

# 2015

Sustainability –  
Excerpt Annual Report  
Nordex SE



# Sustainability

Sustainability  
strategy adopted

## Sustainability at Nordex

At Nordex we are well aware of our responsibilities and we are a company that proactively tackles the challenges posed by globalisation and climate change. Our Sustainability Strategy forms the foundation for our actions: “Use wind intelligently – live sustainability”.

For us and for the majority of our shareholders, the sustainability performance of our business partners is becoming increasingly important. When selecting partners for a project, or making investment decisions, the professionalism of our partners regarding environmental as well as occupational health and safety standards plays an ever-greater role. To meet these requirements, in the following Nordex reports on its performance in the areas of Product Responsibility, Environment, Employees, Supply Chain, and Society. We have orientated our reporting towards the G4 Guidelines of the Global Reporting Initiative (GRI) for the first time. The reporting framework comprises information and key figures for our main business locations in Hamburg and Rostock, and will be progressively expanded over the coming reporting years. Deviations from the reporting framework are indicated in the relevant places. Information on the development of the main business-performance indicators of the Nordex Group is provided in the Group Management Report.

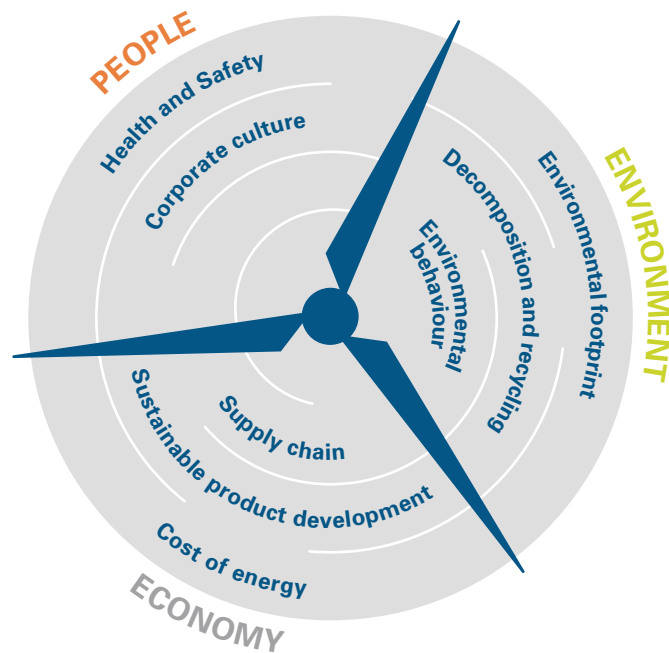
## Sustainability Strategy

At the end of 2015 the Nordex Management Board approved the Group’s Sustainability Strategy entitled: “Use wind intelligently – live sustainability”. The strategy comprises the People, Environment and Economy fields of action and tackles a total of eight priority sustainability topics for which specific targets and key figures were developed and approved. The implementation of the measures required to achieve these targets was launched in 2015 and is currently planned to last until 2018.

In this regard our approach foresees step-by-step target achievement across all Company areas and at all our locations. The aim is to bring our employees, our suppliers and our service providers to live by sustainability principles.

The development of our Sustainability Strategy was based on an integrative process which closely involved key Company functions in the process of identifying sustainability-relevant topics for Nordex, as well as in the development of the strategy itself. The Working Group we formed for this mission consisted of representatives from a broad spectrum of Company areas. The Working Group’s goal was to identify and prioritise key sustainability topics for Nordex from a Company-internal as well as a stakeholder perspective.

Strategy 2018: Use wind intelligently – Live sustainability



**Health and Safety**

LTIF < 5

**Corporate culture**

High employer attractiveness  
Engagement in at least one social project in each focus market



**Environmental footprint**

Improvement of the environmental balance of wind turbines

Reduction of energy use and waste per wind turbine produced

**Decomposition and recycling**

85% recyclability of wind turbines

**Environmental behaviour**

100% of purchased power for Nordex consumption from renewable energy



**Cost of energy**

-18%

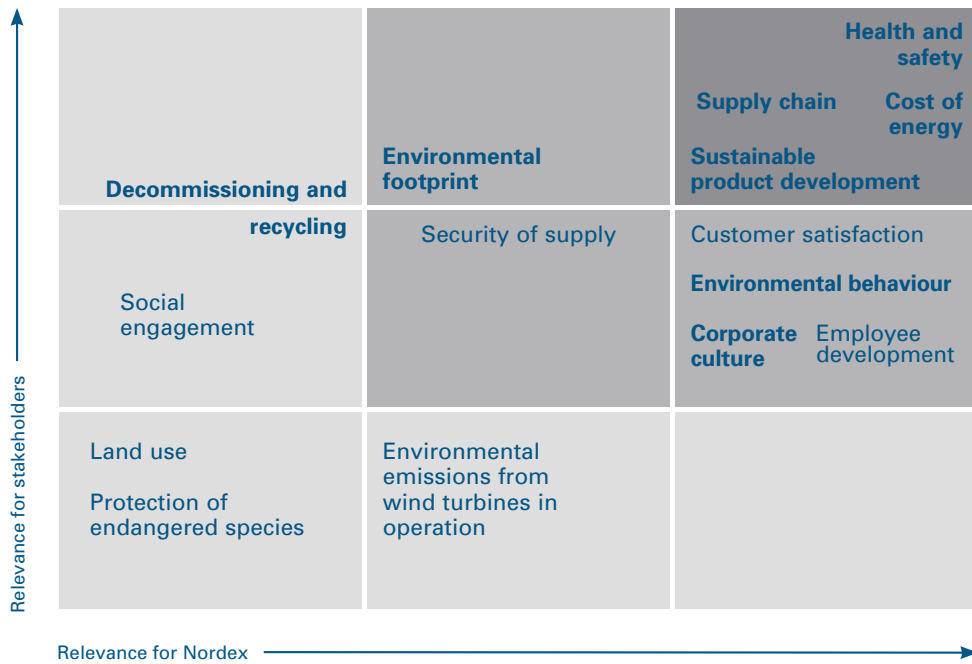
**Sustainable product development**

Market-specific product development in Nordex target markets

**Supply chain**

Integration of sustainability requirements into the procurement process

Materiality Matrix of Nordex



Sustainable product development

The result is presented here as the Nordex Materiality Matrix, which indicates 15 highly relevant sustainability topics for our Company from the Economy, Environment and Society fields of action. These topics originated from an initial pool of over 100 identified sustainability topics. We are planning a Key Stakeholder Survey in the period up to 2018 to test and confirm the relevance of these topics.

One of our core topics is “sustainable product development”. Within this we constantly strive to optimise material recyclability and to use sustainable materials, while working to reduce noise emissions from our systems in operation. Further focus areas are building sustainable supply-chain management, as well as the calculation of reliable energy break-even points and specific CO<sub>2</sub> emissions per megawatt of electricity generated. Furthermore we are currently concentrating on selecting data and information-collation software for our internal and external sustainability reporting.

### Sustainability Management

Nordex has established a Sustainability Management organisational unit, which holds responsibility for the entire topic area of Sustainability for the Nordex Group. Sustainability Management is supported by representatives from various Company areas to ensure the efficient, goal-orientated coordination of the numerous and highly varied measures within the Sustainability area, and to meet the rising requirements of our various stakeholders.

The tasks handled by the Sustainability Department include the management and communication of both internal and external processes, as well as the coordination of the differing departments, with the overriding goal of implementing the Nordex Sustainability Strategy efficiently. In 2015 the tasks in focus were primarily to prepare and execute the Sustainability Strategy process, and to accompany this through to formal approval by the Management Board.

### Compliance

The Corporate Compliance organisational unit has executive and independent authority for the Compliance topic area. It consists of differing Compliance functions; the Chief Compliance Officer and the Compliance Team are supported by the managers of the subsidiaries and division heads in carrying out their Compliance-related responsibilities.

Our Code of Conduct is binding for the whole Nordex Group and all employees are required to sign it. The Code forms the basis for the work of the Corporate Compliance Department and consists of five core Compliance Principles: Compliance with applicable law; Avoiding conflicts of interest; Protecting Company property; Upholding the Code of Conduct; Orientation towards ethical standards.

If our employees suspect a breach of these Compliance Principles they can approach the Chief Compliance Officer as well as the Compliance Team. Our suppliers can also contact this department via the Nordex Procurement Department.

We inform our employees regularly by means of a newsletter on Compliance topics. In 2015 we introduced the Compliance Team and the Compliance Strategy, and provided information on the basic principles of anti-trust law.

In the 2015 reporting year we expanded our Compliance Guidelines to include a Code of Conduct for Suppliers and Contractual Partners. Besides this we carried out Compliance training for employees, specifically for Procurement staff, on the topics of the Code of Conduct, Combating Corruption, Anti-Trust Law, and Working in Associations. We currently plan to introduce an Index of Legal Provisions and roll out a Compliance e-learning tool as the next measures.

Sustainability  
Management  
established

Large volumes of emissions avoided

### Product responsibility

Sustainability aspects play a very significant role in all lifecycle phases of our wind-energy systems – from the development phase, through procurement, production and operation, to decommissioning and recycling. In view of this we have set ourselves a range of targets within the framework of our Sustainability Strategy: these include sustainable product development, an improved environmental balance, 85% recyclability of our wind power systems, and a reduction in electricity production costs (COE, Cost of Energy) of 18% by 2018 compared to the 2015 base year. Based on the above we intend to develop sustainable, high-quality wind power systems, raise the safety of these systems, and reduce their environmental impact.

At the same time we want to raise the level of our customers' satisfaction with our products and our service. To achieve this we have carried out Customer Surveys regularly since 2007; customer participation has climbed steadily and reached approximately 65% in 2015. In the reporting year this survey indicated that the majority of our customers approve of our products and our service, and are willing to recommend Nordex further as a producer of wind power systems.

### Nordex wind power systems

Renewable energies – and above all wind power, as a particularly low-cost source of environmentally friendly energy – are gaining in importance worldwide. Wind power avoids the climate-damaging carbon dioxide (CO<sub>2</sub>) emissions produced by combustion-based power plants. Generating electricity from brown coal releases around a metric tonne of CO<sub>2</sub> per megawatt-hour of power generated. Therefore, Nordex turbines ensure the elimination of millions of tonnes of greenhouse gas (GHG) emissions, year after year. According to sector calculations, the energy scorecard of an installed wind power system is balanced after an operating period of just five to twelve months. This calculation includes the use of energy during the entire lifecycle of the system, from the production phase through the operating phase to the recycling of a decommissioned wind turbine. Once connected to the power grid, each wind power system can generate clean electricity for around twenty years. A single large Nordex wind-turbine system can cover the electricity requirements of up to 3,000 four-person households (with an average consumption of around 5,000 kWh per household per annum). Over 7,000 Nordex-brand wind turbines are currently spinning worldwide, with a combined generating capacity of more than 13,000 MW, providing clean, safe energy in over 40 countries around the globe.

### Sustainability of wind power systems

In view of the high significance of sustainability aspects in the development and production of wind power systems, Nordex regularly reviews its core processes and use of materials for optimisation potential.

In the 2015 financial year, amongst other initiatives a range of different working safety measures were implemented at our production facilities, such as the construction of lateral fall barriers in nacelles. Besides this, by replacing pressurized air bolt-fasteners with battery powered fasteners in production processes we were able to reduce noise levels per exchanged aggregate by around 30 db.

Furthermore, in view of the constant waste increase in decommissioning old wind turbines, Nordex has introduced initial recycling measures for large components. The challenge in decommissioning and recycling wind power systems lies in the dismantling and separation of the individual construction parts and materials. In cooperation with environmental service providers Nordex disposes of used rotor blades thermally and through material recycling. This currently takes place above all in the cement industry, which recycles the glass fibres as base material and is able to use the heat from the high-calorie synthetic materials.

### Health and safety

Wind power system safety and minimising the health impacts these cause take equal top priority for Nordex. Thanks to continual market monitoring we are able to identify new or altered statutory and norming requirements in our relevant target markets at an early stage. Alongside other measures this provides the basis for a continual improvement process in our products.

Effective management systems ensure Nordex complies with all key national and international norms regarding emission requirements as well as working safety in wind power-system production, project planning, construction, commissioning and operation. In addition to this, the Nordex-own market-entry process SMEEP (Strategic Market Entry Evaluation Process) ensures that local requirements are also taken into account and fulfilled when entering new markets.

Nordex takes additional measures to raise safety levels and target-group acceptance of wind power systems. These not only include fitting synchronised as well as visual-range, individually calculated air-traffic warning lights on nacelles and pylons, but also installing low-noise wind power systems, particularly for use in low-wind areas. With its current generation of wind power systems, Nordex numbers among the market leaders in terms of low-noise systems operation.

Further improvements to safety

### Environmental impacts of wind power systems

Avoiding and reducing the environmental impacts caused by the transportation, installation and use of our wind power systems are high priorities for Nordex. By optimising the necessary transport routes in the construction phase of wind power systems we contribute to limiting construction and grubbing-up measures to an absolutely necessary minimum. Already today, the development of new technologies and methods for mounting individual rotor blades ensures that if required, the full turbine rotor assembly comprising the rotor blades and the hub need not be carried out on the ground. Furthermore, in the period from 2013 to 2015 we successfully reduced the surface area required for the crane and wind-turbine system assembly by more than 750 m<sup>2</sup> (38%) compared to conventional figures. In addition, Nordex offers wind power systems with a ground-to-hub height of up to 164 metres; on the one hand this serves to optimise wind conditions at hub level, and on the other it reduces the required grubbing-up measures to a minimum.

### Ecological electricity supply

Nordex implements targeted nature-protection systems to protect bats and birds in ecologically sensitive areas. Depending on the applicable regulations stipulated by the Environmental Protection and / or Building and Development authorities, we define and apply operation down-times or limitations to fulfil the species-protection requirements. For instance, we shut down the respective wind power systems at specific times of day or in specific seasons, or depending on temperature or wind speeds.

### Environment

At Nordex, environmental protection does not start with the product but is already considered in the product development phase and in the subsequent production processes.

Our Health, Safety and Environment (HSE) Department has executive responsibility for the area of operational environmental protection. It has implemented an Environmental Management System (EMS) which is certified to the globally recognised OHSAS 18001 Occupational Health and Safety and ISO 14001 EMS standards. In the reporting year the Nordex Group successfully passed its second monitoring audit; this was complemented by an ISO 50001 Energy Management System at our Hamburg and Rostock locations, as well as by numerous Company guidelines that stipulate a continual improvement in environmental performance at Nordex. In 2016 Nordex will be subjected to a comprehensive recertification to these ISO standards by the TÜV Rheinland institute, in order to extend our certificate for integrated management systems for a further three years.

Nordex has set itself the strategic objective of powering all its locations by 2018 with 100% renewable energies. We also plan to reduce our greenhouse gas (GHG) emissions as well as our energy and water consumption – and where possible, to avoid these altogether.

In Rostock our Company can already count on a cutting-edge production facility for nacelles and rotor blades. We not only meet but clearly undercut demanding statutory emissions limits for dust, solvents, odors, and waste water.



### Greenhouse gas emissions

To drive the targeted reduction of the GHG emissions resulting from our business activities and products we are currently implementing GHG emissions-calculation measures covering the entire lifecycle of our wind power systems – from the production and construction phase, through the operating phase (maintenance, repair and exchange of aggregates), to the decommissioning and recycling phase. Initial results indicate that supply-chain processes in particular cause a very significant percentage of GHG emissions.

Furthermore, Nordex also plans to raise employees' awareness of more environmentally friendly behaviour, amongst other initiatives through subsidising the cost of public transport in the metropolitan Hamburg area for its employees. In 2015 around 600 employees took advantage of this mobility offer. Moreover, in certain regions providing the necessary infrastructure, our Service Technicians use electric vehicles for transport when carrying out maintenance on wind power systems; Nordex has provided these vehicles since September 2015.

Working with a specialist partner Nordex has switched over to low-emission printers and copier systems across all its locations in Germany. We neutralise the remaining unavoidable CO<sub>2</sub> emissions with the support of our project partner, which purchases emissions certificates in a certified reforestation programme in Mozambique. Besides reducing atmospheric CO<sub>2</sub> this project also helps drive societal improvements in the locality.

### Energy

The efficient use of energy is a fundamental goal for us at Nordex, both for protecting the environment and for economic reasons. Accordingly, in our management of administration and production buildings, at Nordex we implement low energy-consumption standards and procure our electrical power from renewable energy sources. Today already, all our German locations are fully powered by hydroelectric energy.

In the 2015 reporting year, as a consequence of our high production-capacity utilisation, our growing number of employees, the construction of a new production hall and the completion of extensive refurbishment measures, our overall energy consumption rose by approx. 19% to around 41,000 MWh.

Since 2013 Nordex has operated its own Combined Heat and Power (CHP) plant at our Rostock location, with a thermal output of 387 kW. This makes the process heat required for the production of rotor blades available in an efficient and environmentally friendly way. The CHP plant is driven by natural gas, and provides heat and electricity for the Company's own production process, using the thermal discharge from the power plant for heating the rotor blade moulds and the production halls. Thanks to their high overall thermal efficiency levels CHP plants are the ideal solution for such applications.

Own combined heat and power plant

Further measures are planned for reducing the energy requirement during the tempering process in our production processes in the coming year. This will further reduce the electricity requirement for each rotor blade produced. Tempering leads to changes in the properties of the material through controlled heating of materials over a long period.

#### Water

Water is mainly used for cleaning and cooling processes in our production processes and in our administrative offices. In production, the main share of the cooling water requirement is driven in a circuit through our central cooling-water supply system. A special feature is the use of rainwater for parts of the sanitation facilities at the Nordex Forum in Hamburg. To do this, rainwater is collected in cisterns and supplemented with drinking water in bottleneck situations. In 2015, water consumption increased from almost 18,000 m<sup>3</sup> to around 20,000 m<sup>3</sup> compared with the previous year. This can be attributed largely to the increased number of employees and the associated additional water consumption.

Employer awards  
received

#### Employees

Our People & Culture Department manages and supports the further development of our common corporate culture, a professional recruitment process, the cultivation of diversity as well as a systematic leadership and employee-development programme.

These measures increase the satisfaction of our more than 3,300 employees worldwide – and employee satisfaction is one of the most important Nordex values. They also contribute to the attractiveness of Nordex as an employer brand. The success is evident: In 2015 Nordex was again ranked among Germany's Top 100 employers and repeatedly recognized as a "TOP National Employer" and as a "Fair Company". Additionally, Nordex was distinguished as one of Hamburg's Best Employer Brands for the first time.

#### Recruitment

At Nordex we set great store by our professional recruitment process for keeping and extending its required range of qualified employees over the medium to long term. Our Company also relies on targeted personnel and university marketing measures that enable us to address our target recruitment groups such as Engineers and Service Technicians directly.

In the reporting year, our focus was on employing technical professionals. In our Recruitment Programme in 2016 our Company will be concentrating on raising the overall share of women in particular in managerial positions.

For Nordex, securing the future also means training young people. At the end of 2015, Nordex employed 41 vocational trainees in four different recognized professions. These were in Industrial Management (m/f), Process Mechanics (m/f), Mechatronics (m/f) and Specialist IT for Systems Integration (m/f).

In France we offer career-starters the option of internships lasting at least one year at our 14 service support centres. We have also entered into partnerships with local technical colleges, mainly to improve the quality of the internships and support such colleges in preparing people for internships. This way, 15 to 20 career starters are introduced to Service Technicians' work every year.

Since 2015, new employees have been taking part in Welcome Days as part of their induction programme. In these two-day events, the new employees are introduced to the various areas of the Company and have the opportunity to visit our production plants, network with each other and gain a clearer understanding of their new employer.

### Employee feedback and development

At Nordex we consider our employees' further development to be particularly important. Our standardized annual Compass Dialog for appraisal interviews is designed to systematically assess performance and potential, and is now carried out in 13 different languages. All the most important career path choices are defined in terms of further training and development on the basis of the results of the Performance Review and in agreement with the management.

### Further training

The Nordex Academy is a central element in employee development. It ensures that our employees are trained in terms of technology and security, and also offers a training portfolio for the further training of Nordex employees across different disciplines. Our customers and subcontractors are also among the target groups for the technical training courses at the Nordex Academy. Besides the test rigs, various large components are available for technology, service and safety training, to develop and further extend our people's know-how, and ultimately to secure the high quality standards of the Nordex brand. The range of Nordex Academy training offerings is constantly being developed and extended through specialist courses by external providers. Nordex doubled the number of participants and courses within the reporting period.

In 2016 we will also be setting up a Nordex e-learning platform. This will make online-supported learning formats available to our employees on various topics, such as HSE and Compliance.

Employee  
development

### Management development

Nordex has the objective of promoting and further developing a holistic view on people and understanding of leadership in the Company. To achieve this, we launched our international "Trust. Listen. Lead." training programme for all managers in 2014. In 2015, 42 two-day training courses took place, in which 372 managers took part. Ten follow-up workshops were also been carried out to further consolidate what was learnt and to reflect on how this can be applied. Additionally, all new managers undergo obligatory training programmes on subjects such as Management Culture, Interview Skills and Employment Law.

Nordex intends to increase the number of vacant management positions occupied by internal candidates. To achieve this, we are relaunching our "Upwind" programme for up-and-coming management staff. Since 2011, 43 talented people have already absolved this demanding 15-month programme, which consists of various activities including training modules and project assignments.

### Employee surveys and involvement

At the end of 2015 Nordex carried out its first global Employee Survey in a total of 20 different languages. The contents of the survey included areas such as cooperation and working atmosphere, your own workplace, communication and information, as well as the main focus on management and leadership culture. Participation was very high, with a total of 76% of the employees taking part. From February 2016

onwards the results will be communicated internally in a cascade through the Company and measures will subsequently be initiated to further develop our strengths and to work purposefully on any areas that we identify as requiring action. For the future, Nordex plans to hold a global Employee Survey every two years.

Nordex employees and temporary employees have the chance to submit proposals for improvements as part of the Company's Proposal Scheme. If cost and/or material savings are realised thanks to a suggestion, or there is an improvement in safety at work, or health hazards and environmental pollution are reduced, this will be acknowledged with a monetary award related to the value generated. Altogether 159 proposals were submitted in 2015 (290 in 2014), of which 146 were implemented with a value of around EUR 178,000 (EUR 420,000 in 2014). This means that the number of ideas for improvement submitted in the Proposal Scheme declined in the reporting year. In the light of this, the Continuous Improvement Department has critically examined our Ideas Management scheme and will be re-establishing this topic area after the successful conclusion of some pilot projects. We are convinced that our employees can provide vital know-how and can contribute considerable value to the sustainable revitalization of the Group.

### Inclusion

Nordex understands inclusion as one of our Company values. Men and women of different ages with varied cultural backgrounds, different attitudes and lifestyles enrich our company and contribute to its success.

The topic of advancement for women will play a larger role in 2016. The proportion of women in the first two management levels rose from 7.8% to 10.8% in 2015. For a prospective 15% of the positions in the upper two management levels to be occupied by women, we will implement various measures to promote women more strongly within our Company, and to recruit more women externally than before. We aim to offer training courses, for example, which purposefully support women in their technical and management development.

#### Occupational health and safety

The subjects of health and safety at work take highest priority at Nordex. The Health, Safety and Environment (HSE) Department strictly monitors compliance with internationally recognized standards and their further development. An additional focus of activity is on carrying out preventive measures to identify the risk of accidents at an early stage, then analyse and eliminate them.

At Nordex we use the Lost Time Injury Frequency (LTIF) index to review our occupational health and safety measures. As part of our Sustainability Strategy, we have set ourselves the objective of achieving an LTIF value of less than 5 by 2018. In 2015 our LTIF sank from 8.58 to 8.15.

Nordex uses an automated database to monitor the training and courses necessary for our employees, as well as any possible requirement for updating the protective equipment. For example, this system automatically reminds employees to extend their course and training certificates before their validity expires. The Nordex Academy also ensures that all employ-

ees are able to plan the renewal of their certificates in good time by attending the relevant seminar or course.

In 2015 around 600 employees took part in our strategic Safety First courses. These help raise our employees' awareness of any risks of accidents in all areas of the Company, from Production and Project Development right through to Administration. In the reporting year our safety instructions for visitors were also extended, management responsibilities for occupational safety were updated, and all managers were further trained in occupational safety topics. Every meeting begins with an obligatory "SafetyContact", involving relevant safety topics from employees' professional and private lives.

In 2015 Nordex increased its commitment to the worldwide protection of our employees and our business activities with the foundation of a separate Group Corporate Security Function. With the support of a worldwide Security and Crisis Management organisation, Corporate Security coordinates all activities for the preventive and reactive protection of our Company's own employees, as well as any employees working for our subcontractors, the locations under Nordex management, our Company intellectual property and know-how, and our excellent reputation. This includes proactive, systematic approaches with crisis-management situations to protect employees and safeguard the Company's ability to function in all business activities.

Safety first  
training

### Supply chain

An essential strategic objective for Nordex is to establish stronger environmental and social standards in our procurement process and in our supply-chain management. The basis for this is compliance with the Nordex Group Code of Conduct, which is also required of all sub-contractors and suppliers for the entire duration of their business relationship with our Company. The UN Global Compact Principles regarding human rights, labour conditions, protecting the environment and combating corruption provide fundamental guidance for our business activities.

Nordex subjects its suppliers to a regular assessment programme involving announced and unannounced visits and audits. Alongside occupational health and safety, the main focus is on compliance with human rights, product and process quality standards, and increasingly on sustainability aspects such as management of waste and hazardous substances. In the 2015 financial year we carried out a total of more than 150 supplier audits, in which no material incidents were registered.

150 supplier  
audits

We are now reviewing our Procurement Department existing management tools and are developing sustainability criteria for the planning, control and implementation of further measures.

As a manufacturer of wind power systems, Nordex naturally has a globally structured value-creation chain. However, a good 80% of our purchasing volume is with suppliers that have their main locations, or production locations, in Germany or other parts of Europe. They supply us directly to our construction locations, or to the two production facilities at our Rostock location.

### Corporate Social Responsibility (CSR)

Nordex is a dynamic company active in over 20 countries worldwide. Exercising our local responsibility is part of the way we see and understand ourselves. Consequently we want to appear as a responsible member of society in the locations where we are active, and make our contribution to regional development. As part of our Sustainability Strategy we also intend to take on greater social responsibility in our key markets.

#### Pakistan project

In the course of our entry into the market in Pakistan, Nordex has implemented a CSR project together with its customers over the last few years. In the Jhampir region, during the construction of the country's largest wind park, the parties involved ensured that there was an improvement in people's general living conditions. The focus of attention was the water supply for the local inhabitants. Nordex equipped four locations with water-filter systems and pumps, and modernised the water system in the only hospital in the region. Besides this we renovated three local schools.

Currently the renovation of more schools in the Jhampir region is being planned, along with the development of a CSR health-promotion project in the Gharo region.

### South Africa project

Nordex is supporting its entry into the South African market with the Nordex Education Trust, a foundation in which Nordex Energy South Africa has a 20% participation. The Nordex Education Trust mainly promotes projects that involve school education, sports, culture and community work, as well as supporting disadvantaged demographic groups. As part of the Hope in Motion campaign, Nordex supported one of the first charitable projects for physically and mentally handicapped South African children. In the reporting year, we also supported five students in participating in a preparation course which could significantly increase their chances of university admission. We are delighted to report that all these scholarship holders can now pursue their objective and undertake a recognized university degree course in Engineering or Environmental Sciences. Targeted further education plays a key role here, as well as in other projects. The goal is to improve students' chances and consequently their prospects of a better life.

Since 2012 the Nordex Education Trust has been able to support numerous non-governmental organisations (NGOs), schools and universities, as well as sports and cultural associations. The foundation has also entered into strategic partnerships with the Stellenbosch University and the Nelson Mandela Metropolitan University. For the future, the promotion of current and further education projects in mathematics is planned. Additionally, people with disabilities are to be better supported through the assistance of various specialist establishments and personnel training.

### Promoting science in Hamburg and Rostock

Nordex is also committed to the promotion of research in its largest home-country locations of Hamburg and Rostock. This mainly concerns financing a Professorship at the University of Rostock, which we endowed in 2013 within the Faculty of Mechanical Engineering. Alongside university research, the funds are also intended to support the delivery of academic instruction.

For several years now, Nordex has awarded "Deutschlandstipendium" ("German Grant") scholarships at our Rostock location. In the 2015/2016 academic year another four scholarships were awarded. For the first time in 2016, we also supported four students at the University of Hamburg with a Deutschlandstipendium. As well as providing purely financial support, developing early contact with the students is also an important aspect for Nordex.

Awarding  
scholarships

### HAW Hamburg

Nordex is also actively involved in Hamburg in the Technology Centre Energy Campus Hamburg, part of the Competence Centre for Renewable Energy and Energy Efficiency (CC4E). To do this, we agreed a cooperation with the Hamburg University of Applied Sciences (HAW Hamburg) specifically for supporting research into energy-storage solutions. To support the practical relevance of the teaching and research under real-life conditions, the construction of a wind park with five Nordex turbines is planned by the end of 2016 in the immediate vicinity of the Bergedorf Campus.

### Outlook

In the face of globalisation and climate change, companies' voluntary adoption of social responsibility is becoming increasingly more important. Nordex is taking up the challenge with our strategy of "Use wind intelligently – live sustainability". This way we are pursuing our shared objective of creating the basis for sustainable, economic growth, hand-in-hand with the lowest possible impact on the environment and new prospects for the prosperity of people in all markets and regions.

### Measures for 2016

To realise our Sustainability Strategy we intend to implement suitable measures and tools to ensure that we achieve our strategic and operative targets. These measures and tools will also enable us to gather, test and steer the necessary data and information for generating our internal and external reports.

### 2016 Sustainability Report to GRI standards

Nordex is planning to publish its first independent Sustainability Report for the 2016 financial year. In doing so, we not only intend to take increasing stakeholder requirements for information into account with regard to our sustainability performance; we also want to show that sustainability is a core concern for Nordex. This Sustainability Report will follow the internationally recognised G4 Guidelines of the Global Reporting Initiative (GRI).

### Stakeholder Survey by 2018

By 2018 Nordex is planning to involve selected stakeholders in our sustainability process by means of a Stakeholder Survey. We want to find out our key stakeholders' expectations with respect to sustainability at Nordex, in which areas of activity our Company is perceived as having special responsibility, and how they assess our sustainability performance so far.

### Key figures

#### Employee indicators

The presentation is based on the G4 Global Reporting Initiative (GRI).



Total employees		
	2015	2014
<b>Total number of employees</b>	3,336	2,919
of whom female	17%	17%
of whom aged over 50 years	12%	12%
of whom aged 30–50 years	65%	66%
of whom aged under 30 years	23%	22%
<b>Service employees</b>	1,164	937
of whom female	8%	7%
of whom aged over 50 years	6%	5%
of whom aged 30–50 years	65%	69%
of whom aged under 30 years	28%	26%
<b>Blade production and procurement employees</b>	437	465
of whom female	12%	12%
of whom aged over 50 years	21%	18%
of whom aged 30–50 years	59%	58%
of whom aged under 30 years	21%	25%
<b>Nacelle and tower production and procurement employees</b>	538	469
of whom female	16%	16%
of whom aged over 50 years	23%	22%
of whom aged 30–50 years	50%	51%
of whom aged under 30 years	27%	26%
<b>Engineering employees</b>	483	431
of whom female	18%	19%
of whom aged over 50 years	10%	9%
of whom aged 30–50 years	75%	78%
of whom aged under 30 years	15%	13%
<b>Administration employees</b>	407	361
of whom female	45%	45%
of whom aged over 50 years	13%	14%
of whom aged 30–50 years	73%	72%
of whom aged under 30 years	14%	15%
<b>Project management employees</b>	190	156
of whom female	20%	20%
of whom aged over 50 years	6%	6%
of whom aged 30–50 years	78%	80%
of whom aged under 30 years	16%	13%
<b>Sales and marketing employees</b>	117	100
of whom female	36%	36%
of whom aged over 50 years	5%	5%
of whom aged 30–50 years	66%	70%
of whom aged under 30 years	29%	25%

Employees by region		
	2015	2014
<b>Germany</b>	2,247	1,997
of whom female	423	362
<b>Africa</b>	44	34
of whom female	8	9
<b>Asia</b>	55	77
of whom female	21	30
<b>Europe (excluding Germany)</b>	844	693
of whom female	106	94
<b>North America</b>	109	100
of whom female	15	12
<b>South America</b>	37	18
of whom female	5	3

Commentary: Asia = China, Africa = South Africa, South America = Chile and Uruguay, Europe including Pakistan (same as in segment reporting).

Employees by employment contract		
	2015	2014
<b>Employees</b>	3,336	2,919
of whom female	578	510
<b>Temporary employees</b>	248	Not recorded
of whom female	46	Not recorded

Commentary: Technical temporary employees outside the production sides in Rostock are not reported.

Employees by employment type		
	2015	2014
<b>Full-time employees</b>	3,146	2,764
of whom female	460	417
<b>Part-time employees</b>	190	155
of whom female	118	93

Employees with disabilities in Germany		
	2015	2014
<b>Employees with disabilities</b>	46	43
of whom service employees	4	1
of whom blade production and procurement employees	16	19
of whom nacelle and tower production and procurement employees	14	12
of whom engineering employees	3	2
of whom administration employees	8	8
of whom project management employees	1	1
of whom sales and marketing employees	0	0

New employees and employee fluctuation		
	2015	2014
<b>Newly recruited employees</b>	796	728
Ratio of newly recruited employees	24%	25%
<b>Employee exits</b>	141	117
Fluctuation rate	4%	4%

Commentary: Employee exits refer to employees who leave the company at their own initiative; not including interns, studies, temporary staff and apprentices. The fluctuation rate is calculated on the basis of the average number of employees.

## Environmental indicators

The presentation is based on the G4 Global Reporting Initiative (GRI).

Energy consumption (MWh)		
	2015 MWh	2014 MWh
<b>Total energy consumption</b>	40,957	34,368
Total direct energy consumption	29,955	24,959
Gas	21,616	19,298
Heating oil	91	324
Diesel	8,248	5,337
Total indirect energy consumption	11,002	9,409
Electricity	9,825	8,321
District heating	1,177	1,088
<b>Total energy sold</b>	<b>0.1</b>	<b>2.6</b>
Electricity sold	0.1	2.6

Commentary: The key figures refer to the main business locations in Hamburg and Rostock. Direct energy consumption comprises only the consumption of fuel from non-renewable sources. Heating oil and district heating data refers only to the Rostock site. Nordex commissioned a combined heat and power plant in Rostock at the beginning of 2014.

Water consumption by source and sewage (m <sup>3</sup> )		
	2015 m <sup>3</sup>	2014 m <sup>3</sup>
<b>Total water used</b>	19,811	17,995
of which rain water	1,913	1,684
of which from municipal water supplies	17,898	16,311
Total sewage	19,811	17,995
of which discharged into public sewerage system	19,811	17,995

Commentary: Data on rain water refers to only a part of the sanitary facilities in Hamburg.

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