Social Commitment Department Strategy FY2020/2022

May 2021

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Social Commitment Department

"To actively reduce poverty in our communities, to fight climate change, and to promote technological education in line with the future needs of society."

✓ To reinforce the commitment with society in line with our stakeholders demands, SGRE created the Social Commitment department towards the Siemens Gamesa Foundation

✓ Beyond the business, bundle all external social activities

✓ Aligned with the SDG´s set by the UN 2030 Agenda

AREAS OF ACTIVITY

FIGHT POVERTY

TECHNOLOGICAL EDUCATION

ENVIRONMENTAL PROTECTION

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Transversal Projects FY21

Action	Impact / Scope	Partners
1. Digital Platform	✓ We are digital and this will allow us to • Reach more beneficiaries • Automatize processes • Measure our impact	VECTOR ITC
2. Sustainable Employee and Sustainable Family	✓ Project for all employees to get sustainable habits while playing • This will allow employees to receive challenges to improve their lifestyle on a daily basis • Engaging with the UN´s 2030 Agenda	DoGood
3. Corporate Volunteering Program	✓ To create beneficial impact within the communities and the environment ✓ Involves a wide range of social activities with the common purpose of improving the quality of life and the sustainability of its communities ✓ STARS: • Helping Social Commitment to promote volunteering through employees • Acting as ambassadors internally and externally • Helping on-site in volunteering activities	SGRE Employees "Stars"

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Social Action FY20

Action	Impact / Scope	Partners
1. 3rd SGRE Impact Project Covid 19 Special Edition	✓ Bringing **positive change** to communities in which we operate, in alignment with the UN´s **Sustainable Development Goals** ✓ Help society in the short-medium term to fight the COVID 19 effects, especially poverty	Local partnerships proposed by the employees
2. Humanitarian Aid COVID 19	✓ **Matching** employee donations to International Red Cross ✓ Global **in kind donation** of sanitary and medical equipment ✓ Bringing **relief** to vulnerable communities ✓ Other risks and disasters	EU, Red Cross, PPE suppliers, hospitals, NGOs
3. Bundling of regional SGRE social action initiatives	✓ **Align** all social action with SC strategy and enhance their visibility ✓ Engage in communities in which we operate in accordance with **business needs**	Local partnerships
4. Climate change fight through Reforestation and Coastal Clean ups **Postponed until FY21**	✓ Decrease CO_2 footprint ✓ Each mature tree sequesters 22 kgs. of CO_2 annually **10,500** 🌳🌳 = CO_2 released if you drove **26 times** around Earth 🚗 **15 locations** 🌍 ✓ Ocean pollution is a threat to biodiversity ✓ Over 3 billion people depend on the ocean for sustenance **15 events** 📅 = **3 tons of waste** picked up ♻️ **15 locations** 🌍	Local/global partnerships with specialized NGOs/ organizations in environmental protection

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Social Action FY21

Action	Impact / Scope		Partners
1. 4th SGRE Impact Project		✓ Bringing **positive change** to communities in which we operate, in alignment with the UN's **Sustainable Development Goals** ✓ **9 projects in 8 countries selected**	**Local partnerships** proposed by employees
2. The Forests of Siemens Gamesa		✓ Decrease CO_2 footprint ✓ Each mature tree sequesters 22 kgs. of CO_2 annually ✓ 28k trees planted in the Brazilian Amazon ✓ 54,150 trees planted in Spain, Germany, Denmark, UK, US, Morocco, France	**Local partnerships:** Bosquia, ReforestAction, Reforestamos Mexico, Saving the Amazon
3. Global coastal clean-ups and Digital clean-up		✓ River, beach, coastal pollution is a threat to biodiversity ✓ Over 3 billion people depend on seas for sustenance ✓ Clean up events in Spain, Germany, China and UK ✓ Digital Clean-up: bi-annual event to decrease our digital footprint FY20:391Tn CO2	**Local partnerships:** Fundación Ecomar, RETHINK. Lets Do It World
4. Bundling of regional SGRE social action initiatives		✓ **Align** all social action with SC strategy and enhance their visibility ✓ Engage in communities in which we operate in accordance with **business needs**	Local partnerships
5. Humanitarian Aid		✓ **Addressing the needs** of populations at risk due to natural disasters or crises	NGOs: IFRC, Caritas, Food Banks...
6. Agreements with stakeholders		✓ To harness **established project** ✓ **Enhance** the impact of our projects	Customers, suppliers and other companies...

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Protecting the Environment FY22

Action	Impact / Scope	Partners
1. The Forest of Siemens Gamesa	✓ Decrease CO_2 footprint ✓ Each mature tree sequesters 22 kgs. of CO_2 annually ✓ Expand our forest to China, India, Mexico, South Africa and other locations in the US	**Local partnerships:** Bosquia, ReforestAction, Reforestamos Mexico, Saving the Amazon
2. Global coastal clean-ups and Digital clean-up	✓ River, beach, coastal pollution is a threat to biodiversity ✓ Over 3 billion people depend on the ocean for sustenance ✓ Digital Clean-up: bi-annual event to decrease our digital footprint FY20: 391Tn CO2	**Local/Global partnerships:** Fundación Ecomar, Lets Do It World, RETHINK
3. Bundling of regional SGRE social action initiatives	✓ **Align** all social action with SC strategy and enhance their visibility ✓ Engage in communities in which we operate in accordance with **business needs**	Local partnerships

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Combating Poverty FY22

Action	Impact / Scope	Partners
1. 5th SGRE Impact Project	✓ Bringing **positive change** to communities in which we operate, in alignment with the UN´s **Sustainable Development Goals**	Local partnerships proposed by the employees
2. Bundling of regional SGRE social action initiatives	✓ **Align** all social action with SC strategy and enhance their visibility ✓ Engage in communities in which we operate in accordance with **business needs**	Local partnerships
3. Humanitarian Aid	✓ **Addressing the needs** of populations at risk in the event of natural disasters or humanitarian crises	NGOs
4. Agreements with stakeholders	✓ To harness **established project** ✓ **Enhance** the impact of our projects	Customers, suppliers and other companies…

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Technological Education FY20 Pilot year

Action	Impact / Scope	Partners
1. Digital Talent Factory E-learning and gamification to motivate students in STEM	✓ **Planet Rescuers:** Siemens Gamesa **Minecraft Education Edition** to solve STEM challenges through renewable energies	Lab Possible
2. Academic Agreements Broaden the network of skills and promote inclusiveness	✓ **Siemens Gamesa - TECHMI,** competition with Planet Rescuers video game and organized with the RAI to promote STEM education and sustainability practices among children aged 8-12 ✓ <u>Women and Engineering (</u>SPAIN) Empowering women through mentoring ✓ *#TeachingFuture: video campaign with employees to promote STEM education during lockdown*	*Real Academia de Ingenieria*
3. Ideas Lab Think tank and influential voice for a quality education in STEM	✓ **Observatorio de la Ingeniería:** a 2-year outlook on state of engineering in Spain ✓ **HackSTEM:** 2 day event to design a videogame in STEM	*Real Academia de Ingenieria Deusto University Spanish Startsup*

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Technological Education FY21

Action	Impact / Scope	Partners
1. Digital Talent Factory E-learning and gamification to motivate students in STEM	✓ **Planet Rescuers:** Siemens Gamesa **Minecraft Education Edition** to solve STEM challenges through renewable energies	Possible Lab
2. Academic Agreements Broaden the network of skills and promote inclusiveness	✓ **Siemens Gamesa - TECHMI,** competition with Planet Rescuers video game and organized with the RAI to promote STEM education and sustainability practices among children aged 8-12 ✓ **First Lego League** for robotics and coding in Germany, Spain and UK ✓ **Megaprojects in higher education** project-based learning initiative by University of Aalborg (Denmark) and 4GUNE in the Basque Country (Spain) with 130 students ✓ <u>Women and Engineering (</u>SPAIN) Empowering women through mentoring ✓ *#TeachingFuture: video campaign with employees to promote STEM education during lockdown*	*Real Academia de Ingenieria* *Robotix* *Basque government/4Gune* *Aalborg University* *Lego*
3. Ideas Lab	✓ **Hackathon 2021** online on sustainability and materials	*Spanish Startsup*

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Technological Education FY22

Action	Impact / Scope	Partners
1. Digital Talent Factory E-learning and gamification to motivate students in STEM	✓ SGRE Minecraft Education Edition **Updated Version** ✓ **Updates and new features, missions, and challenges** ✓ Courses and online events developed by universities from SGRE´s network and alliances	Possible Lab
2. Academic Agreements Broaden the network of skills and promote inclusiveness	✓ **First Lego League** for robotics and coding. Extend to Morocco and Mexico ✓ **Megaprojects in higher education** project-based learning initiative by University of Aalborg (Denmark) and 4GUNE in the Basque Country (Spain) with 130 students, extend to Mexico ✓ **#Teens4STEM** A worldwide initiative for students aged 14 to 18 to motivate them to choose STEM careers by providing them opportunities to work on projects related with research, innovation and technology; Starting in Spain, Germany, Sweden and India ✓ **Siemens Gamesa-SDSN Award** a competition to mobilize university talent for quality education, innovation and the resolution of current challenges, such as SDG13. In USA, France, China, Mexico, and Morocco	*Real Academia de Ingenieria* *Basque government/4Gune* *SDSN* *Robotix* *Lego*
3. Ideas Lab Think tank and influential voice for a quality education in STEM	✓ Hackathon 2022 TBD ✓ **Working group:** expand geographic scope for a better education in collaboration with foundations and entities ✓ Organize events	*TBD*

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Social Commitment FY20

During FY20 we have provide relief to the COVID-19 pandemic through the donations of food, sanitary equipment and other in kind donations, humanitarian aid and psychological relief

30 projects

19 countries

1.6 Million
Beneficiaries

0.6 Million euros
Charitable Contributions

2.3 Million euros
Community Investments

8,000 hours
Volunteering

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Socially Committed Company

Leads: SGRE HR SC

To actively reduce poverty in our communities, fight climate change and push technological education to the future needs

Business rationale

For being a good corporate citizenship and match the requirements of our stakeholders we want to contribute to the society by pushing STEM education, combating poverty and protecting the environment

FY20-end:

- Launching of Forests of Siemens Gamesa
- First Digital Clean-up Day
- 2nd SGRE Impact Project
- First Lego League
- Provide relief to COVID-19 pandemic through food donations, sanitary equipment & other donations, humanitarian aid and psychological relief with 19 projects in 30 countries & 1.6M beneficiaries

Measures considered

- SROI (Social Return of Investment) of the most relevant initiatives (Deusto University + GEA Accotunting)
- RSC^2 and RSC^3 with McKinsey
- Employee satisfaction survey and engagement from volunteer programs
- Number of beneficiaries from education programs
- People impacted (awareness initiatives)
- Implemented solutions (challenges proposed to university students)
- Satisfaction of employee volunteers (to be measured based on surveys/questionnaires)
- CO_2 sequester due to planted trees

SGRE SROI*

	FY20	FY22	FY25	FY28	FY30
		6,05	6,6	7,15	7,7

Legend: SROI, Target
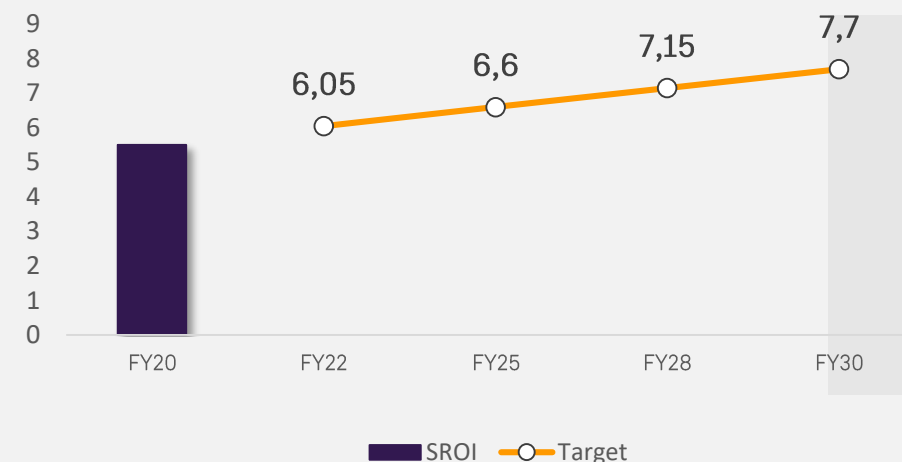
SROI metric	FY20	FY22	FY25	FY28	FY30
SROI	5.5				
Target		6.05	6.6	7.15	7.7

*Exploring other indicators like RSC^2 from McKinsey

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Sustainability Programs

Social Commitment KPI

KPIs

Levers

End poverty in all its forms in our communities

- Employee satisfaction and engagement from volunteer programs (measured by impact surveys)
- Satisfaction from the institutions and communities (to be measured based on public declarations in SoMe, press…)
- Economic contributions to local communities (in euros)
- Every year the impact of the activities will be measured:
  - *SROI (Social Return of Investment)*
  - *RSC2 with McKinsey and Fundacion Seres*
- Economic Impact of the interest of our customers (to be measured based in the business volume of the customer requesting information on our social commitment activities in tenders)

- Impact Project: projects proposed by employees
- Corporate Volunteering Program
- Collaboration agreements with International and local NGOs

Promote STEM education and motivate students towards them

- Number of candidates from education programs proposed to HR
- People impacted (awareness initiatives)
- People that have received training (educational initiatives)
- Implemented solutions (challenges proposed to university students)
- Every year the impact of the activities will be measured:
  - *SROI (Social Return of Investment)*
  - *RSC2 with McKinsey and Fundacion Seres*

- SGRE´s employees involvement (mentoring, events…)
- Partnership with academic institutions and through teachers´ involvement in our STEM digital programs
- Participation in events conferences, think tanks events, round tables, education fairs…

Strengthening the global response to the threat of climate change.

- Satisfaction of employee volunteers (to be measured based on surveys/questionnaires)
- CO_2 sequester due to planted trees
- Every year the impact of the activities will be measured:
  - *SROI (Social Return of Investment)*
  - *RSC2 with McKinsey and Fundacion Seres*

- Reforestation activities in collaboration with NGOs
- Corporate Volunteering Program
- Collaboration agreements with International and local NGOs
- Corporate Volunteering Program

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Social Commitment Structure
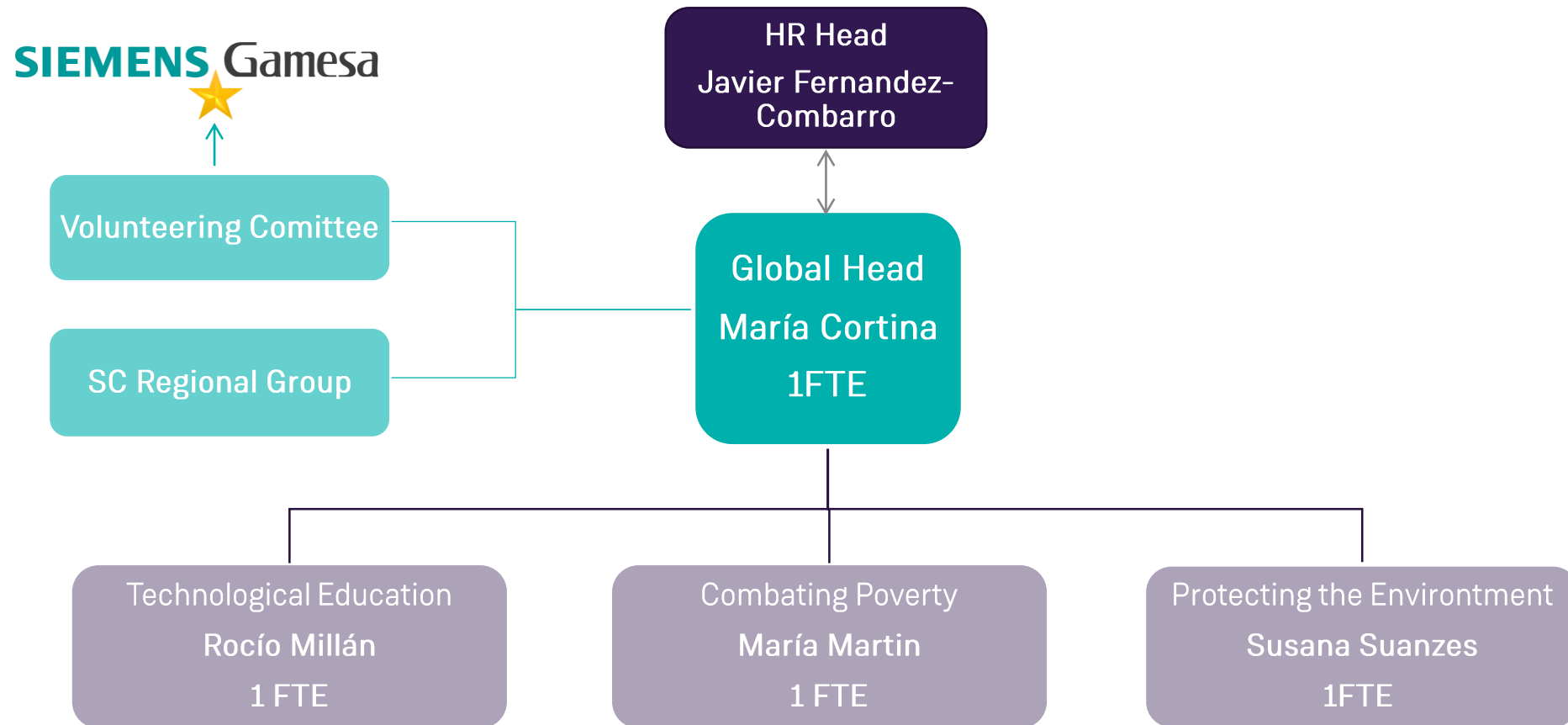
Thank you!

Social Commitment Department

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