



2021

Key Facts of Sustainability



TOGETHER FOR CHANGE – WIND FOR A SUSTAINABLE FUTURE

Nordex Group's highly efficient wind power systems are making a major contribution to climate-friendly energy generation today. Our new Sustainability Strategy 2025 clearly signals that the Nordex Group is prepared to do its part to fight climate change.



Learn more about the Nordex Group on YouTube



Reference to section in the report or to other Nordex publications

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INTRODUCTION & SUSTAINABILITY MANAGEMENT



FOREWORD BY THE MANAGEMENT BOARD -EXCERPT-



Patxi Landa

Chief Sales
Officer (CSO)

**José Luis
Blanco**

Chief Executive
Officer (CEO)

**Dr. Ilya
Hartmann**

Chief Financial
Officer (CFO)

From left to right

Around 60 million tonnes of CO₂e were saved worldwide last year thanks to the Nordex Group's wind turbines. [...]

The global energy transition is what drives and motivates the Nordex Group every day. Now that we have reached the milestones in our Sustainability Strategy 2019 to 2021, including switching our own electricity consumption to 100% renewable energy, we are looking farther into the future. Our new Strategy 2025 will focus even more on key levers, especially:

- › further reducing carbon emissions
 - › continuously improving our progressive corporate culture
 - › further strengthening ethical standards in our supply chain
 - › optimizing our products for the long term
- [...]

Hamburg, March 2022

WE ARE NORDEX – FACTS AND HIGHLIGHTS

The development, manufacturing, project management, and servicing of wind turbines in the onshore sector is the core competence and passion of the Nordex Group and its more than 8,600 employees around the globe. Founded in 1985, we have more than 35 years of experience in harnessing the wind. Our comprehensive product portfolio focuses on onshore turbines in the 4 to 6.X MW+ class, offering solutions for

markets with limited space and regions with limited grid capacities. Our Delta4000 series, the first in the world to introduce a flexible rating as part of its core design philosophy and operational strategy, features high-yield wind turbines that enable many years of efficient electricity generation from wind energy in almost all geographical and climatic conditions. Check out our company facts.

€ 5,444.0 million

Sales Revenues 2021
(2020: EUR 4,650.7 million)

8,658

employees in 2021 at the reporting date
(2020: 8,527 employees)

60 Mt of CO₂e

emissions avoided
(2020: 46.1 Mt CO₂e avoided)

38.8 GW

of wind energy capacity in
over 40 countries by 2021
(2020: 32 GW in over 40 countries)



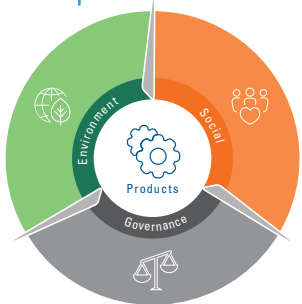
Learn more about
the Nordex Group

SUSTAINABILITY HIGHLIGHTS 2021

Special projects fostering and representing sustainability performance

Sustainability Strategy 2025

- › Focuses on 7 topics underpinned by 'smart' targets and specific measures
- › 'Together for change – Wind for a sustainable future' serves as our compass and reflects our integrative approach: Let's work together on implementing the measures to achieve our targets – and contribute to a future worth living!



SBTi commitment and path to climate neutrality

- › The goal: to become climate-neutral (scopes 1 and 2) by 2023
- › Commitment to the Science Based Targets initiative (SBTi), which entails the definition of science-based targets (SBTs) in line with the global 1.5°C target in 2022



Stakeholder Roundtable

- › Video conference held with various customers, suppliers, and one investor as part of the materiality analysis
- › Helped to highlight common sustainability interests, created and raised awareness of stakeholder requirements



Global Alliance for Sustainable Energy

- › Aiming to ensure that renewables are wholly sustainable for people and the planet, it leads the just transition away from fossil fuels
- › Bringing together partners with a shared vision for the sustainability of the renewables industry and the need to take concrete, collaborative action
- › The Nordex Group among 17 founding members



Establishment of a Diversity and Inclusion (D&I) Council

- › Diversity at the Nordex Group: people from 90 nations, different backgrounds, and different age groups
- › Tasks of the D&I Council: empowering women and underrepresented employees, developing measures, and tracking performance in fulfilling our vision of diversity and inclusion



Learn more about D&I at the Nordex Group

EcoVadis Gold Standard

- › Awarded to the Nordex Group in recognition of our successful sustainability efforts
- › New position: Top 3% of all general industrial machinery manufacturers assessed by EcoVadis



NORDEX SUSTAINABILITY RATINGS

(As of December 2021)

There are various ESG¹ rating agencies that continuously monitor and confirm Nordex's sustainability performance. The agencies collect information on these topics, conduct research and evaluate companies. These ratings encourage transparency concerning sustainability performance in our industry.

Ratings	Scale	Nordex Group
	A+ to D- A+ -> best	B Prime²
	A to D A -> best	B-
	AAA to CCC AAA -> best	A
	Risk Rating 0 to 100 0 -> best	24.8/100 – Medium
	1 to 100 100 -> best	66/100 Gold

¹ ESG = Environmental, Social, Governance


² Awarded to companies with an ESG performance above the sector-specific Prime threshold, which means that they fulfil ambitious absolute performance requirements.

One single Nordex Delta4000 can cover the average electricity requirements of around 5,000 four-person households.



EU TAXONOMY

Our activities and assessment of taxonomy eligibility

 Further information about Nordex and the EU Taxonomy, Page 28ff., Sustainability Report 2021 (SR 2021)

Assignment of Nordex’s main business activities to the EU Taxonomy

EU Taxonomy requirements

Nordex Group’s Contribution

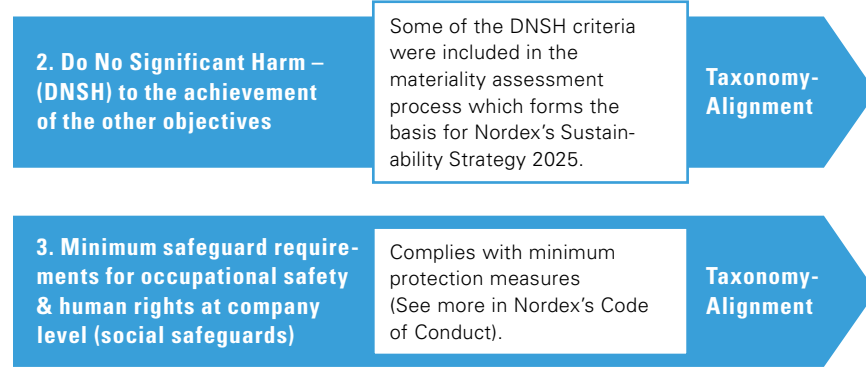
Results 2021

3.1 Manufacture of renewable technologies



Turnover: **99.9%**
 CapEx: **94.9%**
 OpEx: **92.4%**

7.6 Installation, maintenance and repair of renewable energy technologies



Further analyses and disclosures for compliance on DNSH criteria and minimum protection measures will be conducted with the Sustainability Report 2022.

OUR SUSTAINABILITY CONTRIBUTION



SUSTAINABILITY STRATEGY 2025

Together For Change – Wind For A Sustainable Future

In the reporting year we developed the Nordex Sustainability Strategy 2025 in an integrative process involving our most relevant internal and external stakeholders.



Learn more about the Sustainability Strategy 2025

The new strategy, entitled 'Together for change – Wind for a sustainable future', serves as our compass and reflects our integrative approach: Let's work together on implementing the measures to achieve our targets – and contribute to a future worth living.



Further information Page 18ff., SR 2021

The strategy provides the foundation for our actions and includes our core sustainability topics from 2022 onwards. The Nordex Group has summarized these in 7 strategic key topics within the four dimensions of "Our Products", "Environment", "Social" and "Governance", and has set itself specific, measurable goals (see next page).

We have set specific objectives for these topics to launch the next stage of consistent sustainable development in our Company in line with Sustainable Development Goals of the United Nations (SDGs).



Dimension	Focus topic	Main goals
Our Products 	Sustainable Products	<ul style="list-style-type: none"> › Provide fully recyclable blades by 2032 › Decrease carbon footprint of turbines by 25% by 2025 › Keep customer satisfaction at a high level of 4 (scale 1 – 6)
Environment 	Climate Change and Decarbonization	<ul style="list-style-type: none"> › Define science-based targets in line with 1.5 C target ambition by 2022 › Achieve climate neutrality (scopes 1 and 2) by 2023 and continuously improve climate impact
	Environmental Protection	<ul style="list-style-type: none"> › Achieve zero production to landfill by 2025 › Reduce hazardous materials and minimize their hazard potential
Social 	Fair and Attractive Employer	<ul style="list-style-type: none"> › Achieve a minimum of 25% female representation in management positions by 2025 › Reduce the voluntary turnover rate to below 5 percentage points of the market average by 2025
	Occupational Health and Safety	<ul style="list-style-type: none"> › Reduce accidents to a lost time injury frequency (LTIF) of less than 1.5 per 1 million working hours by 2025 › Develop a comprehensive mental health strategy by 2023
Governance 	Responsible Sourcing	<ul style="list-style-type: none"> › Ensure and promote compliance with laws (especially human rights, environmental, and social standards) and ethical business practices in our supply chain within our sphere of influence › Engage with and positively impact the supply chain
	Business Ethics, Compliance and Integrity	<ul style="list-style-type: none"> › Promote responsible and ethical business conduct internally and with our business partners › Anchor ESG risks in business decisions and increase transparency › Zero tolerance for unethical behavior



Click on the Focus topics to see all goals and measures

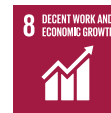
SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The UN Agenda 2030 adopted 17 global Sustainable Development Goals (SDGs) in 2015. The Nordex Group is committed to the goal of sustainable development and actively contributes to the SDGs. Our focus SDGs are:



7 | Affordable and Clean Energy

As a supplier of innovative onshore wind turbines we make a sustainable contribution to steadily increasing the share of renewable energies in the global energy mix.



8 | Decent Work and Economic Growth

The Nordex Group generated a direct economic value of 5,440.0 EUR million and employed more than 8,600 people in 2021. By operating sites in Brazil, India, Mexico and South Africa, we create jobs for the local population in emerging markets.



9 | Industry, Innovation and Infrastructure

With our business model (manufacture of clean and environmentally sound technologies) we contribute to SDG 9 by promoting sustainable industrialization.



12 | Responsible Consumption and Production

The Nordex Group exerts a positive impact on SDG 12 since the production of wind turbines supports the energy transition towards renewable energies while respecting sustainable production and consumption patterns along their life cycle.



13 | Climate Action

With our product portfolio we contribute to the promotion of greener energy generation on a global level. Within the Company, we switched to 100% green electricity procurement in 2021 and will develop and define science-based targets (SBTs) in 2022.

Our business activities make an important contribution.

OUR PRODUCTS



Providing a sustainable product is the backbone of our business-model. Over the past years, we already reduced the carbon footprint of our wind turbines. For 2022, we plan to continue this path and have set ambitious goals on our agenda for further improving product sustainability.



Main Targets	Baseline 2021	Status	
Provide fully recyclable blades by 2032	–	New target	○
Decrease carbon footprint of turbines by 25% by 2025	6.5g CO ₂ e/kWh	New target	○
Keep customer satisfaction at a high level of 4 (scale 1 – 6)	4.4 (Sales) 4.4 (Service)	Continued target	○

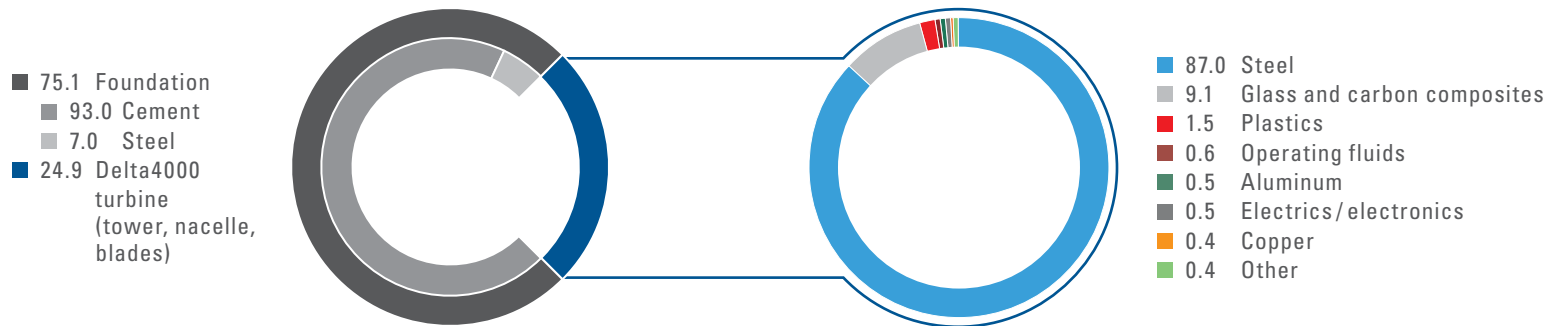


Further Information
Page 34ff., SR 2021

Sustainable Products

Material Mix of foundation and Delta4000 Turbine (in %)

Concrete, steel and glass/carbon fiber reinforced composites are the three main materials of all Nordex turbines.



6.68 GW

installed Capacity 2021
(2020: 5.46 GW)

60 Mt

of CO₂e emissions avoided through all Nordex turbines running in 2021
(2020: 46 Mt CO₂e avoided)

85% – 95%

of materials used in a wind turbine are recyclable

4.4

satisfaction rate in the Sale and Services areas in 2021 (scale 1-6, 6=best)
(2020: 4.4, only Sales)

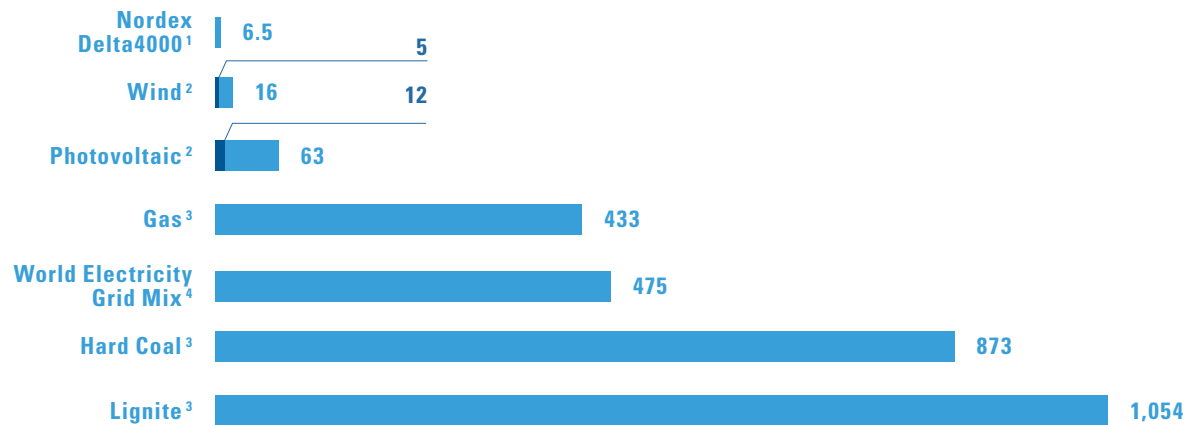
Our turbines' carbon footprint:

CO₂e emissions related to the generation of one kilowatt-hour of electricity

6.5 g CO₂e

are emitted per kWh electricity generated. This is shown by the life cycle assessment (LCA) of a wind farm with Delta4000 turbines.

- Minimum amount of g CO₂e/kWh in the energy carrier
- g CO₂e/kWh



^{1,2,3,4} Read sources on page 30

ENVIRONMENT



The Nordex Group’s products help to drive the energy transition and avoid large amounts of GHG emissions. We aim to further improve our environmental impact by increasing energy and water efficiency, embracing biodiversity, and cutting GHG emissions and waste wherever we can.



Main Targets	Baseline 2021	Status	
Define science-based targets (SBTs) in line with 1.5°C target ambition by 2022	–	New target	○
Achieve climate neutrality (scopes 1 and 2) by 2023 and continuously improve climate impact	–	New target	○
Achieve zero production waste to landfill by 2025	17%	New target	○
Reduce hazardous materials and minimize their hazard potential	654 hazardous materials	Continued target	○



Further Information
Page 46ff., 55ff., SR 2021

Climate Change & Decarbonization

Our commitment

- › Since 2021, we procure 100% of the electricity we consume from renewable sources, primarily from wind- and solar PV-based green electricity products, power purchase agreements and unbundled energy attribute certificates
- › We will set near- and long-term science-based targets (SBTs) in 2022



Further Information about Environmental Data Page 8f., 47ff., SR 2021

17,910

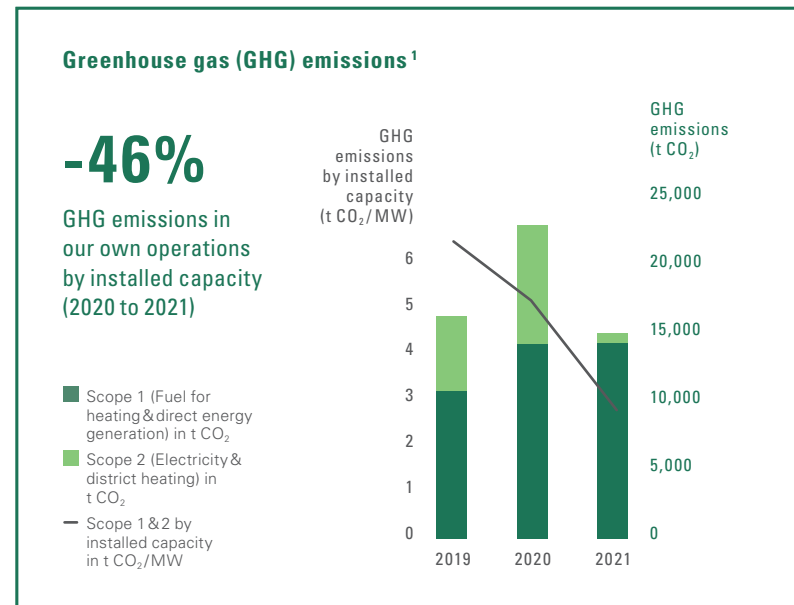
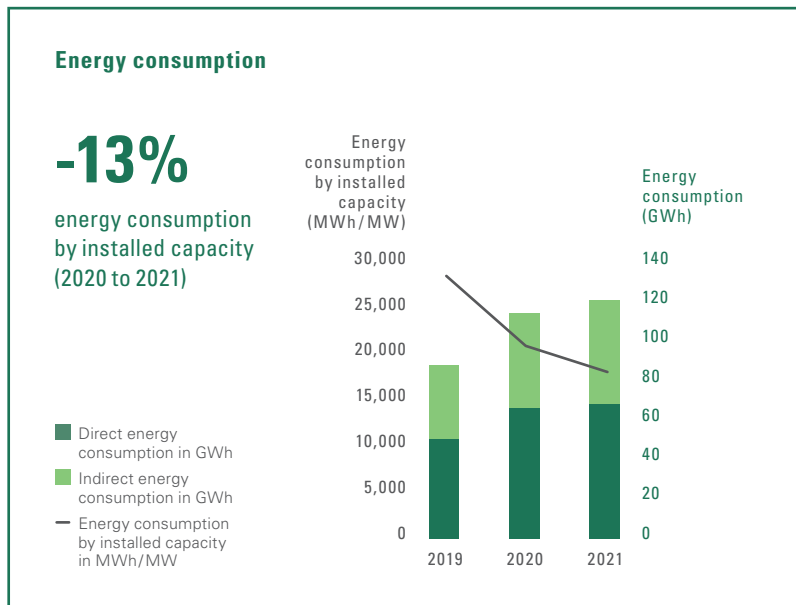
Energy consumption by installed capacity in kWh/MW
(2020: 20,634 kWh/MW)

2,214

Greenhouse Gas emissions (scopes 1 & 2) by installed capacity in kg CO₂/MW
(2020: 4,135 kg CO₂/MW)

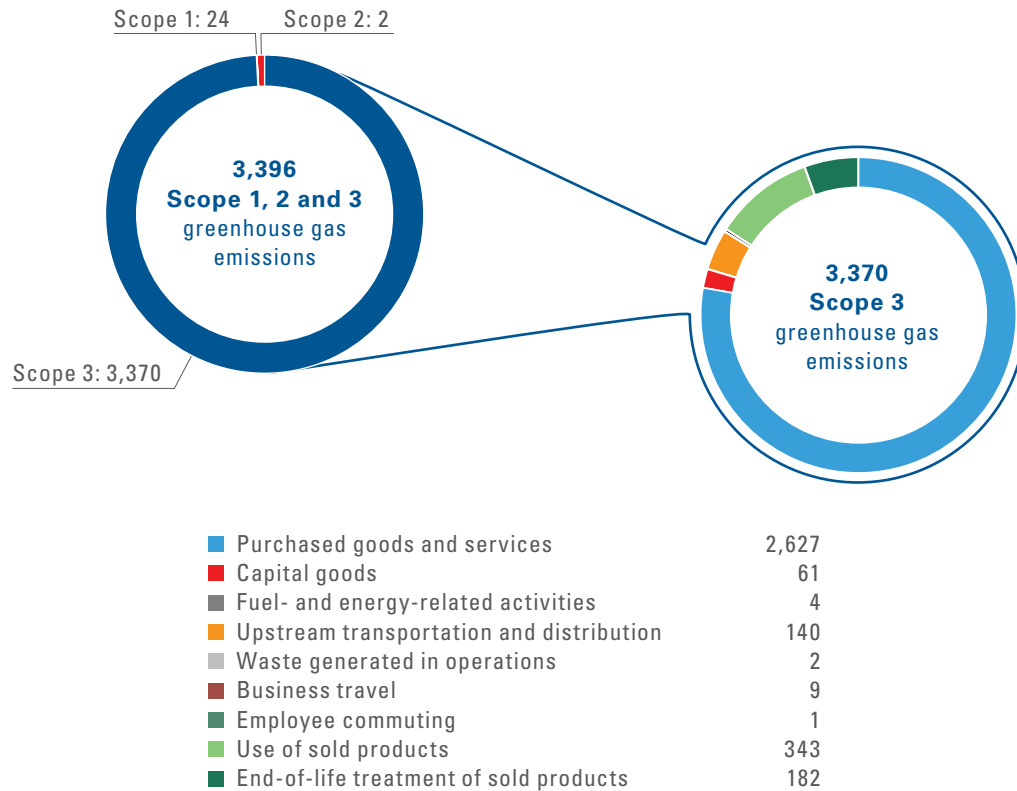
100%

Green electricity procurement in 2021



¹ In the graph (Greenhouse Gas Emissions in t) we only show our scope 1 and 2 emissions. For our comprehensive report on scope 3 emissions see the Corporate Carbon Footprint analysis of 2020 (see following page).

Corporate Carbon Footprint Analysis of 2020 (in kt CO₂e)



Our efforts

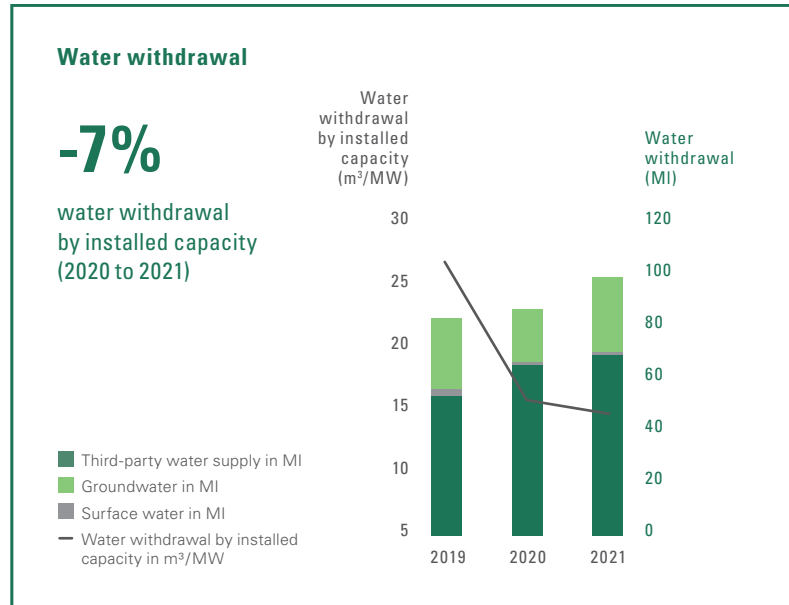
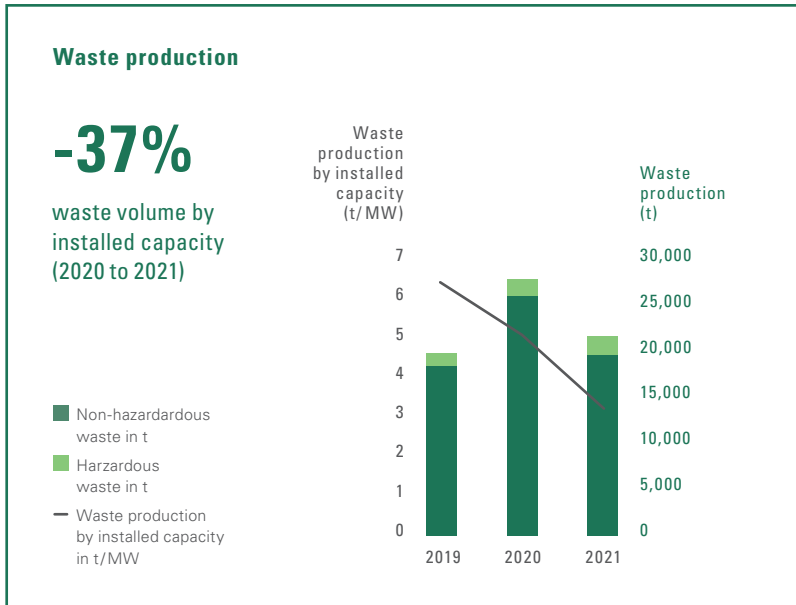
- › By developing, producing, selling, and installing wind turbines, we contribute to the renewable energy transition.
- › We quantify the Corporate Carbon Footprint (CCF) on an annual basis, using it as a foundation for managing our own impact on the climate.
- › The CCF includes all greenhouse gas emissions that are directly and indirectly caused by the Nordex Group along the whole value chain.
- › This analysis covered all production, office, and service premises across the Group regardless of their size, as well as all relevant emissions categories of the scopes 1, 2, and 3 that are classified in the GHG Protocol Corporate Standard.

Scope 4

46,100 kt CO₂e

emissions avoided through all Nordex turbines running in 2020


Environmental Protection



8
chemicals eliminated or replaced by less hazardous materials (654 hazardous materials remaining)

55%
recovery rate of total waste produced¹

48%
of our total water withdrawal took place in areas with high or extremely high water stress



Biodiversity Protection

The Nordex Group seeks to protect biodiversity by avoiding, mitigating, and addressing any significant negative impacts our products and services might have on the natural environment. We aim to identify initiatives that can have a positive impact on biodiversity as a way to offset potential biodiversity loss.

¹ At the Nordex Group, "recovery" includes preparation for reuse, recycling and composting

SOCIAL



We provide fair and attractive working conditions and a progressive company culture. At #TeamNordex, our values of integrity, respect, collegiality, and ownership are at the forefront. In 2021, we improved our occupational health and safety and set new targets to enhance mental health, diversity and inclusion, and employee development.



Main Targets	Baseline 2021	Status	
Reduce accidents to a lost time injury frequency (LTIF) of < 1.5 by 2025	3.2	New target	○
Develop a comprehensive mental health strategy by 2023	–	New target	○
Achieve a minimum of 25% female representation in management positions by 2025	17%	New target	○
Reduce the voluntary turnover rate to below 5 percentage points of the market average by 2025	–	New target	○



Further Information
Page 65ff., 80ff., SR 2021

Fair & Attractive Employer



8,658

employees
(2020: 8,527)



17.1 %

share of women in
management
(2020: 16%)



90

nationalities
working at Nordex
(2020: 86)



3,595

employees took part
in a Compass Dialog
(2020: 3,526)



8,749

e-learning
courses completed
(2020: 5,497)



2,355

new onboardings
(2020: 3,008)



5,895

employees attended
Technical Training
Center courses
(2020: 3,054)

Occupational Health & Safety

In 2021, we continued several measures to reach our goal of reducing our LTIF to below 3.5 and create a safe working environment for all our employees and partners.

Preventive Culture leadership

Programs are based on the early detection of “unsafe acts” and positive reinforcement of “safe acts” by the workers and leaders at each plant.

“Take your time to ...”

This campaign revolved around the five life-saving rules for electrical work and used various severe accidents that have happened in the past as examples.

360° HSE Transformation program

With the 360° HSE Transformation program Nordex aims to become a world-class company in terms of HSE by ensuring safe on-site practices during projects.

5S and Lean Manufacturing Programs

have achieved great results, with an approximated 15% reduction in accidents (accidents/hour) in the moulding and finishing area.

3.2

Lost Time Injury
Frequency (LTIF) –
Group level
(2020: 3.9)

8

Significant Employee
Accidents – Group level
(2020: 3)

Corporate Social Engagement

We consider Corporate Social Engagement as an opportunity to contribute to regional development and engage as a member of the local community in regions where we operate.

Socio-Economic
Development
project,
South Africa



Socio-Economic Development Project (SED)

We are involved in various development initiatives promoted by the Nordex Education Trust and the SED.

- › 4 major topic areas: youth development, promotion of women, early childhood education, and the support of disabled persons.
- › Main aims of SED: helping young entrepreneurs to develop in all subject areas and supporting the beneficiaries in achieving economic independence.
- › Assessing most urgent needs and targets through the SED program with regular direct communication with communities.

Project Contest for 100
Students in Izmir, Nordex
Academy in Turkey



Wind Turbine technical workshop for women

We believe in the importance of actively empowering women in the energy business by increasing their technical knowledge.

- › Our aim: breaking down professional stereotypes and remove inhibitions.
- › The project: Creation of a wind turbine technical workshop for women studying energy or electrical engineering at universities.
- › Official partner: Turkish Wind Energy Association and Turkish Women in Renewables and Energy.

Publication of a book
about Wind Energy
Technology, Turkey



Turkey: Nordex's Educational Projects (2 examples)

We aim to share our knowledge with people, and we want to inspire young people with wind energy technology.

- › Project 1: Publication of a book on wind energy technology for students who are interested in the wind industry.
- › Project 2: Organization of a contest for 100 young and enthusiastic vocational school students in İzmir; presentation of ideas in the field of wind energy by vocational students; winners receive an introduction to wind training and opportunity for an internship at Nordex Enerji A.S.Turkey.

GOVERNANCE



Responsibility is at the core of our business. In line with our Sustainability Strategy 2025, we set goals to engage with and positively impact our supply chain, ensure responsible and ethical business conduct as well as take ESG-oriented business decisions.

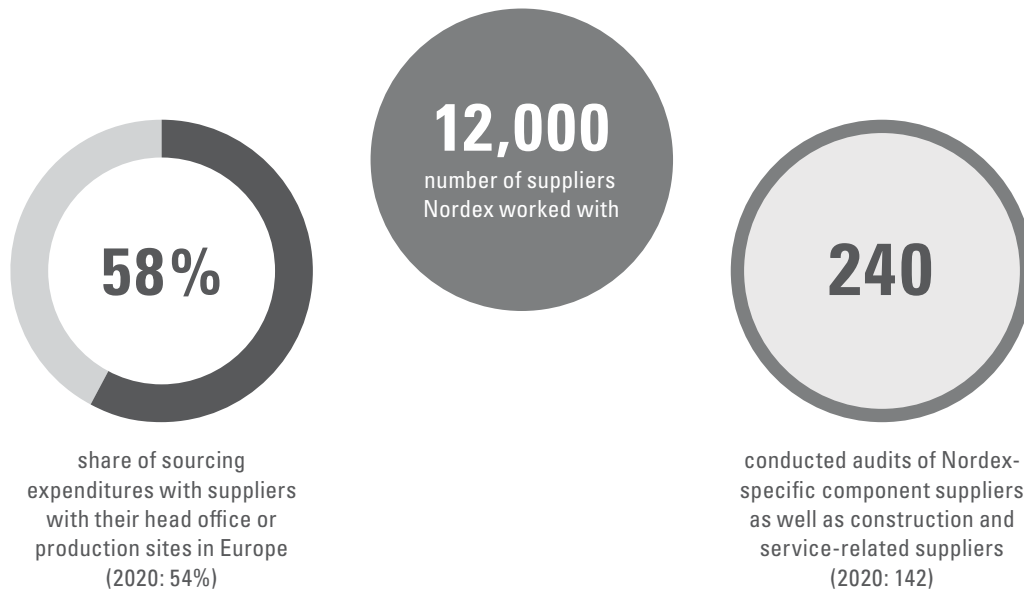


Main Targets	Baseline 2021	Status	
Anchor ESG risks in business decisions and increase transparency	–	New target	<input type="radio"/>
Promote responsible and ethical business conduct internally and with our business partners	–	New target	<input type="radio"/>
Zero tolerance of unethical behavior	–	New target	<input type="radio"/>
Engage with and positively impact the supply chain	–	New target	<input type="radio"/>



Further Information
Page 90ff., 98ff., SR 2021

Responsible Sourcing



Supplier content of origin in %¹

	2021	2020
Germany	30.6	29.5
Europe (excluding Germany and Spain)	19.4	16.4
Turkey	11.0	8.7
America (excluding Brazil)	10.5	7.7
Spain	8.1	7.9
China	7.8	8.6
Asia (excluding China)	5.2	5.1
Brazil	4.8	7.3
Africa	2.2	8.9
Australia	0.4	0.0

¹ Differences to totals may arise from rounding off.



Nordex engages in Wind Europe’s working group ‘Sustainability in the Supply Chain’ and aims to further improve sustainable supply chain standards in the wind energy sector.

Business Ethics, Compliance and Integrity

Our Values: Integrity, Respect, Collegueship and Ownership

The Code of Conduct for Nordex employees comprises the following five core principles:

1. Compliance with applicable Law
2. Avoiding conflicts of interest
3. Protecting Company property
4. Upholding the Code of Conduct
5. Aspiring towards ethical standards

All of our industrial workers have also been required to complete an e-learning course on preventing corruption once every two years.

4,774

employees completed a course on preventing corruption in 2021
(2020: 3,358)

48

compliance inquiries in 2021
(2020: 51)

Aiming high: The currently largest Nordex wind turbine reaches a height of up to 245.5 meters at the rotor blade tip.



Insights of the sustainability employee survey

In order to anchor sustainability more firmly in the company, we strengthened various measures for internal sustainability communication.

An example: Our extensive employee survey, which evaluated employee communication on sustainability issues, was carried out as part of our strategy development process.

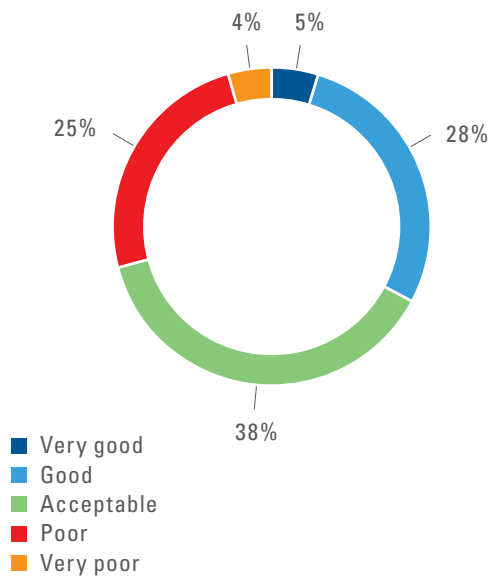
Participants of the employee survey

969
employees

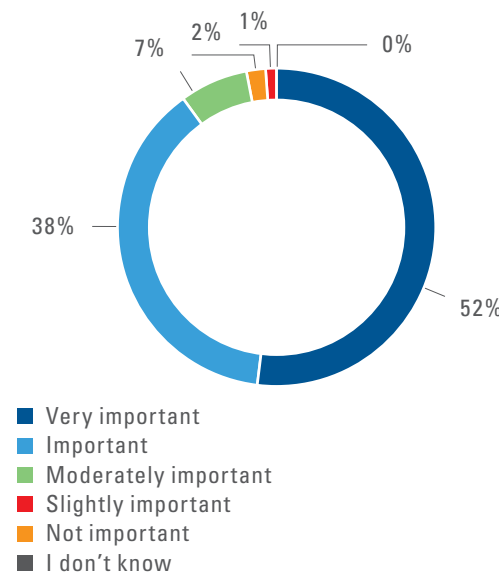
>27
departments

29 countries
(workplace)

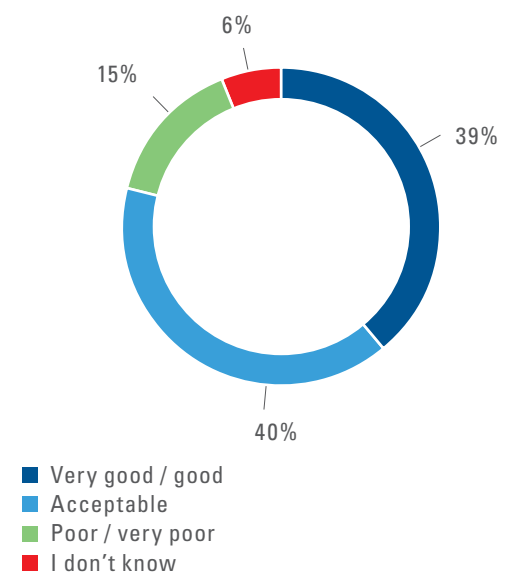
How would you rate your level of knowledge regarding the Nordex Group's sustainability activities?





How important is it for you personally to work for a company that contributes to climate protection and sustainable development with its business model?



How well prepared is your department for sustainability-related challenges?



EVALUATION OF THE SUSTAINABILITY STRATEGY 2019 – 2021

Fields of Action	Material topic	Goals	Evaluation
Product Responsibility 	Cost of Energy (COE)	Continuously reduce cost of energy	✓ Reduced average COE over three years
	Customer Satisfaction	Achieve a satisfaction rating of more than 4 (1=very unsatisfied; 6=very satisfied)	✓ Service & Sales: 4.4
Employee Responsibility 	Occupational Safety	Reduce accidents to a lost time injury frequency (LTIF) of less than 3.5 per 1 million working hours	✓ Reduced LTIF: 3.2
	Leadership Culture	Further strengthen leadership culture and values; continue established programs and processes for employee development; promote diversity in the Company	✓ Increased completion of Trust.Listen.Lead New D&I measures
Responsibility in the Supply Chain 	Supply Chain	Optimize the supplier due diligence process	✓ Implemented supplier due diligence process
Environmental Management and Resource Efficiency 	Waste	Avoid and reduce waste by 10%	✓ Reduced waste generation per installed MW by 23%
	Hazardous Substances	Reduce hazardous substances and minimize their hazard potential	→ Continue to pursue the goal of reducing hazardous materials
	Energy and Greenhouse Gas Emissions	Procure 100% of the electricity we consume from renewable energy sources	✓ 100% green electricity
	Environmental Life Cycle Assessment	Improve the environmental footprint of wind turbines	✓ LCAs of Delta4000 wind turbine farm
Responsibility for Society 	Educational Support	Support education initiatives in the region of our sites	✓ Initiatives in Brazil, Pakistan, Turkey, South Africa and more

✓ Target achieved → Measures planned



Further information
Page 16ff., SR 2021

FURTHER INFORMATION



STANDARDS AND CERTIFICATES

The Nordex Group has implemented the following standards:

Environmental Management ISO 14001		Life Cycle Assessment ISO 14040/14044
Occupational Health and Safety ISO 45001		Energy and Management ISO 50001 ¹

MEMBERSHIPS AND ORGANIZATIONS



Further information about Memberships and Organizations
Page 32, SR 2021

Nordex is a member of various international and sector-specific associations. We play an active role in the following organizations:

Furthermore, Nordex is a member of the Res4-Africa Foundation, an initiative that supports Africa’s just energy transition to ensure access to affordable, reliable, sustainable, and modern energy for all.



¹ Only Rostock, all other standards are Group-wide.

Sources

Figure: Our turbines' carbon footprint

- ¹ Nordex (2020):
[LCA of a Nordex Windfarm with Delta4000 Turbines](#)
- ² German Federal Environment Agency (2021):
[Aktualisierung und Bewertung der Ökobilanzen von Windenergie- und Photovoltaikanlagen unter Berücksichtigung aktueller Technologieentwicklungen, Abschlussbericht](#)
- ³ German Federal Environment Agency (2019):
[Emissions scorecard of renewable energies. Joint agreement on emissions avoided in 2018](#)
- ⁴ IEA (2019):
[Emissions - Global Energy & CO₂ Status Report 2019](#)

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