

**SOCIAL COMMITMENT POLICY**

OF SIEMENS GAMESA RENEWABLE ENERGY, S.A.

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

## **SOCIAL COMMITMENT POLICY**

Pursuant to articles 33.3 of the By-Laws and 6, 7.3 and 38 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 the Social Commitment Policy, which forms part of its Corporate Governance Rules.

### **1. STATEMENT OF SOCIAL COMMITMENT POLICY**

Siemens Gamesa is committed to contributing to the improvement of quality of life and the creation of wealth (hereinafter, the “**Social Commitment**”).

The purpose of the Social Commitment Policy (hereinafter, the “**Policy**” or the “**Social Commitment Policy**”) is to establish the guidelines governing the social projects intended to implement the Social Commitment (hereinafter, the “**Social Projects**”), which shall be internally executed by Siemens Gamesa or by the various companies or territorial units of the Siemens Gamesa Group through the Social Commitment area, which shall lead the strategy and the Social Projects.

The objectives of this Policy are the following:

- Promotion of Social Commitment, including social assistance and social inclusion.
- Social aims related to sustainability and especially to climate change.
- Foster and support of educational initiatives.

### **2. PRINCIPLES OF CONDUCT**

The Policy rests on the following principles, among others:

- Medium- and long-term commitment to society.
- Strengthening of the reputation of the Siemens Gamesa Group as a social player in the communities in which it does business.
- Transparency in providing aid to society.

### **3. APPLICATION OF THE POLICY**

The Social Commitment Policy of the Siemens Gamesa Group may be implemented both by the various companies of the Siemens Gamesa Group and by the Company, and also by the territorial units of the group.

Each company of the Siemens Gamesa Group, as well as each territorial unit, shall designate a responsible for Social Commitment (hereinafter, the “**Responsible for Social Commitment**”). Likewise, the figure of the special volunteer (called “**STARS**”) is created, who will voluntarily help the Social Commitment department to manage different projects. All these people, together with the Social Commitment team, will be the ones who: (i) compile the initiatives and proposes them to the head of the Social Commitment area; (ii) act as a point of contact for employees who wish to participate in the Social Projects; (iii) coordinate the activities; and (iv) monitor the indicators

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necessary to measure the impact of the initiatives. In any case, each Responsible for Social Commitment and each STAR will be under the coordination of the Social Commitment area.

#### **4. CENTRALISED MANAGEMENT OF SOCIAL PROJECTS**

Social Projects shall be supervised and coordinated internally by the Social Commitment area, without prejudice to the duties of the Heads of Social Commitment and the STARS, who shall in any event act in coordination with said area.

This area shall have the following duties: (i) Coordinating, supervising and measuring the progress of the Social Projects, with the ability to access any documentation and information in order to verify that they continue to be conducive to achieving the Social Commitment aims in accordance with the terms of this Policy; (ii) Compiling information regarding Social Projects that have already been commenced and new Social Projects that are undertaken, whether through the Heads of Social Commitment, the STARS or directly; (iii) Complying with the obligations to submit reports as set forth in section IV; and (iv) Keeping the Sustainability Working Group informed as to all necessary matters.

The Social Commitment area shall form part, together with other operative areas, of a Sustainability Working Group, which shall be responsible for coordinating and reporting to the Company's management all sustainability activities carried out by the Companies of the Siemens Gamesa Group and by its territorial units. However, the Social Commitment area shall directly report to the Board of Directors if requested to do so.

Other committees may be created within the Social Commitment area in addition to a Volunteering Committee that coordinates the activities conducted in this regard within the Social Commitment area.

#### **5. REPORTING, ACCOUNTING AND ACTION PLAN**

The principles governing reporting in connection with the Social Commitment shall be the following:

- Transparency.
- Development of reporting instruments.
- Principle of compliance with legal provisions.

The Company shall maintain orderly and proper accounting records of its activities in connection with the Social Commitment. For such purpose, it shall record and provide a proper breakdown of all items relating to such Social Commitment in a Journal and in an Inventory and Annual Accounts Book, and also in any other documents containing financial information.

The Social Commitment area shall also work with the Sustainability Working Group to the extent required to prepare the report on non-financial activities.

The Social Commitment area shall prepare an annual action plan setting forth the objectives and activities that the Company intends to carry out in connection with the Social Commitment.

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**6. ENTRY INTO FORCE OF THE POLICY**

Siemens Gamesa hereby submits this Social Commitment Policy, which shall enter into force upon approval by the Board of Directors.

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