

Delivering sustainability through actions



Sustainability Vision towards 2040

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Delivering sustainability through actions

For Siemens Gamesa, protecting the planet for future generations is not just a job but a passion. Tackling climate change requires us to make dramatic changes, and to do this we need to act today, not tomorrow. Our generation will be judged on how we respond to the climate crisis and on the actions we take to keep global temperature rises this century to between 1.5 and 2°C. The stakes are high, and by achieving this we can safeguard the future for generations to come. Together, we need to act with urgency.

But it's not just about reducing emissions – our climate efforts must go hand-in-hand with measures to reduce inequality, broaden access to education and combat poverty too. Which is why we have designed our

ambitious **Sustainability Vision 2040** to build on existing achievements and push the boundaries of sustainability to achieve climate justice for all. Siemens Gamesa's strategy, aligned with the UN's Sustainable Development Goals, focuses not just on ambitious targets, but on the actions needed to deliver them.

The scale of the challenge may be significant, but by acting together, and today, we can all help to lead and bring about meaningful change.



Our commitment to sustainability

The Sustainable Development Goals are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. The 17 Goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development which set out a 15-year plan to achieve the Goals. Today, progress is being made in many places, but, overall, action to meet the Goals is not yet advancing at the speed or scale required. Supporting the UN's Sustainable Development Goals, requires all of us to act, and act now with urgency.

Without action, we face the alarming prospect of catastrophic climate change within this generation and continued social injustice.

Siemens Gamesa is part of the solution. We are driving the global green energy revolution and accelerating the efforts of our partners around the world. As a company, we are

dedicated to driving the United Nations' 2030 agenda and contributing to reaching the UN Sustainable Development Goals (SDGs) targets. By doing so, we remain committed to the principles of the United Nations Global Compact, meaning that we continuously work on issues connected to human rights and maintain responsible labor, environmental and anti-corruption practices.

To ensure the maximum impact, we prioritize the SDGs that are most relevant to us and focus our activities on them.



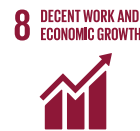
SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all. Siemens Gamesa is shaping the renewable energy industry, leading the way forward in the renewable energy sector. The Company provides cleaner, more reliable and affordable wind power and is a leading supplier of wind power solutions to customers all around the world.



SDG13: Take urgent action to combat climate change and its impacts. Siemens Gamesa has set the target of becoming CO₂-neutral in all its operations by 2025. The Company is thus highlighting the need for businesses to contribute to decarbonizing the economy. With our products and services, we help to improve energy efficiency and reduce CO₂ emissions with a positive business case.



SDG5: Achieve gender equality and empower all women and girls. Our main impact on SDG 5 is by managing our own workforce. Siemens Gamesa recognizes that employees represent a large variety of cultures, ethnicities, beliefs and languages.



SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and

decent work for all. Siemens Gamesa directly impacts SDG 8 through its global operations contributing to GDP development in many countries, our commitment to providing decent jobs and enabling employment and by driving the decoupling of economic growth from energy usage as a thought leader.



SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Our Company is committed to implementing the UN Global Compact's requirements and all other relevant regulations in our supply chain and disseminating them through collaborations with external organizations and institutions.



Sustainability Vision towards 2040



Decarbonization

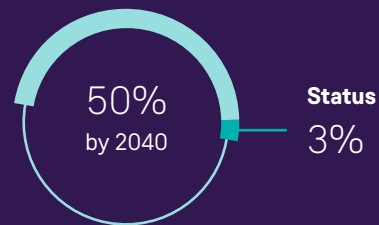
Siemens Gamesa is going beyond carbon neutrality in favor of becoming carbon positive by 2040. Not content with a focus solely on internal operations, we want a sustainable and net zero supply chain. Our focus to protect the environment is building on innovation through a circular economy with the ambition to deliver fully recyclable turbine. >

Carbon positive in our own operations by 2040

Status
3.2 t CO₂/MW

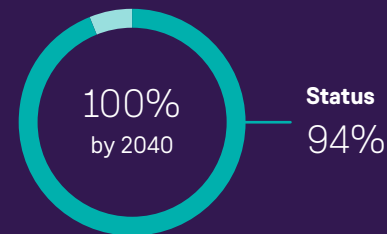
Decarbonized supply chain

Engage contractually
50% of suppliers in SBTis by 2040



Product recyclability

Redesign our turbines to ensure a
100% recyclable turbine
marketed by 2040

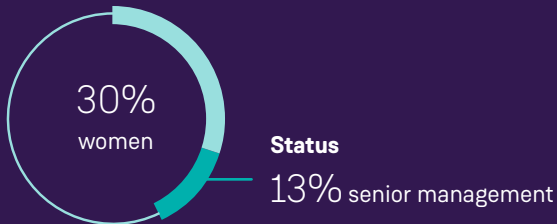
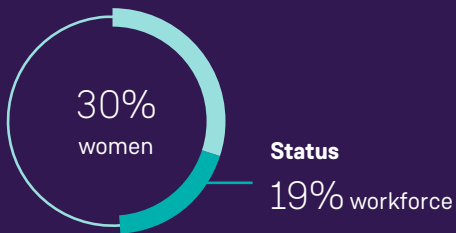


Social ambitions

Siemens Gamesa recognize that being a good employer means working to become an industry pioneer of safety and diversity. In our communities, we support UN SDGs by fostering technology education and combatting poverty. >

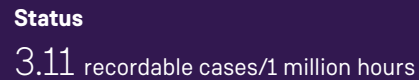
Promote a diverse workforce with equal opportunities

30% of women in workforce and in senior management by 2040



Safety Awareness

Sector leader in total recordable injury rate by 2040



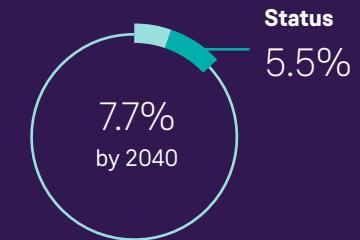
Sustainable engagements of Siemens Gamesa employees

More than 2,000 actions defined to improve Employee Engagement Survey results with more than 1,200 already completed and the rest in progress.



Combat poverty in our communities, fight climate change and push technological education

7.7% return of social investment by 2040



Governance reinforced

Transparency and public accessibility are the starting points in our governance philosophy. Our strong corporate governance strategy is rooted in ethical business practices, safeguarding the interest of our stakeholders.

Supplier Code of Conduct acceptance

100% – establish code of conduct as a central position in supplier selection decision as well as intensify control measures via audits



Products and CAPEX with carbon pricing

100% Carbon pricing for new platforms and CAPEX according with Worldbank recommendations



Compliance and responsible business training

Extend the in-person Compliance Basic Training as mandatory to all employees to further increasing awareness within prevention pillar and educate on responsible business practices



Some of our major successes

We want all our actions to reflect that Siemens Gamesa is a global force for sustainable development. Siemens Gamesa strives to operate as an environmentally sustainable and responsible business to better serve all its stakeholders, from investors to customers and communities.

We want to ensure our contribution has the most significant impact on the future. Above all, this means being a company that does not just respond to social progress but aligns with it and helps to lead it. The new targets reinforce Siemens Gamesa's sustainability leadership by adding to several major successes.




Carbon neutral
Since 2019



ESG risk management framework rolled out covering approximately
19,000
Tier-1 suppliers



105 GW
Globally Installed avoiding
249 mt CO₂




Social program provide positive change to
+450,000 beneficiaries



100%
powered by renewable energy



10,000 wind technicians
trained in safety every year



More than **100** different nationalities
are employed by Siemens Gamesa worldwide



80.000 trees planted
absorbing what is equivalent to
1,700 Tons of CO₂



Outstanding ESG performance and recognition

At Siemens Gamesa, we monitor sustainability performance constantly, and take pride in having our commitment to sustainability recognized by the world's most relevant sustainability indexes and ratings.

Siemens Gamesa was the first wind turbine manufacturer to obtain an ESG Evaluation from S&P Global, achieving an excellent score of 84 out of a 100. The company obtained #1 and #2 ranking in the industry from FTSE Russell, ISS ESG, and Vigeo Eiris, and is included in the Industry Top Rated list with a 97th percentile from Sustainalytics.

Siemens Gamesa achieved its highest ever score (83/100) in the 2021 S&P Global Corporate Sustainability Assessment, an improvement of four points since last year, placing in the 99th percentile and ranking #2 out of 126 companies included in the sector. The company maintains its presence in sustainability indexes, such as Dow Jones Sustainability (World and Europe), FTSE4Good, STOXX Europe Sustainability, STOXX ESG Leaders, Euronext Vigeo (World, Europe and Eurozone) and Solactive Europe Corporate Social Responsibility. Additionally, Siemens Gamesa has been included in the Bloomberg Gender-Equality Index for the third consecutive year.

Awards and recognitions

Sustainability Award
Bronze Class 2022
S&P Global



Member of ESG indices with top scores from ESG rating agencies

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA



FTSE4Good



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