

**DIVERSITY AND INCLUSION POLICY**

OF SIEMENS GAMESA RENEWABLE ENERGY, S.A.

(Text approved by resolution of the Board of Directors dated September 22, 2022)

## **DIVERSITY AND INCLUSION POLICY**

Pursuant to articles 33 of the By-Laws and 6 and 7.3 of the Regulations of the Board of Directors, the Board of Directors of Siemens Gamesa Renewable Energy S.A. (hereinafter “**Siemens Gamesa**” or the “**Company**”) and the group of companies of which Siemens Gamesa is the controlling company (the “**Siemens Gamesa Group**”) hereby approves this Diversity and Inclusion Policy of the Company and of the Siemens Gamesa Group (hereinafter the “**Diversity and Inclusion Policy**” or the “**Policy**”), which forms part of the Corporate Governance Rules thereof.

The Siemens Gamesa Group aims to promote a culture that respects and values differences, that promotes dignity, equality, inclusion and diversity, and that allows people to contribute with their maximum potential to the global success of the company, recognizing and valuing the creativity that people with different backgrounds and abilities bring to work.

This Policy has been designed on the basis of a straightforward, transparent, professional and consistent approach which also meets the requirements of the International Labor Organization’s Conventions and other relevant employment legislation, including the provisions of the Sustainable Development Goals (SDGs) approved by the United Nations in these areas.

### **1. PURPOSE**

This Policy seeks to promote a favourable working environment that fosters equal opportunity, non-discrimination, diversity and the inclusion of the professionals of the companies belonging to the Group, thus adopting a people management model committed to professional excellence and work-life quality, in accordance with applicable law in each country and following best international practices.

### **2. SCOPE**

This Policy applies to all companies making up the Siemens Gamesa Group and to all employees of the subsidiaries and affiliates of Siemens Gamesa worldwide.

Subcontractors working at the facilities of Siemens Gamesa must also comply with this Policy. Likewise, Siemens Gamesa shall encourage the adoption of the main principles of conduct described among the subcontractors, partners and suppliers of the Siemens Gamesa Group.

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### **3. PRINCIPLES**

The commitment of the Siemens Gamesa Group to diversity, inclusion and equal opportunities is based on the following principles:

#### **3.1. Equality of opportunity and treatment in employment or occupation**

Equal treatment shall be promoted to encourage the personal and professional progress of the Group's workforce in a way that recognises the knowledge and skills required for each job, the contribution of professionals to the creation of value, as well as their capacity to comply with the Company's values.

Equal opportunity is for everyone, but it mainly concerns members of underrepresented groups. Thus, the Company will establish specific actions under which groups with less easy access can participate on equal terms:

- Gender equality: increase the presence of women in the workforce and in management positions.
- Equality with respect to ethnicity and nationality: ensure a fair spread of ethnicities and nationalities within the workforce and at all levels of the organization.
- Equal opportunities for persons with disabilities: promote the employment of persons with disabilities through appropriate measures.
- Age diversity: recognise and promote the coexistence of different generations working together as a source of continuous enrichment.
- Employees with family or care responsibilities: support employees, including parents and those with other family responsibilities such as caring for elderly or sick family members to better reconcile professional and family commitments, and therefore to engage and advance in employment on equal terms.

#### **3.2. Workplace free from harassment and discrimination**

Every individual has the right to work in a professional atmosphere that is free from harassment and discrimination and where complaints are promptly and fairly resolved. The Company will not tolerate any form of intimidation, harassment or discrimination and will ensure the establishment of agile and effective grievance channels.

#### **3.3. Fair representation of the society**

The workforce represents a large variety of cultures, ethnicities, beliefs and languages. This wealth of diversity is what makes the Siemens Gamesa Group more innovative, creative, sensitive and committed to society. The Company will encourage and preserve a diverse workforce that reflects our customer base and the communities we serve.

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### **3.4. Inclusive company culture**

Every person should flourish at work, participate and contribute according to their capacity without interference of discrimination or bias. The Company's culture will welcome different perspectives and will promote the proper inclusion of all groups of professionals.

In the recognition that using respectful language is key to creating a welcoming environment that embraces diversity as a whole, the Company will encourage employees to communicate across the business with respect for all colleagues and will promote the use of inclusive language in all types of internal and external communications.

### **3.5. All employment decisions are to be based on merit**

The primary criteria for people management will be merit and competence relevant to the role. All aspects of employment will be designed to guarantee the principles of this Policy.

### **3.6. Information and training**

The Company will constantly develop awareness-raising actions for the professionals within the Group, especially those with management responsibilities, so that they value and promote the contribution that diversity represents for the Company.

### **3.7. Compliance with applicable legislation and regulations**

The principles that this Policy promotes apply equally in all the regions and locations, but in observance with applicable legislation and regulations in each country. Therefore, the global mindset will be balanced with the regional perspective, because the concepts of "Diversity" and "Inclusion" themselves often mean very different things in different countries around the world.

Thus, the Company will take account of the cultural differences in order to implement a successful global diversity mindset.

## **4. IMPLEMENTATION AND UPDATE**

This Policy constitutes the framework within which Siemens Gamesa articulates rules and procedures, as necessary, in the area of Diversity and Inclusion. The application of this Policy is consolidated with model, policies, regulations and appropriate operating procedures in the management areas of Human Resources and is aligned with the Sustainability Policy of the Siemens Gamesa Group as well as with the Siemens Gamesa Business Conduct Guidelines. Likewise, it will be progressively updated to include new aspects relating to Diversity and Inclusion.

This Policy is implemented through the Diversity and Inclusion Strategy to become operational. Both documents are published in the Company's Intranet and Website. They are public and can be communicated to external parties (customers, suppliers etc.).

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These documents are developed in English by the Global Head of Diversity and Inclusion and can be translated to other languages if necessary.

## **5. RESPONSIBILITIES**

The Board of Directors is tasked with reviewing the Policy on an annual basis and updating it if appropriate.

The Executive Committee is tasked with providing the appropriate resources for implementing this Policy and ensuring that it is properly reported, disseminated, and executed.

The Global Head of Diversity and Inclusion (Head of D&I) is responsible for developing the Diversity and Inclusion Strategy, establishing priorities in support of the strategy and implementing the principles of this Policy throughout the Company.

The leadership team has the responsibility to build the company's culture of trust and inclusion. They lead diversity and inclusion by example because they embed them in their daily activities, and they are accountable for change.

Under this Policy, all employees have the individual responsibility to follow the procedures established to ensure equal opportunity and non-discrimination, to call attention to any suspected or alleged discriminatory practices, and to refrain from harassing or intimidating other employees, customers or visitors for any of the reasons stated in this Policy.

## **6. DIVERSITY AND INCLUSION GOVERNANCE MODEL**

### **6.1. Diversity and Inclusion Governance Model**

In order to support the principles of this Policy, Siemens Gamesa implements a Diversity and Inclusion Governance Model that is based on an appropriate definition and assignment of governance, management and operational duties and responsibilities to ensure:

- Leadership commitment
- Compliance
- Risk management
- Stakeholder engagement
- Operational excellence
- Continuous improvement

This is a decentralized governance model with a central oversight from the Head of D&I. Global control is provided through the Diversity and Inclusion Governance Board, which is chaired by the Head of D&I.

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## **6.2. Diversity and Inclusion Advisory Board**

The Diversity and Inclusion Governance Board (D&I Board) is comprised of senior business and regional leaders, that sets the tone and direction of Diversity and Inclusion within Siemens Gamesa. The D&I Board defines the Company's D&I targets, makes decisions for the best interest of Siemens Gamesa and, sponsors, engages and promotes D&I global initiatives within their area of influence.

## **6.3. The Global Head of Diversity and Inclusion**

The Global Head of Diversity and Inclusion (Head of D&I) develops the Diversity and Inclusion Strategy and is responsible for the following activities:

- Develops the D&I policy, strategy and global agenda of initiatives.
- Sets diversity and inclusion priorities.
- Coordinates the implementation of the global agenda of initiatives and projects within Siemens Gamesa.
- Develops global policies, processes and tools to ensure consistency in the implementation thereof throughout the company.
- Develops and implements D&I metrics, KPIs and reporting.
- Develops D&I communication material and branding and coordinates D&I global communication actions in very close collaboration and alignment with the Communication Department.
- Represents Siemens Gamesa D&I externally supporting the principles of this Policy.

## **6.4. The Diversity and Inclusion Regional Councils**

The D&I Board and the Head of D&I promote the creation of the Diversity and Inclusion Regional Councils (D&I Regional Councils). These Councils are comprised of engaged employees at regional / country level. They have a strong execution focus to promote, facilitate and support the implementation of the global agenda of initiatives at regional level. They align and connect with employee business resource groups to identify and implement local initiatives relevant for the region in alignment with the company's Diversity & Inclusion Strategy.

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