbines: Siemens Gamesa designs and manufactures wind turbines which are suitable for a broad range of wind speeds (low, medium and high wind) and a full spectrum of weather conditions, and which can fulfill specific local requirements. Every wind generation location presents specific challenges which require the selection of the most appropriate product. To meet the specific needs of its customers, the company offers versatile solutions for onshore and offshore power plants.

Siemens Gamesa’s **onshore** approach focuses on geared technology, in which it has extensive knowledge and expertise with an extensive track record in the market and offers high levels of reliability. Other advantages of its turbines are robustness, a modular, flexible design, and flexible power ratings for optimal adaptation and maximization of production at different kinds of sites and in all wind conditions.

Its **offshore** approach is focused on direct drive technology, which is particularly suitable for offshore conditions. Replacing the gearbox, main shaft and a conventional high-speed generator with a low-speed generator eliminates two-thirds of the conventional drive train arrangement. As a result, the number of rotating and wear-prone parts is substantially reduced, so that a direct drive wind turbine has 50% fewer moving parts than a comparable geared machine. The simple design reduces the likelihood of failures and also means that fewer spare parts are needed over the course of a wind power plant’s lifetime. *[See Table 6 - Wind turbine installation track record by country / market (cumulative MW)]*

Service: The Service business manages, monitors and maintains wind power plants. Siemens Gamesa services turbines worldwide, with more than 81 GW under maintenance. It covers the entire lifetime of a turbine, from commissioning to assuring its successful performance over its life. Service not only ensures that turbines are operating at their maximum capacity and generating their maximum potential energy to deliver clean energy globally; it also develops innovative technology using big data to provide enhanced performance for our customers. *[See Table 7 - Service track record (MW)]*

The Wind Turbines business generated revenue of approximately €7.0 billion in FY23 (€7.6 billion in FY22), i.e., 77% of total revenue, of which €3.3 billion is attributable to Onshore and €3.7 billion to Offshore. The Service business generated revenue of approximately €2.1 billion (€2.2 billion in FY22), which accounted for 23% of Siemens Gamesa’s total revenue during FY23. *[See Table 2 - Revenue by segment]*

[L11G03] Organizational objectives and strategies

[GRI 2-22] With a leading position in all three areas of the wind business we are driving the global green energy revolution and accelerating the efforts of our partners around the world.

A.1.7 Mistral: The way ahead

As part of its long-term strategy, Siemens Gamesa introduced “Mistral” during fiscal year 2022, a program that covers all areas of the business and prepares Siemens Gamesa to meet the predicted high demand in the wind energy industry. It is designed to lead Siemens Gamesa towards sustainable and profitable growth.

Mistral addresses challenges that despite the positive market outlook, hit wind equipment manufacturers, such as rising raw

material and commodity prices, supply chain disruptions, internal process delays and high production costs. Three core actions in Mistral were introduced and are being implemented over three time frames:

- Product maturity and cost security in the short term: dedicated working groups address product maturity for the Siemens Gamesa 5.X platform and aim to reduce non-conformance costs across the whole portfolio.
- Margin growth in the medium term: levers to developing sales, increasing product competitiveness, streamlining the organization and using capital efficiently.
- Maximizing the company's potential in the long term: portfolio analysis to allow for standardization, a revised operating model and supply chain consolidations.

A key step for Mistral was taken in January 2023, when the new Siemens Gamesa Operating Model was introduced with a stronger focus on processes to improve organizational efficiency and effectiveness.

During fiscal year 2023, although Mistral continues to move forward with the stabilization of operations in the short term and to build the path to profitability, the latest events related to the increase in failure rates of wind turbine components have led us to initiate an extended technical review of our installed fleet and product design. To complement this, a holistic strategic review is currently taking place, and is planned to be released within the early stages of fiscal year 2024.

A.1.8 Sustainability vision 2040

Siemens Gamesa regularly discloses its medium and long-term objectives. This report discloses all the sustainability issues that are material to the company, with a management approach for each one. Internally, the business units and corporate functions set their annual targets according to the group's strategic financial and non-financial objectives. The results achieved in relation to the targets are used to set the annual variable remuneration of the company's management team.

[GRI 3-3] Siemens Gamesa places decarbonization, recyclability and people at the core of its ambitious new sustainability strategy. In July 2021, the company launched its **Sustainability Vision 2040**¹ to ensure its contribution has the greatest impact in the future. [See Table 5. Sustainability Vision 2040].

Decarbonization: Among the many projects and initiatives, the plan outlines a way to help achieve a decarbonized economy with the goal of reaching net-zero emissions by 2040, encompassing emissions produced by the company's whole value chain. Previously, the net-zero target was set for the year 2050.

Commitment to the circular economy: The wind industry is still relatively young and is aware of its responsibility to find a sustainable way to deal with wind turbine components at the end of their life cycle. Most of the components of a wind turbine are already recyclable, but wind turbine blades, specifically, represent a challenge due to the materials used and their complex composition. The company has announced an ambitious goal to redesign its turbines to ensure that, by 2040, all turbines it markets will be recyclable at 100%, and that blades will be fully recyclable by 2030. This marks a milestone on the path towards full recyclability in the wind turbine value chain.

Generating a real impact in the Company as well as in society:

Siemens Gamesa promotes diversity and equal opportunities for all, including under-represented groups, and fosters a safe, inclusive environment in which every individual has a full sense of belonging and feels empowered to express themselves. To this end, the company has set ambitious targets for gender equality and is committed to increasing female representation in the workforce overall and in senior management to 30% by 2030. The company focusses its social commitment projects on reducing poverty in communities, fighting climate change, and promoting technical education in line with the future needs of society. These are compatible with the Company's goal of alignment with the United Nations' Sustainable Development Goals. More information is available on our Social Commitment platform.

[L11G04] Key factors and trends that could affect the future outlook

The long-term prospects for wind demand continue to strengthen year after year. The twin challenges of ensuring secure and affordable energy supplies and meeting climate targets have propelled wind power development into a new phase of faster growth.

Total installed wind power capacity connected to power grids reached 906 GW globally in 2022, cumulatively. The Global Wind Energy Council² (GWEC) expects that 680 GW of new wind capacity will be installed globally by 2027, of which 130 GW will be offshore. This equals more than 136 GW of new installations per year until 2027.

Onshore wind expected average annual installations are 110GW, with a total of 550GW likely to be built in 2023-2027, at a compound annual growth rate (CAGR) of 12%. China, Europe and the US will be the backbone of global onshore wind development in the next five years, altogether representing more than 80% of total additional capacity in the period.

The global offshore wind market is expected to grow from 8.8 GW in 2022 to 35.5 GW in 2027, bringing its share of total new global installations from today's 11% to 23% by 2027. In total, 130 GW of offshore wind is expected to be added worldwide in 2023-2027, with expected average annual installations of nearly 26 GW.

Beyond 2027, the growth momentum is expected to continue as global commitments to net zero, coupled with growing energy security concerns, have already brought the urgency of deploying renewables to the top of the political agenda.

Importantly, despite the steady improvement in long-term demand prospects, the commitments announced so far are not yet sufficient to achieve net zero emissions by 2050. To stay on track for a net zero/1.5°C pathway by 2050, the International Energy Agency³ (IEA) estimates that wind power installations need to reach 390 GW per year by 2030, which is more than double the level of installations projected for that date.

Nonetheless, the establishment of short- and medium-term sub-targets, effective regulatory frameworks and appropriate incentive systems may influence the actual pace of wind installations so that the milestone a second terawatt global mark is likely to be passed before the end of 2030. Thus, while political momentum to accelerate the energy transition has increased, there is near-term market impasse rather than market growth.

Delays in project approvals around the world continue to limit the build-up of a pipeline of renewable, net-zero compatible projects. Also, escalating raw material and transportation prices, supply chain disruptions and protectionist trade measures leave wind turbine manufacturers and their supply chain in a complex situation.

Therefore, meeting these objectives requires the urgent implementation of measures ranging from accelerating permitting, developing a sustainable and regionally balanced supply chain, and auction systems that allow sustainable returns along the renewable value chain.

A.2 Reporting framework

[L11G05] Reporting Framework

A.2.1 Statement

[GRI 1] The Siemens Gamesa Consolidated Non-Financial Statement 2023 (CNFS) is formulated by the Board of Directors.

A.2.2 Perimeter

[GRI 2-2] The scope of the companies considered in the Consolidated Non-Financial Statement (CNFS) 2023 is consistent with the definition of the Group for the purpose of preparing the Consolidated Financial Statements and is included in Section G of this report.

In the final weeks of fiscal year 2023, two companies of the SGRE Service area, Siemens Gamesa Renewable Energy Service GmbH and Siemens Gamesa Renewable Energy Service Limited, were integrated into the Siemens Energy Group. Considering that the full integration needs to be completed, in order to ensure that this report includes information that reliably reflects the performance of the fiscal year, they have been included even though they have been excluded from the consolidation perimeter shown in Table 1. Partner companies and joint ventures are excluded from the scope. [\[See Table 1 - Siemens Gamesa fully consolidated company List - 09/30/2023\]](#)

A.2.3 Reporting requirement

Law 11/2018 of 28 December on non-financial and diversity reporting, enacted in Spain in 2018, is the transformation into Spanish law of Directive 2014/95/EU of the Parliament and of the Council amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups.

A.2.4 Reporting Period

[GRI 2-3] The information contained in this Consolidated Non-Financial Statement (CNFS) reflects the situation in the period between October 1, 2022, and September 30, 2023 ("the reporting period"). This period is also referred to as "fiscal year 2023" (FY23).

A.2.5 Reporting Framework

[GRI 2-5] The report refers to the reporting framework and reporting elements set out in Spanish Law 11/2018 of 28 December on non-financial information and diversity. This law substantially amended Royal Decree-Law 18/2017 of November 24, 2017, transposing into Spanish law Directive 2014/95/EU of the European Parliament and of the Council of October 22, 2014, amending Directive 2013/34/EU as regards the disclosure of non-financial and diversity information.

The report contains all the material indicators for the Siemens Gamesa Group that are required by Law 11/2018 related to environmental and social issues, respect for human rights and the fight against corruption and bribery, as well as information related to Group employees. In the case that any indicator is not material for the Group, this is reflected in the Law content index.

The company also followed the recommendations of the Global Reporting Initiative (GRI reporting standards-version 2021). Siemens Gamesa referred to selected GRI Reporting criteria to define the content of the report by considering the organization's activities and impacts and the substantive expectations and interests of its stakeholders.

The report also takes into consideration the European Commission's non-binding Guidelines on non-financial reporting (2017/C 215/01).

This report is subject to external independent review by EY and approval by Siemens Gamesa's Board of Directors. The Independent Assurance Report on the Consolidated Non-Financial report 2023, issued by EY, is attached to this document, and made publicly available on the company website.

A.2.6. Basis for Preparation

The reportable aspects related to environmental, employee and social matters, human rights protection, and anti-corruption and bribery represent cornerstones of Siemens Gamesa Group's policies and programs, including the comprehensive Sustainability Program and actions set forth in section A.1.8.

This reporting process is conducted in close coordination with our shareholder, Siemens Energy AG.

Whereas the approach to reportable aspects is aligned throughout the Siemens Energy Group as a whole, the basis for preparation of this document reflects only specific characteristics of Siemens Gamesa.

A.2.7 Collection of information

Non-financial information systems: Siemens Gamesa has adequate information systems. Therefore, the gathering of financial and non-financial information guarantees the comprehensiveness and accuracy of the indicators detailed in this report.

Rounding: Certain figures in this statement have been rounded to the nearest decimal. As a result, the figures reported throughout this document may not add up precisely to the totals provided and the percentages may not accurately reflect the absolute figures.

A.2.8 Observations

[GRI 2-2] Year-on-year comparative information is provided throughout the report. Since the scope and reporting period for sustainability reporting are not the same in 2017 as in subsequent years, Siemens Gamesa excluded the data from 2017 in order to provide a comparable year-on-year analysis. For the purpose of analyzing trends and data on the organization's sustainability performance over time, FY18 is considered to be the baseline year.

A.2.9 Reference

For the purposes of this report, the Spanish company Siemens Gamesa Renewable Energy S.A.U., hereinafter referred to as 'SGRE', 'Siemens Gamesa' or the 'Company', is the parent company of the Group. Siemens Gamesa Renewable Energy S.A.U. and all the subsidiaries over which it has the capacity to exercise control, or which it jointly controls, are referred to as the "Siemens Gamesa Renewable Energy Group", "Siemens Gamesa Group" or "the Group". The companies in which Siemens Gamesa holds a percentage of ownership but over which it does not have the capacity to exercise control are referred to as "investee companies" or "associated companies".

A.2.10 Calculations

This document refers to CO₂ emission savings - or CO₂ emission displacement - that Siemens Gamesa products provide to customers. It should be interpreted as the total CO₂ emissions that would be generated annually with conventional fossil fuels to produce the equivalent amount of electricity (kWh) produced by Siemens Gamesa turbines on an annual basis.

Calculation of these annual CO₂ emission savings is based on the wind turbines' total installed capacity, both Onshore and Offshore. The following conversion factors are applied in FY23:

- World fossil fuel emission factor (grCO_{2e}/kWh): 858.
- Offshore wind turbine average capacity factor: 44%.
- Onshore wind turbine average capacity factor: 33%.
- Average equivalent hours per year (h)= [Average Wind Turbine Generator (WTG) Capacity factor] * 365*24.

This report also includes information on the gender pay gap. The gender pay gap indicator (KPI) is expressed as the difference between the mean male pay vs. the mean female pay, divided by the mean male pay. A positive pay gap KPI is one in favor of men, a negative in favor of women.

A.2.11 Materiality Analysis

[GRI 3-1] In fiscal year 2023, a double materiality analysis has been carried out by the Siemens Energy Group, binding for all business areas, including Siemens Gamesa.

In a broader sense, the concept of double materiality ensures that non-financial reporting focuses on the topics that are most relevant for the organization and its stakeholders. Material topics also underpin the sustainability strategy. A report and strategy based on material topics create more transparency, contribute to better decision making and ensure that time and resources are focused on those topics that matter most to both the organization, its stakeholders and society at large.

The methodology by which the material issues of the Siemens Energy Group are determined includes the evaluation, among others, of i) internal documentation; ii) review of international standards and reporting frameworks; iii) the evaluation of the main competitors in the sector; iv) analysis of trends in the sector as well as media analysis and v) the requirements of ESG rating agencies. Research resulted in a final shortlist of 17 identified potential material topics, and subsequent submission to a selected group of external and internal stakeholders, that were interviewed and surveyed to derive the most material topics.

[GRI 3-2] The results confirmed that the list of material topics of Siemens Energy include:

- Energy use and efficiency.
- Greenhouse gas emissions.
- Responsible sourcing.
- Innovative partnerships and collaborations.
- Talent attraction and retention.
- Equity, inclusion & diversity.
- Occupational health & safety.
- Human rights.
- Business conduct/compliance.
- Business resilience.

Overall, the results of the double materiality analysis and material aspects are covered in detail in the Siemens Energy Group's publicly available sustainability report 2023, which includes Siemens Gamesa in scope. [\[See Siemens Energy Sustainability Report 2023\]](#)

In addition to these material aspects, Siemens Gamesa reports on other aspects included in the Non-Financial Reporting Law that apply to the Spanish company, as specified in Section A.2.3. These other matters listed in the law, as specified in Section H of this document, are also considered material for Siemens Gamesa and are reported throughout this document. [\[See Section H. Law 11/2018 Content Index\]](#)

A.3 Management approach

[L11-G06] Description of applied policies

[GRI 2-23] [GRI 2-24] Siemens Gamesa has a set of corporate policies that implement the principles reflected in our corporate governance system and contain the guidelines which govern the company's actions and those of its subsidiaries, along with the actions of its directors, executives, and employees. These policies align with our strategic plan, vision and values. [GRI 3-3]

Overall, the Company's corporate governance system is comprised of the Articles of Association, its corporate policies, internal rules of corporate governance and the other internal policies, codes and procedures.

A.3.1 Sustainability policy

The Board of Directors is aware of the responsibilities of Siemens Gamesa towards society. It is committed to ensuring that it operates in accordance with a set of values, principles, criteria and attitudes aimed at the sustained creation of value for shareholders, employees, customers and society. This target is reinforced by the principles contained in Siemens Gamesa's Sustainability Policy.⁴

A.3.2 Diversity and inclusion policy

We have diverse workforce, and we value that. The Company has a Diversity and Inclusion Policy⁵ that applies to all geographic regions where we are present. This policy aims to ensure equity and inclusion, and avoid any kind of discrimination based on race, gender, civil status, ideology, political opinions, nationality, religion or any other personal, physical or social characteristic.

A.3.3 Environment, Health and safety policy

Occupational health & safety is an essential part of our Business Code of Conduct, internal monitoring systems, risk management work and internal controls. It is embedded everywhere in the Siemens Gamesa culture and the Environment, Health and Safety (HSE) policy.⁶ Our company complies with prevailing legislation in every market in which it is located, and we establish such preventative measures as may be needed. Beyond specific market requirements, we are always guided by the pursuit of excellence and continuous improvement, and we apply an integrated health and safety, environment and quality management policy lens to everything that we do.

A.3.4 Human Rights policy

Siemens Gamesa has made an explicit pledge to defend human rights through the Human Rights policy.⁷ We are committed to observing international standards on the protection of fundamental rights and freedoms of the people affected by our operations. More specifically, we are guided by the United Nations Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises regarding human rights, the OECD guidelines, the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy of the International Labor Organization (ILO).

A.3.5 Social Commitment policy

Siemens Gamesa is deeply anchored in the communities in which we operate. We see it as our duty to collaborate in their sustainable development. This is our business model. Long-term acceptance by local communities is our main priority and being an active part of their activities and their community, our goal. Through the achievement of the UN's Sustainable Development Goals, we also meet the concerns of our employees while being engaged with communities through volunteer activities. The Social Commitment policy⁸ approved by the Board of Directors reinforces this commitment.

A.3.6 Supplier Relationship policy

Our suppliers must always align with our objective of respecting and promoting our environmental and ethical standards and compliance with legislation. To this end, our Supplier Relationship Policy⁹ provides a group-wide framework for the management and oversight of procurement activities to foster a sustainable future.

A.3.7 Other related policies and commitments

Other key policies containing detailed information about roles, responsibilities and commitments in connection with material issues include:

- Our Mission, Vision and Values.
- Other key policies: General risk control and management policy, Crime prevention and anti-fraud policy, Cybersecurity policy, corporate tax policy, etc.
- Internal corporate rules: Business Conduct Guidelines.¹⁰
- Supplier Code of Conduct¹¹ and the Booklet for Code of Conduct for Suppliers and Third-Party Intermediaries.¹²
- Internal policies, procedures and instructions.
- Other sustainability processes and external commitments at Siemens Gamesa.

[L11-G07] Results of these policies

[GRI 3-3] Within this report, in general, material issues are those that reflect the significant impacts of the organization or those that substantially influence the assessments and decisions of stakeholders. They are also those that are important to the long-term success of the business.

Occupational Health & safety: Managing the safety, health and well-being of workers requires a process of awareness-raising and training, along with risk identification and mitigation measures. In addition to achieving a reduction in accidents at work, it is important to convey the importance of occupational safety and health management to the supply chain. *[See Section in this report C.3 Health & Safety]*

Diversity and equal opportunities: Measures taken to guarantee a favorable working environment that fosters equal opportunity, non-discrimination, diversity, and inclusion of all professionals are key to valuing the creative potential that individuals of different backgrounds bring to the workplace. Thus, adopting a people management model committed to professional excellence and work-life quality. In addition, policies and actions have been

adopted to promote work-life balance and reduce the salary gap. [\[See Section in this report C.7 Equality\]](#)

Climate change action: Striving to raise environmental protection to higher levels of excellence require measures to contribute to climate change mitigation. Our Company pledges to implement a climate change policy, invest in renewable energy, promote energy efficiency, reduce greenhouse gas emissions and offset carbon or emissions. We also adapt projects or assets to extreme weather events and manage risks and opportunities from climate change. The impact of the energy transition and its regulatory mechanisms on companies is significant. [\[See Section in this report B.5 Climate Change\]](#)

Responsible procurement: Environmental, social and ethical criteria must also be applied to supplier management. This includes the establishment of supplier policies and codes of conduct, as well as the implementation of due diligence mechanisms to ensure compliance. Work must also be done to identify suppliers' carbon footprint. [\[See Section in this report F.2 Sustainable supply chain\]](#)

Human Rights: Measures in place to respect stakeholders' human rights and mechanisms to address possible violations are part of our pledge to defend Human Rights. In addition to defining a policy, it is important to establish due diligence mechanisms as well as training and awareness-raising about assessing the human rights risks in projects and investments, as well as in the supply chain. [\[See Section in this report D. Information on respect for Human Rights\]](#)

Greenhouse gas emissions (GHG): Global warming and climate change have come to the fore as a key sustainable development issue and reducing the emissions in our products and operations represents a key contribution made by the company. Many governments are taking steps to reduce GHG emissions through national policies that include the introduction of emissions trading programs, voluntary programs, carbon or energy taxes, and regulations and standards on energy efficiency and emissions. As a result, we manage our GHG risks to ensure long-term success in a competitive business environment and to be prepared for future national or regional climate policies. [\[See Section in this report B.5 Climate Change\]](#)

Employee management: Our employment model is underpinned by strategy and plans that are implemented to attract and retain talent, as well as to reduce employee turnover. There are performance evaluation processes, employee satisfaction surveys and investment in training and other instruments to motivate commitment, such as grants, and incentives linked to objectives. [\[See Section in this report C.5 Training\]](#)

Ethics, Integrity, anti-corruption: We enforce an anti-corruption policy guideline for ethical conduct, and promote compliance and integrity in tenders and bids, which is the basis for conducting business with integrity. A high degree of transparency, efficiency and accuracy in the functioning of the governing bodies is critical to building trust and long-term commitment with stakeholders. [\[See Section in this report E. Disclosures on the fight against corruption and bribery\]](#)

Community relations: Commitment made to contributing to the improvement of quality of life and the creation of wealth requires the company to manage any negative impact of its activity on local communities, starting with appropriate engagement with them.

Consideration is given to effects such as population displacement, noise and dust production, and visual impact. The company's operations also have a positive impact, such as the generation of wealth and the creation of local employment and the hiring of local suppliers. There is also the positive impact of local and global community actions outside regular business channels. [\[See Section in this report F.1 Commitment to sustainable development\]](#)

[L11G08] Risks related to aspects linked to the Group's activities

[GRI 2-16] Siemens Gamesa has a Risk Control and Management System that is covered by the rules of Corporate Governance within an internal framework that we call ERM (Enterprise Risk Management). ERM is considered at the highest level, based on the guidelines established by Siemens Energy using internationally recognized methods (COSO 2017 and ISO 31000:2018).

The Risk Control and Management System within ERM is promoted by the Board of Directors and top management and implemented throughout the organization.

The General Risk Control and Management Policy¹³ establishes the foundations and general context for the key elements of ERM and classifies risks in five categories: **i) Strategic; ii) Operational; iii) Financial; iv) Compliance and v) Climate.**

The ERM process is a continuous cycle intended to proactively manage business risks. It is divided into six phases: i) Identify; ii) Evaluate; iii) Respond; iv) Monitor; v) Report and escalate; and vi) Continuous improvement.

Continuous supervision and monitoring processes are complemented with additional controls that include structured oversight and reporting processes regarding the evolution of risks and opportunities (R/O) maps and mitigation plans. The Management System is certified externally to the ISO 45001, ISO 14001 and ISO9001 standards and the tax compliance management system is certified to the AENOR UNE 19602 standard. Internal certifications signed by management to ensure that the RIC process is effective are an additional practice. Additionally, there are regular training sessions for managers regarding ERM policy and methodology.

[\[For detailed information related to the Siemens Energy Group risks and opportunities, please refer to the Siemens Energy Annual Report 2023, section risks and opportunities\].](#)

B. Environmental Matters

B.1 Environmental management

[L11M01] Current and foreseeable impact of the company's activities on the environment

[GRI 3-3] Siemens Gamesa's Integrated Management System (IMS) provides a framework for overall procedures and tools to monitor, oversee and improve the company's HSE performance.

The global Head of Environment, Quality and Safety (EQS) is responsible for the governance of the Siemens Gamesa IMS, including all environmental certifications, policies and procedures.

Our annual environmental aspects evaluation helps us identify our environmental aspects in terms of both risks and opportunities. It is a basic source of input for our sustainability strategy and for KPI improvement. The global aspects evaluation is a compilation of the local aspects evaluations that are performed at each factory and project site.

Our environmental management system identifies, assesses and minimizes negative impacts of the company's emissions, in addition to their noise and light impact, raw material consumption, waste production, water usage and spillages, and chemical product management, among others, while at the same time maximizing their positive impacts.

The main global challenges facing our society currently are climate change and resource scarcity. As an abundant and inexhaustible natural resource, there is little doubt that wind power is one of the most sustainable methods for generating electricity. However, the industry's environmental impact is still a topic of debate - especially the CO₂ emissions released during the extraction of raw material and turbine disposal. Siemens Gamesa focuses on all the pros and cons of wind energy - and works on the cons: Improving the environmental performance of products and their impact throughout their entire life cycle is one of Siemens Gamesa's main drivers.¹⁴

The company also considers these global challenges in its operations as we continuously strive to improve energy efficiency and reduce CO₂ emissions associated with our production technologies and services.

Pollution prevention, waste reduction, sustainable use and protection of resources, transition to a circular economy, and protection of biodiversity and ecosystems are also important. Given that any industrial activity has potential environmental impacts, the company adheres to the precautionary principle and manages its environmental risks in an integrated manner.

We recognize that our internal efforts to reduce our environmental impacts are enhanced if combined with other collaborative initiatives with our business partners, such as customers, suppliers,

authorities, industry associations, and research institutes. We therefore seek, lead and support environmental improvements throughout our product value chain to ensure appropriate improvements are implemented in all stages of our product and service lifecycles.

[L11M02] Environmental assessment and certification process

[GRI 3-3] Our environmental management system is certified according to the ISO 14001:2015 standard that currently covers 98 locations. In FY23, two new locations are expected to be included in this certificate: Le Havre-France (Offshore nacelles, hubs and blades), and Oliveira de Frades-Portugal (Onshore blades). The scope of certification covers all functional areas and core processes related to the sale, design, development, procurement and manufacture of wind turbines and other mechanical and electrical components for both wind and non-wind applications. Project development, such as construction, installation and service of wind turbines, is also covered by the scope of this certification. The certificate is valid until July 2024.

[L11M03] Resources devoted to environmental risk prevention

[GRI 3-3] The IMS provides a framework of procedures and tools enabling to monitor, control and improve the company's performance on environmental topics. This approach enables the company to show adherence to stakeholder requirements, identify potential issues, and implement controls to avoid or reduce the environmental impacts as well as engage employees and motivate suppliers to improve their environmental performance when planning and carrying out activities related to the company's operations, products and services.

B.1.1 Environmental Targets

The company has established Sustainability Vision 2040 that contains a broad range of targets to fulfil its commitment to fighting climate change and protecting the environment. These targets also encompass our commitment to the Science Based Targets Initiative, which has verified our Science Based Targets until 2025 (*See Section B.5.10 Science Based Targets*), in addition to our 2040 net zero emissions commitment for the value chain. [*See Table 5. Sustainability Vision 2040*]

B.1.2 Product Portfolio and Environmental Benefits

[GRI 305-5] Siemens Gamesa's product portfolio directly contributes to a reduction in greenhouse gas emissions and climate protection. It also addresses other global challenges such as natural resource scarcity and environmental pollution. As a result, our product portfolio is our biggest contribution to society.

In 2023, 9 GW of additional wind energy capacity was installed, helping our customers to further reduce their emissions by 26 million tons of CO₂. On a cumulative basis, more than 136 GW of Siemens Gamesa wind turbines have been installed since 1998. This enables our customers to mitigate their carbon footprint by more than 356 million tons of CO₂ per year. [\[See Table 39 - Environmental benefits/savings \(cumulative at fiscal year-end\)\]](#)

Siemens Gamesa is also driving the global green energy revolution in innovative areas such as green hydrogen,¹⁵ hybrid power and storage.

B.1.3 Product Stewardship

Product stewardship at Siemens Gamesa is an approach to managing the environmental and social impacts of our products and services, and the embedded materials and safety measures. It means life-cycle thinking is central to the design of our product components and operational processes. It also means that we expect everyone involved throughout our product's lifespan to adopt the responsibility to ensure that those products or materials are managed in a way that reduces their environmental and human, health and safety impact throughout their lifecycle.

As an original equipment manufacturer (OEM), we are uniquely positioned to mitigate any possible negative effects. However, we also require our suppliers, contractors and customers to support us in our efforts.

Despite our products' green profile, we continue striving to reduce their potential environmental and social impacts, such as improving resource efficiency in our design and manufacturing processes and optimizing energy production during operation.

B.1.4 Life Cycle Assessments

Siemens Gamesa quantifies and documents the significant life cycle impacts of its products and operations (manufacturing, installations, services) by performing Life Cycle Assessments (LCAs) in accordance with the ISO 14040 series of standards and applicable Product Category Rules (PCRs). This methodology analyzes the environmental impacts across the product's life cycle and the processes associated with each life cycle stage.

We use the insight gained from the LCAs to improve not only product-related but also operation-related aspects. This is evident in our offshore platform upgrade strategy, where present turbine models are outperforming earlier models in terms not only of the levelized cost of energy (LCoE) but also of the environmental impacts, such as energy payback time and CO_{2-eq} emissions per kWh to the grid.

In the reporting period, 100% of products were covered by LCAs and Environmental Product Declarations (EPDs) (both Type II & III), and our business achieved a 100% revenue-based coverage ratio. [\[See Table 40 - Lifecycle assessments \(LCA\) and environmental product declarations \(EPD\)\]](#). In FY23, Siemens Gamesa published the following Environmental Declarations in the International EPD®

System: Type III EPD for SG11-200¹⁶, SG14-222¹⁷ and SG14-236¹⁸.

B.1.5 Environmental Criteria in Product Design

Apart from the evident environmental advantages linked to renewable energy production, Siemens Gamesa designs, manufactures and maintains its products to improve their environmental performance, by using a life cycle approach so that our wind turbines not only provide clean energy during operation but are also resource efficient and recyclable. Our product development process incorporates many principles based on ISO 14006:2020.

Explicit processes and procedures have been established for assessing and improving environmental aspects associated with the in-house design of components, e.g., using replacement materials to reduce amounts of materials or component weights. We also define specifications for, and maintain close dialogue with, suppliers for the supply of environmentally improved materials, articles and components.

Operational procedures and controls are also set to assess and improve environmental aspects linked to manufacturing, assembly and construction, such as implementing action plans and improvement measures for the materials and substances used, the waste generated, the energy consumed, and the volatile organic compounds (VOCs) emitted.

Packaging from material and component deliveries from suppliers as well as from Siemens Gamesa's component shipments is an aspect with potentially high environmental impacts for our products' distribution, storage and transport.

Efforts are being made to improve our component upgrades and lifetime extension (LTE) service offerings, as well as spare parts and parts refurbishment offerings for service and maintenance operations on our customers' turbines. Other aspects for environmental improvement include Supervisory Control And Data Acquisition (SCADA) control functions for optimal wildlife protection, increased mean times between service visits (resulting in lower fuel use), along with reduced exposure and safety risks for technicians, and remote diagnostics to keep availability and capacity factors as high as possible.

Our products are designed to embody energy efficiency at a global scale and incorporate greater energy efficiency throughout most stages of a wind turbine's life cycle, including procurement of raw materials and components, the manufacture and assembly of components, and their delivery, installation, operation and maintenance. Our wind turbines also achieve better efficiency figures compared to preceding models for many environmental indicators, including size, weight, visual impact, material reduction and selection of those with low environmental impact, production optimization, reusable packaging, less civil and installation works, noise reduction, waste optimization during maintenance, and a modular design to facilitate dismantling.

B.1.6 Environmental Requirements for Suppliers

We require our suppliers and contractors to share our common goal of behaving in an ethical, law-abiding manner. Our global Code of Conduct for Suppliers and Third-Party Intermediaries establishes standards to ensure that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that business operations with suppliers are ethically, socially and environmentally responsible.

We urge our suppliers to join us in our pursuit of sustainable operations and thereby reduce our carbon footprint. We have established a formal supply chain sustainability team within procurement to strengthen decarbonization efforts within our value chain.

On top of that, we have developed specific environmental requirements for SGRE main contractors. The document aims to establish the general environmental requirements for both main contractors and their sub-contractors who perform work for and on behalf of Siemens Gamesa. The goal is to uphold a high standard of environmental performance in all direct and indirect activities.

[L11M04] Implementation of the precautionary principle

[GRI 3-3] Siemens Gamesa applies the precautionary principle regarding environmental protection in accordance with the provisions of Article 15 of the Rio Principles. This principle has been widely accepted in laws and regulations aimed at protecting the environment.

Siemens Gamesa has several environmental policies that outline our obligatory and voluntary commitments to protect and enhance the environment. For example, the sustainability policy³ outlines broader ambitions related to decarbonization, circularity and biodiversity, protection of the planet, and climate change. The Business Conduct Guidelines outline environmental principles that employees and managers are required to follow in their daily work, while those explicitly stated in our supplier code of conduct apply to our suppliers and third-party intermediaries.

The Environment, Health and Safety (HSE) policy also provides clear direction and specific objectives regarding health, safety and the environment. It applies globally and is mandatory for all employees working for Siemens Gamesa, on its behalf or under its authority.

[L11-M05] Amount of provisions and warranties for environmental risks

[GRI 3-3] The Company has not received any significant fines or sanctions resulting from non-compliance with applicable environmental laws or regulations.

Siemens Gamesa does not have any environmental liabilities, expenses, assets, provisions, or contingencies that might be material with respect to its equity, financial position and results. Therefore, the company does not make any specific disclosures related to environmental matters in the consolidated financial statements.

B.2 Pollution

[L11M06] Measures to prevent, reduce or remedy carbon emissions

[GRI 3-3] [GRI 305-5] At Siemens Gamesa, we pride ourselves on our consistent efforts to improve our environmental performance.

B.2.1 Action Plans across Siemens Gamesa

We foster a culture where all employees have the opportunity to identify problems and propose innovative solutions to reduce the company's environmental impact and improve its processes. Siemens Gamesa's Environmental Action tool is a centralized means of capturing "greener" opportunities across the business and nurturing cross-site learning by sharing environmental improvement ideas and experiences. Employees are invited to submit innovative project initiatives to achieve environmental savings and inspire others. We track the environmental improvements achieved with implemented projects and categorize them in relation to the five strategic environmental objectives of our HSE Policy¹⁹ and our HSE processes. HSE improvements can be categorized as actual environmental savings (e.g., absolute reduction, substitution or efficiency measures) or other initiatives such as campaigns, research, mappings, trainings, etc. In FY23, several improvement actions were proposed and energy savings of 3,634 GJ (4,318 GJ in FY22) were achieved, as well as savings of 312 t (63,695 t in FY22) in waste management.

B.2.2 Green hydrogen innovations

In line with our commitment to decarbonize the economy and protect the environment, Siemens Gamesa and Siemens Energy are joining forces to develop an innovative, fully integrated offshore wind-to-hydrogen solution.²⁰ Siemens Gamesa will adapt its SG 14-222 DD offshore wind turbine to integrate an electrolysis system at the base of the turbine tower. The solution will lower the cost of hydrogen by being able to run off-grid, opening more and better wind sites.

This marks the first major step towards developing an industrial-scale system capable of harvesting green hydrogen from offshore wind and will enable decarbonization of hard-to-abate sectors such as transport and heavy industry.

B.2.3 Greener service logistics

In fiscal year 2023, Siemens Gamesa closed new vessel contracts for the offshore business which are designed as hydrogen ready. This will help to decarbonize vessel fleet over time and contribute significantly to the decarbonization targets.

Siemens Gamesa has implemented various projects, such as the replacement of forklifts worldwide with low-carbon alternatives to reduce the company's scope 1 GHG emissions, and the Siemens Gamesa Employee Mobility & Transport Benefits policy, in combination with the policy to support the reduction of the company's scope 3 GHG emissions.

B.2.4 Decarbonizing the Supply Chain

Siemens Gamesa is engaging its supply chain towards complete decarbonization in line with the 1.5 °C global warming trajectory. Siemens Gamesa has extended its Supply Chain Decarbonization Program by differentiating between supplier and product level carbon emissions. At the supplier level, the aim is to align decarbonization pathways with the suppliers to achieve incremental improvements and a decarbonized supply chain by 2040. At the product level, SGRE is aiming to decarbonize our high impact products and offer green alternative solutions.

B.2.5 Product Level Activities

Siemens Gamesa is committed to 100% net Zero Steel together with three other major global businesses (Iberdrola S.A., Vattenfall AB Wind and Volvo Car Group), through the SteelZero international initiative, led by Climate Group in partnership with Responsible Steel, a global initiative to speed up the transition to a net zero steel industry.²¹

In fiscal year 2023, Siemens Gamesa made a big step towards net-zero by launching the GreenerTower, a wind turbine tower made of greener steel, that ensures a CO2 reduction of at least 63% in the tower steel plates compared to conventional steel. SGRE has set up a thorough standard qualification process to verify that only a maximum of 0.7 tons of CO2 equivalent emissions are permitted per ton of steel in the GreenerTower while maintaining the same steel properties and quality.

B.2.6 Supplier Level Activities

As part of Siemens Gamesa's science-based targets, the goal is for 30% of the suppliers by spend to commit to science-based targets by 2025. To accomplish this, a new initiative has been started to incorporate sustainability commitments in contracts. Working with legal and procurement teams, the Company has developed a Decarbonization Annex that has become a part of standard contracts to foster transparency and target setting with regard to decarbonization. Adding contract clauses with sustainability commitments is an important lever to align decarbonization pathways across the whole value chain.

[L11-M07] Measures to prevent, reduce or remedy noise

The Company has implemented operating procedures to control the release of air pollutants and ensure legal obligations are met, these procedures also set minimum requirements for the management and control of noise emissions. Documentation is recorded and filed properly for verification and auditing.

Noise control at manufacturing sites: To ensure that a production facility complies with the local noise limit as set forth in the environmental permit, the noise level of the specific processes and equipment is measured. Maintenance or technical departments must be aware of local legal requirements on noise and react if any equipment or vehicles exceed permitted noise levels. This also applies to external suppliers. When purchasing new equipment (ventilation systems, forklift trucks, production equipment, etc.), noise level specifications are considered along with other technical specifications. The HSE functional areas assess noise by measuring the overall noise level to ensure compliance with the

legal requirements as set forth in the environmental permit. When designing new processes or changing existing processes, noise level specifications are considered and the local HSE functional area makes consultations to ensure the change is allowed under the environmental permit.

Noise control in wind turbines: Noise emissions by Siemens Gamesa wind turbines are within the normal values for the wind industry. It is noteworthy that wind farms are located in uninhabited areas and that the noise level is greatly reduced at a distance of 300 m or more and is considered negligible as being lower than the ambient noise. For locations with strict noise requirements, low noise operation modes are available. In those versions, the total noise is limited to the required maximum value by reducing the power generated in the most critical wind speed bins.

Our wind turbine platforms and models usually undergo an Environmental Product Declaration (EPD) process where noise levels are assessed. According to the measurements carried out for the several models of wind turbine generators according to IEC 61400-14: 2005 and IEC 61400-11, noise levels typically vary between 105 and 112 dBA.

B.3 Circular economy and waste prevention and management

[L11M08] Measures related to prevention, recycling, reuse and other form of waste recovery and disposal

[GRI 306-2] Wind turbines already have a recyclability rate of about 85%, but the composite parts (mostly located in rotor blades) have proven difficult to recycle in a cost-efficient way. Furthermore, as the number of installations and turbine sizes continue to increase, it is becoming even more important to reduce the amount of waste deriving from their use. Siemens Gamesa is committed to offering 100% recyclable turbines by 2040 at the latest.

B.3.1 Circular economy

Siemens Gamesa launched RecyclableBlade²², the world's first recyclable rotor blade for commercial use offshore. The concept reuses the proven design of Siemens Gamesa blades but utilizes a resin that is recyclable; thus, it is possible to separate the blade materials at the end of their service life and recycle them into new applications. The first such blades were installed at the Kaskasi offshore wind farm in 2022²³ and the recyclable blade solution was also launched for the onshore portfolio. Additionally, the company announced collaboration on a new recyclable resin technology with a new supplier in 2022.

Another clear example of Siemens Gamesa's commitment to full product recyclability is its endorsement of WindEurope's call for a European ban on landfilling rotor blades by 2025.²⁴ This call was presented by the Wind Europe's Sustainability Working Group at the June 2021 annual meeting of the Spanish Wind Energy Association, of which Siemens Gamesa is an active member.

To sustainably manage the blades already installed, Siemens Gamesa participates in the DecomBlades consortium,²⁵ which is a

cross-sector wind turbine blade recycling project. Consisting of ten project partners, the three-year project aims to lay the foundation for the commercialization of sustainable recycling techniques for rotor blades. These partners together represent the value chain required to establish a recycling industry for composite materials from supply to processing and to implementation and published a proposal for an industry 'Product Disposal Specification', which can feed into future standardization work, e.g., the IEC 61400-28-2 international standard, in which the company also participates.

In terms of the circular economy, Siemens Gamesa also participates in the DigiPrime consortium²⁶ or the Energy LOOP initiative,²⁷ which pursues innovation and technology for the recycling of wind turbine blades. Increasing the recyclability of turbine components is high on our agenda and we participate continuously in projects to support the development of a circular economy.

Additionally, we offer extended lifetimes in both design and service programs. Some of our facilities are fully or partially dedicated to repairing components and returning them to operation (gearboxes, generators, electrical boards and even blades) in order to make progress toward a circular economy with the final aim of achieving cradle-to-cradle solutions.

B.3.2 Waste management

Environmental impacts from Siemens Gamesa's waste depend on the type of waste and the chosen waste treatment method. Our waste performance indicators address absolute improvements in waste and waste treatment according to the waste hierarchy.

Waste generation and management are governed by our internal waste management procedure, which applies globally across Siemens Gamesa. The procedure distinguishes between hazardous and non-hazardous waste, provided it is generated by our production facilities and project sites. Waste generation at all significant locations is logged monthly.

Waste records are categorized as either recyclable waste (which further breaks down into reusable waste, waste for recycling, and recoverable waste, including energy recovery), or waste for disposal or landfill. In addition to stating the proper procedure for recording all kinds of waste, the procedure also sets requirements for local waste management plans and for waste segregation, labelling and storage to ensure there is no contamination from spills, while ensuring proper disposal. The total volume of waste amounted to 58,012 t in FY23 (51,883 t in FY22), a 12% increase year-on-year. The ratio of hazardous waste to non-hazardous waste produced was 1:7, and the overall waste recycling rate was 80%. [\[See Table 35- Waste production\]](#)

[L11M09] Actions to avoid food waste

With regard to the legal requirement for disclosures on food waste and light pollution, Siemens Gamesa states that these are not material aspects of its activity. This is due to the nature of Siemens Gamesa's business and based on the materiality assessment.

B.4 Sustainable use of resources

[L11M10] Water consumption and water supply

[GRI 303-1] [GRI 303-5] Siemens Gamesa consumes water mainly at manufacturing facilities, where available best practices are used to reduce water withdrawal and consumption and to include reused water in production processes. Work is also being done to lower the environmental impact by avoiding water withdrawal in water-stressed areas. The company is also focusing on making efficient and responsible use of sanitary water at offices and buildings.

Water usage is governed by an internal procedure for water and soil protection that sets out the requirements for monthly recording of the usage of different water types and of wastewater production and disposal. The procedure also has detailed recommendations for using spill kits to mitigate the potential effects a spill may have on local water courses.

Total water consumption amounted to 389,854 m³ in FY23 (478,764 m³ in FY22), a reduction of 18% year-on-year, impacted by the reduction of Balance of Plant (BOP) projects whose water consumption has decreased by 30% compared to FY22. A total of 411 m³ of recycled water from external sources was used in FY23. [\[See Table 36 - Water consumption \(m3\)\]](#)

There are no records of any water sources being significantly affected by water withdrawals made by Siemens Gamesa in the reporting period.

The volume of discharges in the reporting period amounted to 343,601 m³ (440,037 m³ in FY22) Most discharges are linked to manufacturing processes wastewater from employee facilities. [\[See Table 37 - Wastewater produced \(m3\)\]](#)

Water consumption in Siemens Gamesa's production process is not particularly critical, as it does not require large quantities. It is mostly used for drinking and sanitary purposes. As a general rule, the water balance is considered to be correct when at least 80% of the water inflows are justified as outflows. The remaining 20% may correspond to leakage, evaporation, etc.

[L11M11] Consumption of raw materials and measures to improve usage efficiency

[GRI 301-1] The company used 1,302 thousand tons of raw materials in 2023 (1,904 thousand tons in FY22), mostly steel, structural concrete and low-alloy steel. Other significant materials include glass fiber, epoxy and cast iron. In FY23 the delivery of tower foundations has decreased sharply and from there the decrease of concrete consumption. [\[See Table 30 - Top key commodities & materials used by weight\]](#)

During FY23 Siemens Gamesa has not implemented specific targets to reduce raw material consumption, but only monitored consumption through the LCAs.

[L11M12] Consumption, direct and indirect, of energy. Measures taken to improve energy efficiency and the use of renewable energies

[GRI 3-3] [GRI 302-1] Energy consumption within Siemens Gamesa is monitored systematically at all significant Group locations (production facilities, buildings, project sites and offices belonging to Siemens Gamesa, which account for 95% of the energy consumption, excluding energy consumption by subcontractors). The energy consumption is calculated by adding i) Primary energy consumption of fuels and ii) Secondary energy consumption of electricity and district heating purchased from third parties.

The energy consumption monitoring procedure is set out in our internal procedure on Environmental Monitoring. It defines the criteria to ensure the monitoring of all significant locations and units, as well as the established cut-off criteria. Hence, the scope includes at least 95% of total energy consumption. There is a clear view of monitored locations and each data type has a detailed definition to ensure consistent data recording across all countries and locations. Energy consumption data is recorded in the EQS tool monthly after it is checked by several input units. All records are reviewed and converted to GJ, which is the company's standard unit.

All our products have the potential to provide benefits to our customers and consumers in terms of resource efficiency, decreased GHG emissions, and pollution reduction during their use phase. The clean energy production from our wind farms helps us and our customers advance towards the target of Net Zero by 2040. Siemens Gamesa also utilizes Energy Attribute Certificate (EACs) certifying that consumption volumes have been generated from a renewable source- for self-generated electricity, where possible.

Total internal energy consumption amounted to 1,089,673 GJ in FY23 (1,047,924 GJ in FY22). Accordingly, annual energy consumption per employee is estimated at 37 GJ in FY23 (38GJ per employee in FY22). Natural gas is the main primary energy source, representing 56% of total primary energy demand. [\[See Table 31 - Energy use \(Gigajoules-GJ\)\]](#)

[L11M13] Use of renewable energies

[GRI 302-1] Total electricity consumption amounted to 590,058 GJ in FY23 (597,880 GJ in FY22), 100% of which was from renewable sources. Siemens Gamesa's electricity consumption is now covered by minimum EACs or onsite generation, which ensures that the electricity is from renewable sources; this has greatly reduced Siemens Gamesa's scope 2 emissions. [\[See Table 31 - Energy use \(Gigajoules-GJ\)\]](#)

B.5 Climate Change

[L11-M14] Important elements of greenhouse gas emissions generated as a result of the activities of the company

[GRI 3-3] Climate change is a global issue requiring urgent and collective action. The scale of our portfolio and our global reach as a provider of clean affordable energy reinforces our central role in shaping the future energy landscape. The Company announced that it had become carbon neutral in late 2019 using offsets, which will be avoided in the future, and since late 2020 it has sourced 100% renewable electricity. Both are major milestones on the path towards the long-term target of net-zero CO₂ emissions by 2040.

We also contribute to the global economy's decarbonization through partnerships with policymakers, industry associations, and business partners to collectively combat climate change. We are a member of many global communities who share our commitment to climate protection and decarbonization, such as the **Science Based Targets Initiative**.²⁸

Siemens Gamesa measures its direct and indirect emissions on an annual basis in accordance with the requirements of ISO 14064-1. The greenhouse gas (GHG) emissions inventory is then published in our GHG emissions report, which is verified by a third party and made public. The company's total Scope 1 and Scope 2 emissions amounted to 33,382 tCO_{2-eq} in FY23 (22,713 in FY22).

[GRI 305-4] The GHG emissions intensity expresses the amount of GHG emissions per unit of activity, output, or any other specific internal metric. In the case of Siemens Gamesa, the most representative metric is the number of megawatts installed. For the reporting period, the combined intensity ratio for direct (Scope 1) and indirect (Scope 2) GHG emissions was 3.6 tCO_{2-eq}/MW (2.3 tCO_{2-eq}/MW in 2022). [\[See Table 33 - GHG emissions \(tCO_{2-eq}\)\]](#)

B.5.1 Scope 1 (direct) emissions

[GRI 305-1] Direct GHG emissions (Scope 1) arise from sources owned by the company or under its control. They include emissions generated by the combustion of materials to generate heat. The main primary energy source is natural gas, representing approximately 50% of the total amount. In addition, chlorofluorocarbons (CFCs) and halons, traditionally used as coolants and propellants, affect the ozone layer if they are released into the atmosphere. The presence of these substances at Siemens Gamesa is marginal and found mainly in fire extinguishing equipment and cooling systems. Maintenance of this equipment, which works in closed circuits, is performed in accordance with prevailing legislation. Scope 1 emissions amounted to 30,873 tCO_{2-eq} in FY23 (20,597 tCO_{2-eq} in FY22), i.e., a 50% increase year-on-year. [\[See Table 33 - GHG emissions \(tCO_{2-eq}\)\]](#)

B.5.2 Scope 2 (indirect) emissions

[GRI 305-2] Indirect GHG emissions (Scope 2) refer to the consumption of purchased electricity and district heating. Siemens Gamesa uses a market-based approach to calculate the indirect emissions produced by consuming electricity. Scope 2 emissions amounted to 2,509 tCO_{2-eq} in FY23 (2,116 tCO_{2-eq} in FY22), i.e., a 18% increase. Siemens Gamesa's renewable electricity ratio has

been steadily rising from 58% in FY17, 61% in FY18 and 62% in FY19 to reach 100% in FY20, FY21, FY22 and FY23. Our annual electricity consumption amounted to 590 GJ (598 GJ in FY22), all of which was generated by renewable sources. [See Table 31 - Energy use (Gigajoules-GJ)]

B.5.3 Scope 3 (other) emissions

Scope 3 emissions are all indirect emissions (not included in Scope 2) that arise in the company's value chain, including both upstream and downstream emissions. This includes purchased goods and services, transportation and distribution, waste generated in operations, business travel, employee commuting, use of sold products and end-of-life treatment of sold products.

Total Scope 3 emissions amounted to 4,037,942 t CO_{2eq} in FY23 (780,772 t CO_{2eq} in FY22). This year-on-year increase is mainly due to the impact of the first-time inclusion of emissions from the purchase of goods and services in FY23, which amounted to 3,400,457 t CO_{2eq}. [See Table 33 - GHG emissions (tCO₂-eq)]

B.5.4 Other Atmospheric Emissions

[GRI 305-6] Other industrial emissions into the atmosphere are also relevant in terms of environmental protection.

Volatile organic compounds (VOC) contribute to the formation of ozone close to the earth's surface and are responsible for what is known as summer smog. These organic compounds are used by Siemens Gamesa as solvents in paints and adhesives, in impregnation processes and for surface cleaning. Monitoring of VOC emissions is defined by local authorities and can be done either via measures in the exhaust systems or via mass balances by calculating atmospheric emissions based on the actual consumption and the amounts disposed of as waste. Both methods are accepted in our internal procedure for air emissions management because they comply with local legislation. Quantitative measurements are conducted at each air emission source by an authorized third party where required by the authorities.

We also monitor the use of ozone-depleting substances (ODS) and comply with the Montreal Protocol, the international convention on the protection of the ozone layer, as well as with country-specific legislation. [See Table 34 - Other atmospheric emissions]

[L11M15] Measures to adapt to climate change

[GRI 201-2] Our Sustainability Policy applies company-wide and covers Siemens Gamesa's commitment to the protection of our planet. Climate change is the most important environmental issue for Siemens Gamesa. The company is committed to combatting climate change by minimizing the emissions deriving from its value chain and through its product and service offerings, making real what matters – clean energy for generations to come.

B.5.5 Climate change scenario analysis

Siemens Gamesa has completed a dedicated climate change scenario analysis to better understand climate risks in the short, medium and long term. The scenario analysis covered our two activities: Wind turbines (Onshore and Offshore), and Service, both

our direct operations and our wider supply chain — and focused on 10 key countries: UK, Germany, Spain, US, India, Denmark, Brazil, Morocco, France and China.

The process seeks to identify, assess, and better understand all possible types/sources of climate risks and opportunities. Both, a 'rapid low-carbon transition' scenario, which involves strict control of GHG emissions and rapid transition towards cleaner energy resulting in an average temperature rise by the end of the-century being limited to below 2 °C, and also a 'high physical impact' scenario, where GHG emissions continue to rise, and temperature increases by an average of 4 °C by the end-century, were analyzed. Transition and physical risks and opportunities were assessed based on the scenarios reviewed. Where the scenarios suggest significant potential risk and/or opportunity to the business, a financial impact assessment is undertaken to understand the scale of the impact for SGRE.

B.5.6 Integrating climate change into risk management processes

Siemens Gamesa further integrates these climate change risks and opportunities more systematically into the ERM (Enterprise Risk Management) and ICFR (Internal Control over Financial Reporting) processes. Siemens Gamesa assesses risks and opportunities based on their impact and likelihood over a short (1-3 years), medium (3-5 years) and long-term (5-30 years) as part of the ERM process. The potential impact of a risk or opportunity can be assessed from a quantitative or qualitative perspective. Regular risk reviews take place at the end of the quarterly update and review process. Each organizational unit reports its updated risk register to the next higher organizational level for further evaluation and analysis. Climate change is integrated into this process to the extent that it influences our business in relation to either strategy or operations.

B.5.7 Identified Risks & Opportunities

The 'rapid low-carbon transition' below 2°C scenario (RCP 2.6) offers significant opportunities to Siemens Gamesa in relation to the expansion of onshore and offshore wind markets globally, as well as the development and expansion of clean technologies such as green hydrogen and floating offshore wind. It identifies growth possibilities for offshore in the UK by the 2030s, green hydrogen and offshore in Germany by the 2030s, onshore and hybrid technologies in Spain by the 2030s, repowering projects in the US and massive build-out targets and energy needs in India by the 2030s. In addition, this scenario suggests various policy and social benefits to encourage policymakers and other public authorities to adopt more ambitious targets and regulatory frameworks in support of the expansion of renewable capacity and employment opportunities globally. However, the below 2°C scenario also suggests that there are some key risks for Siemens Gamesa regarding the demand for raw materials, such as concrete, steel and rare earth elements, and its suppliers' ability to keep pace with technological developments in a sustainable way. Other risks identified are carbon pricing of key raw materials, an increased risk of 'NIMBYism' (*Not In My Back Yard*) with the installation of larger turbines and greenfield expansion, and competition from the maritime industries (fisheries and oil and gas sectors).

The 'high physical impact' 4°C warming scenario (RCP 8.5) mainly suggests risks such as acute and chronic weather conditions, particularly changes in wind speeds and patterns,

extreme temperatures, large seasonal differences, and variations in precipitation that cause floods or droughts. Specific risks are identified in selected countries: Risk of flooding due to heavy precipitation in the UK during the 2030s, sea level rising in Germany in the 2050s, heatwaves occurring in Spain during the 2030s, shifting seasonality in US during the 2030s, heavy precipitation and floods in India during the 2040s and in China in the 2030s, amongst others. The physical risks thus identified tend to be high impact but low likelihood events which result in comparatively low annualized risk levels affecting specific factories or wind farm assets.

B.5.8 How climate-related risks and opportunities have influenced SGRE's strategy

Siemens Gamesa strives to provide more clarity on governance structures across the various levels of the organization in relation to climate change topics and full alignment with disclosures recommended by the Task Force on Carbon-related Financial Disclosures (TCFD) e.g., through the assessment and disclosure of the potential impact of climate risks and opportunities on its financial performance. This includes the integration of climate change into the company's governance, strategy, and risk management processes. These activities ensure an embedded process to run periodic scenario analyses and clearly defined processes of annual review, prioritization, management, internal audit and escalation.

The climate scenario analysis highlights more tangible linkages between climate risks and business operations for Siemens Gamesa. This also helps to inform the Company on how to respond with appropriate mitigation actions in a variety of ways.

The climate scenario analysis informs our operations, which, in addition to being carbon neutral, reaffirms our commitment to the 2040 zero emissions target. It also influences our overall policy to combat climate change. In relation to the supply chain, and as part of the decarbonization strategy, we maintain an SBTi verified target whereby 30% of Siemens Gamesa suppliers by procurement volume and covering the purchase of goods and services and transport and distribution, will have SBTi targets by 2025.

It also influences R&D investments as the company seeks to capitalize on those transitional opportunities through various projects and R&D investments related to green technologies such as floating wind, energy storage and green hydrogen.

Likewise, our product development strategy considers the opportunities of the transitional scenario to expand our portfolio of products and services, increasing rotor sizes or increasing energy production at a lower levelized cost of energy.

All this ultimately influences financial planning, as we seek to purchase alternatives with a lower carbon footprint, implement energy efficiency projects or sustainable transportation. To this end, at Siemens Gamesa we have integrated a shadow carbon price to guide our internal purchasing and investment decisions (which has increased from EUR56/ton to EUR120/ton).

[L11M16] Voluntary medium and long-term targets to reduce greenhouse gas emissions and the measures implemented to that end

B.5.9 Net-zero carbon emissions strategy

[GRI 305-4] [GRI 305-5] This is a company-wide target that is linked to the overall business strategy, where the initial ambition was accelerated by ten years (formerly a 2050 target). The global roadmap for achieving net-zero emissions by 2040 involves several emissions reduction levers.

On the one hand, we implement energy reduction measures, substitute energy sources and adopt efficiency measures to reduce our Scope 1 emissions.

The supply of electricity from renewable sources is also a lever. We are 100% powered by electricity from renewable sources, which has an impact on reducing our market-based Scope 2 emissions.

Likewise, the company implements the replacement of material handling vehicles worldwide with low-carbon alternatives to reduce the company's Scope 1 GHG emissions. Also, the Employee Mobility & Transport Benefits policy works in combination with the policy to support the reduction of our Scope 3 GHG emissions

Compensation for non-avoided emissions, investing in Clean Development Mechanism (CDM) projects, and in sink projects that involve reforestation actions aim to reduce future emissions to balance their carbon footprint. One such example is the Bii Nee Stipa wind power project in Oaxaca, Mexico, which was registered as a Clean Development Mechanism (CDM) under the United Nations Framework Convention on Climate Change (UNFCCC).

The awareness campaigns and ideas from employees, aimed at implementing further environmental improvements in both private life and at work and sharing best practices are also encouraged.

Lastly, we maintain this commitment throughout the value chain. Since more than 95% of the carbon footprint of Siemens Gamesa wind turbines is generated in our supply chain, the company is working to involve the supply chain in the decarbonization strategy.

B.5.10 Science Based Targets

The Science Based Targets Initiative (SBTi) encourages companies to set carbon emissions reduction targets at a level necessary to meet the 1.5/2°C increase compared with preindustrial temperatures set in the Paris Climate Agreement. Siemens Gamesa committed to SBTi in 2018 and, by 2020, the SBTi verified that Siemens Gamesa's emission reduction strategy was aligned with what climate science estimates necessary to meet the 1.5°C trajectory.

We have set the following targets through 2025 to meet its net-zero goal by 2040.

- Reducing scope 1 and scope 2 greenhouse gas emissions by 70% per MW installed (compared to 2017).
- Increasing sourcing of renewable electricity to 100% (up from 58% in 2017).
- 30% of Siemens Gamesa's suppliers in terms of expenditure, covering purchased goods and services and transportation and distribution, will have Science-Based targets by 2025.

B.6 Protection of biodiversity

[L11M17] Measures to preserve or restore biodiversity

[GRI 3-3] We are aware of our interactions, and potential impacts, on terrestrial and marine ecosystems, habitats, and species where our factories and projects are located.

Siemens Gamesa Corporate Commitment to Biodiversity,²⁹ launched in May 2022, considers and integrates the main current biodiversity frameworks, initiatives and trends at an international level (such as Global Goal for Nature: Nature Positive by 2030). In this way, we want to ensure that our biodiversity management and performance is at the forefront of the group of businesses and organizations that are establishing ambitions and commitments on this topic.

Our objectives are to mainstream biodiversity at all corporate levels, and to promote the transformation towards an energy model in harmony with nature and human beings to achieve our ambition of having a net positive impact on biodiversity in 2040. In these efforts we also include our supply chain.

[L11M18] Significant impacts of activities, products, and services on biodiversity

[GRI 304-2] Siemens Gamesa products and services use natural resources (raw materials, water, fossil fuels and wind) to perform their function, thereby interacting with, and potentially affecting, ecosystems, landscapes and species. Potential impacts to biodiversity can include, for example:

- Potential land use changes by using vehicles and machinery to open paths and remove vegetation.
- Prolonged human presence, which temporarily affects the behavior of species of fauna in a generally reversible way.
- Potential species mortality due to collisions with our customers' wind turbines.

Despite these potential impacts on biodiversity, Siemens Gamesa wind projects are constructed in a sustainable way that allows for a balanced coexistence, thus conserving and protecting natural assets. This respect for biodiversity and ecosystems plays a leading role in the Company's business strategy. There are several regulatory and voluntary instruments to achieve a positive net balance in relation to biodiversity and the environment, including:

- Full compliance with permits granted by environmental and conservation authorities in each region, which establish requirements to ensure local environmental protection.
- Company policies and procedures under the integrated management system, which establish environmental control plans.
- Support for conducting environmental impact studies, which include analysis and prevention mechanisms that consider various alternatives and lay down corrective measures to avoid, mitigate or offset any possible damage.
- Technology development related to our control functions (SCADA) and compatibility with other third-party applications for the detection of bird and bat species.

Potential environmental impacts are analyzed through a formal HSE aspects evaluation and by conducting environmental impact assessments beforehand, with corrective measures to avoid and/or minimize the impacts. Siemens Gamesa has activities in some areas where threatened species in the IUCN Red List and in other national conservation lists live or may be present. This, however, does not mean that they are affected or threatened by such activities. Species on the IUCN Red List and other species in national conservation lists which could be affected by Siemens Gamesa's activities are monitored to take the necessary measures to avoid endangering them.

Siemens Gamesa is member of The Offshore Coalition for Energy and Nature (OCEaN)³⁰, a coalition of NGOs, wind industry companies and transmission system operators who cooperate on the sustainable deployment of offshore wind, while ensuring alignment with nature protection and healthy marine ecosystems.

During fiscal year 2022, Siemens Gamesa carried out an impact and dependencies materiality assessment on biodiversity of SGRE across SGRE's entire value chain. The materiality assessment was performed using two internationally recognized tools: i) Science Based Targets Network³¹ (SBTN) and ii) ENCORE³².

Results show that most pressures on biodiversity from SGRE's value chain occur upstream (supply chain), the greatest pressures being from solid waste generation, terrestrial ecosystem use, water and soil pollution and water use. Harmful upstream activities are mainly linked to manufacturing and mining. Activities related to the extraction and transformation of raw materials also have a high impact on biodiversity due to the pressure exerted through ecosystem occupation and use. Moreover, extraction and transformation tend to use large amounts of water and energy, thus generating water and soil pollution and GHG emissions.

The direct operations with the greatest impacts on biodiversity relate to SGRE activities performed in exceptional situations, such as factory construction and quarrying in Balance of Plant (BOP) projects. The most harmful direct operation activities are solid waste generation, terrestrial ecosystem use, water pollution and water use.

SGRE wants to continue advancing in this line by performing a quantitative impact analysis of its principal activities, measuring biodiversity indicators and taking the appropriate actions to fulfil its Biodiversity Commitment.

C. Social and Human Resources related matters

C.1 Employment

Empowering people to lead the future and maintaining a culture of trust are essential to Siemens Gamesa's business model. They are central to the business strategy, organization, hiring and decision-making process and daily operations, and to how the company and employees grow.

[L11HR01] Total number of employees and distribution by country, gender, age, and occupational classification

[GRI 2-7] At the end of the reporting period, the total headcount was 29,267 employees (27,604 in FY22), most of them located in Europe, the Middle East and Africa region (72%), followed by Asia and Australia (17%) and the Americas (11%). [\[See Table 10 - Employee breakdown by country or market \(fiscal year-end\)\]](#). Women represent 19.9% (19.6% in FY22) of the total workforce and are present at 14.8% (14.1% in FY22) of the management positions of the Group.

The age structure is dominated by employees aged 35-44 (38%) and the under-35 age group (33%), followed by the 45-54 (21%) and 55-60 (5%) groups, with workers over 60 accounting for just 3%. [\[See Table 11 - Employee breakdown by gender, region, age structure and professional category \(fiscal year-end\)\]](#)

The overall employee turnover rate for the reporting period was 8.07% (8.96% in FY22). [\[See Table 17 - Overall employee turnover rate \(%\)\]](#). The average age of employees was 41.2 in Europe, the Middle East and Africa, 39.8 in the Americas, and 36.0 in Asia and Australia. The overall average age of the group's employees was 40.2 at fiscal year-end (39.8 in FY22). [\[See Table 11 - Employee breakdown by gender, region, age structure and professional category \(fiscal year-end\)\]](#)

[L11HR02] Total number of work contracts, and breakdown by type

[GRI 2-7] At the end of the fiscal year, 27,242 employees out of 29,267 had permanent contracts, representing 93% of the total, (25,869 employees out of 27,604 in FY22), so this percentage was stable year-on-year. Another 1,459 employees (5%) had fixed-term contracts and the remaining 2% (566 employees) were working part-time.

Permanent employment contracts are the norm in Siemens Gamesa and provide stability to workers and improved living

standards. Employee relations and benefits are governed by general labor legislation and contractual conditions. [\[See Table 12 - Contract type by gender, professional category, and age structure \(fiscal year-end\)\]](#)

[L11HR03] Annual average no. of permanent, temporary and part-time contracts by sex, age and professional category

[GRI 2-7] On average, the number of permanent contracts during fiscal year 2023 was 26,615 (25,179 in FY22), out of an average headcount of 28,554 (27,053 in FY22) in the period. Accordingly, 93% of contracts were indefinite or permanent during the year (93% in FY22). This situation suggests that both parties wish to maintain a fully committed long-term employer/employee relationship.

The average number of temporary contracts in fiscal year 2023 stands at 5% while the remaining 2% includes part-time contracts. [\[See Table 13- Annual average contracts by region, category level, contract type and gender\]](#), [\[Table 14- Annual average contracts by age structure\]](#)

[L11HR04] Number of exits by sex, age and professional category

[GRI 401-1] The number of hires in the reporting period amounted to 5,353 (5,150 in FY22). Europe, the Middle East and Africa accounted for the largest proportion (71%) of hires. Men accounted for the bulk of hires in the fiscal year: 4,312 (81%). [\[See Table 23 - Hiring by region, gender, age group and level\]](#)

A total of 3,747 employees left the Company in FY23 (3,850 in FY22), 2,303 (61%) of them voluntarily and 1,444 (39%) exits were not voluntary. [\[See Table 16 - Employee exits\]](#); [\[See Table 24 - Exits by gender and type of exit, region, age group and level\]](#). Headcount only includes active employees (not dormant employees). Therefore, the headcount variation between periods may differ from a simple balance of hires and exits.

[L11HR05] Average remuneration by sex, age and professional category

[GRI 405-2] The company is committed to the application of the equal pay principle through pay transparency and improved enforcement mechanisms. The company conducts regular pay equity reviews to identify differences in pay and discloses statistics on the gender pay gap. Promotions are based on merit, and particular attention is given to ensuring that the salaries of women

and under-represented groups are commensurate with their responsibilities, qualifications, and levels of performance and that these salaries are equitably comparable to the salaries of other similarly qualified employees with comparable positions in their organizational units. [\[See Table 26 - Average remuneration grouped by professional category\]](#)

At the end of the reporting period, the average remuneration amounted to €53,667/year (€52,159/year in 2022). [\[See Table 25 - Average remuneration by gender, age groups and professional category\]](#). In Siemens Gamesa as a whole, differences in average remuneration between men and women are not material.

[L11HR06] Gender pay gap, the remuneration of equal or average jobs in society

[GRI 405-2] At group level, there are no significant differences in average pay between men and women. Our gender pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the organization. We regularly monitor this to make sure we meet this legal and moral obligation. [\[See Table 26 - Average remuneration grouped by professional category\]](#)

The analysis shows that the few cases with large differences are influenced by the different distribution of women and men in the professional categories.

We are making progress in improving gender balanced representation at Siemens Gamesa and are committed to fair pay for all employees regardless of gender or any other characteristic. Our gender pay gap reflects the shape of our organization and will narrow as we improve the gender balance.

[L11HR07] Average remuneration of directors and managers by sex

[GRI 405-2] The Directors of Siemens Gamesa earned compensations for membership and assistance to the Board and Board's Committees, when applicable, salary, severance, variable compensation, long-term savings system and other concepts amounting to approximately €2,890 thousand in FY23 (€5,953 thousand in FY22). [\[See Table 27 - Remuneration of the members of the Board of Directors\]](#). Taking into account the change in the composition of the Board of Directors in FY23, as described in section A.1.2, the average remuneration of the Board of Directors in FY23 amounts to 482 thousand euros, with the average remuneration of male directors being 680 thousand euros and the average remuneration of female directors being 87 thousand euros. The difference can be explained by the higher remuneration of the CEO due to his executive functions compared to the other board members and by the gender segregation in the remuneration for membership of the Board and/or Board's Committees.

Total remuneration of members of top management amounts to €7,249 thousand in FY23 (€7,805 thousand in FY22). The average remuneration of top management amounts to €812 thousand in fiscal year 2023 (€863 thousand in FY22), excluding severances, without distinction by gender. In 2021, 2022 and 2023 there was one woman in the top management team, thus for confidentiality reasons it is not possible to disclose the individual amount of her remuneration, although there is no gender discrimination. [\[See Table 28 - Remuneration of Top management\]](#).

[L11HR08] Implementation of policies to allow employees to disconnect from work

[GRI 3-3] The new way of working at Siemens Gamesa – **Smart Working** – allows employees to work at home or in a satellite location for an average of two days a week when both the employee and the job are suited to such an arrangement.

While there are benefits to be gained from this flexible approach to work, there is a risk of blurring the boundaries between work time and private time. The company therefore encourages workers to disconnect through the **Siemens Gamesa Right to Disconnect Global Guidelines**. The right to disconnect refers to the right of employees to disconnect from their work and feel that they do not have to answer any work-related emails, calls or messages outside normal working hours. These guidelines set out some best practices in four areas, namely: effective email management, disconnecting intentionally and regularly, being inclusive, and being respectful of other people's time.

[L11HR09] Number of employees with disabilities

The company is committed to fair and transparent practices for the attraction, promotion, development and retention of diverse people with different skills, abilities and ideas.

In many jurisdictions, the data protection regulations classify information about employees' physical or mental conditions as sensitive personal data and, consequently, employees are not obliged to report their condition to the employer. As a result, Siemens Gamesa cannot capture this data on a global basis. Only voluntary disclosure of this sensitive information can help us to complete the picture of our employees with disabilities.

In June 2022 we developed a self-identification questionnaire and we invited everyone to voluntarily and confidentially self-identify across four key categories, including gender identity, sexual orientation, ethnicity, and disability status. 4% of the participants responded that they had a disability, i.e., 146 people (188 in FY21). The next update is expected in the first quarter of FY24.

C.2 Work organization

Siemens Gamesa aims to be an employer of choice by pursuing improvements in people's quality of life, and by empowering and motivating all employees with an exciting culture, life-long learning and development possibilities. Our employment model is based on respect for and compliance with universal human rights standards and labor legislation, professional development, inclusiveness and occupational health and safety.

We pursue labor relationships that are based on trust, transparency, and good faith negotiations. We believe in, and promote, workers' right to freedom of association, union membership and collective bargaining.

The offering of professional development opportunities in the form of training and job experience in a multicultural and multinational

environment are the cornerstones on which we base our talent management cycle.

Equity, inclusion and diversity, and a commitment to preventing harassment and discrimination are embedded in our Company proposal. We strive to offer our employees equal opportunities and work-life quality in a favorable and inclusive working environment.

Occupational health & safety is embedded everywhere in the Siemens Gamesa culture. Our company complies with existing legislation in every market in which we have a presence, and we establish such safety measures as may be necessary. We have a zero-tolerance policy towards negligent occupational health and safety conduct. [\[See section C.3 Health & Safety\].](#)

Our labor policies and practices are underpinned by endorsement of the most stringent international labor standards — including the conventions of the International Labor Organization (ILO) and United Nations — and are expressed in the promotion of employee rights, particularly the right to freedom of association and collective bargaining, going beyond local requirements in this respect. [\[See Section D. Information on respect for Human Rights\]](#)

[L11HR10] Working hours organization

[GRI 3-3] Due to the very nature of its business, Siemens Gamesa's production plants need to operate round the clock, with the result that certain groups (generally those classified as direct and indirect labor) work in shifts. Siemens Gamesa provides work-life balance measures where this is possible. They include flexible hours, straight shifts, and adapting work schedules to certain family circumstances.

[L11HR11] Number of hours of absenteeism

Absenteeism figures reflect only the number of days lost due to accidents; the figure for FY23 was 4,931 (3,285 in 2022), equivalent to 39,448 working hours (26,280 in FY22). A corporate human resources system for recording the different types of absenteeism was implemented in fiscal year 2022. Siemens Gamesa strives to bring the number of occupational injuries down to zero and we are committed to working with all relevant stakeholders to create a safe and healthy working environment for our employees and contractors.

[L11HR12] Measures to promote work-life balance and co-parenting responsibilities

[GRI 3-3] [GRI 401-2] Our hybrid working model, Smart working, enables employees to work at home part of their work week through a voluntary and cooperative agreement with their manager. It is a viable, flexible work option when both the employee and the job are suited to such an arrangement. It fosters an engaging work environment, supports health and wellness, improves work-life fit and facilitates co-parenting responsibilities. Our New Office Standards (NOS) reflect the Company's values, and the proper configuration of a flexible and modern office space makes an important contribution to achieving our efficiency goals.

We recognize that meaningful change takes time and none of our actions will succeed without the right culture and working environment. For this reason, we will continue developing flexible work, digital disconnection, and family-friendly policies as the cornerstones of our commitment to improving work-life quality.

C.3 Health & Safety

[L11HR13] Health & safety conditions in the workplace

[GRI 3-3] [GRI 403-1] Maintaining the health, safety and wellbeing of our employees is a core value of the company. It is an essential part of risk management and internal controls at Siemens Gamesa, as well as of our Business Conduct Guidelines.

We continuously implement health and safety improvements at our production facilities and across our operational and project sites. Furthermore, we work on industry-driven initiatives across our value chain and participate in networks that focus on health and safety in the wind industry to raise awareness and adopt best practices.

The Siemens Gamesa Policy³³ provides clear direction and specific objectives with regard to Quality, Health, Safety and Environment. The policy applies to all Siemens Gamesa activities worldwide and is mandatory for everyone working for the company, on its behalf or under its authority.

Safety is the prerequisite for all activity at Siemens Gamesa. Exceeding the requirements of the law and the market, it is a precondition for all the work we do.

In 2023, SGRE released the Zero Harm Framework to reinforce our commitment to safety. This framework aims to promote a culture of Zero Harm, placing responsibility on each local manager to develop and implement the principles, discuss elements that will be included in their program with their teams, and then reinforce them as part of daily work.

The company works hard to ensure there is a firmly implemented safety and zero-harm culture across the entire business for employees, suppliers, and customers. We apply a just and fair culture approach, supported by relevant disciplinary policies in the event of deviations.

C.3.1 Health & Safety Management System

[GRI 403-1] The Quality Management and Health, Safety and Environment (EQS) function, led by the Global Head of EQS, is responsible for the governance of Siemens Gamesa's Integrated Management System (IMS), including all EQS-related certifications, policies and procedures.

Siemens Gamesa has an Occupational Health and Safety Management System certified according to the ISO 45001:2018 standard. The scope of certification covers all functional areas and core processes related to the sale, design and development, procurement, and manufacturing of wind turbines as well as other mechanical and electrical components for both wind and non-wind applications. Project development, including construction,

installation and service of wind turbines, is also covered by the scope of this certification. The certificate is valid from July 2021 to July 2024.

Health and Safety committees consist of employee representatives and help to monitor and put forward advice on workforce-specific occupational health and safety topics. They also ensure joint participation in the design of Safe System of Work (SSW) and the implementation of control measures aimed at improving working conditions.

C.3.2 Health & Safety Targets

The Siemens Gamesa corporate EHS strategy is set out in a two-year cycle and is cascaded across the business. Strategic plans are backed by specific action plans that are reviewed annually and strive to improve HSE performance in all areas of the company, including on the corporate, business unit and local level. Strategic corporate HSE targets support the strategy in the issues that have been assessed as significant for Siemens Gamesa as a whole, including total recordable injuries and lost-time injuries. These corporate targets are cascaded across the business and monitored locally, along with any additional targets that may be relevant to each location, site or unit.

At Siemens Gamesa, we have defined clear targets to reduce our Total Recordable Injury Rate (TRIR) from 3.98 in FY23 to 0.7 in FY30, which represents a reduction of 18% year-on-year.

[L11HR14] Number of work accidents and occupational diseases by gender; frequency and severity rate by gender

[GRI 403-9] Incident management is governed by global procedure and internal controls that set forth standard criteria for classifying, recording, notifying, investigating and analyzing incidents in order to: 1) Detect their underlying causes and other factors which may cause or contribute to a recurrence; 2) Identify the need to implement corrective actions; and 3) Detect opportunities for implementing preventive action and continuous improvement.

Regrettably, the company registered one fatality during fiscal year 2023. This tragic incident was subjected to a thorough internal investigation to identify contributing factors. All efforts have been and will continue to be made to ensure that the circumstances which led to this incident do not recur.

In FY23, Siemens Gamesa registered a total of 207 Lost Time Cases (LTC) (152 in 2022), i.e., a 36% increase year-on-year. As a result, the overall Lost Time Injury Rate (LTIR) of Siemens Gamesa reached 2.28 (1.61 in 2022) at the end of the period. The LTIR is calculated per million working hours and includes all accidents that result in at least one lost day of work (lost-time incident).

The overall LTIR of 2.28 for the fiscal year considers the contribution of own employees and contractors, the separate LTIR ratios for the fiscal year were 2.48 (1.54 in FY22) for employees and 1.85 (1.70 in FY22) for contractors.

The figure for Total Recordable Injuries (TRI), which includes Fatalities, Lost-Time Cases, Medical Treatments and Restricted Work, amounted to 362 (300 in 2022), an increase of 21%. Consequently, the overall Total Recordable Injury Rate (TRIR)

stood at 3.98 at the end of the reporting period (3.17 in 2022). [\[See Table 29 - Key safety statistics\]](#)

The company acts proactively to analyze the causes of accidents and has management indicators that track progress in this connection. For example, it conducts safety inspections, safety observations and health & safety audits.

[GRI 403-10] The occupational illness frequency rate (OIFR) for employees ended the fiscal year at 0.03 (0.08 in 2022), calculated solely based on cases of occupational illness recognized by the Employers' Liability Insurance. [\[See Table 29 - Key safety statistics\]](#)

Siemens Gamesa conducts preventive employee health screening and the Company's medical services are responsible for carrying out regular medical check-ups. In general terms, the company considers that workers are not exposed to occupational illnesses or work-related diseases that could be considered as having a high level of incidence or risk.

C.3.3 Health & Safety in the Value Chain

The Group is committed to promoting health and safety throughout the value chain and does so in partnership with suppliers, customers, contractors, and national and international associations.

Collaboration with suppliers and contractors is managed through our Supplier Management Process, which involves HSE requirements in both the basic qualification processes and the supplier quality evaluation and development stages. During FY22, HSE entered two performance KPIs for critical vendors in the Corporate Supplier Database. The KPIs collected have been TRIR (Total Recordable Injury Rate) and LTIR (Lost Time Injury Rate). It also set up an escalation level and ran a pilot for high-risk vendors (electrical risk, heavy loads, dangerous and risky processes). As per our SGRE Suppliers Quality employees, they have received special HSE training in PPE (Personal Protective Equipment) and Chemical handling awareness.

C.4 Labor relations

[L11HR15] Social dialogue organization

[GRI 3-3] At Siemens Gamesa, we highly value employee representation and social dialogue in accordance with national laws. We have established a good, transparent and constructive dialogue in regular meetings between the company management and the employee representatives under the applicable legal framework. At the European level, employee representation takes place in the Siemens Energy European Works Council (SE EWC). On a national level, various forms of employee representation exist based on national regulations. The new Global Framework Agreement (GFA) includes some important improvements on the original agreement signed by Gamesa in 2015, including:

- Respect for the new ILO Convention 190 on violence and harassment at work.
- A commitment to favor direct employment on the basis of permanent work contracts.

- Support for the principle of a Just Transition towards environmentally sustainable economies and companies in line with ILO guidelines.
- Ensuring life-long learning and training programs for employees.
- Stronger demands on suppliers and contractors with regard to the rights of workers in their supply chain, particularly concerning health and safety.
- A plan for due diligence based on OECD recommendations.

[L11HR16] Percentage of employees covered by collective agreements, by country

[GRI 2-30] The Global Framework Agreement strengthens social, labor and environmental rights already contained in the Business Conduct Guidelines; makes health and safety at work, working conditions and equal opportunities key issues for company action; and guarantees implementation and promotes the conditions for social dialogue at the international level. As stated in the Business Conduct Guidelines, Siemens Gamesa is a member of the UN Global Compact (GC). The GC ten Principles, and the Global Industrial Union Framework Agreement are binding on the company. That means that 100% of Siemens Gamesa **employees** are actively covered by a legally binding, freely negotiated collective agreement.

At a national level, the situation is not fully uniform due to the large number of countries and the practical differences between them.

A total of 54% of employees are covered by collective bargaining agreements at a local level. The picture therefore remains diverse and depends on each country's laws and legal practices. The company operates in countries with extensive union representation (Denmark, Spain, Germany, France, Italy, Brazil and the UK), but also in other countries where, even when there is no internal union representation, we remain in contact with local and national unions to fulfill and abide by any local or national collective agreements, such as in China.

[L11HR17] Results of collective agreements, especially in the field of health and safety

[GRI 3-3] Regarding collective agreements, there is a wide variety of situations: Collective agreements limited to a specific workplace, local agreements with provincial or regional scope, and country agreements that are negotiated either internally or externally. Examples include:

- In Spain, there is an extensive overall collective agreement signed with our internal unions covering all employees working at headquarters and many other specific local agreements signed by regional/national unions depending on where the sites are located.
- In Denmark, all our employees are covered by enterprise agreements with national unions, as we are a member of Confederation of Danish Industry.
- In China, employees at our Lingang plant and, since 2021, also our employees in Shanghai are covered by a collective agreement signed between the company and the local city government.

Siemens Gamesa needs to constantly adapt to the challenging wind industry market, which is characterized by stiff competition and significant pricing pressures that have eroded wind turbine manufacturers' margins.

In response to the company's financial situation, Siemens Gamesa announced an organizational review under the Mistral strategy program. With the new operating model, fully implemented by January 1, 2023, we improve both efficiency and effectiveness by maintaining a business-focused setup while creating a foundation for long-term, sustainable profitability.

Additionally on September 29, 2022, it was announced that a total workforce reduction of around 2,900 positions was necessary to achieve synergies across several functions, and to adjust the manufacturing footprint and overcapacities to match market demands. This global impact included the optimization in the US (hibernation of two facilities in the US (Fort Madison and Hutchinson Kansas in May 2022 impacting up to 530 employees), and the closure of the Tangier blade plant in Morocco (impacting up to 500 employees). The announced measures mostly impact Europe, with up to 1,900 positions affected, concentrated in three countries: Denmark (800) Germany (300) and Spain (475).

All optimization measures follow the relevant procedures with employee representatives and related social partners with major efforts being made to keep the number of redundancies as low as possible, e.g., through internal transfers, voluntary redundancy and natural attrition, and helping affected employees to move on in the best way possible.

The headcount adjustments are being gradually implemented according to the timeline once the processes of negotiation with Workers' Councils allow us to do so.

In parallel, Siemens Gamesa is working to strengthen areas of growth in specific markets, taking advantage of its leading market position in offshore, as well as growing the full value chain and driving a project-centric business approach.

[L11HR17b] Mechanisms and procedures available to the company to promote the involvement of workers in the management of the company, in terms of information, consultation and participation

[GRI 2-29] Regular dialogue with employees on the issues that affect our business and society is central and is necessary to tackle the complex challenges that the company may face. In addition to legally required mechanisms for representation and social dialogue, a full range of resources aimed at achieving a fluent dialogue and participation is also available.

For example, the Employee Engagement Survey is performed on a regular basis and takes the opportunity to share what it is like working at Siemens Gamesa. The process facilitates translating the employees' expectations into results, which in turn leads to actionable outcomes.

Also, our company's Town Hall meetings provide our leadership with annual, quarterly or, even more frequent, opportunities to talk with employees about business results, priorities, future plans and strategies, and to recognize individual or team achievements.

Our Yammer communities also serve the needs of knowledge-sharing, employee experience, company-wide communications,

and leadership engagement by providing a central place for conversations, files, events, and updates.

At the level of the individual countries, employees and/or their representatives will continue to be informed and consulted in accordance with national practices. Domestic representatives will be included in existing information and consultation structures to discuss operating-group-specific issues.

C.5 Training

[L11HR18] Training policies implemented

[GRI 3-3] [GRI 404-2] Our training portfolio is built to support our workforce with knowledge and learning that is important to our performance and our future.

Product Learning embraces SGRE-specific professional skills learning on processes, tools, and products to ensure operational excellence (e.g., training on SGRE compliance, SGRE job specific skills, SGRE organizational awareness, manufacturing or technical, and others).

Standard Learning covers all non-SGRE-specific learning. Standard learning addresses cross-functional training needs and personal skills needed to perform the job and develop an employee's capabilities. Standard learning imparts skills and capabilities that are important for performance in the targeted job role and relevant across SGRE (e.g., Microsoft excel, language classes, conflict management, and personal skills).

In FY 2023, we improved collaboration between the functional training centers in Siemens Gamesa, each with a unique focus on supporting the different learning categories or target groups. By collaborating and utilizing shared learning platforms the training is accessible to most employees at Siemens Gamesa. 81% of Siemens Gamesa employees took part in at least one learning activity during FY23.

- Training of technical skills takes up most time in the Siemens Gamesa Learning landscape.
- Next are global learning frameworks targeting specific strategic areas of the company such as technology, sales and HSE.

Two types of learning are offered via the global learning standard in Siemens Gamesa: Formal learning & Workflow learning. Formal learning underpins the qualification and legal requirements and is tracked via our Learning & Qualification Management system. Workflow Learning ensures access to learning at the point of need. With these specific learning and training options we support our employees to upskill in areas relevant for the transition.

This year nearly 100 virtual delivery classes have been transformed to workflow learning, which has reduced training hours in global learning programs significantly (by 40%). Breaking down learning into smaller units allows for individual pacing and more agile learning as not all content is needed for every job role. This improves efficiency and productivity, and employees can access learning bites as performance support during daily tasks.

The PLM training strategy, specifically incorporating workflow learning, has proven to reach more colleagues at a lower cost. PLM@SGRE and Teamcenter training have been transformed to workflow learning, and all key stakeholders Global Process Owners, process leads and community leads are involved and all have access to updated and global learning content.

[L11HR19] Number of hours of training by professional category

The company logged 844,831 training hours in FY23 (747,008 hours in FY22). [\[See Table 18 - Employee training hours by professional category\]](#)

We see an increase in training hours from higher demand for technician training and the implementation of global frameworks for training in manufacturing. Hours spent in training for global learning frameworks are falling due to digitalization and implementation of workflow learning. [\[See Table 19 - Training hours based on learning category\]](#)

During FY23, 7% more employees received training as compared with FY22. This growth supported by an orchestrated mix of learning and digital solutions such as e-learning, workflow learning, on-the-job and virtual learning sessions, that deliver the most optimal learning environment for each target group. [\[See Table 20 - Training hours based on delivery type\]; \[See Table 21 - Number of virtual/face to face sessions\].](#)

C.6 Accessibility

[L11HR20] [L11HR23] Universal accessibility for people with disabilities

[GRI 3-3] The company complies with all relevant local regulations regarding accessibility for employees with disabilities, and all necessary adjustments are managed on a location basis. In countries with very specific regulations in this connection, such as Canada, the company has established internal access control procedures for people with disabilities.

C.7 Equality

[GRI 3-3] We want everyone to bring their whole self to work and reach their full potential. Our workplace environment is open to everybody regardless of their ethnic origin, religion, world view, age, disability, gender, sexual orientation, gender identity, and gender expression. We strive to offer our employees equal treatment in a non-discriminatory work setting. Promoting diversity, inclusion, equal opportunities, and the well-being of our employees is linked to some of the UN's Sustainable Development Goals, namely SDG 03 (Good Health and Well-Being), SDG 04 (Quality Education),

SDG 05 (Gender Equality), SDG 08 (Decent Work and Economic Growth).

[L11HR21] Measures taken to promote equal treatment and equal opportunities for women and men

[GRI 3-3] Siemens Gamesa's Equal Opportunities Policy is a formal manifesto that sets out the company's commitment to fairness and to zero tolerance towards direct or indirect discrimination based on any protected characteristic that has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. Our goal is to ensure that all employment decisions are based on merit and the legitimate business requirements of the organization.

We recognize that equal opportunity is for everyone, but it mainly concerns members of underrepresented groups. Because of their gender, racial or ethnic origin, nationality, disability, age or sexual orientation, certain groups face discrimination and sometimes additional difficulties in accessing the world of work and are consequently under-represented in employment.

[L11HR22] Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment

[GRI 3-3] [GRI 2-23] Siemens Gamesa is committed to creating a work environment in which all individuals are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that is free from harassment and discrimination and where complaints are resolved promptly and fairly.

The Company's Procedure on the Prevention of Harassment³⁴ seeks to promote a work environment that is free from harassment in which employees at all levels avoid behaviors that may create an atmosphere of hostility or intimidation; and it describes the process for raising a complaint. The procedure provides definitions to increase understanding of harassment in its many forms, including sexual harassment and abuse of authority; and discrimination in its different dimensions including age, disability, race, sex, sexual orientation and gender identity.

Education and awareness have proven to be effective methods to prevent incidents of harassment. We promote awareness and action throughout the year with articles, posts and other communication actions.

[L11HR24] Policy against all types of discrimination and, where appropriate, management of diversity

[GRI 3-3] [GRI 2-23] The Siemens Gamesa's Diversity and Inclusion Policy³⁵ provides clear direction and specific objectives regarding diversity, equity and inclusion. It defines the principles that apply to all employees and subcontractors working for Siemens Gamesa and extends the adoption of these principles to the subcontractors, partners and suppliers of the Siemens Gamesa Group.

We strive to create an inclusive culture that respects and values differences, a work environment that promotes dignity, equality, inclusion and diversity, and that allows everyone to contribute to their maximum potential to the global success of the company, recognizing and valuing the creativity that people with different backgrounds and abilities bring to work.

C.7.1 Gender Equality

[GRI 405-1] Women accounted for 19.9% of the entire workforce at the end of the reporting period: 21% of female workforce in Europe, the Middle East and Africa, 19% in the Americas and 14% in Asia, Australia. *[See Table 11 - Employee breakdown by gender, region, age structure and professional category (fiscal year-end)]*

At the end of the reporting period, Siemens Gamesa had 263 employees (269 in FY22) in senior management positions, 14.8% of whom were women (14.1% in FY22).

Siemens Gamesa aims to reach a share of 25% women in headcount and in leadership positions by September 30, 2025, and a share of 30% women in headcount and leadership positions by September 30, 2030.

C.7.2 Inclusive culture

Our workforce is comprised of 126 different nationalities. We have a longstanding commitment to building an inclusive culture that values every voice and reflects the diversity of the communities in which we live and work.

C.7.3 Endorsement of International Standards

The global renewable energy industry is growing at a faster rate than ever, creating more and more jobs throughout its supply chain that require a diverse range of skills and experiences. We are aware that we have a long road ahead of us to become the diverse leader we want to be. Yet, as a global company, we will continue to adhere to international standards to show our commitment to going the extra mile in becoming the diverse and inclusive leader to which we aspire:

- The Women's Empowerment Principles (WEPs)³⁶ were endorsed by the company in 2010 and the endorsement has been maintained by the merged company.
- The UN Standards of Conduct for Business Tackling Discrimination against LGBTI People were endorsed in 2022.

Siemens Gamesa has been recognized for its efforts in the area of diversity, inclusion and equality. For the fourth consecutive year, Siemens Gamesa was included in the Bloomberg Gender-Equality Index (GEI) 2023³⁷ and has been certified as a TOP DIVERSITY COMPANY by INTRAMA, as one of the Top30 Companies in Spain with best practices in Diversity and Inclusion.

D. Information on respect for Human Rights

[L11H01] Application of due diligence procedures in the field of human rights, preventing the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses

[GRI 2-23] [GRI 2-26] [GRI 3-3] Siemens Gamesa considers respect for human rights to be an integral part of our responsibility as a global business.

Human rights are universal, and every individual deserves to be treated with dignity and equality. Basic rights include freedom of speech, privacy, health, life, liberty and security, as well as an adequate standard of living.

To meet our responsibilities, Siemens Gamesa is a member of the United Nations Global Compact (UNGC). Its ten Principles, and the Industry All Union Global Framework Agreement,³⁸ are binding on the entire company. Siemens Gamesa is committed to embracing and supporting, within its sphere of influence, the set of core values in the areas of human rights, labor standards, the environment, and anti-corruption contained in the UNGC. This applies to our employees, business partners, customers, and suppliers worldwide.

Siemens Gamesa's commitments in this area are firmly rooted in the Human Rights Policy and in the Business Conduct Guidelines, which set out the fundamental principles and rules governing the way we act within the company and in relation to our partners and society.

Siemens Gamesa acknowledges that potential human rights issues may arise in its own operations or the value chain. We are therefore publicly committed to ensuring fair and socially responsible behavior through formal policies and processes. Respect for human rights is covered by Siemens Gamesa as follows:

- Human rights are a module of the Compliance Risk Evaluation (CRE) within the Sales Business Approval (SBA) process.
- Human rights risk is a mandatory element of the Compliance Risk Assessment (CRA).
- Human rights are part of the Code of Conduct for Suppliers and Third-Party Intermediaries, which all suppliers must adopt and comply with.
- Human rights are encompassed in our employee relations worldwide.
- Human rights form part of compliance training.
- Human rights are part of compliance reporting by the Chief Compliance Officer.

Accordingly, the company must not be involved in any human rights infringements or other adverse human rights impacts. Siemens Gamesa employees are expected to avoid infringing the human rights of others and to address the adverse human rights impacts of activities and circumstances in which the company is involved. Complying with human rights principles is mentioned in the Business Conduct Guidelines and is also mandatory for all SGRE

employees, who have received and acknowledged them in their employment contract.

We apply due diligence procedures in the field of human rights to avoid the risk of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses.

One of the steps within the Sales Business Approval (SBA) process includes a Compliance Risk Evaluation (CRE) to determine if the project needs to be thoroughly monitored with regard to potential human rights violations. Through the CRE and with the use of predefined questionnaires (Siemens Gamesa Human Rights Project Due Diligence), the Compliance department can assess and mitigate potential risks associated with human rights and advise the relevant Sales and Project Managers regarding required mitigation and monitoring actions.

[L11H02] Complaints about human rights violations

A compliance case is any violation of criminal and/or administrative law or Siemens Gamesa's internal regulations, such as the Business Conduct Guidelines, in the course of the business activity by at least one employee and/or a third party working on behalf of Siemens Gamesa. All compliance allegations are first put through a plausibility check by the Compliance Officers. If the plausibility check suggests that the allegations are plausible, a mandate is issued to start an investigation, which must conform to the main principles of a compliance investigation.

All compliance cases reported to the Compliance Organization will either be handled by Compliance, third parties mandated by Compliance or forwarded to the relevant specialist department within Siemens Gamesa. All compliance cases are managed by Compliance in the internal compliance case management tool. [\[See Table 42 - Compliance cases\]](#)

Compliance cases may involve breaches of the law, of a Siemens Gamesa internal regulation, of accounting regulations, of fiduciary duties, or of stock market laws, as well as active corruption, antitrust violations, conflict of interest violations, money laundering or terrorist financing activities, human rights violations, and retaliation against a whistle-blower.

The Siemens Gamesa Group has investigated some allegations and indications of potential violations of internal policies and procedures, as well as of statutory laws, that had emerged from the investigations closed at the end of the last fiscal year. These investigations did mainly concern the Indian subsidiary. The respective internal investigations have been completed during this fiscal year and revealed no violations with material impact in the Consolidated Financial Statements as of September 30, 2023. Actually, there are new allegations under investigation which, at the initial evaluation, are assessed.

The nature of disciplinary consequences varies according to the compliance misconduct in question, and the penalties are determined after examining all the relevant circumstances. The Compliance Organization has introduced basic principles and evaluation criteria to ensure the consistency of central and local disciplinary processes. However, not all compliance cases result in disciplinary penalties. Some compliance cases may result, for example, in improvements to the processes in question or other similar remediation measures.

The remediation process ensures that weaknesses, deficiencies and compliance violations detected during compliance investigations, clarifications and other fact-finding activities are addressed. All Siemens Gamesa departments affected by a compliance case must implement the recommendations of the relevant investigation report. The Compliance Organization (at a central or local level) is responsible for the implementation, follow-up and monitoring of remediation measures resulting from compliance investigations.

D.1 Grievance mechanisms and human rights-related channels

The same reporting channels as described in section E.6, Channels for reporting misconduct, can be used to disclose human rights-related issues and queries on an anonymous basis.

During FY23, the Siemens Gamesa Compliance department received one human rights-related complaint. Corrective actions have been agreed upon with the country management and are being applied, after which the case will be formally closed. No other complaints related with Human Rights were recorded in FY23 and there is no record of any sanctions or fines related to human rights infringements in the period.

[L11H03] Promotion and enforcement of the provisions of fundamental ILO Conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labor and the effective abolition of child labor

[GRI 3-3] [GRI 2-23] The company pursues promotion of and compliance with the provisions of the fundamental conventions of the International Labor Organization regarding freedom of association and the right to collective bargaining, the elimination of job discrimination, the elimination of forced labor, and the effective abolition of child labor.

D.2 Identification of material human rights topics

Siemens Gamesa monitors the main human rights issues arising from its own operations and supply chain that may be material and may need mitigation. For the reporting period, the topics were identified through an internal assessment with subject experts from supply chain, human resources and compliance.

1) Human rights in the supply chain:

- Protection of human rights, non-discrimination, respect for cultures and communities.
- Fair operating practices, anti-corruption and bribery.
- Prohibition of forced labor and child labor.
- Recognition of employees' right of free association and collective bargaining.
- Occupational health and safety standards.

2) Human rights in the workplace:

- Prohibition of discrimination.
- Fair working conditions (fair wages and decent work hours).
- Occupational health and safety standards.
- Recognition of employees' right of free association and collective bargaining.

3) Human rights in customer projects:

- Occupational health and safety standards.
- Prohibition of forced labor and child labor.
- Protection of land, property, and housing rights.
- Fair working conditions.
- Protection of indigenous and local communities' rights.

D.3 Respect for human rights in the supply chain

Siemens Gamesa's suppliers must share the common goal of behaving in an ethical, law-abiding manner, as set out in the Code of Conduct for Suppliers and Third-Party Intermediaries and in the Siemens Gamesa Supplier Relationship Policy.

With regard to human rights, the Code contains binding requirements for the protection of internationally recognized human rights, particularly respect for the basic human rights of employees, including fair remuneration, freedom of assembly, health and safety standards, and prohibition of discrimination, forced labor and child labor. *[See Section F.2 Sustainable supply chain for more details]*

D.4 Human rights due diligence in customer projects

The Sales Business Approval (SBA) process is the Siemens Gamesa internal approval process for customer projects, including the development of wind farm opportunities.

In this process, compliance is evaluated as a mandatory step through the compliance risk evaluation (CRE), using pre-defined questionnaires to identify, mitigate and/or approve risks related to the project. If the established risk criteria are met, a human rights project due diligence is performed in which the project is assessed for potential human rights risks regarding its location, labor rights, local community rights, livelihoods, security details and partners. All potential risks that are identified must have a mitigation plan in place; otherwise, the project will not be approved by the CRE process.

In addition, human rights are a mandatory element of the compliance risk assessment (CRA). Any human rights risks identified during the bottom-up risk assessment carried out across all Siemens Gamesa units must have a mitigation plan in place, to be executed in the upcoming fiscal year.

E. Disclosures on the fight against corruption and bribery

[L11C01] Measures taken to prevent corruption and bribery

[GRI 3-3] [GRI 205-2] [GRI 2-26] Compliance provides the foundation for all our decisions and activities and is the key component of our business integrity. Compliance is not a program; it is the way we conduct business. Our main principle is: “Clean business at the core of clean energy.” This means complying strictly with all laws and internal regulations and adhering to the principles of ethical business conduct, as described in the Business Conduct Guidelines.

Our Business Conduct Guidelines lay the foundation for our internal regulations and give expression to the Company’s values and compliance-related responsibilities, and serve as a behavioral framework for all managers, employees, and Board members worldwide.

E.1 Compliance System

The Company has a robust compliance system that underpins all its decisions and activities, in strict compliance with all laws, business ethics principles and internal regulations. Systematic processes and tools are used to support the effective mitigation of compliance risks. The pillars on which our compliance system is built are as follows:

- **Prevention:** Effective preventive measures, such as risk management, policies and procedures, training and communication, enable misconduct to be avoided systematically.
- **Detection:** Effective compliance work requires complete clarification: whistle-blowing channels as well as fair, professional investigations.
- **Response:** Explicit consequences and clear reactions support the prevention of misconduct, for example punishment of wrongdoing and elimination of deficiencies.

E.2 Business Conduct Guidelines

The Business Conduct Guidelines (BCGs) define Siemens Gamesa’s attitude to responsible business conduct, what we stand for as a company and our responsibilities to our markets, to society and to the environment. The BCGs must be fully implemented within the Siemens Gamesa Group and our employees must comply with them in their entirety.

E.3 Compliance Handbook

Siemens Gamesa’s Compliance department has streamlined all compliance processes, guidance and policies by creating a unified policy: The Compliance Handbook. This document applies to the entire Siemens Gamesa Group.

E.4 Anti-corruption

Corruption is broadly linked to negative impacts, such as poverty in transition economies, damage to the environment, abuse of human rights and undermining of the rule of law. Siemens Gamesa has established regulations on many aspects related to corrupt practices such as bribery, facilitation payments, fraud, extortion, collusion, money laundering, and the offer or receipt of gifts, loans, fees, rewards, or other advantages as a means of inducing dishonest, illegal, or untrustworthy behavior.

- **Gifts and hospitality:** All benefits given to third parties must conform to local law, the Business Conduct Guidelines, and the Compliance Handbook.
- **Sponsorships, donations, charitable contributions, and memberships:** All planned sponsorships, donations, charitable contributions and memberships must comply with certain rules and strategic guidelines set forth in the Corporate Affairs principles.
- **Business partners:** Before establishing a relationship with Business Partners, Siemens Gamesa must take steps to guarantee transparency and ensure that the relationship is evaluated and monitored, by performing Compliance Due Diligence (CDD) and including certain mandatory provisions in the contracts.
- **Facilitation payments and payments under duress:** Facilitation payments are prohibited by the Business Conduct Guidelines.
- **High risk payments:** The high-risk payment process aims to prevent and mitigate compliance-related risks, particularly corruption risks, related to certain types of payments and payees.
- **Customer projects:** The Siemens Gamesa Sales organization has overall responsibility for ensuring appropriate identification of compliance risks and adequate mitigation in combination with automated risk triggers included in the project tool. A Compliance, Security and ECC (CoSECC) check, including anti-corruption, anti-money laundering and human rights questionnaires, is part of the Siemens Gamesa Sales Business Approval (SBA) process, which is applicable to all projects.
- **Compliance in procurement:** Identifying and mitigating compliance risks in procurement at an early stage is one of the goals of the Siemens Gamesa supplier selection, qualification, and auditing processes. The company also expects its suppliers and business partners to share Siemens Gamesa’s values and comply with applicable laws as laid down in the Code of Conduct for Siemens Gamesa Suppliers and Third-Party Intermediaries.

E.5 AntiTrust

[GRI 206-1] Violations of antitrust law represent an enormous risk for the company and its employees, particularly in fines, damages, exclusion from public tenders and reputational harm. For this reason, Siemens Gamesa has defined and implemented an Antitrust Compliance concept based on the following principles:

- Identification of antitrust-related risks.
- Clear communication and training regarding the need for antitrust compliance.
- Investigation of infringements of antitrust law and the application of disciplinary sanctions.

E.6 Channels for Reporting Misconduct

Siemens Gamesa offers all employees and third parties protected reporting channels to report specific information about suspected compliance violations. In doing so, they help the company to identify and eliminate misconduct and grievances and protect it against risks or harm that may result.

Compliance violations may be reported to the following:

- Manager.
- Chief Compliance Officer.
- Regional/Division Compliance Officer.
- Human Resources personnel.
- Integrity Hotline ³⁹ (Whistleblowing Channel, with the possibility of remaining anonymous).
- Employee representatives.
- Any locally designated Compliance Investigations & Regulatory Ambassadors (where applicable in line with the EU Whistleblower Directive).
- Local whistleblower email accounts (where applicable in line with the EU Whistleblower Directive).

Information on possible violations can be provided confidentially and anonymously, as needed, if legally permissible under local law. In addition, the company does not tolerate any kind of retaliation against individuals who have reported compliance violations. The Compliance department examines all reports and takes appropriate measures.

E.7 Compliance training and communication

Training is one of the key elements of our compliance system to ensure that all Siemens Gamesa employees are aware of the compliance rules and know how to put them into practice. Due to the very nature of their functions, some employees are exposed to specific compliance risks and must be provided with regular compliance training, which may consist of classroom/online training and e-learning courses. To maintain awareness of compliance issues, compliance training is available. [See Table 41 - Compliance training]

E.8 Compliance Risk Management

In order to regularly identify, mitigate and avoid compliance risks, Siemens Gamesa has established the compliance risk assessment (CRA). The CRA ensures bottom-up identification of risks in individual Siemens Gamesa units worldwide and its goal is to

evaluate these risks and to define mitigation measures accordingly. The CRA creates awareness of compliance risks and strengthens cooperation between the Compliance Organization and the operational units.

The CRA is conducted every 2 years; however, effective from 2021, an additional high-risk CRA is conducted in odd years focusing on internal and external risk triggers to assess the countries with the highest compliance risk. The high-risk CRA 2023 was completed in August 2023 for China, India, Mexico, Pakistan and Spain. Measures to manage the risks identified in this CRA started immediately and will be finalized before the next CRA in FY24.

In addition to the CRA, compliance risks that are material in accordance with the Enterprise Risk Management (ERM) methodology are managed by ERM on a quarterly basis.

E.9 Compliance Control Framework

The Compliance Control Framework (CCF) aims to ensure the adoption and implementation of the globally applied Compliance rules. It is an integral part of the Risk Control Framework (RCF), which covers all compliance-related areas, such as business partners, customer projects, gifts and hospitality, etc. These areas are assessed through the Risk and Internal Control System (R/IC),

[L11C02] Measures to combat money laundering

[GRI 206-1] Siemens Gamesa does not tolerate money laundering or terrorist financing. All employees are obliged to abide all laws and regulations aimed at preventing, detecting, and reporting money laundering, terrorist financing and related criminal activities.

The Siemens Gamesa Anti-Money Laundering (AML) module aims to create a high level of transparency in business conducted with third parties (counterparts) and includes:

- Performance of specific due diligence, including a "Know Your Counterpart" (KYC) process.
- Monitoring procedures for potentially suspicious business relationships and forms of payment.
- Reporting of suspicious transactions or suspicious behavior of any business counterpart to the local authorities.

F. Information about society

F.1 Commitment to sustainable development

[L11SO01] Impact of the Company's activity on employment and local development

At Siemens Gamesa, we believe that sustainable development and commercial success go hand in hand. We strive to advance social and economic progress by being a global force for sustainable development. Being a company that does not just respond to social progress but also aligns with and helps to lead it.

As a business, our self-interest also spurs us to drive this agenda forward and to contribute to achieving the United Nations Sustainable Development Goals (SDGs). Siemens Gamesa has an impact on a significant number of SDGs in four important ways: i) Through our products and services, ii) By operating our business responsibly, iii) Through our expertise and thought leadership, and iv) Through our social commitment

The company has identified and prioritized the SDGs that are most relevant, given the countries and sectors in which we operate. We identified high-, medium- and low-impact SDGs. For the most part, the SDGs that we consider as having a higher impact are strongly correlated to our products and services, often in combination with thought leadership initiatives in collaboration with partners around the world.

Siemens Gamesa is deeply anchored in the communities in which we operate. We see it as our duty to support them in their sustainable development. This is our business model. Long-term acceptance by local communities is our main priority, and our goal is to be an active member and play an active role in their activities. By contributing to the achievement of SDGs, we also meet the concerns of employees by engaging with communities through volunteer activities.⁴⁰

[L11SO02] Impact of the Company's activity on local populations and territories

[GRI 3-3] Our Social Commitment Policy⁴¹ provides the framework for any community engagement or charitable giving initiative. It defines the following primary objectives:

- Promotion of Social Commitment.
- Social aims related to sustainability, especially climate change.
- Fostering and supporting educational initiatives.

Hence, any charitable giving initiative or community engagement must contribute to one or more of the SDGs that have been deemed as material to Siemens Gamesa's social engagement.

This policy defines the guidelines and framework on how to proceed (initiate, assess and approve) with regard to donations and charitable contributions by Siemens Gamesa.

[L11SO03] Company's relations with local communities' agents and dialogue channels

[GRI 3-3] Our Social Commitment strategy⁴² focuses on helping society through actions which are linked to the SDGs, particularly SDG1 No poverty, SDG 4 Quality Education, SDG 13 Climate Action, SDG 14 Life Below Water, and SDG 15 Life on Land. The company has set out three lines in its strategy:

- Help fight poverty in the communities where we are present.
- Combat the effects of climate change.
- Promote education especially in Science, Technology, Engineering and Mathematics (STEM).

F.1.2 Combating Poverty

In October 2022 we launched a Matching Donation Campaign to support in the recovery from the Pakistan Floods, the total donation amounted €9,958. In April 2023, more than 100 volunteers from Pakistan joined forces to ensure that no one in the communities where they work and live went hungry during Ramadan, by distributing 580 food packages to help 2,150 people in 9 sites.

F.1.3 Protecting the environment

The fight against climate change is in our business DNA. We manage environmental projects and charitable donation initiatives that contribute to reducing the CO₂ footprint. Reforestation and the cleaning up our coasts are some of the best ways to fight climate change.

For example, we launched "Forests of Siemens Gamesa". With the support of more than 1,100 employee volunteers, we have planted 30 forests in 16 countries with more than 126,000 trees in total.

In addition, the Community Gardens, the Coastal Clean-ups and Digital Clean-up Day are other key programs included within the social commitment strategy.

F.1.4 Technology Education projects

To encourage STEM vocations, SGRE conducted several programs to develop early engineering skills with real-world applications. These initiatives aimed to improve students' employability by empowering them to learn through engaging real challenges set by Siemens Gamesa, or to alter girls' perceptions

by demonstrating the appeal of a STEM career through mentoring programs. Examples include i) Planet Rescuers” in Minecraft: Education Edition; ii) Robotics with FIRST LEGO League; iii) Universities4Sustainability; iv) STEM4Women and similar programs.

F.1.5 Measuring the social return on investment

Siemens Gamesa partnered with the University of Deusto in Bilbao, Spain, to assess the Social Return on Investment (SROI) of the Social Commitment projects.

SROI is a widely utilized method that measures the return on the funds invested in these projects have been used. It is obtained by calculating a ratio using integrated social value, which is the consolidation (sum without duplication) of the value distributed to economic players (workers, suppliers, etc.), and the value to beneficiaries (usually through non-market mechanisms).

The SROI for the projects implemented in 2022-2023 was calculated at €14.10, which means that the amount spent on the projects by Siemens Gamesa yielded a 14.10-fold social return.

[L11S004] Partnerships and sponsorship actions

[GRI 3-3] [GRI 2-28] As a global leader in the renewable energy industry, Siemens Gamesa fosters policies and frameworks for a more sustainable future by engaging and sharing its experience with key stakeholders globally. This capacity building activity is conducted through the associations and initiatives of which Siemens Gamesa is a member. Some of the actions that it performs include:

- Sharing information about positive case studies in developing local value chains globally, engaging with communities while helping countries to achieve climate targets.
- Contributing with our global expertise to building the skeleton of legal frameworks that may pave the way to achieving national climate goals while providing private investors with long-term visibility and market attractiveness.
- Setting ambitious targets for renewable energies’ share of the energy mix; the elimination of technical, bureaucratic and market constraints that limit the growth of wind power.
- Promotion of R&D and innovation and related supportive public funding programs.
- Capacity building through engagement with members of the renewables value chain, universities, technology agencies and training centers.

The purpose of the Group’s Membership of Associations Policy is to regulate all the requests for Siemens Gamesa to become a member of any association worldwide. The Policy sets out the requirements for the registration, approval and management of company memberships in associations (such as chambers, clusters, trade bodies, standards organizations, and other professional organizations) in accordance with the Siemens Gamesa Business Conduct Guidelines. In particular:

- To ensure proper coordination and dissemination of the strategy and official position of Siemens Gamesa (“Strategy”), established by the company’s governing bodies in all relevant associations (sector-specific or otherwise), and entities in

which Siemens Gamesa is represented (referred to as “associations”).

- Concerning associations, to establish a common global policy for ensuring alignment and governance of the following issues:
 - Definition of the responsibilities and designation of the representative from Siemens Gamesa in a specific entity.
 - Gather information about the reasons, objectives and the membership fee of the association.
 - Legal validation: for compatibility with the relevant laws, by-laws and regarding Siemens Gamesa’s representation in the association and in its governing bodies (should applicable).
 - Keeping a regular track of the discussions at the relevant association.

[L11C03] Contributions to not-for-profit organizations

[GRI 2-28] All contributions of social content, donations and fund allocations are assessed to mitigate compliance risks. In FY23, Siemens Gamesa’s total donations and charitable contributions amounted to €0.47 million (€0.91 million in FY22). Most of these contributions were made in Europe, the Middle East and Africa (91%), followed by Asia, Australia (9%) and the Americas (0%).

The social commitment area directly manages social projects through service agreements and partnerships and, in addition, bundle all local activities managed by local managers.

In FY23, social commitment investments, i.e., all community investments through agreements and partnerships, amounted to €0.31 million (€1.24 million in FY22), including related projects in all the areas: Protecting the environment (21%), Technology Education (65%) and Combating Poverty (14%).

F.2 Sustainable supply chain

[L11SO05] Inclusion of social, gender equality and environmental matters in the Company's purchasing policy

[GRI 3-3] [GRI 2-6] [GRI 308-1] In line with the approach taken by Siemens Energy, our sustainable supply chain management approach integrates environmental, social and governance aspects. We closely monitor sustainability risks to avoid adverse impacts resulting from our supply chain. In addition, we encourage and incentivize our suppliers to not only comply with legal requirements but go beyond them. Accordingly, we understand sustainability performance as an important aspect to create additional value and generate positive impacts.

[GRI 2-24] This approach is grounded by Siemens Gamesa's Supplier Relationship Policy⁹ the Code of Conduct for Suppliers and Third-Party Intermediaries¹¹, the General Purchasing Conditions⁴³ and our internal rules and procedures, as they all set expectations for suppliers, while integrating the Principles of the UN Global Compact on Human Rights, Environment and Anti-Corruption.

F.2.1 Risks and Opportunities in the Supply Chain

As part of our due diligence process, we have identified the following risks in our supply chain: i) Human rights abuse; ii) Unfair operating practices, such as corruption and bribery; iii) Forced and compulsory labor and child labor; iv) Occupational hazards for health and safety; v) Environmental impact and vi) Conflict minerals.

To mitigate potential adverse impacts and identify opportunities for positive impacts, we have developed a sustainable supply chain strategy that sets out actions, and related targets. When assessing our supply chain, we evaluate potential risks and opportunities related to our activities. We distinguish mainly between three categories:

- Regulatory policy: We closely track potential impacts and opportunities related to the introduction of regulations, e.g., on Carbon Pricing and Due Diligence.
- Physical climate change: We closely follow potential impacts and opportunities related to supply chain disruptions caused by climate change, e.g., extreme weather events.
- Sustainability product features: We closely follow the demand development for sustainable product features, e.g., recyclable blades.

F.2.2 Supply Chain Strategy and Targets

Our sustainable supply chain strategy focuses on two levels: suppliers and products. At the supplier level, we are continuously promoting the implementation of standards and processes to enshrine sustainability as a core factor in suppliers' business activities. Here, we anticipate utilizing risk and performance assessments to identify critical areas and incentivize achievements as well as continuous improvement. The assessments range from a broad set of criteria covering social (e.g., human rights), environmental (e.g., decarbonization, recyclability) or governance aspects. Accordingly:

- We promote sustainability across all suppliers as we see a positive link between sustainability, resilience, and economic performance.
- We work with sustainability best-in-class suppliers to learn from each other.
- We also work with current sustainability laggards to help them find the right focus and improvements on their journey to accelerate our impact.

At the product level, we aim to foster transparency on raw materials in complex supply chains and to assess the related impacts of our sourced goods and services on society and environment. Jointly, we aim to continuously improve sustainability on both levels.

Sharing the commitment to society alongside the supply chain, we aspire to the following:

- By 2023, 100% of our suppliers — in terms of purchasing volume (PVO) — accept the Supplier Code of Conduct. This has been achieved.
- By 2023, 90% of high sustainability risk suppliers assessed and/or audited based on total purchasing volume (PVO) from high sustainability risk suppliers. This has been nearly achieved by 87%.
- By 2025, 30% of suppliers — in terms of purchasing volume (PVO) covering the categories of purchased goods and services as well as transportation and distribution — commit to targets that reduce greenhouse gas (GHG) emissions and are considered as "science-based", i.e., in line with the Science Based Target initiative (SBTi).

Accordingly, Siemens Gamesa is implementing targets on both levels that are reflected in targets for individual suppliers as well as individual targets for Siemens Gamesa employees to promote implementation on all levels.

[L11SO06] Consideration of social and environmental responsibility in relations with suppliers and subcontractors

[GRI 308-1] Our suppliers must share our goal of operating in an ethical, environmental-friendly, and law-abiding manner. The Group has therefore established a specific policy governing supplier relation and contracting which provides a group-wide framework for the management and oversight of procurement activities: the Siemens Gamesa Supplier Relationship Policy.

The code of conduct for suppliers and third-party intermediaries (commonly referred to as "the Code of Conduct") is the key document that sets out the Group's binding requirements and translates our requirements into contractual obligations.

The code of conduct is based on, among others, the UN Global Compact and the principles of the International Labor Organization, the principles of the Rio Declaration on Environment and Development, the Electronic Industry Citizenship Coalition® Code of Conduct, the WindEurope® Industry Principles and the ISO standards. It also reflects the Siemens Gamesa internal Business Conduct Guidelines, which reinforce the fundamental principles of sustainability and apply company wide.

The code establishes standards to ensure that working conditions in the supply chain are safe, that workers are treated with respect and dignity, and that transactions with suppliers are both ethical, as

well as socially and environmentally responsible. The code remains independent and is updated on a regular basis to reflect the standards of Siemens Gamesa in its dealings with suppliers.

Siemens Gamesa promotes the code to all suppliers and requests that all our suppliers and third-party intermediaries adopt it and comply with it and all applicable laws and regulations. The code of conduct is incorporated into our general purchasing conditions, framework contracts and purchase agreements with each supplier.

To underline our requirements, Siemens Gamesa released the booklet for the code of conduct for suppliers and third-party intermediaries¹¹ (commonly referred to as “the code of conduct booklet”). This comprehensive material documents in detail our expectations towards our suppliers in each requirement presented in the code of conduct and provides important support for our ESG risk and performance management framework.

Our sustainability performance is monitored continuously and has been recognized by leading sustainability indexes and ESG rating agencies.

As part of the integration process with Siemens Energy, we are going to implement the Siemens Energy code of conduct for suppliers and third-party intermediaries as well as brochure as of FY24.

F.2.3 Mapping the Siemens Gamesa Supply Chain

In FY23, Siemens Gamesa purchased €9.1 billion (€9.0 billion in FY22) from 18,590 (19,842 in FY22) Tier-1 suppliers (*Suppliers that deal directly with and directly invoice Siemens Gamesa*). These suppliers are continuously screened and assessed for compliance with our code of conduct requirements. [See Table 44 - Purchasing volume and Table 45 - Tier-1 suppliers]

The number of suppliers whose annual invoicing exceeded €10,000 at the end of the reporting cycle FY23 amounted to 10,565 (10,964 in FY22), i.e., 57% of total Tier-1 suppliers, which is an indication of the balance between large and small suppliers. Additionally, we differentiate our supplier base into critical suppliers and high-risk suppliers.

Critical suppliers: Siemens Gamesa monitors critical suppliers, identified as those that meet the following conditions: i) all suppliers that have been designated within the commodity strategy based on relevance and criticality; and ii) all remaining suppliers that have an annual purchasing volume (PVO) that exceeds €50,000. Once identified as critical suppliers, we invite them to participate in our ESG risk and performance assessment supplier journey,

In FY23, critical suppliers classified under these conditions accounted for 35% (35% in FY22) of total purchasing volume, i.e., approximately €3.2 billion (€3.2 billion in FY22). [See Table 46 - Purchasing volume (PVO) under sustainability focus]

High-sustainability risk suppliers: Additionally, Siemens Gamesa monitors suppliers that pose a high risk from a sustainability point of view, identified in terms of i) operating or are based in a high-risk country and/or high-risk industry; or ii) having incidents of non-compliance and are not participating or have a critical finding in one of the code of conduct compliance modules in the ESG risk and performance management framework. Suppliers with proven incidents of non-compliance with any sustainability aspect are considered as “high sustainability risk” suppliers, regardless of their location.

Suppliers identified as having high sustainability risk to Siemens Gamesa in FY23 accounted for 22% (22% in FY22) of total purchasing volume, i.e., approximately €2.0 billion (€2.0 billion in FY22). [See Table 46 - Purchasing volume (PVO) under sustainability focus]

F.2.4 Integrating Sustainability into the Supply Chain

The processes and tools available at Siemens Gamesa provide buyers with levers, risk indicators and transparency to support the best sourcing decisions. Risk screening is based on financial analyses and commodity reports provided by external consulting companies, which feed indicators into our internal supplier comparison tool.

The supplier lifecycle management team's established processes and tools are also utilized to accumulate supplier data for other operations while providing a means for unmediated communication. The information collected from the supplier can trigger additional activities in terms of hazardous materials declarations, contractor safety assessments and other health, safety, and environment related aspects.

Any suppliers that fail to meet our sustainability requirements may be approved conditionally (if the issues are not critical) upon implementation of improvement measures or blocked immediately from doing any further business with Siemens Gamesa.

[308-1] Since our suppliers play a critical role in our sustainability-oriented value chain, Siemens Gamesa expects them to also demonstrate their commitment to the standards and principles which are summarized in the code of conduct.

F.2.5 Commitment to the Code of Conduct

An integrated supplier management process is embedded company-wide in unified, mandatory procurement processes and a key part of this is ensuring that our suppliers agree contractually to adhere to the code of conduct. We have developed a system of contractual obligations to ensure that all our suppliers commit to its requirements:

- **Qualifying suppliers:** Within our supplier qualification process, all suppliers need to overcome several preliminary requirements, one being the commitment to our code of conduct.
- **Negotiating contracts:** All new and extended procurement contracts need to include the corporate responsibility contract clause, which commits the supplier to our code of conduct and defines self-assessment and audit rights.
- **Purchase orders:** to complete the system and to address small procurement volumes which might not be covered by explicit procurement contracts, all purchase orders include the code of conduct commitment in the general purchasing conditions.

Siemens Gamesa requires its suppliers to commit to the code of conduct for suppliers and third-party intermediaries. In FY23, suppliers that have accepted the Code of Conduct accounted for 100% of the total purchasing volume (PVO) (89% in FY22), an indication of the degree to which these oversight measures are in place. [See Table 48 - Purchasing volume (PVO) covered by Supplier Code of Conduct]

[L11SO07] Monitoring and supervision systems and related results

F 2.6 ESG risk and performance framework

[GRI 308-1] In response to the ESG supply chain risks and opportunities identified, we have implemented an ESG risk and performance management framework that assesses our suppliers' adherence to the code of conduct. Within this framework, our suppliers undergo a supplier assessment journey that is taking both conditions into account:

- The inherent risk of the business in which the supplier operates in, such as country risk, industry risk, and strategic impact; as well as
- The supplier's ESG performance based on a third-party assessment.

The result of the supplier specific assessment journey will be consolidated into a responsible business score to identify suppliers that manage ESG aspects well and suppliers that would need to improve their current level of performance. The responsible business score is reflected in our supplier lifecycle management framework and is part of commodity strategies, as well as awarding decisions.

We thus promote sustainability across a broad range of suppliers and generate positive impact, all while aligning our sustainability ambitions through this transparent process, as outlined in chapter [F.2.1 Risks and Opportunities in the Supply Chain](#).

The supplier assessment journey is our pathway towards responsible sourcing. Best-in-class and best-in-progress suppliers are promoted as part of our supplier awarding criteria. In this way, we incentivize sustainability laggards to improve and sustainability leaders to continuously improve. Fostering improvements across our suppliers is one of our key means to generate positive impacts through our activities.

Supplier's ESG performance response is distinguished as follows:

- **Corporate Responsibility Self Assessments (CRSA):** A supplier of critical impact receives a code of conduct survey and conducts a self-assessment to ensure it meets the code of conduct requirements. The questionnaire is available on Siemens Gamesa's own platform or presented by a third party on behalf of Siemens Gamesa.
- **ESG Performance Assessment:** A high impact supplier conducts a sustainability performance assessment, submitted by a third party on behalf of Siemens Gamesa, that is benchmarked against our code of conduct standards, which are universally applied. In doing so, the supplier demonstrates its commitment to our code of conduct and differentiates itself from other businesses. In response, the supplier will receive customized improvement recommendations and necessary corrective actions.
- **Supplier Quality Audits with Sustainability Scope:** As part of our internal supplier qualification and audits processes, audit questionnaires have been devised that cover the scope of the code of conduct and are applied to suppliers that are critical from a quality perspective.
- **External Sustainability Audits:** Siemens Gamesa collaborates with globally renowned audit firms to conduct on-site audits following the principles of the code of conduct. The outcome is an in-depth assessment and report that enables

Siemens Gamesa and its suppliers to identify and manage potential sustainability risks.

In FY23, Siemens Gamesa ensured that 87% (89% in FY22) of its purchasing volume (PVO) from suppliers with a high sustainability risk was covered by at least one of the modules mentioned above.

As outlined in the Siemens Energy Sustainability Report 2023 if suppliers persistently fail to conform or take corrective action, or if they are found to have breached our compliance policies through our Group compliance whistleblower channel, we discuss and decide to phase them out from our supply base.

F2.7 Selected product due diligence

Following the explanations provided in the Siemens Energy Sustainability Report 2023 regarding the responsible sourcing of minerals and balsa wood, the following paragraph will outline our engagement for a responsible sourcing of rare earth elements:

Rare earth elements (REEs) are a group of 17 metals that are moderately abundant in the earth's crust — some even more abundant than copper, lead, gold, and platinum — and share certain unique properties, including heat resistance and high electrical conductivity. These characteristics make REEs essential to many products, ranging from smartphones to more advanced technologies, particularly green technologies. The manufacture of magnets represents the single largest and most important end use of REEs for Siemens Gamesa. While REE reserves can be found worldwide, China supplies most of the global REE demand.

The wind industry needs REEs for permanent-magnet synchronous generators (PMSGs) employed in some wind turbine models. In this connection, Siemens Gamesa purchases magnets that contain REEs, but does not directly purchase any rare earth elements. Our suppliers of magnets containing rare earth elements are relatively small and represent only a marginal amount. These suppliers are in the high sustainability risk category and are subject to all related actions to enforce adherence to the code of conduct.

Accordingly, we have implemented a thorough due diligence framework to avoid potential adverse impacts related to our activities. We conduct regular sustainability audits with our first-tier magnet suppliers to assess their sustainability performance and implement appropriate procedures and policies. We aim to adopt the OECD due diligence guidance for rare earths and are implementing a due diligence process to ensure transparency on lower tier suppliers to verify the origin of our source materials and to ensure that the REEs used in our magnets are sourced with the appropriate respect for the environment and human rights. One aspect of this, is our participation in the RMI (Responsible Minerals Initiative) emerging minerals working group on REEs to identify new smelters and refiners that are eligible for the RMI responsible minerals assurance process.

Siemens Gamesa works continuously to improve the design of its direct drive generators in order to optimize the use of all materials, including rare earth permanent magnets. Siemens Gamesa aims to phase out the use of heavy rare earth elements (dysprosium and terbium) in permanent magnets to strengthen the products' economic, environmental, and social sustainability. For this reason, Siemens Gamesa has signed an offtake agreement with Arafura Rare Earths Ltd this year for the future supply of the light rare earth oxides neodymium and praseodymium from Arafura's Nolans Project in Central Australia, in order to further diversify our supply chain.

F.3 Consumer relations

[L11SO08] Measures to protect consumers' health and safety

[GRI 3-3] [GRI 416-1] The company assesses the impacts of its products on the health and safety of its customers from the initial development stages with the aim of improving them through design and project management policies. This is achieved by describing Product Safety as an umbrella term for the Quality Management and HSE procedures and processes we have in place to protect customers, employees and members of the public from any risk derived from our products or our manufacturing, installation, operating and decommissioning activities.

Management procedures are in place to establish responsibilities, workflows and activities to ensure that component designs are optimal and that they do not produce unnecessary hazards or endanger the health and safety of those working directly with the component as a result of poor safety design. For instance, Siemens Gamesa has issued an instruction that defines the processes for ensuring that the wind turbines and/or related products that we place in the market in the EU or EEA (European Economic Area) comply with any Directives which apply inside and outside the EU, where those requirements are established by contractual obligations to customers.

[L11SO09] Claims systems

Due to the nature of our business, all commercial transactions with customers are carried out under specific contracts. Therefore, any customer complaints are related to such contracts and are addressed within that framework.

[L11-SO10] Complaints received and resolution

In the ordinary course of business, we are involved in out-of-court disputes, litigation and arbitration proceedings as well as administrative proceedings. Frequent situations include claims for alleged breaches of contract (particularly those brought by or against project partners and customers relating to delays, poor performance or non-performance), labor disputes, antitrust issues, product liability and warranty claims, and intellectual property (IP) infringement or validity.

Most cases arise from the interpretation of agreements and are resolved through contractual agreements, guarantees and warranty extensions, etc.

The group covers such risks by means of appropriate provisions and guarantees to minimize the likelihood that they will materialize.

F.4 Tax information

[L11SO11] Profits obtained per country

[GRI 207-4] The aim of Siemens Gamesa's tax strategy is to ensure compliance with the tax regulations applicable to its activities in all the territories where it operates. This fundamental objective to respect and to comply with tax rules is properly combined with pursuing the corporate interest and generating shareholder value sustainably over time whilst avoiding tax risks and inefficiencies in the implementation of business decisions.

Siemens Gamesa aims to fulfill its tax obligation in all territories in which it does business, and to maintain an appropriate relationship with the relevant tax authorities. In order to include that commitment to fulfill, develop and implement good tax practices within the Corporate Governance Rules of Siemens Gamesa, the Company's **Corporate Tax Policy**⁴⁴ establishes practices in connection with a) Prevention of tax risk, b) Relations with the tax authorities, c) Reporting to the Board of Directors, d) Reporting to the market, and e) Updating good tax practices.

Furthermore, in compliance with the provisions of the Annex to the Code of Good Tax Practices and with the aim of reinforcing the commitment to tax transparency, Siemens Gamesa submits an "Annual Tax Transparency Report for companies adhering to the Good Tax Practices Code" to the Spanish Tax Agency.

The **tax strategy** focuses on compliance and efficiency. Siemens Gamesa conducts tax planning to the extent required to ensure tax efficiency within the constraints of the law. The company does not conduct any aggressive tax planning activities and aims for an open and transparent relationship with the tax authorities and to be transparent towards other external stakeholders.

The potential presence of Siemens Gamesa in countries designated as "non-cooperative jurisdictions for tax purposes" would be, if such is the case, solely and exclusively due to ordinary business activities. In any case, in FY23, in accordance with the new list of countries and territories that have the status of "non-cooperative jurisdictions for tax purposes" under the Spanish regulations, which came into force in February 2023, Siemens Gamesa is not established in any country or territory that is considered a non-cooperative jurisdiction. [\[See Table 8 - Breakdown by country of profit \(loss\) and taxes paid \(million euro\)\]](#)

[L11SO12] Taxes paid on profits

[GRI 207-4] In FY23, the top nine countries: Denmark, Spain, China, the United Kingdom, Brazil, Germany, Mexico, India and the United States, contributed with -10% of the total group's net payment of taxes on profits, mainly due to the refunds from previous years income tax returns (65% in 2022 and 80% in 2021).

In compliance with the provisions of the Code of Good Tax Practices of the Spanish Tax Agency and of the Proposal for reinforcing good fiscal transparency practices among companies adhering to that Code, in July 2023, Siemens Gamesa voluntarily submitted the "Annual Tax Transparency Report" for FY22 (October 1, 2021 – September 30, 2022). In that report, the company discloses that Siemens Gamesa is certified by AENOR in accordance with the UNE 19602 Spanish standard on tax compliance.

AENOR certified Siemens Gamesa's tax management system, policies and risk management framework in accordance with the requirements of the UNE 19602 standard.⁴⁵ That standard is intended to help organizations implement policies and procedures that minimize the risk of tax non-compliance. In the event of a disagreement, it also serves as proof to the Spanish Tax Agency and the courts of the absence of intention to defraud. We were the first company in the renewable energy sector to obtain this certificate. The standard is an ideal mechanism for listed companies to comply with the tax management obligations contained in the tax regulations and the Code of Good Tax Practices.

From an ESG perspective, there is growing concern among certain stakeholders (customers, employees, suppliers, communities and shareholders) about tax contributions. Listed companies must prove to investors that they are properly contributing to society by paying taxes. This certification is important to prove to these stakeholders that Siemens Gamesa continues to fulfill its tax obligations properly.

Additionally, the company met with Spanish Tax Agency representatives on November 16, 2022, to analyze the content of the "Annual Tax Transparency report" related to FY21 (filed in October 2022). [\[See Table 8 - Breakdown by country of profit \(loss\) and taxes paid \(million euro\)\]](#)

[L11SO13] Public subsidies received

[GRI 201-4] Siemens Gamesa was granted public aid for its R&D activity totaling €10.3 million in FY23 (€25.9 million in FY22). This public funding includes both non-refundable grants and refundable loans.

The company's main R&D funding bodies in FY23 included: Instituto para la Diversificación y el Ahorro Energético (Spain), European Commission, Danish Energy Agency (Denmark), CDTI (Spain), Innovation Fund Denmark (Denmark), Ministerio de Asuntos Económicos y Transformación Digital (Spain), Ministerio de Industria, Comercio y Turismo (Spain), Government of the Basque Country (Spain) and Government of Navarra (Spain). [\[See Table 9 – Public financial subsidies granted\]](#)

G. Tables, Facts and Figures

General topics

Table 1 - Siemens Gamesa fully consolidated company List - 09/30/2023

#	Company	Location	Ownership	#	Company	Location	Ownership
1	Gamesa Wind GmbH *	Germany	100%	56	Windkraft Trinwillershagen Entwicklungsgesellschaft mbH i.L. *	Germany	100%
2	Adwen Blades GmbH *	Germany	100%	57	Sistemas Energéticos Fonseca, S.A. Unipersonal	Spain	100%
3	Siemens Gamesa Renewable Energy Pty Ltd	Australia	100%	58	Sistemas Energéticos Argañoso, S.L. Unipersonal	Spain	100%
4	Siemens Gamesa Renewable Energy d.o.o.	Croatia	100%	59	Pocahontas Prairie Holdings, LLC	United States	100%
5	Siemens Gamesa Renewable Energy GmbH	Austria	100%	60	Siemens Gamesa Renewable Energy A/S	Denmark	100%
6	Siemens Gamesa Renewable Energy Deutschland GmbH *	Germany	100%	61	Diversified Energy Transmission, LLC	United States	100%
7	Siemens Gamesa Renewable Energy Eolica, S.L.	Spain	100%	62	Siemens Gamesa Renewable Energy Wind Farms, S.A.U.	Spain	100%
8	Siemens Gamesa Renewable Energy Limited	Canada	100%	63	Société d'Exploitation du Parc Eolien de Champsevraine, SARL	France	100%
9	International Wind Farm Development I Limited	Hong Kong	100%	64	Siemens Gamesa Renewable Energy International Wind Services, S.A.	Spain	100%
10	Sistemas Energéticos Sierra de Valdefuentes, S.L.U.	Spain	100%	65	International Wind Farm Developments IX, S.L.	Spain	100%
11	Siemens Gamesa Renewable Energy PA, LLC	United States	100%	66	Siemens Gamesa Renewable Energy Innovation & Technology, S.L.	Spain	100%
12	Siemens Gamesa Renewable Energy (Shanghai) Co., Ltd.	China	100%	67	Siemens Gamesa Renewable Energy Wind Limited	U. Kingdom	100%
13	Siemens Gamesa Renewable Energy Limited	Thailand	100%	68	SIEMENS GAMESA RENEWABLE ENERGY, S.R.L.	Costa Rica	100%
14	Sistemas Energéticos de Tarifa, S.L. Unipersonal	Spain	100%	69	Société d'Exploitation du Parc Eolien de Margny SARL	France	100%
15	Sistemas Energéticos La Cámara, S.L.	Spain	100%	70	Siemens Gamesa Renewable Energy MAE	Greece	100%
16	Siemens Gamesa Renewable Energy Offshore Wind Limited	Taiwan, Province of China	100%	71	SIEMENS GAMESA RENEWABLE ENERGY, S.A.	Honduras	100%
17	Siemens Gamesa Renewable Energy Sp. z o.o.	Poland	100%	72	Sistemas Energéticos Mansilla, S.L.	Spain	78%
18	Estructuras Metalicas Singulares, S.A. Unipersonal	Spain	100%	73	Adwen Offshore, S.L.	Spain	100%
19	SIEMENS GAMESA RENEWABLE ENERGY (PTY) LTD	South Africa	70%	74	Parque Eolico Dos Picos, S.L.U.	Spain	100%
20	Siemens Gamesa Renewable Energy Limited	Korea, Rep. of	100%	75	Siemens Gamesa Renewable Energy Egypt LLC	Egypt	100%
21	SIEMENS GAMESA RENEWABLE ENERJI ANONIM SIRKETI	Turkey	100%	76	Siemens Gamesa Renewable Energy 9REN, S.L.	Spain	100%
22	Siemens Gamesa Renewable Energy, Inc.	Philippines	100%	77	Sistemas Energéticos Cabezo Negro, S.A. Unipersonal	Spain	100%
23	Siemens Gamesa Renewable Energy S.A.S.	France	100%	78	Siemens Gamesa Renewable Energy Invest, S.A.	Spain	100%
24	Siemens Gamesa Renewable Energy NV	Belgium	100%	79	Wind Portfolio Memberco, LLC	United States	100%
25	Siemens Gamesa Renewable Energy B.V.	Netherlands	100%	80	Société d'Exploitation du Parc Eolien d'Omécourt SARL	France	100%
26	Gamesa Energy Transmission, S.A. Unipersonal	Spain	100%	81	International Wind Farm Developments II, S.L.	Spain	100%
27	SIEMENS GAMESA RENEWABLE ENERGY S.A.S.	Colombia	100%	82	Siemens Gesa Renewable Energy, S.A. de C.V.	Mexico	100%
28	Siemens Gamesa Renewable Energy S.A.C.	Peru	100%	83	Sistemas Energéticos Balazote, S.A. Unipersonal	Spain	100%
29	SIEMENS GAMESA RENEWABLE ENERGY INSTALLATION & MAINTENANCE COMPAÑIA LIMITADA	Guatemala	100%	84	Siemens Gamesa Renewable Energy EOOD	Bulgaria	100%
30	Siemens Gamesa Renewable Energy AB	Sweden	100%	85	Siemens Gamesa Megújuló Energia Hungary Kft	Hungary	100%
31	Société d'Exploitation du Parc Eolien de Maindoie SARL	France	100%	86	EcoHarmony West Wind, LLC	United States	100%
32	Sistemas Energéticos La Plana, S.A.	Spain	90%	87	Siemens Gamesa Renewable Energy Djibouti SARL	Djibouti	100%
33	Siemens Gamesa Renewable Energy Limited	United Kingdom	100%	88	SGRE Real Estate GmbH & Co. KG *	Germany	100%
34	Gerr Grupo Energético XXI, S.A. Unipersonal	Spain	100%	89	Sistemas Energéticos Venus, S.L.	Spain	100%
35	Siemens Gamesa Renewable Energy Kft.	Hungary	100%	90	NIAT for Wind Energy	Egypt	100%
36	Siemens Gamesa Renewable Energy Limited	Ireland	100%	91	Siemens Gamesa Renewable Energy Limited Liability Company	Latvia	100%
37	Société d'Exploitation du Parc Eolien de Pouilly-sur-Vingeanne SARL	France	100%	92	Siemens Gamesa Renewable Energy Romania S.R.L.	Romania	100%
38	SIEMENS GAMESA RENEWABLE ENERGY AS	Norway	100%	93	Siemens Gamesa Renewable Power Private Limited	India	100%
39	Sistemas Energéticos Monte Genaro, S.L.U.	Spain	60%	94	Société d'Exploitation du Parc Eolien de Saint-Lumier en Champagne SARL	France	100%
40	Siemens Gamesa Renewable Energy, Inc.	United States	100%	95	SIEMENS GAMESA RENEWABLE ENERGY, S.A.S	Dominican R.	100%
41	Siemens Gamesa Renewable Energy Europa S.L.	Spain	100%	96	Société d'Exploitation du Parc Eolien de Saint Amand SARL	France	100%
42	Siemens Gamesa Renewable Energy LLC	Ukraine	100%	97	Gesacisa Desarrolladora, S.A. de C.V.	Mexico	100%
43	Cedar Cap Wind, LLC	United States	100%	98	Sistemas Energéticos Arinaga, S.A. Unipersonal	Spain	100%
44	Société d'Exploitation du Parc Eolien de Messeix SARL	France	100%	99	Société d'Exploitation du Parc Eolien de Mailly-le-Camp SARL	France	100%
45	Gesa Oax I Sociedad Anonima de Capital Variable	Mexico	100%	100	Siemens Gamesa Renewable Energy Ireland Limited	Ireland	100%
46	Gesa Oax III Sociedad Anonima de Capital Variable	Mexico	100%	101	Sistemas Energéticos Boyal, S.L.	Spain	60%
47	Siemens Gamesa Energy Tajdipazir SSK	Iran, Islamic Republic of	100%	102	Siemens Gamesa Renewable Energy Wind S.R.L.	Italy	100%
48	Sistemas Energéticos Cuerda Gitana, S.A. Unipersonal	Spain	100%	103	Siemens Gamesa Energia Renovável Ltda.	Brazil	100%
49	Gesa Oax II Sociedad de Responsabilidad Limitada de Capital Variable	Mexico	100%	104	SIEMENS GAMESA RENEWABLE ENERGY PROJECTS PRIVATE LIMITED	India	100%
50	Société d'Exploitation du Parc Eolien de Champlong SARL	France	100%	105	Siemens Gamesa Renewable Energy, Sociedad Anónima	Nicaragua	100%
51	Siemens Gamesa Renewable Energy SARL	Morocco	100%	106	Siemens Gesa Renewable Energy México, S. de R.L. de C.V.	Mexico	100%
52	Sistemas Energéticos Sierra de Las Estancias, S.A. Unipersonal	Spain	100%	107	Siemens Gamesa Renewable Energy Ltd	Israel	100%
53	Siemens Gamesa Renewable Energy LLC	Viet Nam	100%	108	RSR Power Private Limited	India	100%
54	Sistemas Energéticos Cuntis, S.A. Unipersonal	Spain	100%	109	Rajgarh Windpark Private Limited	India	100%
55	Siemens Gamesa Renewable Energy (Private) Limited	Pakistan	100%	110	Siemens Gamesa Renewable Energy France SAS	France	100%

(*) Exemption pursuant to Section 264 (3) German Commercial Law

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#	Company	Location	Ownership	#	Company	Location	Ownership
111	Gesan I S.A.P.I de C.V.	Mexico	100%	136	Société d'Exploitation du Parc Eolien de Guerfand SARL	France	100%
112	Jamkhandi Renewable Private Limited	India	100%	137	Société d'Exploitation du Parc Eolien de Vaudrey SARL	France	100%
113	Siemens Gamesa Renewable Energy Morocco SARL	Morocco	100%	138	Société d'Exploitation du Parc Eolien de Dampierre Prudemanche SAS	France	100%
114	Société d'Exploitation du Parc Photovoltaïque de Messeix SARL	France	100%	139	Société d'Exploitation du Parc Eolien de Orge et Ormain SARL	France	100%
115	SIEMENS GAMESA RENEWABLE ENERGY SWEDEN AB	Sweden	100%	140	Parco Eolico Manca Vennarda S.r.l.	Italy	100%
116	Siemens Gamesa Renewable Energy Blades, S.A.	Portugal	100%	141	Gamesa Blade (Tianjin) Co., Ltd.	China	100%
117	Siemens Gamesa Renewable Energy Limited	Kenya	100%	142	Siemens Gamesa Renewable Energy Italy, S.P.A.	Italy	100%
118	Société d'Exploitation du Parc Eolien de Bouclans SARL	France	100%	143	Siemens Gamesa Renewable Energy Lanka (Private) Limited	Sri Lanka	100%
119	Siemens Gamesa Renewable Energy (Thailand) Co., Ltd.	Thailand	100%	144	Siemens Gamesa Renewable Energy Chile SpA	Chile	100%
120	Siemens Gamesa Renewable Energy Latam, S.L.	Spain	100%	145	Jilin Gamesa Wind Co., Ltd.	China	100%
121	Pocahontas Prairie Wind, LLC	United States	100%	146	Inner Mongolia Gamesa Wind Co., Ltd.	China	100%
122	Société d'Exploitation du Parc Eolien de la Gartempe SARL	France	100%	147	Société d'Exploitation du Parc Eolien de Bonboillon SARL	France	100%
123	Siemens Gamesa Renewable Energy Oy	Finland	100%	148	Sistemas Energéticos Siroco, S.L.	Spain	100%
124	Gamesa Wind South Africa (Proprietary) Limited	South Africa	100%	149	SIEMENS GAMESA RENEWABLE ENERGY S.R.L.	Uruguay	100%
125	Société d'Exploitation du Parc Eolien de Trépot SARL	France	100%	150	Siemens Gamesa Renewable Energy Greece E.P.E.	Greece	100%
126	Siemens Gamesa Renewable Energy Apac, S.L.	Spain	100%	151	Siemens Gamesa Renewable Energy, SARL	Mauritania	100%
127	Siemens Gamesa Renewable Energy Technology (China) Co., Ltd.	China	100%	152	Siemens Gamesa Renewable Energy K.K.	Japan	100%
128	Siemens Gamesa Renewable Energy d.o.o. Beograd - Stari Grad	Serbia	100%	153	Société d'Exploitation du Parc Eolien de Chepniers SARL	France	100%
129	Central Eólica de México S.A. de C.V.	Mexico	100%	154	SANTALPUR RENEWABLE POWER PRIVATE LIMITED	India	99%
130	Siemens Gamesa Renewable Energy, S.A.	Portugal	100%	155	Fanbyn2 Vindenergi AB	Sweden	100%
131	Siemens Gamesa Renewable Energy (Beijing) Co., Ltd.	China	100%	156	Siemens Gamesa Renewable Energy Management GmbH *	Germany	100%
132	SIEMENS GAMESA RENEWABLE ENERGY SARL	New Caledonia	100%	157	PT Siemens Gamesa Renewable Energy	Indonesia	100%
133	Gamesa Electric, S.A. Unipersonal	Spain	100%	158	Siemens Gamesa Renewable Energy Blades, SARL AU	Morocco	100%
134	Société d'Exploitation du Parc Eolien de Sceaux SARL	France	100%	159	Siemens Gamesa Renewable Energy GmbH & Co. KG *	Germany	100%
135	Siemens Gamesa Renewable Energy, Ltd	Mauritius	100%				

(*) Exemption pursuant to Section 264 (3) German Commercial Law

Table 2 - Revenue by segment

(€million)	FY18	FY19	FY20	FY21	FY22	FY23
Wind Turbines	7,847	8,733	7,715	8,272	7,618	7,032
Service	1,275	1,493	1,768	1,926	2,196	2,057
Group total	9,122	10,227	9,483	10,198	9,814	9,090

Table 3 - Revenue by geographical area

(€million)	FY18	FY19	FY20	FY21	FY22	FY23
Europe, Middle East and Africa	5,175	6,653	5,197	4,910	5,752	5,367
Americas	2,235	2,031	2,659	2,678	2,265	2,063
Asia, Australia	1,712	1,543	1,627	2,610	1,798	1,660
Group total	9,122	10,227	9,483	10,198	9,814	9,090

Table 4 - Revenue by country

(€million)	FY18	FY19	FY20	FY21	FY22	FY23
Spain	666	1,000	617	489	1,067	415
Germany	1,173	1,038	745	454	694	661
Denmark	639	1,116	712	447	175	644
United Kingdom	1,062	1,497	391	1,383	939	340
United States	998	1,514	1,907	1,757	854	1,036
China P.R.	329	203	299	252	65	31
India	888	774	425	457	509	604
Brazil	262	198	293	377	590	309
Mexico	474	167	176	152	37	44
Rest of countries	2,896	2,720	3,918	4,430	4,884	5,005
Group total	9,122	10,227	9,483	10,198	9,814	9,090

Table 5. Sustainability Vision 2040⁴⁶

	Unit	Baseline 2017/18	FY21	FY22	FY23	FY23 target	FY25 target	FY30 target
CO2 emissions (Scope 1+2)	tCO2/MW installed	12.3	3.2	2.3	3.6	2.3	2.0	0
Suppliers that are signatories of SBTi ⁽¹⁾	% Purchasing volume	-	3%	9%	13%	10%	30%	50%
Product recyclability	% Turbine recyclability	85%	94%	95%	95%	95%	95%	97%
Total Recordable Injury rate (TRIR)	# Recordable cases/10 ⁶ hours	6.31	3.11	3.17	3.98	1.50	0.7	0.7
Sustainable Engagement Index	Percentage	75%	75%	78%	NA ⁽²⁾	-	80%	80%
Women in the professional positions	Percentage	-	-	27%	28%	29%	30%	35%
Women in senior management	Percentage	11%	13%	14%	15%	18%	25%	30%
Return on Social Investment	€ / €	-	5.5	7.6	14.1	-	7.0	7.0
Products and Capex with carbon pricing	% of total products	0%	0%	0%	0%	0%	100%	100%
Supplier Code of Conduct acceptance	% Purchasing volume	65%	89%	89%	100%	100%	100%	100%
Compliance and responsible business training	% of employees	-	-	20%	67%	90%	90%	95%

(1) SBTi: Science-Based Targets initiative; (2) The employee engagement survey was not conducted in FY23

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Table 6 - Wind turbine installation track record by country / market (cumulative MW)

	FY18	FY19	FY20	FY21	FY22	FY23		FY18	FY19	FY20	FY21	FY22	FY23	
Algeria	10	10	10	10	10	10		Jordan	166	166	166	166	166	166
Argentina	82	113	113	113	113	179		Kenya	14	14	14	14	14	14
Australia	699	932	932	932	932	932		Kuwait	10	10	10	10	10	10
Austria	43	43	43	43	43	43		Latvia	21	21	21	21	21	21
Azerbaijan	8	8	8	8	8	8		Lithuania	14	14	14	14	14	14
Belgium	163	195	520	680	716	716		Luxemburg	24	24	24	24	24	24
Bosnia-Herz.	41	87	87	135	135	135		Macedonia	37	37	37	37	37	73
Brazil	3,156	3,316	3,552	4,311	5,030	5,682		Mauritania	30	35	132	132	132	132
Bulgaria	90	90	90	90	90	90		Mauritius	9	9	9	9	9	9
Canada	2,804	3,021	3,021	3,234	3,879	4,759		Mexico	2,380	2,639	3,059	3,080	3,080	3,080
Cape Verde	0.05	0.05	0.05	0.05	0.05	0.05		Morocco	856	856	1,062	1,073	1,364	1,674
Chile	452	452	580	1,272	1,435	1,435		Netherlands	858	858	1,973	2,454	3,147	4,687
China P.R.	5,099	5,513	5,557	6,374	6,374	6,374		New Caledonia	-	-	-	1	20	20
Costa Rica	143	143	143	143	143	143		New Zealand	281	281	316	415	415	423
Croatia	162	162	162	162	162	162		Nicaragua	44	44	44	44	44	44
Cuba	5	5	5	5	5	5		Norway	662	858	1,670	1,705	2,017	2,025
Cyprus	20	20	20	20	20	20		Pakistan	50	50	52	184	478	478
Czech Rep.	14	14	14	14	14	14		Peru	124	124	124	161	171	426
Denmark	2,199	2,199	2,234	2,815	2,815	3,103		Philippines	243	259	259	259	329	449
Djibouti	-	-	-	55	59	59		Poland	1,045	1,053	1,159	1,297	1,544	1,583
Dominican Rep.	52	191	191	191	191	191		Portugal	569	569	569	601	601	601
Ecuador	2	2	2	2	2	2		Puerto Rico	103	103	103	103	103	103
Egypt	986	1,253	1,249	1,501	1,501	1,501		Romania	590	590	590	590	590	590
Finland	308	309	308	309	309	401		Russian Federation	-	-	45	152	260	260
France	1,545	1,636	1,865	1,926	2,012	2,726		Somalia	0.22	0.22	0.22	0.22	0.22	0.22
Germany	6,785	7,510	7,393	7,502	7,717	8,016		South Africa	604	660	855	855	855	855
Greece	563	665	730	842	842	882		South Korea	77	138	155	164	225	270
Guadeloupe	-	-	-	16	16	16		Spain	13,154	14,184	14,671	15,045	15,589	15,935
Guatemala	32	32	32	32	32	32		Sri Lanka	45	45	56	56	56	56
Honduras	176	176	176	176	176	176		Sweden	1,458	1,542	1,873	2,169	2,705	3,950
Hungary	182	182	182	182	182	182		Switzerland	0.15	0.15	0.15	0.15	0.15	0.15
India	5,613	6,358	6,931	7,529	8,192	9,122		Taiwan	20	132	164	252	1,124	1,660
Indonesia	122	151	151	151	151	151		Thailand	389	389	659	679	679	679
Ireland	796	870	935	1,019	1,019	1,019		Tunisia	242	242	242	242	242	242
Iran	61	61	61	61	61	61		Turkey	814	1,290	1,297	1,367	1,367	1,367
Israel	21	21	21	21	21	21		UK	9,822	11,700	12,297	13,235	13,795	13,962
Italy	2,199	2,375	2,390	2,415	2,535	2,570		USA	18,795	20,669	23,028	25,171	26,851	27,163
Jamaica	24	24	24	24	24	24		Uruguay	390	390	390	390	390	390
Japan	386	495	495	567	796	1,226		Venezuela	71	71	71	71	71	71
								Vietnam	9	40	61	546	1,176	1,176
Group total	88,840	98,735	107,502	117,666	127,476	136,869								

Table 7 - Service track record (MW)

	FY18	FY19	FY20	FY21	FY22	FY23		FY18	FY19	FY20	FY21	FY22	FY23	
Algeria	11	-	-	-	-	-		Kuwait	10	10	10	10	10	-
Argentina	-	76	100	100	100	163		Lithuania	14	14	-	14	14	14
Australia	587	720	1,077	1,077	1,271	1,271		Luxemburg	21	-	24	24	48	24
Austria	26	26	26	9	25	-		Macedonia	-	14	37	37	37	37
Belgium	389	509	498	970	973	974		Mauritania	30	30	30	30	30	132
Bosnia-Herz	-	87	36	135	135	135		Mauritius	9	9	9	9	9	9
Brazil	3,565	3,735	3,193	3,017	3,936	3,854		Mexico	2,040	2,224	2,509	2,349	2,236	1,782
Bulgaria	90	90	90	30	90	60		Morocco	638	842	842	1,052	1,052	1,353
Canada	1,808	1,830	1,986	2,006	2,217	2,741		Netherlands	785	804	1,236	1,690	1,305	1,314
Chile	452	452	457	1,468	1,549	1,692		New Caledonia	-	-	-	-	14	20
China P.R.	726	512	508	1,355	998	890		N. Zealand	60	60	60	193	193	193
Costa Rica	130	130	80	-	-	-		Nicaragua	44	44	-	-	-	-
Croatia	172	162	162	162	162	162		Norway	265	209	670	1,323	1,536	1,331
Czech Rep.	14	14	14	14	14	14		Pakistan	124	124	50	50	455	360
Denmark	626	657	685	597	1,334	1,126		Peru	14	14	123	160	160	435
Dominican Rep.	-	137	139	139	139	139		Philippines	243	243	205	151	151	231
Egypt	564	834	843	1,089	1,095	1,095		Poland	915	919	853	880	978	961
Finland	280	268	122	122	122	118		Portugal	402	402	402	523	888	903
France	1,185	1,280	1,253	1,540	2,990	3,172		Puerto Rico	101	101	-	-	-	-
Germany	4,750	5,113	14,270	13,280	9,880	10,184		Romania	352	242	148	68	58	58
Greece	278	372	352	483	546	546		Russian Federation	-	-	-	78	78	-
Guatemala	-	32	32	32	32	32		South Africa	605	605	499	749	855	855
Honduras	50	50	50	50	50	50		South Korea	-	-	122	162	198	271
Hungary	24	24	24	24	24	24		Spain	5,914	5,639	6,549	6,919	7,633	7,873
India	5,563	6,240	6,835	6,686	6,926	5,909		Sri Lanka	-	-	45	10	10	-
Indonesia	-	151	153	151	151	151		Sweden	625	663	947	1,137	1,121	1,243
Iran	-	61	61	61	61	61		Taiwan	8	8	128	128	216	1,360
Ireland	891	963	958	978	805	708		Thailand	355	524	656	657	675	677
Israel	21	-	-	-	-	-		Turkey	849	873	947	1,297	1,305	1,308
Italy	1,309	1,659	1,675	1,387	2,193	2,222		United Kingdom	8,582	8,688	7,896	8,222	8,318	7,010
Japan	131	213	301	294	340	533		USA	9,450	9,722	12,634	13,383	13,469	12,860
Jordan	166	82	162	166	166	166		Uruguay	410	410	410	410	410	410
Korea Rep.	49	103	-	-	-	-		Vietnam	8	39	60	60	491	655
Group total	56,728	60,030	74,240	79,199	82,276	81,873								

Table 8 - Breakdown by country of profit (loss) and taxes paid (million euro)

	FY18		FY19		FY20		FY21		FY22		FY23	
	P/L bT(*)	Tax	P/L bT(*)	Tax	P/L bT(*)	Tax	P/L bT(*)	Tax	P/L bT(*)	Tax	P/L bT(*)	Tax
Argentina	(3)	0	0	0	(4)	0	4	(1)	0	(0)	(1)	(1)
Australia	15	(6)	0	(6)	(11)	(1)	29	(5)	(8)	(4)	(7)	(7)
Austria	0	0	1	0	0	0	0	0	1	(0)	2	0
Belgium	16	(5)	18	(4)	1	(3)	9	(2)	2	(0)	0	0
Brazil	(24)	(8)	(11)	(6)	(81)	(3)	(321)	(3)	(252)	(3)	(368)	3
Bulgaria			1	0	1	0	1	0	0	(0)	0	0
Canada	27	(7)	16	(4)	6	(1)	(29)	(1)	(113)	6	(174)	2
Chile	4	5	(1)	(3)	(4)	0	(23)	0	(9)	0	(31)	(1)
China P.R.	30	(13)	14	(18)	18	(5)	97	(29)	15	(33)	(57)	(7)
Colombia					0	0	0	0	(0)	0	0	0
Costa Rica	2	(1)	3	0	(4)	(1)	(1)	0	0	0	0	0
Croatia	5	(2)	1	(1)	2	0	5	0	(0)	(1)	1	0
Cyprus			0		0	0	0	0	(0)	0	0	0
Denmark	302	(17)	388	(81)	(172)	(29)	62	2	(622)	1	(1,899)	3
Djibouti					0	0	(5)	0	(3)	(1)	(5)	0
Dominican Republic	2	0	(5)	0	(2)	(2)	2	0	1	(0)	(5)	0
Egypt	5	0	3	(1)	(3)	(2)	0	(1)	(10)	(0)	(7)	(1)
Ethiopia							(1)	0	1	0	(1)	0
Finland			0		(1)	0	0	0	(0)	0	0	0
France	(16)	(2)	(11)	(2)	(15)	(1)	(15)	9	1	1	(122)	(2)
Germany	(3)	(17)	51	(13)	272	(26)	85	(42)	170	(35)	(200)	(10)
Greece	0	0	0	0	(1)	0	5	0	69	(0)	(2)	(26)
Guatemala	(4)		4	0	0	0	(2)	0	0	(0)	(3)	0
Honduras			(5)	0	(5)	0	1	0	(6)	(0)	(17)	0
Hungary	0	(1)	1	0	1	0	1	0	4	0	0	(1)
India	(46)	(14)	(111)	(3)	(531)	(12)	(175)	(5)	(119)	17	(204)	(4)
Indonesia	3	0	0	0	1	0	0	0	0	(0)	(3)	0
Iran	2		4	(1)	2	0	0	0	(0)	(0)	1	0
Ireland	7	0	6	(1)	12	(1)	2	(1)	5	(0)	2	(1)
Italy	1	0	(2)	0	(6)	0	1	0	23	(0)	6	(4)
Jamaica	0				0	0	0	0	(0)	0	0	0
Japan							0	0	(36)	(2)	8	2
Jordan	2	(1)	3	(1)	0	0	1	0	0	(0)	0	0
Kenya			0		0	0	0	0	(0)	(0)	0	0
Korea	1	0	0	0	3	0	0	(1)	1	0	3	(1)
Mauritania			(1)		0	0	(4)	0	3	(1)	(3)	0
Mauritius			0	0	0	0	0	0	0	0	0	0
Mexico	(34)	(7)	(25)	(5)	(54)	(2)	(7)	(5)	(70)	(1)	(143)	(3)
Morocco	(3)	(3)	(3)	(3)	(9)	(2)	(4)	(3)	(51)	(3)	(10)	(5)
Netherlands	7	(3)	7	(2)	5	(3)	21	(2)	29	(8)	8	(8)
N. Caledonia			(1)		0	0	1	0	1	(0)	1	(1)
N. Zealand				0					-	-	0	0
Nicaragua		(1)	(5)	0	(1)	0	(2)	0	0	0	(1)	0
Norway	1	(1)	0		(2)	0	0	0	(22)	(1)	(8)	0
Pakistan			0	0	1	0	(1)	0	1	(1)	2	(1)
Peru	2	0	2	(1)	0	0	(3)	1	3	(0)	(14)	0
Philippines	2	(1)	4	(1)	2	(1)	1	(1)	0	(2)	2	(1)
Poland	3	1	5	0	3	0	4	(4)	(4)	(4)	9	(3)
Portugal	0	0	1	0	(7)	1	(20)	0	14	(0)	(2)	(2)
Romania	1	0	2	0	1	0	1	0	(3)	0	0	0
Russia	(1)		(3)		(13)	0	(8)	0	15	(2)	(2)	0
Serbia					0	0	0	0	0	(0)	0	0
Singapore				0					-	-	0	0
S. Africa	8	(6)	4	(5)	4	(3)	5	(4)	6	(1)	5	2
Spain	(174)	(2)	(288)	(6)	(407)	(5)	(384)	(2)	122	(2)	(685)	6
Sri Lanka			0	0	0	0	0	0	0	(0)	0	0
Sweden	7	(2)	5	(3)	(8)	(2)	(6)	0	(21)	(0)	(165)	(1)
Taiwan			4		(14)	0	35	(5)	35	(11)	(9)	(9)
Thailand	2	0	3	0	3	(1)	(5)	(1)	11	(1)	(10)	(1)
Tunisia	6	0	(2)	0	1	0	0	0	(1)	0	2	0
Turkey	(4)	(2)	1	(3)	(20)	(1)	(7)	(1)	0	0	(13)	0
Ukraine			0						-		0	0
United Kingdom	74	(4)	108	(8)	100	(55)	110	(30)	146	(19)	(13)	18
United States	(75)	21	7	2	(61)	(1)	(9)	6	(234)	1	(563)	0
Uruguay	14	(1)	4	(5)	(3)	2	(3)	0	(12)	(0)	(22)	(3)
Venezuela			0						-		0	0
Vietnam	0		0	0	(4)	0	5	0	3	(1)	(9)	(3)
Other IFRS	4		(9)		(12)	0	(7)	0	1	0	0	0
Group total	168	(103)	190	(191)	(1,019)	(165)	(553)	(134)	(914)	(112)	(4,729)	(73)

(*) Note: Profit /(loss) before tax

Table 9 – Public financial subsidies granted

(€million)	FY18			FY19			FY20			FY21			FY22			FY23		
	Grants	Loans	Total	Grants	Loans	Total	Grants	Loans	Total	Grants	Loans	Total	Grants	Loans	Total	Grants	Loans	Total
European Commission	6.08	-	6.08	1.37	-	1.37	2.02	-	2.02	2.50	-	2.50	2.41	-	2.41	3.24	-	3.24
Spain	0.53	1.82	2.36	1.07	4.22	5.29	2.48	7.67	10.15	1.15	2.52	3.67	0.56	2.03	2.59	4.44	1.28	5.72
Germany	0.12	-	0.12	-	-	-	2.89	-	2.89	0.74	-	0.74	15.27	-	15.27	-	-	-
Denmark	0.29	-	0.29	0.99	-	0.99	0.18	-	0.18	2.59	-	2.59	5.58	-	5.58	1.37	-	1.37
UK	-	-	-	-	-	-	-	-	-	17.55	-	17.55	-	-	-	-	-	-
Portugal	-	-	-	-	-	-	-	-	-	5.24	-	5.24	-	-	-	-	-	-
France	-	-	-	0.69	-	0.69	-	-	-	0.8	-	0.8	-	-	-	-	-	-
Rest of countries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group total	7.03	1.82	8.86	4.14	4.22	8.36	7.57	7.67	15.24	30.57	2.52	33.09	23.82	2.03	25.85	9.05	1.28	10.33

Social and human resources related matters

Table 10 - Employee breakdown by country or market (fiscal year-end)

Country/market	FY18	FY19	FY20	FY21	FY22	FY23
1. Argentina	-	11	13	10	12	13
2. Australia	58	145	128	94	89	92
3. Austria	12	16	24	22	23	21
4. Belgium	33	30	40	40	49	57
5. Brazil	549	648	605	681	742	641
6. Bulgaria	1	1	1	1	1	1
7. Canada	121	113	130	139	145	178
8. Chile	41	55	75	105	112	109
9. China P.R.	1,309	1,320	1,249	1,238	1,256	1,141
10. Costa Rica	3	2	2	1	1	1
11. Croatia	30	28	30	30	31	34
12. Czech Rep.	1	-	-	1	1	2
13. Denmark	5,283	5,316	5,103	5,211	5,584	5,727
14. Dominican Rep.	1	2	3	12	12	10
15. Egypt	18	46	63	76	73	74
16. Finland	26	13	-	21	22	27
17. France	100	118	304	359	834	1,112
18. Germany	2,345	2,334	2,843	2,998	3,004	3,267
19. Greece	16	21	24	26	25	28
20. Guatemala	-	-	-	2	3	3
21. Honduras	3	4	7	6	5	6
22. Hungary	119	117	118	124	119	126
23. India	2,789	3,235	3,338	2,820	3,063	2,935
24. Indonesia	4	9	10	10	8	9
25. Iran, Islamic R.	9	8	7	7	7	7
26. Ireland	102	99	96	86	76	70
27. Israel	1	1	-	-	-	-
28. Italy	91	96	176	154	149	152
29. Japan	18	-	-	54	69	90
30. Jordan	1	5	7	14	14	14
Group total						
31. Korea Rep.	11	17	21	25	28	34
32. Lithuania	-	-	-	3	3	3
33. Mauretania	4	4	4	9	9	7
34. Mexico	291	340	398	501	467	421
35. Morocco	542	666	737	641	560	79
36. Netherlands	126	155	186	208	241	266
37. New Caledonia	-	-	-	1	4	5
38. New Zealand	5	-	-	8	8	10
39. Nicaragua	-	1	-	-	-	-
40. Norway	22	37	41	42	43	53
41. Pakistan	-	2	5	14	33	29
42. Peru	9	9	12	11	24	26
43. Philippines	30	11	19	20	20	23
44. Poland	85	88	178	175	127	283
45. Portugal	8	19	689	860	1,038	1,893
46. Romania	14	11	9	10	6	8
47. Russian Fed.	-	-	22	21	16	-
48. Serbia	-	-	4	4	6	7
49. Singapore	11	3	-	17	23	28
50. South Africa	40	48	51	52	51	56
51. Spain	4,534	4,881	4,765	4,762	5,102	4,990
52. Sri Lanka	9	13	12	12	14	14
53. Sweden	62	80	98	95	121	154
54. Taiwan	13	-	114	188	264	343
55. Thailand	26	31	38	40	43	53
56. Turkey	53	97	127	158	197	220
57. UK	1,952	2,012	2,008	1,981	2,051	2,318
58. USA	1,985	2,093	2,127	1,916	1,483	1,897
59. Uruguay	20	36	38	48	48	50
60. Vietnam	8	6	15	20	45	50
Group total	23,034	24,453	26,114	26,182	27,604	29,267

Table 11 - Employee breakdown by gender, region, age structure and professional category (fiscal year-end)

	FY19			FY20			FY21			FY22			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
By region															
EMEA	12,926	3,425	16,351	14,065	3,680	17,745	14,396	3,773	18,169	15,411	4,172	19,583	16,579	4,477	21,056
Americas	2,633	684	3,317	2,740	693	3,433	2,778	654	3,432	2,498	556	3,054	2,712	643	3,355
Asia, Australia	4,299	486	4,785	4,410	526	4,936	4,007	574	4,581	4,275	692	4,967	4,152	704	4,856
Group total	19,858	4,595	24,453	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604	23,443	5,824	29,267
By age structure															
<35	7,639	1,458	9,097	8,036	1,550	9,586	7,509	1,529	9,038	7,751	1,700	9,451	7,857	1,801	9,658
35-44	7,088	1,900	8,988	7,761	2,009	9,770	7,963	2,052	10,015	8,358	2,160	10,518	8,756	2,203	10,959
45-54	3,631	909	4,540	3,936	1,014	4,950	4,096	1,064	5,160	4,367	1,195	5,562	4,863	1,365	6,228
55-60	1,025	237	1,262	990	223	1,213	1,088	241	1,329	1,123	259	1,382	1,264	316	1,580
>60	368	73	441	492	103	595	525	115	640	585	106	691	703	139	842
Non-classified	-	-	125	-	-	-	-	-	-	-	-	-	-	-	-
Group total	19,751	4,577	24,453	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604	23,443	5,824	29,267
By overall age															
EMEA			-	41	40	41	41	41	41	41.2	40.9	41.1	41.2	41.1	41.2
Americas			-	39	41	39	40	41	40	38.6	40.0	38.8	39.4	41.4	39.8
Asia, Australia			-	34	36	34	35	36	35	35.2	36.1	35.4	35.9	36.4	36.0
Group total			38	39	40	39	40	40	40	39.7	40.2	39.8	40.1	40.6	40.2
By professional cat.															
Executive (*)	298	34	332	219	29	248	236	35	271	231	38	269	224	39	263
Management	2,616	625	3,241	2,791	677	3,468	3,321	904	4,225	3,511	1,035	4,546	3,694	1,102	4,796
Non-management	16,944	3,936	20,880	18,205	4,193	22,398	17,624	4,062	21,686	18,442	4,347	22,789	19,525	4,683	24,208
Group total	19,858	4,595	24,453	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604	23,443	5,824	29,267

(*) The professional category "Executive" includes senior management positions. This applies to all tables hereinafter in which reference to this category is made.

Table 12 - Contract type by gender, professional category, and age structure (fiscal year-end)

	FY19			FY20			FY21			FY22			FY23		
	Permanent	Temporary	Part-time	Permanent	Temporary	Part-time	Permanent	Temporary	Part-time	Permanent	Temporary	Part-time	Permanent	Temporary	Part-time
By gender															
Male	18,383	1,125	199	19,989	958	268	19,953	1,026	202	21,106	858	220	22,125	1,086	232
Female	4,246	293	419	4,239	269	391	4,359	331	311	4,763	343	314	5,117	373	334
Group total	22,629	1,418	618	24,228	1,227	659	24,312	1,357	513	25,869	1,201	534	27,242	1,459	566
By age structure															
<35	8,067	836	79	8,733	733	120	8,225	751	62	8,740	647	64	8,785	805	68
35-44	8,419	438	350	9,027	392	351	9,317	437	261	9,848	396	274	10,220	462	277
45-54	4,359	120	121	4,741	88	121	4,908	136	116	5,322	125	115	5,953	152	123
55-60	1,232	18	22	1,182	10	21	1,279	28	22	1,332	22	28	1,516	32	32
>60	430	5	45	545	4	46	583	5	52	627	11	53	768	8	66
Group total	22,507	1,417	617	24,228	1,227	659	24,312	1,357	513	25,869	1,201	534	27,242	1,459	566
By professional category															
Executive	316	10	2	241	6	1	264	4	3	264	2	3	260	1	2
Management	3,059	95	63	3,297	96	75	4,069	66	90	4,376	63	107	4,621	65	110
Non-management	19,254	1,313	553	20,690	1,125	583	19,979	1,287	420	21,229	1,136	424	22,361	1,393	454
Group total	22,629	1,418	618	24,228	1,227	659	24,312	1,357	513	25,869	1,201	534	27,242	1,459	566

Note: The professional category "Executive" includes senior management positions

Table 13– Annual average contracts by region, category level, contract type and gender

	FY21			FY22			FY23		
	Male	Female	Average	Male	Female	Average	Male	Female	Average
Europe, Middle East and Africa	14,206	3,727	17,933	14,968	3,999	18,967	16,005	4,338	20,343
Executive	194	28	221	197	31	229	189	31	220
Part Time	0	0	0	2	1	3	1	1	2
Permanent	190	28	218	194	30	224	188	30	218
Temporary	3	0	3	1	0	1	0	0	0
Management	2,212	610	2,822	2,541	752	3,292	2,666	803	3,468
Part Time	27	40	68	50	54	104	52	58	110
Permanent	2,068	566	2,734	2,480	694	3,173	2,599	741	3,340
Temporary	17	4	21	11	4	15	14	3	18
Non-management	11,801	3,089	14,890	12,230	3,217	15,447	13,150	3,504	16,655
Part Time	163	288	452	175	259	434	159	271	430
Permanent	11,224	2,691	13,915	11,495	2,801	14,296	12,317	2,999	15,316
Temporary	414	110	524	560	157	717	674	234	908
Americas	2,723	660	3,384	2,712	619	3,331	2,688	622	3,310
Executive	22	2	24	21	2	23	20	4	24
Part Time	0	0	0	0	0	0	0	0	0
Permanent	22	2	24	21	2	23	20	4	24
Temporary	0	0	0	0	0	0	0	0	0
Management	388	88	476	446	145	591	469	164	633
Part Time	9	2	11	0	0	0	0	0	0
Permanent	375	86	461	446	145	591	469	164	633
Temporary	4	0	4	0	0	0	0	0	0
Non-management	2,313	571	2,885	2,245	472	2,717	2,199	454	2,653
Part Time	36	14	50	2	0	3	6	0	6
Permanent	2,253	554	2,807	2,211	469	2,679	2,170	452	2,622
Temporary	24	4	27	32	3	35	23	2	25
Asia, Australia	4,144	559	4,703	4,129	626	4,755	4,199	702	4,901
Executive	15	3	18	15	3	18	15	2	17
Part Time	0	0	0	0	0	0	0	0	0
Permanent	13	3	16	13	3	16	14	2	16
Temporary	2	0	2	2	0	2	1	0	1
Management	412	74	486	428	82	510	484	108	592
Part Time	0	0	1	0	0	0	0	0	0
Permanent	369	57	425	391	70	460	451	95	546
Temporary	43	17	60	37	13	50	33	13	47
Non-management	3,717	482	4,199	3,685	541	4,227	3,699	592	4,291
Part Time	2	1	3	2	1	3	0	1	1
Permanent	3,339	327	3,666	3,328	389	3,717	3,444	456	3,899
Temporary	376	154	530	356	152	507	255	136	391
Group total	21,074	4,946	26,020	21,809	5,244	27,053	22,892	5,662	28,554

Note: The professional category "Executive" includes senior management positions

Table 14 – Annual average contracts by age structure

	FY21				FY22				FY23			
	Permanent	Temporary	Part-time	Average	Permanent	Temporary	Part-time	Average	Permanent	Temporary	Part-time	Average
<35	8,463	644	91	9,198	8,450	718	67	9,234	8,729	758	65	9,552
35-44	9,209	401	309	9,919	9,621	437	286	10,344	10,066	442	279	10,787
45-54	4,819	100	118	5,036	5,158	144	112	5,413	5,675	148	118	5,940
55-60	1,218	22	20	1,259	1,336	21	28	1,385	1,447	29	30	1,506
>60	557	5	46	607	614	8	54	677	698	12	59	769
Group total	24,265	1,171	583	26,020	25,179	1,327	547	27,053	26,615	1,389	550	28,554

Table 15 - Employees hired

	FY18	FY19	FY20			FY21			FY22			FY23		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe, Middle East and Africa	1,203	1,118	2,873	627	3,500	1,810	463	2,273	2,643	790	3,433	3,051	747	3,798
Americas	349	314	563	107	670	605	91	696	509	111	620	747	178	925
Asia, Australia	474	368	617	145	762	662	119	781	891	206	1,097	514	116	630
Group total	2,466	4,498	4,053	879	4,932	3,077	673	3,750	4,043	1,107	5,150	4,312	1,041	5,353

Table 16 - Employee exits

	FY18	FY19	FY20			FY21			FY22			FY23		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Voluntary	2,026	1,800	1,442	317	1,759	1,675	317	1,992	1,994	430	2,424	1,876	427	2,303
Europe, Middle East and Africa	1,203	1,118	807	191	998	865	202	1,067	1,133	292	1,425	1,093	292	1,385
Americas	349	314	259	59	318	291	56	347	330	74	404	257	54	311
Asia, Australia	474	368	376	67	443	519	59	578	531	64	595	526	81	607
Non-Voluntary	2,827	1,345	1,251	265	1,516	1,506	296	1,802	1,111	315	1,426	1,210	234	1,444
Europe, Middle East and Africa	2,037	998	910	192	1,102	686	214	900	590	164	754	811	173	984
Americas	568	181	218	43	261	241	62	303	454	135	589	290	38	328
Asia, Australia	222	166	123	30	153	579	20	599	67	16	83	109	23	132
Group total	4,853	3,145	2,693	582	3,275	3,181	613	3,794	3,105	745	3,850	3,086	661	3,747

Table 17 - Overall employee turnover rate (%)

	FY18	FY19	FY20	FY21	FY22	FY23
Group total	8.80	7.36	7.04	7.66	8.96	8.07

Table 18 - Employee training hours by professional category

(hours)	FY18	FY19	FY20	(*) FY21	FY22	FY23
Employee - Executive	-	-	-	4,224	5,209	3,895
Employee - Management	-	-	-	34,459	47,864	56,478
Employee - Non-management	-	-	-	327,165	451,705	506,734
Employee - Others	-	-	-	24,852	34,563	24,515
Externals	-	-	-	150,825	183,620	216,128
On behalf of	-	-	-	13,345	24,104	37,081
Group total	619,257	904,529	839,950	554,870	747,008	844,831

Legend: i) Employee others: Employee of SGRE that cannot be classified by professional category; ii) Externals: External employees; iii) On behalf of: Suppliers, partners and third parties

(*) To ensure data quality, from FY21 onwards we merely consolidate data from the global learning platforms and do not include training data recorded manually.

Table 19 - Training hours based on learning category

	FY21				FY22				FY23			
	External	Member of	On behalf of	Total	External	Member of	On behalf of	Total	External	Member of	On behalf of	Total
Compliance	36	10,173	496	10,704	75	12,425	646	13,146	30	29,233	1,058	30,321
Global Programs	480	28,806	3,017	32,302	12,182	78,613	9,770	100,565	14,231	53,258	5,331	73,080
Improve current&future jobs	9,302	52,491	4,854	66,645	7,786	82,470	4,321	94,577	6,514	72,411	3,327	82,251
Leadership	0	8,819	0	8,819	0	7,358	20	7,378	2	11,265	0	11,267
Manufacturing	159	6,520	1,133	7,812	1,996	20,921	1,411	24,328	11	30,685	1,067	31,763
Org. Awareness & Culture	1,087	37,149	1,000	39,236	1,348	36,762	2,084	40,194	1,223	19,941	2,119	23,283
Standard Learning	62	598	34	694	0	19,369	0	19,369	0	11,987	0	11,987
Technician	139,700	246,144	2,813	388,657	160,233	279,659	5,759	445,651	194,118	362,841	24,181	581,140
Others not classified ^{Note}	-	-	-	-	-	-	-	1,800	-	-	-	-
Group total	150,825	390,700	13,346	554,870	183,620	537,946	24,104	747,008	216,128	591,620	37,083	844,831

Note: There is a small set of training records without proper identification, such as email or employee ID, therefore cannot be distributed into external/on-behalf-of/member-of classifications.

Table 20 - Training hours based on delivery type

	FY18	FY19	FY20	FY21	FY22	FY23
Digital learning	-	-	-	116,271	184,042	216,805
Face-to-Face /Virtual classroom	-	-	-	349,101	479,573	472,492
On-the-job	-	-	-	89,498	83,393	155,534
Group total	n.a.	n.a.	n.a.	554,870	747,008	844,831

Table 21 - Number of virtual/face to face sessions

	FY18	FY19	FY20	FY21	FY22	FY23
Number of virtual/face to face sessions	n.a.	2,321	2,046	3,056	2,847	3,003

Table 22 - Employee breakdown by region, gender, age group and professional category (extended)

	FY20			FY21			FY22			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
EMEA	14,065	3,680	17,745	14,396	3,773	18,169	15,411	4,172	19,583	16,579	4,477	21,056
<35	4,320	1,049	5,369	4,259	1,051	5,310	4,430	1,200	5,630	4,766	1,283	6,049
Executive	0	1	1	2	1	3	2	0	2	3	0	3
Management	264	67	331	177	71	248	164	81	245	166	72	238
Non-management	4,056	981	5,037	4,080	979	5,059	4,264	1,119	5,383	4,597	1,211	5,808
35-44	5,404	1,556	6,960	5,506	1,570	7,076	5,841	1,641	7,482	6,132	1,673	7,805
Executive	62	11	73	64	10	74	52	14	66	55	16	71
Management	886	282	1,168	1,100	364	1,464	1,132	397	1,529	1,137	420	1,557
Non-management	4,456	1,263	5,719	4,342	1,196	5,538	4,657	1,230	5,887	4,940	1,237	6,177
45-54	3,186	843	4,029	3,336	899	4,235	3,654	1,020	4,674	4,030	1,155	5,185
Executive	92	8	100	96	15	111	102	14	116	96	12	108
Management	635	155	790	876	217	1,093	949	248	1,197	1,014	280	1,294
Non-management	2,459	680	3,139	2,364	667	3,031	2,603	758	3,361	2,920	863	3,783
55-60	779	165	944	889	181	1,070	986	228	1,214	1,090	272	1,362
Executive	31	4	35	29	5	34	32	3	35	26	3	29
Management	110	10	120	221	29	250	227	38	265	243	42	285
Non-management	638	151	789	639	147	786	727	187	914	821	227	1,048
>60	376	67	443	406	72	478	500	83	583	561	94	655
Executive	2	0	2	4	0	4	10	1	11	10	0	10
Management	53	6	59	116	13	129	144	16	160	162	16	178
Non-management	321	61	382	286	59	345	346	66	412	389	78	467
Americas	2,740	693	3,433	2,778	654	3,432	2,498	556	3,054	2,712	643	3,355
<35	1,106	251	1,357	1,054	225	1,279	1,005	197	1,202	1,017	204	1,221
Executive	0	0	0	0	0	0	0	0	0	0	0	0
Management	66	18	84	37	22	59	50	27	77	45	26	71
Non-management	1,040	233	1,273	1,017	203	1,220	955	170	1,125	972	178	1,150
35-44	918	219	1,137	1,017	217	1,234	952	205	1,157	987	228	1,215
Executive	9	2	11	8	1	9	5	3	8	8	3	11
Management	188	38	226	191	60	251	216	64	280	216	70	286
Non-management	721	179	900	818	156	974	731	138	869	763	155	918
45-54	431	131	562	427	112	539	356	101	457	436	123	559
Executive	7	1	8	11	0	11	9	1	10	5	2	7
Management	98	22	120	121	33	154	118	43	161	129	47	176
Non-management	326	109	435	295	79	374	229	57	286	302	74	376
55-60	172	57	229	167	58	225	108	31	139	140	44	184
Executive	2	0	2	3	0	3	4	0	4	4	0	4
Management	35	4	39	42	13	55	37	13	50	46	12	58
Non-management	135	53	188	122	45	167	67	18	85	90	32	122
>60	113	35	148	113	42	155	77	22	99	132	44	176
Executive	2	0	2	1	0	1	1	0	1	1	0	1
Management	12	2	14	34	9	43	36	12	48	46	13	59
Non-management	99	33	132	78	33	111	40	10	50	85	31	116
Asia, Australia	4,410	526	4,936	4,007	574	4,581	4,275	692	4,967	4,152	704	4,856
<35	2,610	250	2,860	2,196	253	2,449	2,316	303	2,619	2,074	314	2,388
Executive	0	0	0	0	0	0	0	0	0	0	0	0
Management	59	8	67	13	5	18	23	5	28	25	6	31
Non-management	2,551	242	2,793	2,183	248	2,431	2,293	298	2,591	2,049	308	2,357
35-44	1,439	234	1,673	1,440	265	1,705	1,565	314	1,879	1,637	302	1,939
Executive	2	0	2	4	0	4	6	0	6	5	1	6
Management	205	47	252	210	41	251	230	54	284	269	60	329
Non-management	1,232	187	1,419	1,226	224	1,450	1,329	260	1,589	1,363	241	1,604
45-54	319	40	359	333	53	386	357	74	431	397	87	484
Executive	7	3	10	10	3	13	7	2	9	7	2	9
Management	154	18	172	162	26	188	163	36	199	170	37	207
Non-management	158	19	177	161	24	185	187	36	223	220	48	268
55-60	39	1	40	32	2	34	29	0	29	34	0	34
Executive	3	0	3	4	0	4	1	0	1	4	0	4
Management	25	0	25	18	1	19	17	0	17	18	0	18
Non-management	11	1	12	10	1	11	11	0	11	12	0	12
>60	3	1	4	6	1	7	8	1	9	10	1	11
Executive	0	0	0	0	0	0	0	0	0	0	0	0
Management	1	0	1	3	0	3	5	1	6	8	1	9
Non-management	2	1	3	3	1	4	3	0	3	2	0	2
Group total	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604	23,443	5,824	29,267

Note: The professional category "Executive" includes senior management positions

Table 23 - Hiring by region, gender, age group and level

	FY20			FY21			FY22			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
EMEA	2,873	627	3,500	1,810	463	2,273	2,643	790	3,433	3,051	747	3,798
<35	1,346	298	1,644	982	232	1,214	1,378	395	1,773	1,706	402	2,108
Executive	0	0	0	1	0	1	0	0	0	1	0	1
Management	34	11	45	28	11	39	18	15	33	25	13	38
Non-management	1,312	287	1,599	953	221	1,174	1,360	380	1,740	1,680	389	2,069
35-44	950	200	1,150	514	152	666	822	262	1,084	851	207	1,058
Executive	7	1	8	1	0	1	2	1	3	2	0	2
Management	91	23	114	54	11	65	65	35	100	69	20	89
Non-management	852	176	1,028	459	141	600	755	226	981	780	187	967
45-54	450	106	556	228	68	296	362	106	468	397	116	513
Executive	5	0	5	7	1	8	4	0	4	4	0	4
Management	48	12	60	30	6	36	43	8	51	42	17	59
Non-management	397	94	491	191	61	252	315	98	413	351	99	450
55-60	83	16	99	73	11	84	62	24	86	76	20	96
Executive	2	1	3	2	1	3	2	0	2	0	1	1
Management	10	0	10	9	1	10	13	1	14	9	1	10
Non-management	71	15	86	62	9	71	47	23	70	67	18	85
>60	44	7	51	13	0	13	19	3	22	21	2	23
Executive	1	0	1	1	0	1	1	0	1	0	0	0
Management	6	1	7	2	0	2	5	2	7	1	0	1
Non-management	37	6	43	10	0	10	13	1	14	20	2	22
Americas	563	107	670	605	91	696	509	111	620	747	178	925
<35	322	64	386	321	45	366	328	49	377	361	61	422
Executive	0	1	1	1	0	1	0	0	0	0	0	0
Management	16	0	16	13	3	16	13	1	14	7	2	9
Non-management	306	63	369	307	42	349	315	48	363	354	59	413
35-44	173	28	201	200	34	234	131	38	169	193	51	244
Executive	1	0	1	0	0	0	0	0	0	2	0	2
Management	35	7	42	14	5	19	19	7	26	24	10	34
Non-management	137	21	158	186	29	215	112	31	143	167	41	208
45-54	59	12	71	57	8	65	32	21	53	106	32	138
Executive	0	0	0	2	0	2	0	0	0	1	0	1
Management	12	3	15	10	0	10	6	4	10	9	4	13
Non-management	47	9	56	45	8	53	26	17	43	96	28	124
55-60	9	2	11	11	3	14	10	2	12	50	19	69
Executive	0	0	0	1	0	1	0	0	0	0	0	0
Management	1	1	2	1	1	2	1	0	1	3	2	5
Non-management	8	1	9	9	2	11	9	2	11	47	17	64
>60	0	1	1	16	1	17	8	1	9	37	15	52
Executive	0	0	0	0	0	0	0	0	0	0	0	0
Management	0	0	0	0	0	0	2	1	3	2	0	2
Non-management	0	1	1	16	1	17	6	0	6	35	15	50
Asia, Australia	617	145	762	662	119	781	891	206	1,097	514	116	630
<35	464	92	556	454	80	534	668	147	815	370	94	464
Executive	0	0	0	0	0	0	0	0	0	0	0	0
Management	13	7	20	14	9	23	9	5	14	9	0	9
Non-management	451	85	536	440	71	511	659	142	801	361	94	455
35-44	105	44	149	177	34	211	175	45	220	123	17	140
Executive	0	0	0	0	0	0	0	0	0	0	0	0
Management	12	4	16	36	6	42	40	9	49	39	3	42
Non-management	93	40	133	141	28	169	135	36	171	84	14	98
45-54	37	9	46	26	5	31	45	14	59	18	5	23
Executive	3	0	3	0	0	0	0	0	0	0	0	0
Management	11	4	15	14	1	15	24	6	30	9	2	11
Non-management	23	5	28	12	4	16	21	8	29	9	3	12
55-60	8	0	8	2	0	2	1	0	1	0	0	0
Executive	2	0	2	0	0	0	0	0	0	0	0	0
Management	2	0	2	2	0	2	1	0	1	0	0	0
Non-management	4	0	4	0	0	0	0	0	0	0	0	0
>60	3	0	3	4	0	4	2	0	2	3	0	3
Executive	0	0	0	0	0	0	0	0	0	0	0	0
Management	1	0	1	1	0	1	1	0	1	3	0	3
Non-management	2	0	2	3	0	3	1	0	1	0	0	0
Group total	4,053	879	4,932	3,077	673	3,750	4,043	1,107	5,150	4,312	1,041	5,353

Note: The professional category "Executive" includes senior management positions

Table 24 - Exits by gender and type of exit, region, age group and level

V (Voluntary) NV (Non-voluntary)	FY20					FY21					FY22					FY23				
	Male (V)	Male (NV)	Female (V)	Female (NV)	Total	Male (V)	Male (NV)	Female (V)	Female (NV)	Total	Male (V)	Male (NV)	Female (V)	Female (NV)	Total	Male (V)	Male (NV)	Female (V)	Female (NV)	Total
EMEA	807	910	191	192	2,100	865	686	202	214	1,967	1,133	590	292	164	2,179	1,093	811	292	173	2,369
<35	323	287	78	62	750	378	222	75	52	727	476	247	112	46	881	442	426	109	73	1,050
Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	15	3	4	1	23	22	4	3	1	30	16	1	4	1	22	12	4	8	1	25
Non-management	308	284	74	61	727	356	218	72	51	697	460	246	108	45	859	430	422	101	72	1,025
35-44	267	276	65	67	675	287	216	83	77	663	409	178	117	68	772	383	216	120	55	774
Executive	5	1	1	0	7	0	3	0	0	3	9	3	2	0	14	4	2	2	0	8
Management	42	20	12	4	78	41	12	12	3	68	74	11	31	4	120	83	22	27	12	144
Non-management	220	255	52	63	590	246	201	71	74	592	326	164	84	64	638	296	192	91	43	622
45-54	146	211	34	45	436	111	169	29	62	371	165	105	50	37	357	185	103	44	36	368
Executive	1	4	0	1	6	3	10	0	1	14	4	5	0	1	10	8	6	3	1	18
Management	31	23	6	3	63	27	18	7	4	56	44	21	15	9	89	46	19	14	12	91
Non-management	114	184	28	41	367	81	141	22	57	301	117	79	35	27	258	131	78	27	23	259
55-60	32	87	6	13	138	46	55	6	20	127	45	46	5	10	106	33	46	8	7	94
Executive	3	2	0	0	5	0	7	0	1	8	0	3	0	1	4	2	6	0	0	8
Management	5	12	0	0	17	15	12	1	1	29	6	11	1	2	20	6	9	5	3	23
Non-management	24	73	6	13	116	31	36	5	18	90	39	32	4	7	82	25	31	3	4	63
>60	39	49	8	5	101	43	24	9	3	79	38	14	8	3	63	50	20	11	2	83
Executive	0	1	0	0	1	2	0	0	0	2	1	0	0	0	1	0	1	0	1	2
Management	4	3	2	1	10	10	1	1	0	12	8	1	1	0	10	12	5	3	0	20
Non-management	35	45	6	4	90	31	23	8	3	65	29	13	7	3	52	38	14	8	1	61
Americas	259	218	59	43	579	291	241	56	62	650	330	454	74	135	993	257	290	54	38	639
<35	120	95	24	26	265	144	107	23	23	297	150	119	34	21	324	133	101	20	14	268
Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	5	5	1	2	13	6	3	2	0	11	5	1	5	0	11	9	0	0	0	9
Non-management	115	90	23	24	252	138	104	21	23	286	145	118	29	21	313	124	101	20	14	259
35-44	82	83	19	11	195	94	58	22	18	192	109	124	19	36	288	83	124	20	14	241
Executive	0	0	0	0	0	0	0	1	0	1	3	2	0	0	5	0	1	0	0	1
Management	18	12	3	2	35	17	4	4	0	25	31	2	10	0	43	19	6	9	1	35
Non-management	64	71	16	9	160	77	54	17	18	166	75	120	9	36	240	64	117	11	13	205
45-54	40	30	9	4	83	30	42	8	13	93	44	98	12	32	186	28	52	11	6	97
Executive	1	1	0	0	2	0	0	0	0	0	0	1	0	0	1	1	3	0	0	4
Management	9	3	4	1	17	2	3	1	1	7	20	9	3	1	33	9	7	4	0	20
Non-management	30	26	5	3	64	28	39	7	12	86	24	88	9	31	152	18	42	7	6	73
55-60	8	8	2	2	20	9	14	1	6	30	15	56	3	24	98	5	10	1	2	18
Executive	1	0	0	0	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0
Management	0	1	0	0	1	4	3	0	0	7	4	3	0	0	7	0	0	1	1	2
Non-management	7	7	2	2	18	5	11	1	6	23	11	52	3	24	90	5	10	0	1	16
>60	9	2	5	0	16	14	20	2	2	38	12	57	6	22	97	8	3	2	2	15
Executive	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0	0	1
Management	1	0	1	0	2	1	2	0	0	3	3	4	0	2	9	1	0	1	2	4
Non-management	8	2	4	0	14	13	18	2	2	35	9	52	6	20	87	6	3	1	0	10
Asia, Australia	376	123	67	30	596	519	579	59	20	1,177	531	67	64	16	678	526	109	81	23	739
<35	223	64	34	10	331	317	336	40	9	702	302	20	46	9	377	341	44	45	12	442
Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	4	1	1	0	6	6	6	4	0	16	7	0	2	0	9	6	0	1	0	7
Non-management	219	63	33	10	325	311	330	36	9	686	295	20	44	9	368	335	44	44	12	435
35-44	121	48	24	18	211	163	196	16	9	384	172	31	13	6	222	146	48	29	11	234
Executive	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	0	0	2
Management	24	5	4	1	34	39	17	5	1	62	27	7	4	3	41	25	4	8	2	39
Non-management	97	43	20	17	177	124	179	11	8	322	144	24	9	3	180	120	43	21	9	193
45-54	25	8	9	1	43	30	43	2	2	77	47	14	3	1	65	31	15	6	0	52
Executive	3	0	0	0	3	2	0	0	0	2	3	0	0	1	4	1	0	0	0	1
Management	12	2	3	0	17	15	20	1	1	37	23	9	1	0	33	16	6	4	0	26
Non-management	10	6	6	1	23	13	23	1	1	38	21	5	2	0	28	14	9	2	0	25
55-60	4	2	0	0	6	7	3	1	0	11	5	1	1	0	7	7	0	1	0	8
Executive	1	1	0	0	2	0	0	0	0	0	1	0	0	0	1	0	0	1	0	1
Management	3	1	0	0	4	7	1	0	0	8	3	1	0	0	4	6	0	0	0	6
Non-management	0	0	0	0	0	0	2	1	0	3	1	0	1	0	2	1	0	0	0	1
>60	3	1	0	1	5	2	1	0	0	3	5	1	1	0	7	1	2	0	0	3
Executive	1	1	0	0	2	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0
Management	2	0	0	0	2	1	0	0	0	1	3	0	0	0	3	0	1	0	0	1
Non-management	0	0	0	1	1	1	1	0	0	2	1	1	1	0	3	1	1	0	0	2
Group total	1,442	1,251	317	265	3,275	1,675	1,506	317	296	3,794	1,994	1,111	430	315	3,850	1,876	1,210	427	234	3,747

Note: The professional category "Executive" includes senior management positions

Table 25 – Average remuneration by gender, age groups and professional category

	FY20			FY21			FY22			FY23		
	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)
<35	44,448	29,883	32,278	41,754	29,711	31,789	44,182	32,098	34,357	43,462	34,358	36,113
Executive	129,847	175,500	152,674	162,500	162,500	162,500	-	170,316	170,316	-	159,977	159,977
Management	89,684	77,341	80,944	86,862	81,717	83,370	90,404	87,785	88,631	87,998	87,346	87,540
Professional	43,195	33,809	35,906	42,107	33,321	35,289	44,028	36,245	38,019	44,233	37,764	39,259
Operational	25,700	20,909	21,231	20,998	19,867	19,943	23,470	19,367	19,645	22,047	22,620	22,561
Other	-	-	-	41,382	36,762	37,829	41,265	36,523	37,721	50,623	44,420	45,972
35 < y < 44	56,669	50,973	52,169	55,049	49,589	50,716	55,249	52,456	53,908	61,867	53,491	55,238
Executive	174,476	185,470	183,916	182,493	206,286	203,216	219,913	210,745	212,601	219,173	207,285	210,009
Management	88,206	88,541	88,462	86,678	89,635	88,935	92,577	94,609	94,109	96,098	95,881	95,936
Professional	49,139	44,901	45,938	47,988	43,101	44,302	50,529	45,394	46,626	52,252	46,485	47,777
Operational	31,000	28,775	29,047	27,551	28,188	28,126	28,237	25,570	25,864	25,446	25,846	25,791
Other	-	-	-	48,417	43,545	44,604	46,881	44,971	45,362	59,640	52,741	53,990
45 < y < 54	64,843	69,104	68,210	64,018	65,529	65,199	67,157	70,116	69,442	65,580	69,803	68,808
Executive	210,296	228,340	226,550	243,295	217,525	221,048	261,465	235,151	238,486	226,217	241,077	239,134
Management	95,869	97,411	97,116	94,313	96,975	96,457	99,260	101,112	100,720	98,396	103,880	102,681
Professional	56,517	55,212	55,536	56,016	55,370	55,517	54,646	55,159	55,019	55,340	55,584	55,499
Operational	37,813	38,238	38,160	32,715	36,311	35,802	35,066	32,122	33,624	29,969	30,572	30,452
Other	-	-	-	41,533	41,186	41,254	40,644	39,275	39,556	55,740	50,549	51,472
55 < y < 60	65,365	81,670	78,623	62,530	73,694	71,636	72,570	83,708	81,444	71,484	80,628	78,652
Executive	224,143	313,886	302,181	237,347	343,726	328,529	252,565	315,584	310,983	240,921	264,805	262,919
Management	98,938	111,892	110,262	105,172	109,767	109,139	114,674	116,294	116,038	125,669	120,235	121,058
Professional	61,348	60,492	60,700	62,650	65,027	64,390	64,612	69,378	67,983	64,930	70,072	68,505
Operational	37,735	41,991	41,182	25,979	37,778	35,918	33,918	38,094	37,485	37,936	35,081	35,566
Other	-	-	-	47,523	42,122	43,004	48,542	40,772	42,006	49,378	52,785	52,052
> 60 y	63,777	73,353	71,675	59,533	70,817	68,795	81,675	91,981	90,101	74,738	92,832	89,381
Executive	-	245,979	245,979	-	236,701	236,701	312,426	240,566	246,554	-	341,597	341,597
Management	107,185	114,430	113,477	106,108	116,138	114,768	121,318	125,025	124,510	121,798	126,787	126,171
Professional	60,737	65,326	64,138	63,592	70,556	68,743	68,228	75,717	73,934	70,437	76,612	75,118
Operational	38,309	42,068	41,562	23,528	34,204	32,637	46,791	40,016	41,081	47,062	41,159	42,498
Other	-	-	-	46,961	43,926	44,446	45,640	41,613	42,384	47,927	52,418	51,482
Group total	55,394	49,024	50,248	53,311	47,357	48,507	57,217	50,846	52,159	57,803	52,583	53,667

Notes: The professional category "Executive" includes senior management positions

Table 26 - Average remuneration grouped by professional category

	FY21				FY22				FY23			
	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro) Total	Gender Pay Gap	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro) Total	Gender Pay Gap	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro) Total	Gender Pay Gap
Executive	221,029	232,409	230,892	4.9%	243,975	240,743	241,184	-1.3%	223,578	238,093	235,908	6.10%
Management	90,472	94,655	93,751	4.4%	96,487	99,868	99,098	3.4%	98,382	102,142	101,276	3.68%
Professional	48,306	42,503	43,910	-13.7%	49,877	44,740	45,986	-11.5%	51,014	46,241	47,380	-10.32%
Operational	26,431	26,358	26,365	-0.3%	28,805	23,726	24,227	-21.4%	26,782	25,694	25,842	-4.23%
Other	44,397	40,459	41,312	-9.7%	43,508	40,645	41,275	-7.0%	54,366	49,477	50,495	-9.88%
Group total	53,311	47,357	48,507	-12.6%	57,217	50,846	52,159	-12.5%	57,803	52,583	53,667	-9.93%

Note: The professional category "Executive" includes senior management positions

Notes on Average Remuneration table:

- Headcount as of September 25, 2023 (end of fiscal year).
- Universe used for calculations amounts to 26,813 employees (25,293 in FY22).
- Gender Pay Gap is calculated as the difference between average gross TTC earnings of male and female employees as a percentage of average gross TTC earnings of male employees. TTC = Total Target Cash. Includes Base Salary + Variable Salary. All salaries are gross annual amounts in EUR.
- A positive percentage figure reveals that women have lower pay than men. A negative percentage figure reveals that women have higher pay than men.

Table 27 - Remuneration of the members of the Board of Directors

(Thousands of euro)	FY21			FY22			FY23				
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Compensation for membership of the Board and/or Board's Committees	1,273	404	1,677	1,360	432	1,792	445	171	616		
Salaries	827	-	827	1,007	-	1,007	1,217	-	1,217		
Severance payment	-	-	-	1,582	-	1,582	-	-	-		
Variable remuneration	813	-	813	1,337	-	1,337	802	-	802		
Long-term savings system	167	-	167	211	-	211	244	-	244		
	<i>Subtotal</i>		3,080	404	3,484	5,497	432	5,929	2,708	171	2,878
Other concepts	13	4	17	19	5	24	10	2	12		
Total	3,093	408	3,501	5,516	437	5,953	2,718	173	2,890		

Table 28 – Remuneration of Top management

(Thousands of euro)	FY21	FY22	FY23
Compensation received by the Top Management	5,323	4,438	5,792
Severance payment	-	3,367	1,458
Total	3,501	7,805	7,249

Note: In fiscal years 2021, 2022 and 2023 there was one woman in the top management thus, for confidentiality reasons, it is not possible to disclose the individual amount of her remuneration, although there is no gender discrimination.

Table 29 - Key safety statistics

	FY18	FY19	FY20	FY21	FY22								FY23
					Male	Female	PNTA ⁽¹⁾	Total	Male	Female	PNTA ⁽¹⁾	Total	
Recordable injuries (TRI)	376	385	280	288	221	25	54	300	295	32	35	362	
Fatalities (FAT)	1	0	4	5	1	0	1	2	1	-	-	1	
Lost-time cases (LTc)	156	140	121	132	112	15	25	152	174	19	14	207	
Medical treatments (MTc)	151	150	67	73	50	4	11	65	63	5	14	82	
Restricted work (RWc)	68	95	88	78	58	6	17	81	57	8	7	72	
Occupational illness cases (OI)	30	29	20	15	4	2	2	8	3	-	-	3	
Lost workdays due to accidents	-	2,707	2,641	1,291	2,598	225	462	3,285	4,024	455	452	4,931	
Working hours (million)	75.4	81.7	89.1	92.1	76.0	18.6	-	94.6	72.8	18.1	-	90.9	
Employees working hours (x10 ⁶) ⁽²⁾	51.9	50.3	55.4	55.0	46.4	11.3	-	57.7	49.4	12.3	-	61.7	
Contractor working hours (x10 ⁶) ⁽²⁾	23.5	31.4	33.7	37.1	29.7	7.2	-	36.9	23.4	5.8	-	29.2	
Lost time Incident rate (LTIR) ^{(3) (4)}	2.07	1.71	1.36	1.43	1.80	0.80	-	1.61	2.58	1.05	-	2.28	
Total recordable injury rate (TRIR) ^{(3) (4)}	5.10	4.71	3.14	3.13	3.61	1.34	-	3.17	4.53	1.77	-	3.98	
Occupational illness rate (OIR) ^{(3) (4)}	0.594	0.504	0.379	0.163	0.078	0.107	-	0.08	0.041	-	-	0.033	
Severity rate ⁽⁵⁾	0.04	0.04	0.05	0.014	0.040	0.012	-	0.034	0.061	0.025	-	0.054	

Notes: (1) PNTA: Prefer not to answer; (2) Gender based ratio is estimated based on the gender distribution of the Siemens Gamesa Group at the end of fiscal year; (3) All rates per million hours worked; (4) Gender based ratio is estimated according to the gender distribution of the Siemens Gamesa Group at the end of fiscal year. For his purpose, PNTA incidents were added to the majority group and classified as "Male" (5) Severity rate calculated as (#Lost workdays * 1,000 / #Total working hours).

Environmental Matters

Table 30 - Top key commodities & materials used by weight

Commodity (t)	FY21	FY22	FY23
Structural concrete	1,598,347	863,996	319,494
Steel – Low-alloyed	795,744	637,567	637,567
Cast iron	144,682	116,355	119,953
Glass fiber	114,846	68,694	70,611
Blinding concrete	108,216	63,228	21,595
Reinforcing steel	73,695	48,290	16,155
Epoxy resin	45,008	29,225	31,120
Electrical steel	25,694	21,599	21,654
Copper	10,303	9,904	11,822
Chromium steel	8,440	8,472	11,990
Aluminium	7,314	6,120	7,339
Balsa wood	6,691	4,234	4,385
Paint	6,011	3,640	2,391
Others	30,370	22,294	26,502
Group total	2,975,359	1,903,618	1,302,252

Note: The table above expresses the use of key raw materials incorporated in the wind turbine generators produced in each fiscal year and is based on life-cycle assessments (LCAs). A production load factor is applied to each raw material used, according to the wind turbine LCAs.

Table 31 - Energy use (Gigajoules-GJ)

	FY18	FY19	FY20	FY21	FY22	FY23
Primary energy	386,459	454,549	471,800	449,357	364,176	417,131
Natural gas + Bio natural gas	243,458	233,694	283,089	220,174	190,059	235,148
Heating fuel	85,029	5,046	3,845	4,371	5,933	480
Gasoline/Diesel	39,579	188,457	159,383	196,725	140,815	159,972
Liquefied petroleum gas	18,213	27,352	25,484	28,086	27,369	21,531
Secondary energy	663,138	801,386	729,838	704,114	683,748	672,542
Electricity from standard fuel combustion sources	160,829	271,933	587	0	0	0
Electricity from renewable sources	402,986	434,958	654,910	618,385	597,880	590,058
District heating	99,323	94,495	74,341	85,729	85,868	82,484
Group total	1,049,597	1,255,935	1,201,637	1,153,471	1,047,924	1,089,673

Table 32 - Energy intensity (Gigajoules/MW installed)

	FY18	FY19	FY20	FY21	FY22	FY23
Primary energy intensity	62	46	54	44	37	44
Secondary energy intensity	106	81	83	69	70	72
Group total	168	127	137	113	107	116

Table 33 - GHG emissions (tCO₂-eq)

(t CO ₂ e)	FY18	FY19	FY20	FY21	FY22	FY23
SCOPE 1 GHG emissions	22,865	26,437	26,053	26,788	⁽⁴⁾ 20,597	⁽⁶⁾ 30,873
Carbon dioxide (CO ₂)	-	25,734	25,729	25,148	19,658	22,357
Methane (CH ₄)	-	11	12	11	9	71
Nitrous oxide (N ₂ O)	-	37	32	37	27	30
Refrigerants	-	655	280	1,592	903	558
Car fleet	-	-	-	-	-	7,857
SCOPE 2 GHG emissions	38,502	44,261	⁽¹⁾ 1,857	2,017	2,116	2,509
SCOPE 1+2 GHG emissions	61,367	70,699	27,910	28,805	22,713	⁽⁶⁾ 33,382
SCOPE 3 GHG emissions	-	71,825	516,853	856,082	780,722	⁽⁷⁾ 4,037,942
Business travel	-	9,739	5,101	2,777	⁽⁵⁾ 17,791	28,993
o Air	-	9,552	4,944	2,739	16,539	27,099
o Car	-	-	-	-	1,228	1,840
o Rail	-	187	156	38	24	54
Disposal of waste generated in operations	-	3,061	⁽²⁾ 10,666	6,376	5,917	4,238
Employee commuting	-	4,841	3,041	3,077	3,211	7,368
Home working	-	-	-	-	9,293	3,254
Transport & distribution	-	54,183	⁽³⁾ 498,045	⁽³⁾ 843,852	744,510	425,539
Purchase of goods and services	-	-	-	-	-	3,400,457
End-of-life treatment of sold products	-	-	-	-	-	168,093
Use of sold products	-	0	0	0	0	0
Total GHG emissions (1+2+3)		142,523	544,762	882,693	803,435	⁽⁶⁾⁽⁷⁾ 4,071,324
Emissions intensity Scope 1+2 (tCO₂/MW installed)	9.8	7.1	3.2	2.8	2.3	3.6
Scope 1 intensity	3.7	2.7	3.0	2.6	2.1	3.3
Scope 2 intensity	6.2	4.5	0.2	0.2	0.2	0.3

(1) The decrease in Scope 2 emissions is due to the purchase of Energy Attribute Certificates (EACs) which ensure that the electricity is from renewable sources.

(2) The increase in the amount of waste production is due to the increase of waste tons reported compared with FY19.

(3) The increase in the transport and distribution category between FY19 and FY21 is due to the addition of jet and marine fuel data for construction and service activities.

(4) Decreases in Scope 1 emissions are due to some factories being temporarily closed. Moreover, in FY22 we had fewer EPC contracts and production as well as benefits of efficiency measures.

(5) Increase in business travel emissions is due to the end of COVID-19 restrictions. Also, in FY22 we have included the data reported by SAP Concur system, our global booking tool.

(6) Increase in Scope 1 emissions due to the impact of the emissions from de car fleet, which are reported for the first time in FY23, which amounted to 7,857 t CO₂eq.

(7) Year-on-year increase due to the impact of reported emissions from the purchase of goods and services included, for the first time in FY23, which amounted to 3,400,457 t CO₂eq.

Table 34 - Other atmospheric emissions

	FY18	FY19	FY20	FY21	FY22	FY23
VOC: Volatile organic compounds (t)	254	278	231	224	137	76
ODS: Ozone depleting substances (kg R11-eq)	0	0.24	0.01	0.65	3.8	0
Particles (t)	-	-	-	1.59	1.75	0
SOx (t)	-	-	-	0.05	⁽¹⁾ 0	0
NOx (t)	-	-	-	0.14	⁽²⁾ 22.1	24.9

(1) Change of criteria: In FY2023 this KPI is no longer required to be registered.

(2) Data from FY22 were adjusted and corrected.

Table 35- Waste production

(t)	FY18	FY19	FY20	FY21	FY22	FY23
Hazardous waste (t)	4,004	8,099	10,054	8,000	7,092	6,432
Recyclable	1,892	4,413	4,215	5,532	5,309	4,174
Non-recyclable	2,112	3,686	5,839	2,468	1,783	2,258
Non-hazardous waste (t)	43,801	50,407	58,257	55,127	44,791	51,580
Recyclable	31,006	40,605	44,686	44,349	34,406	42,525
Non-recyclable	12,795	9,802	13,571	10,778	10,385	9,055
Group total (t)	47,805	58,506	68,311	63,127	51,883	58,012
Waste intensity (t/installed MW)	7.7	5.9	7.8	6.2	5.3	6.2
Hazardous waste intensity	0.7	0.8	1.1	0.8	0.7	0.7
Non-hazardous waste intensity	7.0	5.1	6.6	5.4	4.6	5.5

Table 36 - Water consumption (m3)

(m ³)	FY18	FY19	FY20	FY21	FY22	FY23
Fresh water from the net supply	428,835	449,550	453,608	469,888	446,369	357,244
Underground water, ground and surface water	6,673	89,693	40,984	37,537	28,713	16,018
Ground and surface water for cooling purposes (*)	10,130	127,115	25,142	45,751	3.61	16,182
Recycled water from external sources	n.a.	394	2,795	94	66	411
Total water withdrawal (**)	445,638	666,753	522,530	553,270	478,764	389,854

(*) Returned to receiving water body chemically unchanged but warmed.

(**) Excluding recycled water treated internally

Table 37 - Wastewater produced (m3)

(m ³)	FY18	FY19	FY20	FY21	FY22	FY23
Wastewater from employee facilities	139,011	121,080	218,691	272,349	243,800	166,989
Wastewater from manufacturing processes	220,819	164,640	95,933	98,793	72,104	49,750
Other wastewater (including losses)	81,216	0	9,778	25,671	57,914	67,449
Cooling water (unconditioned) discharged as wastewater	0	7,592	17,497	36,653	48,131	14,303
Cooling water (conditioned) returned to receiving water body chemically unchanged, but warmed	10,130	35,245	328	58,397	18,088	45,110
Group total	451,176	328,556	342,227	491,862	440,037	343,601

Table 38 - Environmental incidents

(number)	FY18	FY19	FY20	FY21	FY22	FY23
Spills	-	-	1,042	861	894	493
Biodiversity impact	-	-	153	125	114	71
Environmental non-conformity	-	-	368	403	396	147
Waste Management	-	-	-	-	-	24
Fire, smoke, explosion	-	-	114	14	48	8
Stakeholder complaint (noise, smell, dust)	-	-	362	30	29	4
Weather or natural disaster (floods, winds)	-	-	524	64	153	34
Other	-	-	1,551	-	-	-
Group total	-	-	4,114	1,497	1,634	781

Table 39 - Environmental benefits/savings (cumulative at fiscal year-end)

	FY18	FY19	FY20	FY21	FY22	FY23
MW installed (annual)	6,234	9,895	8,767	10,164	9,810	9,393
GW installed (cumulative)	88.8	98.7	107.5	117.7	127.5	136.9
TWh/year (cumulative)	272	303	332	355	385	415
NOx prevented (cumulative million tons)	1.9	2.1	2.3	2.5	2.6	2.9
SO ₂ prevented (cumulative million tons)	1.0	1.2	1.3	1.5	1.5	1.6
Tons of oil equivalent (toe) prevented (cumulative million)	23.4	26.0	28.5	30.5	33.1	35.7
CO ₂ emissions prevented (cumulative million tons)	231	257	281	301	327	356

Note: Conversion factors. World fossil fuel emission factor: 849 grCO₂/kWh; Conversion toe/MWh (1toe=11.63 MWh): 0,0859 toe/MWh; Conversion tSO₂ avoided per MWh generated: 0,0038 t/MWh; Conversion t NOx avoided per MWh generated: 0,006875 t/MWh. Hours equivalent to group year average: 3,066.

Table 40 - Lifecycle assessments (LCA) and environmental product declarations (EPD)

(number)	FY18	FY19	FY20	FY21	FY22	FY23
# LCAs	16	20	23	24	26	29
# EPDs	14	17	20	21	23	26

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Table 41 - Compliance training

(number of employees)	FY18	FY19	FY20	FY21	FY22	FY23
Number of employees that attended the Compliance Basic Training through Sept. 30, 2022 (including prior years)	-	-	2,470	9,938	12,275	14,268
Number of active employees that completed the Business Conduct Guidelines e-learning through Sept. 30, 2022 (incl. prior years)	-	-	7,971	14,740	18,754	20,365
Number of active employees that completed the Protecting our Personal Data e-learning through Sept. 30, 2022 (Inc. prior years)	-	-	-	13,795	17,454	20,341
Number of active employees that completed the Export Control & Customs (ECC) Global Awareness e-learning through Sept. 30, 2022 (Inc. prior years)	-	-	12,769	14,371	17,049	19,632

Table 42 - Compliance cases

(number)	FY18	FY19	FY20	FY21	FY22	FY23
Reports received via Compliance channel (Integrity Hotline)	64	46	64	55	46	35
Compliance cases reported at the end of period	53	37	49	51	43	37
Disciplinary sanctions	6	7	26	28	174	34
• of which dismissals	-	6	15	13	101	14
• of which warnings	-	1	10	14	52	18
• of which other ⁽¹⁾	-	0	1	1	21	2
Open investigations at the end of period ⁽²⁾	11	13	33	23	16	11
Investigations closed in period	11	20	21	40	25	18
• of which without findings	-	10	6	15	10	2
• of which fraud	-	7	8	11	7	8
• of which competition law	-	0	1	2	1	0
• of which accounting issues	-	1	0	0	0	0
• of which others	-	2	6	12	7	8

⁽¹⁾: Includes loss of variable and voluntary compensation components, transfer and suspension; ⁽²⁾: Refers to cases in which the investigation was ongoing

Table 43 - Expenses on membership fees

(€million)	FY18	FY19	FY20	FY21	FY22	FY23
Membership fees	3.2	3.6	3.6	3.0	3.6	4.6

Note: The data were obtained from the accounting system: group account 6631 – Membership fees. The historical series has been recalculated

Table 44 - Purchasing volume ⁴⁷

(€million)	FY18	FY19	FY20	FY21	FY22	FY23
Europe, Middle East and Africa	4,185	5,692	4,376	3,809	5,353	6,117
Americas	978	1,401	1,783	1,577	1,440	1,195
Asia, Australia	867	1,144	1,206	1,477	2,234	1,803
Purchasing volume (PVO)	6,030	8,238	7,365	6,863	9,027	9,114

Note: In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

Table 45 - Tier-1 suppliers

(number)	FY18	FY19	FY20	FY21	FY22	FY23
Europe, Middle East and Africa	10,162	11,340	11,481	11,618	12,834	12,462
Americas	3,506	3,542	4,042	3,837	3,242	2,665
Asia, Australia	3,383	3,571	4,014	4,494	3,766	3,463
No. tier-1 suppliers ⁽¹⁾	17,051	17,890	18,932	19,363	19,842	18,590

Note: In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

(1) Tier-1 suppliers: Suppliers that deal directly with, and directly invoice, Siemens Gamesa.

Table 46 - Purchasing volume (PVO) under sustainability focus

(€million)	FY18	FY19	FY20	FY21	FY22	FY23
PVO of Critical tier-1 Suppliers	2,061	2,037	2,275	2,301	3,155	3,146
Europe, Middle East and Africa	1,323	1,397	990	1,076	295	540
Americas	300	228	320	376	1,097	1,080
Asia, Australia	438	412	965	849	1,762	1,526
PVO Sustainability high-risk suppliers	724	1,089	1,168	1,521	2,003	1,994
Europe, Middle East and Africa	262	503	348	407	1,113	385
Americas	83	179	244	277	326	354
Asia, Australia	278	407	576	837	564	1,256

Note: In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

Table 47 - No. of suppliers under sustainability focus

(number)	FY18	FY19	FY20	FY21	FY22	FY23
No. of Critical tier-1 Suppliers	1,061	748	1,283	1,302	2,388	2,527
Europe, Middle East and Africa	487	356	380	710	418	743
Americas	255	142	150	89	939	884
Asia, Australia	319	375	895	53	1,031	900
No. of Sustainability high-risk suppliers	792	480	468	823	860	385
Europe, Middle East and Africa	268	111	110	295	477	91
Americas	208	85	78	214	202	82
Asia, Australia	316	364	362	412	181	212

Note: In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

Table 48 - Purchasing volume (PVO) covered by Supplier Code of Conduct

(% total PVO) ⁽¹⁾	FY18	FY19	FY20	FY21	FY22	FY23
Purchasing volume (PVO)	65%	84%	85%	89%	89%	100%
Europe, Middle East and Africa	70%	86%	87%	94%	90%	100%
Americas	66%	80%	83%	90%	82%	100%
Asia, Australia	43%	79%	79%	73%	90%	100%

Note: In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

(1) This percentage indicates the share of the procurement value that has successfully completed the acceptance of the Code of Conduct out of the procurement volume for which this is a mandatory requirement.

Table 49 - Supplier monitoring

(number)	FY18	FY19	FY20	FY21	FY22	FY23
Sustainability Self-Assessments (CRSA)	1,104	1,132	783	444	1,863	2,788
Europe, Middle East and Africa	706	764	411	148	685	1,147
Americas	179	224	169	112	288	458
Asia, Australia	219	281	270	227	890	1,183
External Sustainability Audits	201	130	199	112	117	91
Europe, Middle East and Africa	111	86	118	68	62	46
Americas	48	44	54	36	10	7
Asia, Australia	42	35	56	24	45	38
Quality audits with sustainability questions	146	323	197	374	913	621
Europe, Middle East and Africa	83	142	90	203	590	279
Americas	17	88	36	83	133	218
Asia, Australia	46	93	71	88	190	124

Note: In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

H. Law 11/2018 Content Index

Index of contents required by Law 11/2018, of December 28, which modifies the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing, regarding non-financial information and diversity.

Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
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A. General topics

A.1 Business Model

[L11G01] Brief description of the Group's business model	L11G01	GRI 2-1; GRI 2-2; GRI 2-6; GRI 2-9; GRI 2-13; GRI 2-23	4	-
[L11G02] Markets where the company operates	L11G02	GRI 2-1; GRI 2-6	5	-
[L11G03] Organizational objectives and strategies	L11G03	GRI 2-6; GRI 2-22	5	-
[L11G04] Key factors and trends that could affect the future outlook	L11G04	GRI 2-22	6	-

A.2 Reporting framework

[L11G05] Reporting framework	L11G05	GRI 1	7	-
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A.3 Management approach

[L11G06] Description of applied policies	L11G06	GRI 3-3; GRI 2-23; GRI 2-24	9	-
[L11G07] Results of these policies	L11G07	GRI 3-3	9	-
[L11G08] Risks related to the aspects linked to the Group's activities	L11G08	GRI 2-16	10	-

B. Environmental matters

B.1 Environmental management

[L11M01] Current and foreseeable impact of the Company's activities on the environment	L11M01	GRI 3-3	11	-
[L11M02] Environmental assessment and certification procedures	L11M02	GRI 3-3; Management approach to environment	11	-
[L11M03] Resources devoted to environmental risk prevention	L11M03	GRI 3-3; Management approach to environment	11	-
[L11M04] Implementation of the precautionary principle	L11M04	GRI 3-3;	13	-
[L11M05] Amount of provisions and warranties for environmental risks	L11M05	GRI 3-3; Management approach to environment	13	-

Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
B.2 Pollution				
[L11M06] Measures to prevent, reduce or remedy carbon emissions (includes noise and light pollution)	L11M06	GRI 3-3; GRI 305-5 Internal operating framework	13	-
[L11M07] Measures to prevent, reduce or remedy noise and light pollution	L11M07	Internal operating framework	14	Note 1
B.3 Circular economy and waste prevention and management				
[L11M08] Measures related to prevention, recycling, reuse and other form of waste recovery and disposal	L11M08	GRI 3-3 Management approach to waste. GRI 306-2; Internal operating framework	14	-
[L11M09] Actions to avoid food waste	L11M09	GRI 3-3 Internal operating framework	15	-
B.4 Sustainable use of resources				
[L11M10] Water consumption and water supply in accordance with local limitations	L11M10	GRI 3-3; GRI 303-5; GRI 303-1	15	-
[L11M11] Consumption of raw materials and measures to improve efficiency in use	L11M11	GRI 3-3 Management approach of materials GRI 301-1; Internal operating framework	15	-
[L11M12] Consumption, direct and indirect, of energy; measures taken to improve energy efficiency and the use of renewable energies	L11M12	GRI 3-3 Management approach to energy GRI 302-1	16	-
[L11M13] Use of renewable energies	L11M13	GRI 302-1	16	-
B.5 Climate change				
[L11M14] Important elements of greenhouse gas emissions generated as a result of the activities of the Company	L11M14	GRI 3-3 Management approach to emissions. GRI 305-1; GRI 305-2; GRI 305-5	16	-
[L11M15] Measures to adapt to climate change	L11M15	GRI 3-3 Management approach to emissions GRI 201-2;	17	-
[L11M16] Voluntary medium- and long-term targets set to reduce greenhouse gas emissions and the measures implemented to that end	L11M16	GRI 3-3 Management approach to emissions GRI 305-4; GRI 305-5 Internal operating framework	18	-
B.6 Protection of biodiversity				
[L11M17] Measures to preserve or restore biodiversity	L11M17	GRI 3-3 Management approach to biodiversity Internal operating framework	19	-
[L11M18] Significant impacts of activities, products, and services on biodiversity	L11M18	GRI 304-2; Internal operating framework	19	-
C. Social and Human Resources related matters				
C.1 Employment				
[L11HR01] Total number of employees and distribution by country, gender, age and occupational classification	L11HR01	GRI 3-3 Management approach to employment; GRI 2-7; GRI 405-1	20	-
[L11HR02] Total number of work contracts, and breakdown by type	L11HR02	GRI 2-7; Internal data linked to Workday- SAP system procedure	20	-
[L11HR03] Annual average no. of permanent, temporary and part-time contracts by sex, age and professional category	L11HR03	GRI 2-7; GRI 405-1	20	-
[L11HR04] Number of exits by sex, age and professional category	L11HR04	GRI 401-1	20	-
[L11HR05] Average remuneration by sex, age and professional category	L11HR05	GRI 405-2; Internal framework: Average remuneration (includes the total remuneration for the year, fixed salary and all variable remuneration (allowances, allowances, payment to savings pension systems, etc.) obtained during the year.	20	-
[L11HR06] Gender pay gap, the remuneration of equal or average jobs in society	L11HR06	GRI 405-2; Internal framework: the calculation has been made with the following formula: Pay gap=(Average gross Remuneration Men-Average gross remuneration Women)/ Average gross remuneration Men)	21	-
[L11HR07] Average remuneration of directors and managers by sex	L11HR07	GRI 405-2; Internal framework: Average remuneration (includes the total remuneration for the year, fixed salary and all variable remuneration (allowances, allowances, payment to savings pension systems, etc.) obtained during the year	21	-
[L11HR08] Implementation of policies to allow employees to disconnect from work	L11HR08	GRI 3-3; Internal operating framework	21	-
[L11HR09] Number of employees with disabilities	L11HR09	GRI 405-1; Internal operating framework	21	-

Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
C.2 Work organization				
[L11HR10] Working hours organization	L11HR10	GRI 3-3; Internal operating framework	22	-
[L11HR11] Number of hours of absenteeism	L11HR11	Internal operating framework	22	-
[L11HR12] Measures to promote work-life balance and co-parenting responsibilities	L11HR12	GRI 3-3 Management approach of employment; GRI 401-2;	22	-
C.3 Health & Safety				
[L11HR13] Health & safety conditions in the workplace	L11HR13	GRI 3-3 Management approach of Health & Safety GRI 403-1;	22	-
[L11HR14] Number of work accidents and occupational diseases by gender; frequency and severity rate by gender	L11HR14	GRI 403-9; Internal operating framework. Frequency rate = Number of accidents with sick leave x 1,000,000/ number of hours worked (excluding commuting accidents) Severity rate = Number of days lost x 1,000,000 / number of hours worked (excluding commuting accidents)	23	-
C.4 Labor relations				
[L11HR15] Social dialogue organization	L11HR15	GRI 3-3 Management approach to labor relations	23	-
[L11HR16] Percentage of employees covered by collective agreements, by country	L11HR16	GRI 2-30;	24	-
[L11HR17] Results of collective agreements, especially in the field of health and safety	L11HR17	GRI 3-3 Internal operating framework	24	-
[L11HR17b] Mechanisms and procedures available to the company to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	L11HR17b	GRI 2-29 Approach to stakeholder engagement	24	-
C.5 Training				
[L11HR18] Training policies implemented	L11HR18	GRI 3-3; Management approach to learning and training; GRI 404-2	25	-
[L11HR19] Number of hours of training by professional category	L11HR19	Internal Framework	25	-
C.6 Accessibility				
[L11HR20] Universal accessibility for people with disabilities	L11HR20	GRI 3-3 Management approach of diversity, equality and no discrimination	25	-
C.7 Equality				
[L11HR21] Measures taken to promote equal treatment and equal opportunities for women and men	L11HR21	GRI 3-3 Management approach diversity, equality and no discrimination	26	-
[L11HR22] Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	L11HR22	GRI 3-3 Management approach diversity, equality and no discrimination; GRI 2-23	26	-
[L11HR23] Integration and universal accessibility for people with disabilities	L11HR23	GRI 3-3 Management approach diversity, equality and no discrimination	25	-
[L11HR24] Policy against all types of discrimination and, where appropriate, management of diversity	L11HR24	GRI 3-3 Management approach diversity, equality and no discrimination; GRI 2-23	26	-
D. Information on respect for Human Rights				
D.1 Human Rights				
[L11H01] Application of due diligence procedures in the field of human rights, preventing the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses	L11H01	GRI 3-3 Management approach to human rights GRI 2-23; GRI 2-26	27	-
[L11H02] Complaints about human rights violations	L11H02	Internal framework: quantitative information on the number of complaints.	27	-
[L11H03] Promotion and enforcement of the provisions of fundamental ILO Conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labor and the effective abolition of child labor	L11H03	GRI 3-3 Management approach to human rights GRI 2-23	28	-

Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
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E. Disclosures on the fight against corruption and bribery

E.1 Corruption and bribery

[L11C01] Measures taken to prevent corruption and bribery	L11C01	GRI 205-2; GRI 3-3 Management approach to Compliance GRI 2-26; Internal operating framework	29	-
[L11C02] Measures to combat money laundering	L11C02	GRI 206-1; Internal operating framework;	30	-
[L11C03] Contributions to not-for-profit organizations	L11C03	GRI 2-28; Internal operating framework;	32	-

F. Information about society

F.1 Commitment to sustainable development

[L11SO01] Impact of the Company's activity on employment and local development	L11SO01	GRI 3-3 Management approach to local communities	31	-
[L11SO02] Impact of the Company's activity on local populations and territories	L11SO02	GRI 3-3 Internal operating framework	31	-
[L11SO03] Company's relations with local communities' agents and dialogue channels	L11SO03	GRI 3-3;	31	-
[L11SO04] Partnerships and sponsorship actions	L11SO04	GRI 3-3; GRI 2-28. Internal framework: description of partnership or sponsorship actions.	32	-

F.2 Sustainable supply chain

[L11SO05] Inclusion of social, gender equality and environmental matters in the Company's purchasing policy	L11SO05	GRI 3-3 Management approach to responsible supply chain GRI 2-6; GRI 2-24 GRI 308-1;	33	-
[L11SO06] Consideration of social and environmental responsibility in relations with suppliers and subcontractors	L11SO06	GRI 3-3; GRI 2-6; GRI 2-24; GRI 308-1	33	-
[L11SO07] Monitoring and supervision systems and related results	L11SO07	GRI 3-3; GRI 2-6; GRI 2-24; GRI 308-1	35	-

F.3 Consumer relations

[L11SO08] Measures to protect consumers' health and safety	L11SO08	GRI 3-3 Management approach GRI 416-1;	36	-
[L11SO09] Claims systems	L11SO09	Internal reporting framework	36	-
[L11SO10] Complaints received and resolution	L11SO10	Internal reporting framework	36	-

F.4 Tax information

[L11SO11] Profits obtained per country	L11SO11	GRI 207-4; Internal data linked to SAP system	36	-
[L11SO12] Taxes paid on profits	L11SO12	GRI 207-4; Internal data linked to SAP system	36	-
[L11SO13] Public subsidies received	L11SO13	GRI 201-4 Internal data linked to SAP system	37	-

Notes on Law 11/2018 content index:

Note 1: Light pollution is not considered a material aspect for Siemens Gamesa.

I. Publication credits

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J. End notes

- 1 Siemens Gamesa Sustainability Strategy 2040. Link: <https://www.siemensgamesa.com/en-int/newsroom/2021/07/210721-siemens-gamesa-press-release-launches-new-sustainability-strategy>
- 2 Global Wind Energy Council (GWEC). Global Wind report 2023. Link: <https://gwec.net/globalwindreport2023/>
- 3 International Energy Agency (IEA). Net Zero by 2050: A Roadmap for the Global Energy Sector. Link: https://iea.blob.core.windows.net/assets/deebef5d-0c34-4539-9d0c-10b13d840027/NetZeroBy2050-ARoadmapfortheGlobalEnergySector_CORR.pdf
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- 5 Siemens Gamesa Diversity and Inclusion policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-diversity-and-inclusion-policy-def.pdf?la=en-bz&hash=93083E892DCB6C7727FA4CD707D0757EE9EC9F2A>
- 6 Siemens Gamesa HSE policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>
- 7 Siemens Gamesa Human Rights policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>
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- 10 Siemens Gamesa Business Conduct Guidelines (BCG). Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/business-conduct-guidelines/siemens-gamesa-business-conduct-guidelines-en.pdf?la=en-bz&hash=5BA22860DB9116DD16BCEA68ADA062ACCF015BB6&hash=5BA22860DB9116DD16BCEA68ADA062ACCF015BB6>
- 11 Siemens Gamesa Code of Conduct for suppliers. Link: https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/code-of-conduct/code_of_conduct_for_suppliers_and_third_party_intermediaries_en.pdf?la=en-bz&hash=D284F9974754A8848ABC85A15035AF0F1022B007
- 12 Siemens Gamesa Booklet for Code of Conduct for suppliers and third-party intermediaries. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/suppliers/sqre-conduct-suppliers-and-third-party-intermediaries.pdf?la=en-bz&hash=D17D5001EF6FD9744633CBC0FE133C20AC0104C0>
- 13 General Risk Control and management policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/general-risk-control-and-management-policy.pdf>
- 14 Pros and cons of Wind energy. Link: <https://www.siemensgamesa.com/explore/journal/uniting-environment-and-technology>
- 15 Green hydrogen. Fuel for the future. Link: <https://www.siemensgamesa.com/products-and-services/hybrid-and-storage/green-hydrogen>
- 16 Environdec International EPD System. EPD Electricity from a European offshore wind farm using SG 11-200 wind turbines. Link: <https://www.environdec.com/library/epd9790>
- 17 Environdec International EPD System. Electricity from a European offshore wind farm using SG 14-222 wind turbines. Link: <https://www.environdec.com/library/epd9791>
- 18 Environdec International EPD System. Electricity from a European offshore wind farm using SG 14-236 wind turbines. Link: <https://www.environdec.com/library/epd9792>
- 19 Siemens Gamesa Health, Safety and Environment Policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>
- 20 Siemens Gamesa and Siemens Energy to unlock a new era of offshore green hydrogen production. Link: [Siemens Gamesa and Siemens Energy to unlock a new era of offshore green hydrogen production](https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf)
- 21 SteelZero initiative. Link: <https://www.theclimategroup.org/steelzero-members>
- 22 RecyclableBlade. Link: <https://www.siemensgamesa.com/newsroom/2021/09/launch-world-first-recyclable-wind-turbine-blade>
- 23 Revolutionary RecyclableBlades: Siemens Gamesa technology goes full circle at RWE's Kaskasi offshore wind power Project. Link: https://siemensgamesa.hosting.augure.com/Augure_SG//ContentEn ligne/Download?id=0DE1C9D5-4FD4-4B00-8113-14F6D70D2B2C&filename=PDF%20Kaskasi%20EN.pdf
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- 25 DecomBlades consortium. Link: <https://www.siemensgamesa.com/newsroom/2021/01/210125-siemens-gamsa-press-release-decomblades-launched>
- 26 The EU-funded DigiPrime project will develop the concept of a circular economy digital platform in order to create circular business models based on the data-enhanced recovery and reuse of functions and materials. Link: <https://www.digiprime.eu/project/>
- 27 EnergyLoop initiative: Innovation and technology for the recycling of wind turbine Blades. Link: <https://energyloop.info/en/home-en/>
- 28 Science Based Targets Initiative. Link: <https://sciencebasedtargets.org/>
- 29 Siemens Gamesa Corporate Commitment to Biodiversity. Link: [siemens-gamesa-biodiversity-commitment-2022-en.pdf \(siemensgamesa.com\)](https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/biodiversity-policy-august-2022-en.pdf)
- 30 Offshore Coalition for Energy and Nature (OCEaN). Link: <https://offshore-coalition.eu/>
- 31 Science Based Targets Network (SBTN) tool. Link: <https://sciencebasedtargets.org/take-action-now/take-action-as-a-company/join-the-sbtn-corporate-engagement-program/corporate-engagement-members-only/target-setting-tools-and-guidance>
- 32 Exploring Natural Capital Opportunities (ENCORE) tool. Link: <https://encore.naturalcapital.finance/en/>
- 33 Siemens Gamesa Policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>
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- 35 Group policy on Diversity and Inclusion Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/diversity-and-inclusion-policy.pdf>
- 36 Women Empowerment Principles (WEP) list of signatories. Link: <https://www.weps.org/companies>
- 37 Bloomberg's 2023 Gender-Equality Index (p.48). Link: https://assets.bbhub.io/company/sites/51/2023/02/2178700_BBGT_ESG_2023-GEI-Global-Campaign_BCH_230124-1-1.pdf
- 38 Global Framework Agreement. Link: <http://www.industrial-union.org/industrial-renews-global-agreement-with-siemens-gamesa>
- 39 Integrity Hotline. Link: <https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=23wd4&c=1&language=eng>
- 40 Siemens Gamesa Social Commitment video #1 (Social Commitment). Link: <https://www.youtube.com/watch?v=s8-KW1hkizE&list=PL9eXVmBTYixtZr4RLEFXnf4vIaU1XpYq7&index=3>
- 41 Social Commitment policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/social-commitment-policy.pdf?la=en-bz&hash=1B3A106E41B35ED4030FF6DAE434C307BA95C5F>
- 42 Social Commitment Strategy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/social-commitment/siemens-gamesa-social-commitment-strategy-en.pdf>
- 43 General Purchasing Conditions. Link: https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/purchase-conditions/siemens-gamesa-gpc-002-2018-06-en_sqre-general-purchasing-conditions.pdf?la=en-bz&hash=1AAE86231AB9BD2E3918DE4EE1DA5BB0DDC316B
- 44 Siemens Gamesa Corporate Tax policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/corporate-tax-policy.pdf>
- 45 AENOR. Link: <https://www.en.aenor.com/certificacion/certificado?codigo=197479>
- 46 Sustainability Vision towards 2040: Delivering sustainability through actions. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/sustainability-strategy-2040.pdf>
- 47 Notice: Purchase volume based on closed purchasing orders, not on accruals.

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SIEMENS Gamesa
RENEWABLE ENERGY

Independent Limited Assurance Report of the Consolidated Non-Financial Statement for the year ended September 30, 2023

**SIEMENS GAMESA RENEWABLE ENERGY, S.A.U. and
SUBSIDIARIES**

INDEPENDENT LIMITED ASSURANCE REPORT OF THE CONSOLIDATED NON-FINANCIAL STATEMENT

Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails

To the Shareholders of Siemens Gamesa Renewable Energy, S.A.U:

Pursuant to article 49 of the Code of Commerce we have performed a verification, with a limited assurance scope, of the accompanying Consolidated Non-Financial Information Statement (hereinafter NFS) for the year ended September 30, 2023, of Siemens Gamesa Renewable Energy, S.A.U. and subsidiaries (hereinafter, the Group), which is part of Consolidated Management Report of Siemens Gamesa.

The content of the NFS includes additional information to that required by prevailing mercantile regulations in relation to non-financial information that has not been subject to our verification. In this regard, our assignment has been exclusively limited to the verification of the information shown in the section H "Law 11/2018 Content Index" of the accompanying NFS.

Responsibility of the Board of Directors

The preparation of the NFS included in the Consolidated Management Report of Siemens Gamesa and its content is the responsibility of the Board of Directors of the Group. The NFS was prepared in accordance with the content required by current commercial regulation and in conformity with the criteria outlined in the *Global Reporting Initiative Sustainability Reporting Standards* (GRI standards) selected, as well as other criteria described in accordance with that indicated for each subject in the section H "Law 11/2018 Content Index" from the accompanying NFS.

The Board of Directors are also responsible for the design, implementation, and maintenance of such internal control as they determine as necessary to enable the preparation of an NFS that is free from material misstatement, whether due to fraud or error.

They are further responsible for defining, implementing, adapting, and maintaining the management systems from which the information necessary for the preparation of the NFS is obtained.

Our independence and quality management

We have complied with the independence and other ethics requirements of the International Code of Ethics for Accounting Professionals (including international standards on independence) issued by the International Standards Board on Ethics for Accounting Professionals (IESBA) which is based on the fundamental principles of integrity, professional objectivity, competence and diligence, confidentiality, and professional behaviour.

Our firm applies current international quality standards and maintains, consequently, a quality system that includes policies and procedures related to compliance with ethical requirements, professional standards and legal provisions and applicable regulations.

The engagement team consisted of experts in the review of Non-Financial Information and, specifically, in information about economic, social, and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work. Our review has been performed in accordance with the requirements established in the current International Standard on Assurance Engagements 3000 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying Non-Financial Statement, issued by the Spanish Official Register of Auditors of Accounts (ICJCE).

The procedures carried out in a limited assurance engagement vary in nature and execution timing and are smaller in scope than reasonable assurance engagements, and therefore, the level of assurance provided is likewise lower.

Our work consisted in requesting information from Management and the various Group units participating in the preparation of the 2023 NFS, reviewing the process for gathering and validating the information included in the NFS, and applying certain analytical procedures and sampling review tests as described below:

- ▶ Meetings with Group personnel to know the business model, policies and management approaches applied, the main risks related to these matters and obtain the necessary information for our external review.
- ▶ Analysis of the scope, relevance and integrity of the content included in the NFS for the year 2023 based on the materiality analysis made by the Group and described in section “General topics”, considering the content required by prevailing mercantile regulations.
- ▶ Analysis of the processes for gathering and validating the data included in the 2023 Non-Financial Statement.
- ▶ Review of the information on the risks, policies and management approaches applied in relation to the material aspects included in the 2023 NFS.
- ▶ Check, through tests, based on a selection of a sample, the information related to the content of the 2023 NFS and its correct compilation from the data provided by the information sources.
- ▶ Obtaining a representation letter from the Board of Directors and Management.

Conclusion

Based on the limited assurance procedures conducted and the evidence obtained, no matter has come to our attention that would cause us to believe that the Group NFS for the year ended **Septembers 30, 2023** has not been prepared, in all material respects, in accordance with the contents required by current commercial regulation and the criteria of the selected GRI standards, as well as other criteria, described as explained for each subject matter in the section H "Law 11/2018 Content Index" of the NFS.

Use and distribution

This report has been prepared as required by current commercial regulation in Spain, thus it may not be suitable for any other purpose or jurisdiction.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

Alberto Castilla Vida

November 28th, 2023