

Management Report for the year ended September 30, 2022

1. Introduction

Fiscal year 2022, from October 2021 to September 2022, was particularly complex due to persisting supply chain disruptions, heightened by geopolitical tensions and additional waves of COVID-19, while upward pressure on the price of inputs and shipping continued. The industrialization of the Siemens Gamesa 5.X platform has progressed more slowly than initially planned, and there were additional costs related to higher failure and repair rates on established Onshore platform components. These events impacted financial performance not only by increasing the manufacturing, execution and delivery costs of projects in progress during FY22 but also through the impact on EBIT derived from reassessing the backlog for future years, based on new assumptions about market, production and project execution conditions.

In this context, Siemens Gamesa¹ attained €9,814m in Group revenue in FY22, a 4% decline on fiscal year 2021 (FY21), -7.5% on comparable basis, and it reported an EBIT margin pre PPA and before integration and restructuring costs of -5.9% (-€581m). The Group's results include the positive impact of the sale of the portfolio of wind development assets in southern Europe during the fourth quarter of 2022 (Q4 22), amounting to €613m in revenue and €565m in EBIT pre PPA and before integration and restructuring costs.

Including integration and restructuring costs (-€137m in FY22) and the impact of the PPA on amortization of intangibles (-€223m in FY22), reported EBIT in FY22 amounted to -€942m and net income attributable to SGRE equity-holders amounted to -€940m.

Revenue in Q4 22 amounted to €3,372m (+18% y/y) and EBIT pre PPA and before integration and restructuring costs to €375m, i.e. an EBIT margin of 11.1%; both figures include the impact of the sale of the portfolio of wind development assets in southern Europe in the fourth quarter. Reported EBIT in Q4 22 amounted to €280m, including the impact of integration and restructuring costs (-€40m) and of the PPA on amortization of intangibles (-€55m). Reported net income attributable to SGRE equity-holders amounted to €286m in Q4 22.

As of 30 September 2022, the Group's net debt totaled -€1,232m. Siemens Gamesa has €4,402m in authorized funding lines, against which it has drawn €1,615m, and total liquidity amounting to €4,029m, including cash on the balance sheet at the end of FY22 (€1,242m). Siemens Gamesa maintains an investment grade rating: BBB from S&P (negative outlook) and BBB- from Fitch (stable outlook).

The company achieved a record backlog in FY22: €35,051m, boosted by the Offshore business, and following the signature of orders worth €4,405m in the quarter and €11,598m in the last twelve months.

In view of the complex situation of the company, in the second quarter (Q2 22) the company's Board of Directors appointed Dr. Jochen Eickholt as CEO of Siemens Gamesa. Under his leadership, the Company launched the Mistral program aimed at guiding the company towards profitability and the Group's long-term vision. The Mistral program is structured in three phases: the first takes places in the immediate term and seeks to stabilize the business by mitigating the main impacts affecting the company's short-term performance, namely, the effects derived from the launch of the Siemens Gamesa 5.X platform and supply chain disruptions. The second is for the medium term and seeks to optimize the company's performance and expand margins by acting on the levers needed to achieve profitable growth, operational excellence within a lean structure, and efficient use of capital. The third — maximization — seeks to unlock the company's great potential and achieve the long-term vision through a strategic plan focused on the operating model, technology and the supply chain.

Siemens Gamesa continues to lead in the area of sustainability. During FY22, the Group received excellent ratings and ranked high in industry league tables from the principal ESG rating agencies: named #1 in the industry by ISS

¹Siemens Gamesa Renewable Energy (Siemens Gamesa or SGRE) is the result of merging Siemens Wind Power, which was the wind power division of Siemens AG, with Gamesa Corporación Tecnológica (Gamesa). The Group engages in wind turbine development, manufacture and sale (Wind Turbine business) and provides operation and maintenance services (Service business).

ESG and FTSE Russell; #2 in Moody's ESG Solutions (Vigeo Eiris); #3 in the S&P Global Corporate Sustainability Assessment, placed in the 99th percentile in the industry; and ranked in the 97th percentile in the industry for inclusion in the Sustainalytics Top Industry List. Additionally, MSCI upgraded its AA rating.

Siemens Gamesa is also a member of the main sustainability indexes, such as Dow Jones Sustainability (World and Europe), FTSE4Good, Bloomberg Gender-Equality, STOXX Europe Sustainability, Euronext Vigeo (World, Europe and Eurozone), Solactive Europe Corporate Social Responsibility, and MSCI indexes: Low Carbon Leaders, Low Carbon Target, ESG Universal, ESG Screened, Climate Change and Climate Paris Aligned.

Consolidated key figures FY22

- Revenue: €9,814m (-4% y/y)
- EBIT pre PPA and before integration and restructuring costs²: -€581m (N.A.)
- Net income: -€940m (N.A.)
- Net cash / (Net financial debt – NFD)³: -€1,232m
- Order book: €35,051m (+8% y/y)
- Firm order intake in Q4: €4,405m (+53% y/y)
- Firm order intake in the last twelve months: €11,598m (-5% y/y)
- Installed fleet: 127,476 MW
- Fleet under maintenance: 82,276 MW

2. Markets and orders

In a complex macroeconomic and geopolitical context, investment in renewables continues to play a central role in 2022, following a clear increase in the commitments to combat climate change during 2021. Geopolitical tensions in Europe underscore the need for a secure energy supply, and investment in renewable energy is vital to achieve this. This is reflected in the European Union's *REPowerEU* plan, Germany's "Easter Package" and the UK's energy security strategy. Within the complex macroeconomic environment, the US passed the Inflation Reduction Act (IRA), which includes a c. \$369bn spending package on energy and climate change measures. This package includes an extension of the Production Tax Credit (PTC) for wind, providing a stable framework for investment in renewables in the long term.

The central role of investment in renewables to secure the commitments to combat climate change, achieve energy security and contribute to sustainable economic development supports the wind industry's long-term growth prospects, which will accelerate beyond 2025 driven by the Offshore market.

In this context, Siemens Gamesa signed orders worth €11,598m in the last twelve months, i.e. 1.2 times revenue in the period, and it ended the quarter with a record backlog: €35,051m (+8% y/y). Of the total order book, 51% (€17,752m) is in Service, which has higher returns and is growing by 6% year-on-year. The WTG order book is split into €11,360m Offshore (+19% y/y) and €5,939m Onshore (-4% y/y). Order intake during FY22 includes €613m from the agreement to sell the portfolio of wind development assets in southern Europe.

²EBIT pre-PPA, integration and restructuring costs excludes integration and restructuring costs in the amount of -€137m and the impact of fair value amortization of intangible assets as a result of the PPA (purchase price allocation) in the amount of -€223m.

³Cash / (Net financial debt) is defined as cash and cash equivalents less long-term and short-term financial debt, including lease liabilities. The Siemens Gamesa Group adopted IFRS 16 effective 1 October 2019. As of 30 September 2022, lease liabilities amounted to €843m.

Figure 1: Order book at 30.09.22 (€m)

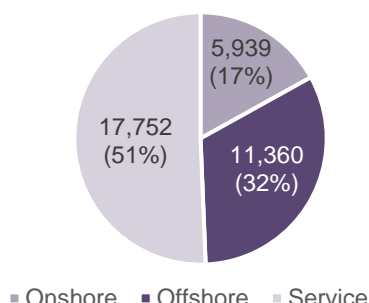
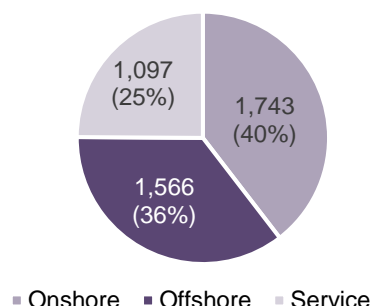


Figure 2: Order intake Q4 22 (€m)



The Group's order intake in Q4 22 amounted to €4,405m, i.e. a book-to-bill ratio of 1.3. This is split into €1,743m in Onshore (2x order intake in the fourth quarter of 2021 (Q4 21), impacted positively by the sale of the portfolio of wind development assets in southern Europe), €1,566m in Offshore (+76% y/y), and €1,097m in Service (-3% y/y). Apart from the positive impact of the sale of the portfolio of wind development asset, the 53% year-on-year increase in order intake in Q4 22 reflects strong commercial activity in the Offshore market, within its usual volatility, and in Service, which practically matched the previous year's high order intake.

Table 1: Order intake (€m)

	Q1 21	Q2 21	Q3 21	Q4 21	Q1 22	Q2 22	Q3 22	Q4 22
WTG	1,776	4,258	986	1,755	1,777	529	3,162	3,308
Onshore	1,619	1,381	840	867	1,361	209	1,068	1,743
Offshore	157	2,877	146	888	416	321	2,094	1,566
Service	505	1,242	534	1,129	695	669	361	1,097
Group	2,281	5,500	1,520	2,884	2,472	1,198	3,523	4,405

Excluding the sale of development assets, completed in Q4 22, Onshore commercial activity amounted to €1,129m in the quarter (+30% y/y) and to €3,767m in the last twelve months (-20% y/y). Firm order intake totaled 1,360 MW in the quarter (-1% y/y) and 4,610 MW in the full year (-36% y/y). Onshore commercial activity reflects more protracted negotiations in an inflationary setting, a more selective commercial strategy that prioritizes risk control and profitability, and the fact that certain customers are postponing decisions. Excluding the impact of the sale of the development pipeline, the book-to-bill ratio was 0.9x in both FY22 and Q4 22.

Figure 3: Order intake (€m)

Onshore FY22 (%)

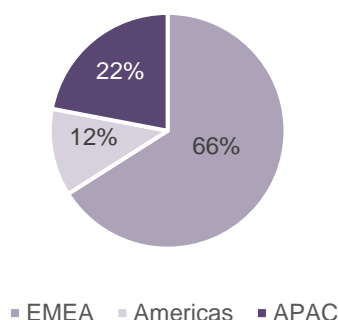
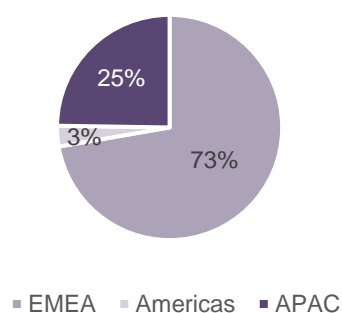


Figure 4: Order intake (€m)

Onshore Q4 22 (%)



The markets that accounted for the largest share of Onshore order intake (MW) in the last twelve months are as follows: India (21%), Sweden (16%), Finland (12%) and Canada (11%). In Q4 22, India (36%) was the largest single market, followed by Sweden (20%). Platforms with a capacity of 4 MW or higher accounted for 60% of orders (MW) in Q4 22 (74% in FY22), while the Siemens Gamesa 5.X platform, which has accumulated c. 4.6 GW in orders since its launch, accounted for 35% in Q4 22 (36% in FY22).

Offshore order intake amounted to €1,566m (*book-to-bill*: 2.0x), reflecting the normal volatility in commercial activity in this market, which recorded firm orders for the Sunrise Wind (924 MW) and Ishikari (112 MW) wind farms, the latter being the first firm order in Japan for the Offshore division. Order intake in the last twelve months was €4,396m (*book-to-bill*: 1.6x). During FY22, Siemens Gamesa signed preferential supply agreements for 1.8 GW in Poland and for 0.9 GW in Germany. Considering that c. 3 GW of preferred supply agreements were converted into firm orders during FY22, the conditional backlog amounted to 7.5 GW as of 30 September 2022. Siemens Gamesa continues to work very closely with customers to prepare for the large volume of auctions expected in 2022 and subsequent years (100 GW through 2027).

Service order intake amounted to €1,097m in Q4 22 (*book-to-bill*: 1.5x) and to €2,822m in the last twelve months (*book-to-bill* of 1.3x).

The trend in average selling prices (ASP) in the Onshore segment was positive in FY22. ASP rose during the year because of an increase in like-for-like prices, project scopes, currency effect, product mix (taller towers and larger rotors amply offset the dilution caused by larger-capacity platforms) and geographic mix, as EMEA increased its contribution. During the fourth quarter, the ASP trend also benefited from higher prices, project scope and currency effects, which offset a higher contribution from India (projects with lower scope) to order intake and a slight dilution due to larger WTG capacity. Excluding the impact from the Indian order intake, with lower scope, the ASP of Q4 22 amounted to €0.95m/MW.

Siemens Gamesa continues working with customers on a commercial proposition to reduce the risk associated with commodity and shipping price volatility and to offset cost inflation.

Figure 5: Average selling price (ASP) - Onshore order intake (€m/MW)⁴

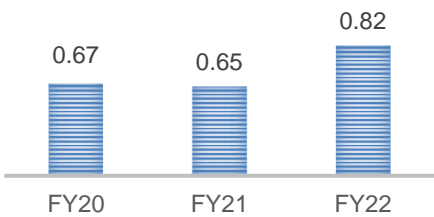
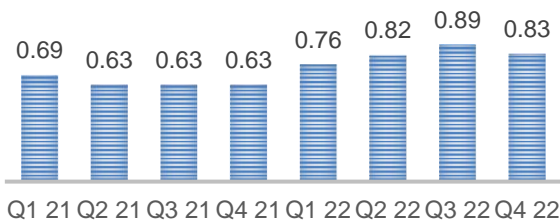


Figure 6: Average selling price (ASP) - Onshore order intake (€m/MW)⁵



⁴The ASP calculation does not include the impact of the sale of the portfolio of wind development assets in southern Europe (€613m) in FY22 (Q4 22).

⁵The ASP calculation does not include the impact of the sale of the portfolio of wind development assets in southern Europe (€613m) in Q4 22.

3. Key figures

The table below shows the main financial aggregates for FY22 and Q4 22 (July-September), and the changes with respect to FY21 and Q4 21, respectively.

Table 2: Key figures

€m	FY21	FY22	Change y/y	Q4 21	Q4 22	Change y/y
Group revenue	10,198	9,814	-3.8%	2,863	3,372	17.8%
WTG	8,272	7,618	-7.9%	2,292	2,651	15.7%
Service	1,926	2,196	14.0%	571	721	26.2%
WTG volume (MWe)	10,995	8,158	-25.8%	2,781	2,400	-13.7%
Onshore	8,298	6,021	-27.4%	2,223	1,794	-19.3%
Offshore	2,697	2,137	-20.8%	558	606	8.6%
EBIT pre PPA and before I&R costs	-96	-581	--	-177	375	--
EBIT margin pre PPA and before I&R costs	-0.9%	-5.9%	-5.0 p.p.	-6.2%	11.1%	17.3 p.p.
WTG EBIT margin pre PPA and before I&R costs	-6.2%	-12.7%	-6.4 p.p.	-13.0%	7.6%	20.6 p.p.
Service EBIT margin pre PPA and before I&R costs	21.8%	17.5%	-4.3 p.p.	21.2%	24.0%	2.8 p.p.
PPA amortization ¹	-230	-223	-2.9%	-55	-55	0.5%
Integration and restructuring costs	-197	-137	-30.3%	-48	-40	-14.9%
Reported EBIT	-522	-942	--	-279	280	--
Net income attributable to SGRE shareholders	-627	-940	--	-258	286	--
Net income per share attributable to SGRE shareholders ²	-0.92	-1.38	--	-0.38	0.42	--
Capex	677	783	106	225	280	55
Capex/revenue (%)	6.6%	8.0%	1.3 p.p.	7.9%	8.3%	0.4 p.p.
Working capital	-2,496	-2,818	-322	-2,496	-2,818	-322
Working capital/revenue LTM (%)	-24.5%	-28.7%	-4.2 p.p.	-24.5%	-28.7%	-4.2 p.p.
Net (debt)/cash ³	-207	-1,232	-1,025	-207	-1,232	-1,025
Net (debt)/EBITDA LTM	-0.88	--	--	-0.88	--	--

¹ Impact of the Purchase Price Allocation (PPA) on amortization of intangibles.

² Net income per share calculated using the weighted average number of outstanding shares in the period. Q4 21: 680,067,397; Q4 22: 680,822,780; FY21: 679,906,438; FY22: 680,727,581.

³ Lease liabilities as of 30 September 2021: €829m and as of 30 September 2022: €843m.

Group performance in FY22 continued to reflect the challenges of the Siemens Gamesa 5.X platform launch and the impact of supply chain conditions: cost inflation, bottlenecks in critical components and delivery delays, all mainly affecting the WTG business. Results were also impacted by increased costs arising from a higher number of failures and repairs in certain components on established Onshore platforms, which had a particular impact on the Service and Onshore businesses. In addition, the sale of the portfolio of wind development assets in southern Europe was completed in Q4 22, with a positive impact on both revenue (€613m) and EBIT (€565m) in the WTG division.

In this context, Group revenue amounted to €9,814m in FY22, 4% lower than in FY21, affected by the decline in WTG revenue: €7,618m (-8% y/y), partially offset by growth in Service revenue: +14% y/y to €2,196m. Revenue in Q4 22 totaled €3,372m, 18% more than in Q4 21, driven by the sale of the portfolio of wind development assets in

southern Europe in the WTG division, whose revenue increased by 16% y/y to €2,651m, and by Service revenue, which rose 26% y/y to €721m.

EBIT pre PPA and before integration and restructuring costs in FY22 amounted to -€581m, equivalent to an EBIT margin of -5.9% (FY21: -0.9%). EBIT pre PPA and before integration and restructuring costs reflects:

- Costs arising from supply chain disruptions and challenges encountered in the launch of the Siemens Gamesa 5X platform, with an impact on the WTG business not only through higher costs of executing ongoing projects but also through increases in the cost estimates for onerous projects in the backlog.
- Costs derived from an increase in failures and repairs on Onshore platform components.
- Lower sales volume, with impact through the under absorption of fixed costs, and project mix.
- A positive impact from sale of the portfolio of wind development assets in southern Europe.

EBIT before PPA and integration and restructuring costs amounted to €375 in Q4 22, i.e. a margin of 11.1% over period revenue (-6.2% in Q4 21), supported by the sale of the portfolio of wind development assets in southern Europe and by the recovery in the Service division's profitability. Excluding the positive impact from the sale of the portfolio of wind development assets in southern Europe, Q4 22 EBIT continues to reflect the impact of the challenges experienced in the launch of the Siemens Gamesa 5.X platform, as well as costs arising from supply chain disruptions and cost inflation, and the lower business volume in WTG.

The impact of the PPA on amortization of intangible assets was -€223m in FY22 (-€55m in Q4 22), while integration and restructuring (I&R) costs amounted to -€137m in the same period (-€40m in Q4 22). Reported EBIT, including the impact of the PPA on amortization of intangible assets and integration and restructuring costs, amounted to -€942m in FY22 (-€522m in FY21), and to €280m in Q4 22 (-€279m in Q4 21).

Investments carried by the equity method contributed income in the amount of €12m in FY22 (€10m in FY21) and €3m in Q4 22 (€5m in Q4 21). Net financial income amounted to €15m in FY22 (expense of -€41m in FY21), while there was a net financial expense of -€0.2m in Q4 22 (-€9m in Q4 21). In FY22, net financial income included a positive €67m effect of higher interest rates on updating the value of provisions (€20m in Q4 22). The tax expense amounted to -€25m in FY22 (-€72m in FY21) while there was a tax income of €3m in Q4 22 (tax income of €26m in Q4 21). The tax expense in FY22 is the result of the geographic distribution of profit and loss, the sale of the portfolio of wind development assets in southern Europe, and the adjournment of capitalization of the deferred tax assets.

As a result, the Group reported a net loss of -€940m in FY22 (-€627m in FY21), including the impact of amortization of the PPA and integration and restructuring costs, both net of taxes, amounting to a total of -€257m⁶ in FY22 (-€305m in FY21). The net loss per share for Siemens Gamesa equity-holders was -€1.38 in FY22 (-€0.92 in FY21). In Q4 22, net income amounted to €286m (-€258m in Q4 21) and net income per share for equity-holders of Siemens Gamesa amounted to €0.42 (-€0.38 in Q4 21). Net income in Q4 22 includes the impact of amortization of the PPA and integration and restructuring costs, both net of taxes, totaling -€69m⁷ (-€73m in Q4 21).

The Group's working capital stood at -€2,818m in FY22, equivalent to -29% of LTM revenue. In comparison to FY21 the Company has a higher negative net working capital (€ 322m) which is primarily the result of higher net contract assets, supported by the strength of commercial activity, and accounts payable, partially offset by higher inventories. The increase in inventories is a consequence of both the impact of supply chain disruptions on manufacturing and of steps taken to mitigate this impact (safety stock). While maintaining financial discipline, the Group will continue to prioritize current business needs.

⁶The PPA amounts to -€55m (-€55m in Q4 21), -€39m net of tax (-€39m in Q4 21), and integration and restructuring costs amount to -€40m (-€48m in Q4 21), -€30m net of tax (-€34m in Q4 21).

⁷The PPA amounts to -€223m (-€230m in FY21), -€158m net of tax (-€164m in FY21), and integration and restructuring costs amount to -€137m (-€197m in FY21), -€100m net of tax (-€142m in FY21).

Table 3: Working capital (€m)

<i>Working capital (€m)</i>	Q1 21	Q2 21	Q3 21	Q4 21	Q1 22	Q2 22	Q3 22	Q4 22	Change y/y ²
Accounts receivable	1,152	1,058	1,162	906	890	1,253	1,008	1,106	200
Inventories	1,718	1,886	1,901	1,627	2,007	2,300	2,369	2,313	686
Contract assets	1,517	1,464	1,657	1,468	1,406	1,356	1,545	1,419	-49
Other current assets ¹	467	449	553	520	524	552	612	691	171
Accounts payable	-2,393	-2,531	-2,904	-2,921	-2,713	-2,928	-3,074	-3,452	-531
Contract liabilities	-3,393	-3,237	-3,209	-3,386	-3,421	-3,686	-3,585	-4,148	-761
Other current liabilities	-767	-728	-780	-709	-671	-623	-620	-747	-38
Working capital	-1,699	-1,639	-1,621	-2,496	-1,978	-1,777	-1,745	-2,818	-322
Change q/q	+277 ¹	+59	+19	-876	+518	+201	+32	-1,073	
Working capital/revenue LTM	-17.4%	-16.5%	-15.9%	-24.5%	-20.3%	-18.6%	-18.8%	-28.7%	-4.2 p.p.

1. For the purposes of comparison, after adjusting the beginning balance of acquired businesses (Purchase Price Allocation, PPA, of the business combinations with Servion in accordance with IFRS 3). Including that adjustment, working capital declined by €273m in Q1 21.

2. Change in closing balances between Q4 21 and Q4 22.

Capex amounted to €783m in FY22 (€677m in FY21), including €188m of capitalized R&D (€188m in FY21). Offshore accounted for more than half of capital spending in FY22. Capex amounted to €280m in Q4 22 (€225m in Q4 21), including €60m of capitalized R&D (€54m in Q4 21).

The net debt position increased by €1,025m⁸ year-on-year, to -€1,232m at the end of FY22, due to operating performance and the capital expenditure required to enable future growth, offset by ongoing improvements in working capital and by the sale of a portfolio of the wind development assets in southern Europe in Q4 22. The company maintains a solid funding position, with access to €4,402m in authorized funding lines, against which it had drawn €1,615m, and total liquidity amounting to €4,029m, including cash on the balance sheet at the end of FY22 (€1,242m). During FY22, SGRE extended the maturity of €675m of short-term funding from December 2022/January 2023 to December 2023/January 2024, and it has c. €2,000m credit lines expiring in FY27, of which €1,800m are available.

WTG

Table 4: WTG (€m)

<i>€m</i>	Q1 21	Q2 21	Q3 21	Q4 21	FY21	Q1 22	Q2 22	Q3 22	Q4 22	FY22	Change y/y
Revenue	1,899	1,902	2,179	2,292	8,272	1,400	1,662	1,904	2,651	7,618	-7.9%
Onshore	1,061	1,154	1,328	1,463	5,005	941	931	1,096	1,875	4,842	-3.3%
Offshore	838	748	851	829	3,266	460	732	808	777	2,776	-15.0%
Volume (MWe)	2,478	2,657	3,079	2,781	10,995	1,445	2,008	2,304	2,400	8,158	-25.8%
Onshore	1,744	1,927	2,404	2,223	8,298	1,195	1,502	1,529	1,794	6,021	-27.4%
Offshore	734	730	675	558	2,697	250	506	775	606	2,137	-20.8%
EBIT pre PPA and before I&R costs	18	25	-261	-298	-516	-410	-412	-346	202	-966	--
EBIT margin pre PPA and before I&R costs	1.0%	1.3%	-12.0%	-13.0%	-6.2%	-29.3%	-24.8%	-18.2%	7.6%	-12.7%	-6.4 p.p.

⁸Net financial debt as of 30 September 2021: -€207m, including €829m in lease liabilities. Net financial debt as of 30 September 2022: -€1,232m, including €843m in lease liabilities.

During FY22, the WTG segment was severely affected by supply chain imbalances and by the launch of the Siemens Gamesa 5X platform.

The supply chain imbalances resulted in cost inflation in both components and logistics, shortages of materials and delays in component deliveries, all of which slowed manufacturing, project execution and delivery and resulted in higher costs (ranging from capacity underutilization to penalties imposed by customers for late delivery). These factors impacted the company's activity in both the Onshore and Offshore markets, and they were higher than expected in the latter. In Onshore, the ramp-up of the Siemens Gamesa 5.X blade manufacturing volume fell short of the targets set for the fiscal year, leading to projects mainly in Northern Europe and Brazil to be executed more slowly than expected. In Offshore, the ramp up for the Siemens Gamesa 11 MW turbine faced challenges due to the still ongoing stabilization of the value chain while project execution in APAC was impacted by shifts in customers' project planning.

The impact of delays in launching the Siemens Gamesa 5.X platform was particularly notable in the first half of the year. During FY22, technical validation has developed further and continuous progress was made in industrialization, which nonetheless continued to be affected by the supply challenges mentioned in the previous paragraph.

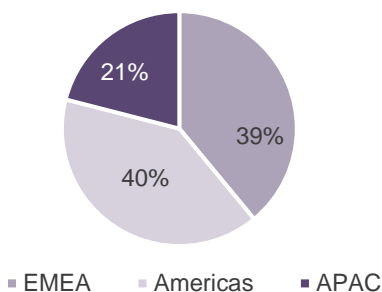
The sale of the portfolio of wind development assets in southern Europe was completed in Q4 22, with a positive impact on WTG revenue (€613m) and EBIT pre PPA and before integration and restructuring costs (€565m).

In this context, WTG revenue fell 8% y/y to €7,618m in FY22, affected by the 26% y/y reduction in manufacturing volume to 8,158 MWe, an effect that was partly offset by the positive impact of the sale of the portfolio of wind development assets in southern Europe in Q4 22. The decline in manufacturing activity occurred in both the Onshore (-27% y/y to 6,021 MWe) and Offshore (-21% y/y to 2,137 MWe) markets. Revenue grew 16% y/y in Q4 22 to €2,651m, including the sale of the portfolio of wind development assets in southern Europe.

The decline in Onshore revenue in FY22, -3% y/y to €4,842m, is due to the reduction in both manufacturing volume (-27% y/y) and installation volume, both partially offset by a positive impact of currency effects, project scope and regional mix and the sale of the portfolio of wind development assets in southern Europe. In Q4 22, Onshore revenues increased by 28% y/y to €1,875m thanks to the sale of the portfolio of wind development assets in southern Europe, the impact of currency effects, regional mix and project scope that more than compensated the reduction in manufacturing (-19% y/y) and installation (-30% y/y) volumes.

In FY22, Sweden was the largest single source of Onshore revenue (in MWe), accounting for 15%; it was followed by Canada and Brazil (14% each), and India (11%). In Q4 22, India was the largest single source of Onshore sales (in MWe), accounting for 18%, followed by Sweden (17%), Brazil (16%) and Spain and Canada (10% each).

Figure 7: WTG Onshore sales (MWe) FY22 (%)



Revenue in the Offshore market fell 15% y/y to €2,776m in FY22, affected by the lower manufacturing volume (- 21% y/y), partly offset by a faster pace of installation (+21% y/y). Offshore revenue fell 6% in Q4 22 to €777m.

EBIT before PPA and integration and restructuring costs amounted to -€966m in FY22 (€202m in Q4 22), i.e. an EBIT margin of -12.7% (+7.6% in Q4 22), as a result in both periods of:

- A positive impact of €565m from the sale of the portfolio of wind development assets in southern Europe.
- The impact on costs of the challenges experienced in the Siemens Gamesa 5.X platform launch, including manufacturing delays.
- Inflation of material and transportation costs and the impact of supply chain disruptions on manufacturing and on project execution and delivery, plus the associated costs.
- Costs associated with component failures in established Onshore platforms.
- Consideration of these higher costs plus the updated assumptions as to market and production conditions in valuing the profitability of the Onshore WTG backlog.
- Costs associated to the ramp-up of the new Offshore SG 11-200 DD.
- Lower revenue as a result of the foregoing factors, resulting in capacity underutilization costs and a lower absorption of overheads.

Operation and Maintenance Service

Table 5: Operation and maintenance (€m)

€m	Q1 21	Q2 21	Q3 21	Q4 21	FY21	Q1 22	Q2 22	Q3 22	Q4 22	FY22	Change y/y
Revenue	396	434	525	571	1,926	429	515	532	721	2,196	+14.0%
EBIT pre PPA and before I&R costs	102	86	110	121	420	101	108	3	173	385	-8.4%
EBIT margin pre PPA and before I&R costs	25.9%	19.9%	21.0%	21.2%	21.8%	23.5%	20.9%	0.6%	24.0%	17.5%	-4.3 p.p.
Fleet under maintenance (MW)	75,493	77,101	77,745	79,199	79,199	82,007	83,058	84,203	82,276	82,276	+3.9%

Service revenue increased by 14% y/y to €2,196m in FY22, and by 26% y/y to €721m in Q4 22. Revenue growth was supported by expansion of the average fleet under maintenance during the year (+7% y/y to 82.1 GW as of 30 September 2022, vs. 76.8 GW as of 30 September 2021) and by the sale of value-added services and spare parts; it also reflects the impact of cost inflation and the appreciation against the Euro of the currencies in which the company operates.

EBIT pre PPA and before integration and restructuring costs amounted to €385m in FY22, equivalent to an EBIT margin of 18%. That is 8% lower than the EBIT pre PPA and before integration and restructuring costs registered in FY21, reflecting higher costs mainly from failures and repairs of certain components in established Onshore platforms, particularly in the Americas in Q3 22. Performance was normalized in Q4 22, when part of the profitability lost in the previous quarter was recovered and EBIT pre PPA and before integration and restructuring costs amounted to €173m (+43% y/y), i.e. a margin of 24% on revenues.

With respect to the increase in failures of certain components in the company's legacy platforms, as part of the Mistral Plan Siemens Gamesa will continue to assess the quality and availability of wind turbine platforms in order to improve the value proposition to customers and the company's commercial positioning in the Onshore market.

The Offshore fleet under maintenance expanded by 3% y/y to 12.3 GW, while the Onshore fleet expanded by 4% y/y to 70 GW.

4. Sustainability

Table 6: Main sustainability figures

	09.30.21 ¹	09.30.22 ¹	Change y/y
Workplace Health & safety			
Lost Time Injury Frequency Rate (LTIFR) ²	1.43	1.61	+12%
Total Recordable Incident Rate (TRIR) ³	3.13	3.17	+1%
Environment			
CO ₂ direct (scope 1) emissions (kt) ⁴	26.8	20.6	-23%
CO ₂ indirect (scope 2) emissions (kt) ⁴	2.0	2.2	+10%
Primary (direct) energy used (TJ)	449	364	-19%
Secondary (indirect) energy use (TJ)	704	684	-3%
of which, Electricity (TJ)	618	598	-3%
from renewable sources (TJ)	618	598	-3%
from standard combustion sources (TJ)	0	0	n.a.
renewable electricity (%)	100	100	0%
Fresh water consumption (thousand m3)	470	446	-5%
Waste production (kt)	63	52	-17%
of which, hazardous (kt)	8	7	-13%
of which, non-hazardous (kt)	55	45	-18%
Waste recycled (kt)	50	40	-20%
Employees			
Number of employees (at year-end)	26,182	27,604	+5%
employees aged < 35 (%)	34.5	34.2	-0.3 p.p.
employees aged 35-44 (%)	38.3	38.1	-0.2 p.p.
employees aged 45-54 (%)	19.7	20.2	+0.5 p.p.
employees aged 55-60 (%)	5.1	5.0	-0.1 p.p.
employees > 60 (%)	2.4	2.5	+0.1 p.p.
Women in workforce (%)	19.1	19.6	+0.5 p.p.
Women in management positions (%)	12.9	14.1	+1.2 p.p.
Supply chain			
No. of Tier 1 suppliers	19,363	19,842	+2%
Purchasing volume covered by Supplier Code of Conduct (%)	89	89	0 p.p.

1. Non-audited figures.

2. LTIFR index is calculated for 1,000,000 hours worked and includes all accidents with at least one workday loss.

3. TRIR index is calculated for 1,000,000 hours worked and includes fatalities, lost time accidents, restricted work and medical treatment cases.

4. Emissions are reported annually, with fiscal year end closing.

Note: TJ=Terajoules; 1Terajoule= 277.77 MWh; kt=thousand tons

5. Outlook

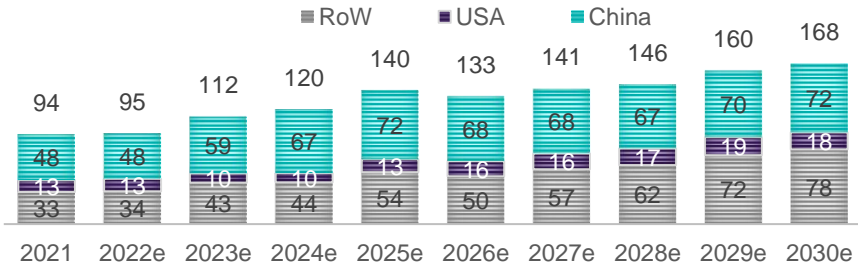
Short-, medium- and long-term prospects for wind worldwide

Projections for wind demand worldwide became stronger in FY22: +280 GW⁹ in 2022-30e, supported by increased government commitments to decarbonization and the need to ensure energy security and independence in Europe. The net increase in projections outside China (+65 GW) was concentrated in Europe (+51 GW), North America (+11 GW) and Australia (+8 GW):

- In Europe, where projections were upgraded by 33 GW Onshore and 19 GW Offshore, the increase was concentrated in Germany (+28 GW), the United Kingdom (+7 GW), the Netherlands (+6 GW) and Spain (+4 GW), and is due to the need to ensure the energy supply in the face of geopolitical tensions.
- In North America, the increase in projections, which is concentrated in the Onshore market, is split between Canada (+5 GW) and the USA (+6 GW). The upgrade in Canada is linked to the province of Alberta in the first half of the decade, and to a new Hydro-Quebec auction for 2027-31e. In the USA, the passage of the IRA, which includes the extension of wind production tax credits and additional incentives linked to employment and local procurement, is helping to stimulate demand by creating a stable framework for long-term investment in renewables.
- The increase in projections for Australia (+8 GW) is associated with the Labor government's commitment to the energy transition and decarbonization.

The increase in projections for Europe, Australia and North America outweighed the decrease in planned installations in India (-7 GW, mainly Onshore), and in Japan (-4 GW) and South Korea (-2 GW), both linked to a slowdown in development of the Offshore market.

Figure 8: Annual Onshore and Offshore installations 2021-2030E (GW/year_e)



Adjusting for sporadic peaks and troughs, the normalized pace of installations is expected to rise steadily throughout the decade, as is the pace of annual Offshore installations, whose contribution to the rising pace of installations will be stepped up from 2025 onwards.

⁹Change in forecasts between Wood Mackenzie's Global Wind Power Market Outlook Update for September 2022 (Q3 2022) and September 2021 (Q3 2021). All increases in the paragraph refer to that comparison and to the 2022-30e period.

Figure 9: Average installations per year (Onshore and Offshore) 2019-30E (GW)

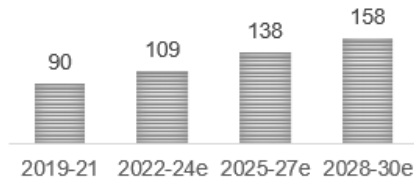
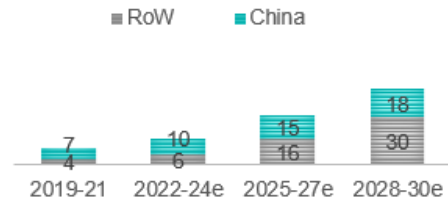


Figure 10: Average installations per year (Offshore) 2019-30E (GW)

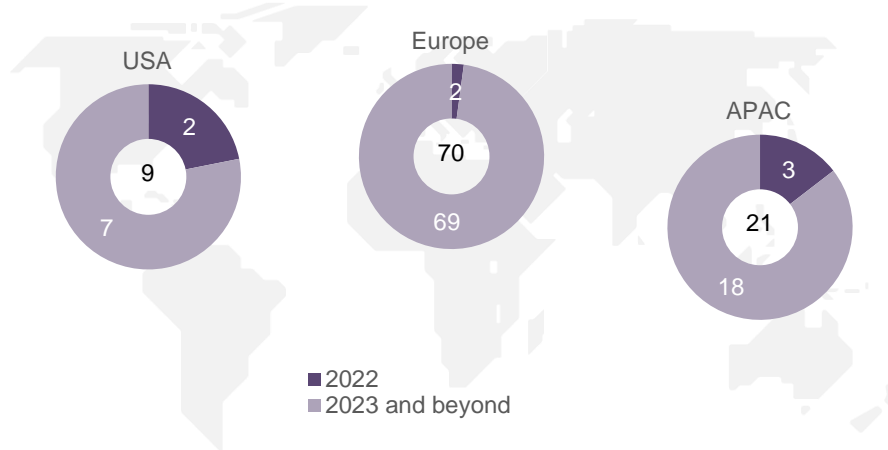


China (460 GW), USA (101 GW), India (49 GW) and Germany (48 GW) continue to be the largest Onshore markets, accounting for 71% of total cumulative installations projected in 2022-2030e. Spain, Brazil, Australia, South Africa, France, Canada and Turkey contribute 12%, with cumulative installations of between 10 GW and 20 GW each in the same period.

Although more countries are joining, the Offshore market is still much more concentrated. China, with 129 GW of installations in 2022-2030, will account for 45% of total installations in the period. Europe, with the United Kingdom in the lead (32 GW of installations in period), will install 102 GW, accounting for 35% of total cumulative installations in the period. It will be followed in Europe by Germany (20 GW) and The Netherlands (15 GW). Following Europe, in order of importance, are the USA (31 GW) and Taiwan (12 GW). The contribution by new markets such as the USA will be concentrated from 2025 onwards.

Institutional support for the development of the Offshore market is reflected in the 16 GW allocated by auction in 2021, the 8 GW allocated in Germany and the UK in 2022, and the 100 GW in auctions expected in the remainder of 2022 and in subsequent years through 2027.

Figure 11: Offshore auctions expected, excluding China (GW)¹⁰

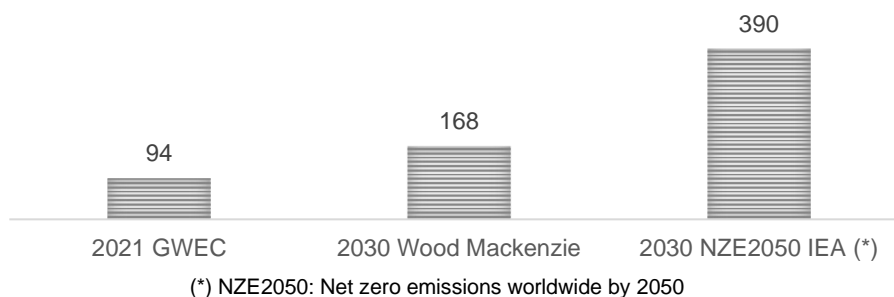


Importantly, despite the steady improvement in long-term demand prospects, the commitments announced so far are still insufficient to achieve net zero emissions by 2050. To achieve decarbonization by 2050, the International Energy Agency¹¹ (IEA) estimates that wind power installations need to reach 390 GW per year by 2030, which is more than double the level of installations projected for that date by Wood Mackenzie.

¹⁰Figure 11 does not seek to provide an exhaustive list of all planned auctions.

¹¹International Energy Agency (IEA). *A roadmap for the Global Energy Sector (Net Zero by 2050)*. May 2021.

Figure 12: Annual installations 2021 vs. 2030E (GW/year_e)¹²



The establishment of short- and medium-term sub-targets and of effective regulatory frameworks and appropriate incentive systems will influence the actual pace of wind installations.

Mistral program and long-term vision

Following a year marked by challenges in the launch of the Siemens Gamesa 5.X platform, supply chain disruptions impacting Wind turbine activity, and component failures and repairs in established Onshore platforms, Siemens Gamesa begins fiscal year 2023 (FY23) in an equally complex macroeconomic and geopolitical environment. This environment is characterized by product costs severely affected by persistently high inflation, inflation that rather than decreasing, it is expanding beyond direct material costs, and with a supply chain that is not fully stabilized but continues to experience disruptions in both lead times and availability of critical materials.

After FY23, which is still expected to be a transition year marked by a complex macroeconomic, geopolitical and industrial environment, the company expects the market environment to normalize, enabling it to return to profitability and resume cash flow generation progressively and to achieve the long-term vision. This progression, first towards profitability and then towards the long-term vision, is supported by three key levers:

- Sales growth supported by a strengthened competitive positioning and capital expenditure, within an environment of global growth in demand, especially in the Offshore market.
- The results of the Mistral program launched during FY22, which will enable Siemens Gamesa to 1) Stabilize results in the short term (2022-2024); 2) Expand margins (2025), and 3) Maximize the company's potential (>2025).
- The establishment of long-term relationships with suppliers and customers to maximize value creation throughout the wind energy value chain, protecting wind turbine manufacturers and other participants' profitability against inflation and price volatility.

Finally, it should be noted that, in addition to those three levers, the development and implementation of an appropriate regulatory framework that allows Europe's decarbonization and energy independence objectives to be achieved could be a key mechanism for accelerating the achievement of the company's long-term objectives. Such a regulatory environment requires:

- Simplifying the permit process for wind power plants and facilitating grid upgrades.
- Strengthening the European wind industry's position and financial sustainability through an electricity auction design that not only avoids negative bids but also incorporates factors other than cost and favors the use of local content.
- Supporting innovation.

¹²Global Wind Energy Council (GWEC). *Global Wind Report 2022*. April 2022.

During FY22, Siemens Gamesa has undertaken several actions within the objective of stabilizing results in the short term, and laying the foundations to be profitable in the medium term. These actions include:

- The progressive stabilization of the Siemens Gamesa 5.X platform whose industrialization is planned to be completed within calendar 2022.
- Strengthening of the selective commercial strategy focused on higher prices and new contracts to better protect the risk of input cost volatility and inflation.
- New operating model focused on processes to improve the efficiency and effectiveness of the organization, maintaining a business-centric set-up while strengthening operations and technology teams to accelerate harmonization and standardization across the company.

Work towards a simplified and lean organization aimed at business sustainability, with the launch of actions aimed at optimizing capacity, employment and management: announced reduction of more than 10% of the workforce.

6. Main business risks

The SIEMENS GAMESA Group is exposed to certain financial risks that it manages by grouping together risk identification, measurement, concentration limitation and oversight systems. The management and limitation of financial risks are executed in a coordinated manner between SIEMENS GAMESA's Corporate Management and the business units, through the policies approved at Top Management level, in accordance with the established rules, policies and procedures. The identification, assessment and hedging of financial risks lies in the responsibility of each business unit.

The risk associated with changes in foreign exchange rates assumed for SIEMENS GAMESA's transactions involve the purchase and sale of products and services, that are denominated in various currencies, and that are related to its own activities.

In order to mitigate this risk, the SIEMENS GAMESA Group has entered into financial hedging instruments with several financial institutions (Note 9 of the Consolidated Financial Statements and Note 14 to the Individual Financial Statements as of September 30, 2022).

Additional disclosure on business risks is included in Note 5 of the Consolidated Financial Statements (Note 4 of the Individual Financial Statements). Furthermore, the Annual Corporate Governance Report, presented as an Annex to this Management Report, includes disclosures on business risks in its section E.

7. Use of financial instruments

The SIEMENS GAMESA Group uses financial hedges which allow the Group to mitigate risks involving foreign exchange rates, interest rates, and commodity prices, among others, that could affect the Groups' estimated results, based on estimates of expected transactions within its various areas of activities.

8. Subsequent events

At the date of formal preparation of the Consolidated and Individual Financial Statements of SIEMENS GAMESA as of September 30, 2022 no issue has emerged that might modify them or give rise to disclosures additional to those already included.

9. Research and development activities

Technological Development is established within a multi-year framework that is rolled out in the annual technological development plan, where activities and deliverables are established for each year, and to which a budget is assigned.

During the years 2022 and 2021, the main additions in the line item “Internally generated technology” within “Other intangible assets” in the Consolidated Balance Sheet of SIEMENS GAMESA Group are due to the development of new wind turbine models, software and the optimization of the components’ performance for an amount of EUR 188 million and EUR 188 million, respectively. These additions are mainly related to developments in Denmark amounting to EUR 107 million during 2022 (EUR 114 million during 2021) and in Spain amounting to EUR 79 million during 2022 (EUR 70 million during 2021).

Not capitalised research and development expenses for the years ended September 30, 2022 and 2021 amount to EUR 291 million and EUR 292 million, respectively.

10. Treasury shares operations

As of September 30, 2022 SIEMENS GAMESA holds a total of 320,602 treasury shares, representing 0.05% of the share capital.

The total cost for these treasury shares amounts EUR 4,719 thousands, representing an average cost per share of EUR 14.718.

A more detailed explanation of transactions involving treasury shares is set out in Note 22.E of the Consolidated Financial Statements and Note 12.D to the Individual Financial Statements as of September 30, 2022.

11. Capital structure

The capital structure, including securities that are not traded on a regulated ECC market, the different classes of share, the rights and obligations conferred by each and the percentage of share capital represented by each class:

In accordance with Article 7 of Siemens Gamesa Renewable Energy, S.A.’s Corporate By-laws, reflected in the version approved by the shareholders in general meeting held June 20, 2017, “Share capital amounts to ONE HUNDRED FIFTEEN MILLION SEVEN HUNDRED NINETY FOUR THOUSAND, THREE HUNDRED SEVENTY FOUR EUROS AND NINETY FOUR CENTS (EUR 115,794,374.94), represented by SIX HUNDRED AND EIGHTY-ONE MILLION ONE HUNDRED AND FORTY-THREE THOUSAND THREE HUNDRED AND EIGHTY-TWO (681,143,382) ordinary shares of seventeen euro cents (0.17 €) nominal value each, numbered consecutively from 1 to 681,143,382, comprising a single class and series, which are fully subscribed and paid.”

Significant direct or indirect shareholding

According to public information for Siemens Gamesa Renewable Energy, S.A., its share capital structure as of September 30, 2022 is as follows:

Name or corporate name of shareholder	Number of direct voting rights	Number of indirect voting rights (*)	Number of voting rights linked to the exercise of financial instruments	% of total voting rights
SIEMENS ENERGY AKTIENGESELLSCHAFT	-	456,851,883	-	67.071%
BLACKROCK INC.	-	24,359,888	225,585	3.609%
NORGES BANK	11,926,102	-	206,161	1.781%
BPCE S.A.	-	6,987,887	-	1.026%
PAUL J.GLAZER	-	-	6,890,925	1.012%

(*) Through:

Name or corporate name of direct shareholder	Number of direct voting rights	Number of voting rights linked to the exercise of financial instruments	% of total voting rights
SIEMENS ENERGY GLOBAL GMBH & CO. KG (formerly named SIEMENS GAS AND POWER GMBH & CO. KG)	456,851,883	-	67.071%
A NUMBER OF ENTITIES UNDER THE CONTROL OF BLACKROCK INC.	24,359,888	225,585	3.609%
NATIXIS S.A.	6,987,887	-	1.026%
A NUMBER OF ENTITIES UNDER THE CONTROL OF PAUL J. GLAZER	-	6,890,925	1.012%

12. Restrictions on the transfer of securities

No restrictions on the transfer of securities exist.

13. Significant % of direct or indirect ownership

See Point 11.

14. Restrictions on voting rights

There are no legal or bylaw stipulated restrictions on exercising voting rights.

15. Side agreements

As of September 30, 2022 Siemens Gamesa Renewable Energy, S.A. is not aware of the existence of any side agreement.

16. Rules governing the appointment and replacement of directors and the amendment of the company's bylaws

Article 30 of the SIEMENS GAMESA Corporate By-laws states that the members of the Board of Directors are “appointed or approved by the General Meeting of Shareholders” and that “If there are vacancies during the period for which directors were appointed, the Board of Directors can appoint individuals to occupy them until the first General Meeting of Shareholders is held. If a vacancy arises between the call of a General Meeting of Shareholders and its celebration, the Board of Directors may appoint a director until the celebration of the following General Meeting of Shareholders” in accordance with the terms reflected in the Spanish Companies Act approved by Royal Decree Law 1/2010 of July 2 (the “Companies Act”) and Corporate By-laws which might be applicable.

In conformity with Article 13.2 of the Regulations of the Board of Directors, “the proposals for appointing directors submitted by the Board of Directors for consideration by the General Meeting of Shareholders and the appointment decisions adopted using the co-option procedure must be preceded by: (a) for Independent directors, a proposal from the Appointments and Remunerations Committee; and (b) in other cases, a report from the aforementioned committee.” Article 13.3 of the Regulations of the Board of Directors states that “when the Board of Directors declines the proposal or the report from the Appointments and Remunerations Committee mentioned in the above section, it must justify doing so and include a record of it in the minutes.” Next, Article 13.4 of the referred Regulations states that “the provisions in this chapter will be understood notwithstanding the complete freedom of the General Meeting of Shareholders to make decisions on the appointment of directors”.

Article 14 of the same regulations states that “the Board of Directors and the Appointments and Remunerations Committee shall make an effort, within the sphere of their competencies, to ensure that the proposal and election of candidates falls on individuals of renowned reputation, credibility, solvency, competence and experience.

Finally, article 7.4 of the Regulations of the Appointments and Remunerations Committee grant it the responsibility “To ensure that, when filling vacancies or appointing new directors, the selection procedures: (i) do not suffer from implicit bias that might involve any discrimination and, in particular, that might hinder the selection of female directors, and (ii) favour the diversity of the members of the Board of Directors, particularly as regards gender, professional experience, age, competencies, personal skills and sector knowledge, international experience or geographical origin”.

As regards the re-election of the Directors, Article 15 of the Regulations of the Board of Directors indicates that “proposals for re-election of directors submitted by the Board of Directors to the General Meeting of Shareholders must be accompanied by the corresponding explanatory report in the terms set forth by the law. The resolution of the Board of Directors to submit the re-election of Independent directors to the General Meeting of Shareholders must be adopted upon proposal of the Appointments and Remunerations Committee, while the re-election of other directors must have a prior favorable report from this committee.

Directors that are part of the Appointments and Remunerations Committee must abstain from taking part in the deliberations and votes that affect them.

The re-election of a director who is part of a committee or who holds an internal position on the Board of Directors or one of its committees will determine his/her continuity in this position without requiring express re-election and notwithstanding the power of revocation which corresponds to the Board of Directors.

Board member removal and resignation is regulated by Article 16 of the Regulations of the Board of Directors, which states that “directors will be removed from their position once the term for which they were appointed has passed, notwithstanding the possibility of being re-elected, and whenever the General Meeting of Shareholders decides to do so as proposed by the Board of Directors or the shareholders, in the terms set forth by law.”

The steps and criteria established in this regard are set forth in the Companies Act and the Mercantile Register Regulations.

Article 16.2 of the Regulations of the Board of Directors states that “Directors must offer their resignation to the Board of Directors and formalize it, if the Board sees fit, subject to a report provided by the Appointments and Remunerations Committee in the following cases:

- a. *concerning Proprietary directors, whenever these or the shareholder they represent cease to be the owners of significant stocks in the Company, as well as when such shareholders revoke representation.*
- b. *concerning Executive directors, when they are removed from the executive positions associated with their appointment as Director and, in all cases, whenever the Board of Directors considers it necessary.*
- c. *concerning Non-executive directors, when they join the management of the Company or of any of the companies in the Group.*
- d. *when, due to circumstances beyond their control, they are involved in cases of incompatibility or prohibition as set forth by law or the Corporate Governance Rules.*
- e. *whenever they are brought to trial for a supposedly criminal act or a court ruling is passed against them to open a trial for any of the offenses set forth in the provisions of the Capital Company Act related to the prohibitions on being an administrator, or whenever they are involved in a sanction for a serious or very serious offense brought by supervisory authorities.*
- f. *whenever they are issued a serious warning by the Board of Directors or are sanctioned for a serious or very serious offense by a public authority for having breached their duties as directors in the Company.*
- g. *whenever their continuity on the Board of Directors could put the Company's interests at risk, or whenever the reasons for their appointment have ceased to exist.*
- h. *when, due to acts attributable to the director acting in his/her capacity as such, cause significant damage to the Company's assets, or the reputation of the Company, or result in the loss of the business and professional reputation and credibility required for being a director of the Company."*
- i. *when there are situations that affect them, whether or not related to their conduct within the Company itself, that might harm the good standing or reputation of the Company and its Group."*

In accordance with Sections 3, 4, and 5, "in any of the events indicated in the previous section, the Board of Directors shall require the director to resign from his/her post, and propose, as appropriate, his/her resignation to the General Meeting of Shareholder. As an exception, the foregoing shall not be applicable in the events of resignation provided in letters a), d), f) and g) above when the Board of Directors considers that reasons exist to justify the continuity of the director, without prejudice of the occurrence that any new and sudden circumstances may have on his/her qualification.

The Board of Directors may only propose the removal of an Independent director before the expiration of the period for which they were appointed when just cause is found by the Board of Directors, based on the proposal from the Appointments and Remuneration Committee. Specifically, for having failed to fulfill the duties inherent to his/her position or have unexpectedly incurred in any of the circumstances established by law as incompatible with assignment to such category.

Directors who cease to hold office due to resignation or other reasons prior to the end of the period for which they were appointed shall sufficiently explain the reasons for their cessation or, in the case of non-executive directors, their opinion regarding the reasons for removal by the shareholders acting at a General Meeting of Shareholders, in a letter sent to all of the members of the Board of Directors. All of the foregoing shall be reported in the Annual Corporate Governance Report, unless there are special circumstances that justify not doing so, which must be recorded in the minutes of the Board. Furthermore, to the extent relevant to investors, the Company shall publish the cessation in office as soon as possible, including sufficient reference to the reasons or circumstances provided by the director."

Rules governing bylaw amendments

Amendments made to the Siemens Gamesa's Corporate By-laws are governed by the terms of Articles 285 to 290 of the Companies Act.

Additionally, amendments made to the Siemens Gamesa's Corporate By-laws are covered by the terms outlined in the Company's Corporate By-laws and the Regulations for the General Meeting of Shareholders.

As regards the competencies for making amendments, Articles 14. i) of Corporate By-laws and 6.1 i) of the Regulations for the General Meeting of Shareholders indicate that this role corresponds to the Siemens Gamesa General Meeting of Shareholders.

Articles 18 of Corporate By-laws, and 26 of the Regulations for the General Meeting of Shareholders include the quorum requirements for the General Meeting of Shareholders adoption of agreements. Articles 26 of Corporate By-laws, and 32 of the Regulations for the General Meeting of Shareholders indicate the necessary majority for these purposes.

Article 31.4 of the Regulations for the General Meeting of Shareholders indicates that in accordance with legislation, *"the Board of Directors, in accordance with the provisions of the law, shall draw up different proposed resolutions in relation to those matters that are essentially independent, so that the shareholders can exercise their voting rights separately."* The above is specifically applicable in the case of amendments to the Corporate By-laws, with votes taken on all articles or groups of articles that are materially different.

In accordance with Article 518 of Companies Act, due to the call for a general Meeting of Shareholder devoted to amending Corporate By-laws, the Company website will include the complete text of the agreement proposals on the Agenda in which the amendments are proposed, as well as reports from competent bodies in this regard.

17. The powers of Board of Directors and, specifically, powers to issue or buy back shares

Powers of Board of Directors

The Board of Directors of SIEMENS GAMESA, in its meeting held on February 2, 2022, unanimously agreed, following a favorable report from the Appointments and Remunerations Committee, to ratify the delegation of powers on Mr. Jochen Eickholt's behalf as CEO, in the event that the shareholders at the General Meeting of Shareholders to be held on March 24, 2022 decided to ratify the Board's resolution to appoint Mr. Jochen Eickholt as a Director on an interim basis (co-option) and to re-elect him for the bylaw-mandated term of four years within the category of Executive Director; delegating to him all the powers which, according to the law and the Corporate By-laws correspond to the Board of Directors, except those which cannot be delegated pursuant to the law and the Corporate By-laws. The General Meeting of Shareholders of SIEMENS GAMESA held on March 24, 2022 approved the aforementioned ratification and re-election of Mr. Eickholt and he accepted his appointment and the ratification of the delegation of powers on the same date.

Powers to buy back shares

At the date of approval of this Report, the authorization granted by the General Shareholders' Meeting of the Company held on July 22, 2020, is in force, by virtue of which the Board of Directors was empowered to acquire own shares. The following is the literal text of the agreement adopted by the above reflected under point 13 of the Agenda:

"Pursuant to the provisions of sections 146 and 509 of the Corporate Enterprises Act, to expressly authorise the Board of Directors, with express power of substitution, to engage in the derivative acquisition of shares of Siemens Gamesa Renewable Energy, Sociedad Anónima ("Siemens Gamesa" or the "Company"), on the following terms:

- a. Acquisitions may be made directly by the Company or by any of its subsidiaries upon the same terms of this resolution.*
- b. Acquisitions shall be made through purchase/sale, swap or any other transaction allowed by law.*
- c. Acquisitions may be made at any time up to the maximum amount allowed by law.*
- d. Acquisitions may not be made at a price below the nominal value of the shares or above the listing price of the shares on the market and at the time the purchase order is entered.*

- e. *This authorisation is granted for a period of five years from the adoption of this resolution.*
- f. *The acquisition of shares, including shares previously acquired by the Company or by a person acting in their own name but on the Company's behalf and held thereby, may not have the effect of reducing net assets below the amount of share capital plus reserves restricted by law or the by-laws, all as provided in letter b) of section 146.1 of the Corporate Enterprises Act.*

It is expressly stated for the record that shares acquired as a result of this authorisation may be used for subsequent disposal or retirement as well as the application of the remuneration systems contemplated in the third paragraph of letter a) of section 146.1 of the Corporate Enterprises Act, as well as for the implementation of programmes encouraging participation in the capital of the Company, such as, for example, dividend reinvestment plans, loyalty bonds or other similar instruments.

In particular, within the framework of this authorisation to acquire own shares, the Board of Directors may approve the implementation of an own share buyback programme addressed to all shareholders in accordance with article 5 of Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse and Commission Delegated Regulation (EU) No 2016/1052 of 8 March 2016 supplementing the Regulation on market abuse with regard to regulatory technical standards for the conditions applicable to buy-back programmes and stabilisation measures, or pursuant to another mechanism with a similar purpose. Said programme may be used for any of the ends provided by applicable legal provisions, including a subsequent reduction in the share capital of the Company through the retirement of the acquired shares, following approval by the shareholders at a general meeting of shareholders held after the completion of the relevant programme.

The resolution revokes and deprives of effect, to the extent of the unused amount, the authorisation for the derivative acquisition of own shares granted to the Board of Directors by the shareholders at the General Meeting of Shareholders held on 8 May 2015.”.

18. Significant agreements to which the Company is a party and which take effect, alter or terminate upon a change of control of the Company following a takeover bid and the effects thereof, except where disclosure would severely prejudice the Company's interests. This exception is not applicable where the company is specifically obliged to disclose such information on the basis of other legal requirements

According to the terms of the framework agreement dated December 21, 2011 (significant event 155308) (as amended on February 5, 2021) between IBERDROLA, S.A. and the subsidiary of SIEMENS GAMESA RENEWABLE ENERGY, S.A. (SIEMENS GAMESA), SIEMENS GAMESA RENEWABLE ENERGY EOLICA, S.L Sole Shareholder Company, a change of control in SIEMENS GAMESA will permit IBERDROLA, S.A. to terminate the framework agreement, with a two months prior notice period since the date when IBERDROLA receives the communication from SIEMENS GAMESA evidencing change of control event, and neither party may make any claims subsequently.

On June 17, 2016, effective April 3, 2017, SIEMENS GAMESA and Siemens AG signed a strategic alliance agreement, featuring a strategic supply contract (the “2017 Strategic Supply Agreement”) by virtue of which Siemens AG became the strategic supplier of gearboxes, segments, and other products and services offered by SIEMENS Group. In anticipation of the Spin-Off (as defined below), in relation to which either party would be entitled to terminate the 2017 Strategic Supply Agreement, on May 20, 2020 entered into an Extension and Amendment Agreement to the 2017 Strategic Supply Agreement (which entered into force on the date of the Spin-Off) setting out a fixed contractual term of 4 years (+1 optional).

On August 1, 2018 (as amended), SIEMENS GAMESA and Siemens AG entered into an external services agreement for procurement area by virtue of which, during an initial period of 1 year for sourcing services, and 2 years for other procurement services, SIEMENS GAMESA Group shall benefit from the collective negotiation strength. Such agreement states that upon Siemens AG ceasing to be the mayor shareholder of SIEMENS

GAMESA, either party would be entitled to terminate the agreement with a 3 months prior notice. Siemens AG ceased to be the mayor shareholder of SIEMENS GAMESA on September 25, 2020, without any party having exercised this termination right. This contract terminated upon closing of financial year 2022.

On May 30, 2018 (as amended in December 19, 2019 and extended until December 19, 2025) SIEMENS GAMESA executed a Syndicated Multi-Currency Term and Revolving Credit Facility with a group of domestic and international banks (Significant Event 266275). In the event that any person or group of persons in a concerted manner (a) hold, directly or indirectly, more than 50% of the share capital of SIEMENS GAMESA; or (b) have the right to appoint the majority of members of the Board of Directors, and therefore exercise control over the Company, each of the participating financial entities may negotiate in good faith for a period of 30 days the maintenance of its commitments derived from the contract. In the event that an agreement is not reached, the financial entity(ies) in question may cancel all or part of the commitments acquired and require full or partial prepayment of their participation in the financing.

On May 20, 2020, SIEMENS GAMESA and Siemens Energy AG ("SEAG") signed a Framework Agreement which entered into force on the date of the consummation and legal effectiveness of the Spin-Off (i.e. the separation by Siemens AG of its worldwide energy business through carve-out measures). The Framework Agreement sets out (i) certain rights and obligations and related matters concerning the relationship of the parties after the Spin-Off; (ii) certain principles applicable to the provision of services between SIEMENS GAMESA and Siemens AG after the merger; and (iii) includes mandatory items to be complied with by SIEMENS GAMESA for the purposes of meeting and complying with Siemens Energy Group Requirements. The Framework Agreement contains a termination event whereby it may be terminated by the Parties at such time that Siemens Energy AG ceases to be a Controlling shareholder in SIEMENS GAMESA whereby Control is defined as Siemens Energy AG holding the majority of voting rights in SIEMENS GAMESA or having the right to appoint the majority of its board members.

On May 20, 2020, SIEMENS GAMESA and Siemens AG entered into a licensing agreement ("Licensing Agreement") pursuant to which SIEMENS GAMESA is entitled to use the "Siemens" brand subject to certain conditions. This Licensing Agreement entered into force on the date of the Spin-Off. According to the Licensing Agreement, SIEMENS GAMESA and certain of its subsidiaries (by way of sub-licenses that SIEMENS GAMESA may grant under the Licensing Agreement subject to certain conditions) shall be granted the exclusive right to use the combination "SIEMENS GAMESA" in their corporate names (provided SIEMENS GAMESA and the respective subsidiaries conduct only such business activities covered by the Licensing Agreement) and as corporate and product brand, as well as "SIEMENS GAMESA" as an abbreviation of the corporate name. The Licensing Agreement has an initial term of ten years and can be extended. Siemens AG has the right to terminate the Licensing Agreement in a number of instances, including if Siemens Energy AG loses control over SIEMENS GAMESA.

On August 13, 2020, SIEMENS GAMESA and SIEMENS AG entered into a preferential financing agreement (the "Financing Agreement") which provides a framework in which both parties collaborate in the development and execution of financing solutions – through Siemens Financial Services ("SFS") and related Financing Entities – towards clients which use technology and/or services from SIEMENS GAMESA. SIEMENS AG has the right to terminate the Financing Agreement under several circumstances, among others if SEAG has no longer the control over SIEMENS GAMESA or if SIEMENS ENERGY's stake owned by SIEMENS AG falls under 25%.

On November 27, 2020, SIEMENS GAMESA and Siemens Energy Global GmbH & Co KG entered into a cooperation agreement for procurement area by virtue of which during an initial term of two years, both parties will execute cooperation activities in procurement area by means of the information sharing. That agreement will remain in force while Siemens Energy Global GmbH & Co KG is majority shareholder of SIEMENS GAMESA. In case of change of control, any of both parties shall be entitled to terminate the contract immediately.

On May 11, 2022, Gamesa Electric SAU and Siemens Aktiengesellschaft Smart Infrastructure Electrification and Automation SI EA entered into a master purchase agreement by virtue of which the conditions that will govern the supply of photovoltaic inverters by part of Gamesa Electric to the companies of Siemens AG. Said agreement includes a clause that empowers Siemens AG to terminate the contract early in the event that Gamesa Electric undergoes a change of control.

Finally, it shall be pointed out that as it is customary for large electricity supply infrastructure projects, there are contracts with clients which regulate a supposed change in control, thereby providing each reciprocal power to

terminate them should such a situation arise, especially in cases in which the new controlling party is the other party's competitor.

19. Any agreements between the Company and its Directors, officers or employees that provide for severance payments if they resign, are dismissed or if their employment contracts terminate as a result of a takeover bid.

The contract of the Chief Executive Officer, according to the Director's remuneration policy in force during fiscal year 2021, which was approved by the General Meeting of Shareholders on March 17, 2021, recognizes him to receive one year of fixed remuneration for termination of his working relationship.

Likewise, for Top Management and for the termination of the working relationship, the current criterion of the Company is the payment of a maximum of one year of the fixed annual remuneration at the date of termination, without prejudice, in any case, of preexisting situations and that the amount may be higher according to the labour law.

In respect to the rest of managers and non-managers employees, their working relationship, in general, does not include economic compensations in case of its termination, different from the ones established in the current law.

20. Deferral of payments made to suppliers

The Group has implemented measures to continue adjusting the average payment period to the payment terms established, in the current legislation (Note 34 of the Consolidated Financial Statements and Note 22 to the Individual Financial Statements as of September 30, 2022).

21. Consolidated non-financial statement

The non-financial information related to environmental and social issues, as well as personnel related issues, human rights and the fight against corruption and bribery is included in the Consolidated Non Financial Statement that is attached to this Management Report as an annex.

22. Annual Corporate Governance Report

The 2022 Annual Corporate Governance Report, as required by Article 538 of Royal Decree Law 1/2010, of July 2, approving the Consolidated Text of the Corporate Enterprises Act, is an integral part of this Management Report.

23. Annual Report on Director's Remuneration

As established in the new wording of article 538 of the Spanish Companies Act by Law 5/2021, of April 12, this Management Report also includes the Report on Directors' Remuneration.

24. Explanation added for translation to English

This is a translation of the Management Report originally written in Spanish. In the event of discrepancy, the Spanish-language version prevails.

Translation of Management Report originally issued in Spanish. In the event of a discrepancy, the Spanish-language prevails (Note 24)

Annex

Alternative Performance Measures

Siemens Gamesa Renewable Energy (SGRE) financial information contains magnitudes and measurements prepared in accordance with the applicable accounting standards and others referred to as Alternative Performance Measures (APMs). The APMs are considered to be adjusted magnitudes with respect to those presented in accordance with EU-IFRS and, consequently, the reader should view them as supplementary to, but not replacements for, the latter.

The APMs are important for users of the financial information since they are the metrics used by SGRE's Management to assess financial performance, cash flows and the financial position for the purposes of the Group's financial, operational and strategic decisions.

The APMs contained in SGRE's financial disclosures that cannot be directly reconciled with the financial statements in accordance with EU-IFRS are as follows.

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Net Financial Debt (NFD)

Net financial debt (NFD) is calculated as the sum of the company's bank borrowings (including any subsidized loans) less cash and cash equivalents.

Net financial debt is the main APM used by Siemens Gamesa Renewable Energy's management to measure the Group's indebtedness and leverage.

€m	09.30.2020	12.31.2020	03.31.2021	06.30.2021
Cash and cash equivalents	1,622	1,533	1,515	1,400
Short-term debt	(434)	(636)	(607)	(540)
Long-term debt	(1,236)	(1,372)	(1,680)	(1,698)
Cash / (Net Financial Debt)	(49)	(476)	(771)	(838)

€m	09.30.2021	12.31.2021	03.31.2022	06.30.2022	09.30.2022
Cash and cash equivalents	1,961	1,332	1,058	1,237	1,242
Short-term debt	(382)	(590)	(1,442)	(1,687)	(546)
Long-term debt	(1,786)	(1,840)	(1,347)	(1,825)	(1,927)
Cash / (Net Financial Debt)	(207)	(1,097)	(1,731)	(2,275)	(1,232)

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Working capital (WC)

Working Capital (WC) is calculated as the difference between current assets and current liabilities. Current assets and liabilities exclude all items classified as Net Financial Debt, such as Cash and cash equivalents.

Working Capital reflects the part of Capital Employed that is invested in net operating assets. Siemens Gamesa Renewable Energy's management uses this metric in managing and making decisions with respect to the business's cash conversion cycle, particularly in managing inventory, trade accounts receivable and trade accounts payable. Effective management of working capital involves achieving an optimal amount of working capital without jeopardising the company's ability to honour its obligations in the short term.

€m	09.30.2020	10.01.2020	12.31.2020	03.31.2021	06.30.2021
					(*)
Trade and other receivables	1,141	1,142	1,150	1,054	1,157
Trade receivables from related companies	1	1	1	5	4
Contract assets	1,538	1,538	1,517	1,464	1,657
Inventories	1,820	1,820	1,718	1,886	1,901
Other current assets	398	398	467	449	553
Trade payables	(2,956)	(2,956)	(2,346)	(2,493)	(2,880)
Trade payables to related companies	(8)	(8)	(47)	(38)	(25)
Contract liabilities	(3,148)	(3,171)	(3,393)	(3,237)	(3,209)
Other current liabilities	(761)	(735)	(767)	(728)	(780)
Working Capital	(1,976)	(1,971)	(1,699)	(1,639)	(1,621)

(*) Comparable for Opening Balance Sheet adjustments of acquired businesses (PPA of Senvion business combinations, according to IFRS 3).

€m	09.30.2021	12.31.2021	03.31.2022	06.30.2022	09.30.2022
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Trade and other receivables	901	885	1,247	1,001	1,100
Trade receivables from related companies	5	6	6	7	6
Contract assets	1,468	1,406	1,356	1,545	1,419
Inventories	1,627	2,007	2,300	2,369	2,313
Other current assets	520	524	552	612	691
Trade payables	(2,900)	(2,695)	(2,902)	(3,045)	(3,396)
Trade payables to related companies	(22)	(18)	(26)	(29)	(57)
Contract liabilities	(3,386)	(3,421)	(3,686)	(3,585)	(4,148)
Other current liabilities	(709)	(671)	(623)	(620)	(747)
Working Capital	(2,496)	(1,978)	(1,777)	(1,745)	(2,818)

The ratio of working capital to revenue is calculated as working capital at a given date divided by the revenue in the twelve months prior to that date.

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Capital Expenditure (CAPEX)

Capital expenditure (CAPEX) refers to investments made in the period in property, plant and equipment and intangible assets to generate future profits (and maintain the current capacity to generate profits, in the case of maintenance CAPEX). This APM does not include the allocation of the purchase price (the PPA exercise) to property, plant and equipment and intangible assets that has been performed in context of a business combination (e.g. the merger of Siemens Wind Power and Gamesa). This APM does also not include additions to right of use assets (first time adoption of IFRS 16 starting October 1st, 2019).

€m	Q4 21	Q4 22	12M 21	12M 22
Acquisition of intangible assets	(54)	(60)	(188)	(188)
Acquisition of Property, Plant and Equipment	(171)	(220)	(489)	(595)
CAPEX	(225)	(280)	(677)	(783)

The calculation of this indicator and its comparable for the last twelve months (LTM) is as follows:

€m	Q1 22	Q2 22	Q3 22	Q4 22	LTM Sep 22
Acquisition of intangible assets	(38)	(48)	(43)	(60)	(188)
Acquisition of Property, Plant and Equipment	(91)	(145)	(140)	(220)	(595)
CAPEX	(129)	(192)	(183)	(280)	(783)

€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
Acquisition of intangible assets	(39)	(50)	(45)	(54)	(188)
Acquisition of Property, Plant and Equipment	(101)	(99)	(118)	(171)	(489)
CAPEX	(140)	(149)	(163)	(225)	(677)

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Definitions of Cash Flow

Gross operating cash flow: amount of cash generated by the company's ordinary operations, excluding working capital and capital expenditure (CAPEX). SGRE includes the flow of net financial expenses under gross operating cash flow. Gross operating cash flow is obtained by adjusting the reported income for the period, for the ordinary non-cash items (mainly depreciation and amortization and provision charges).

€m	12M 21	12M 22
Net Income before taxes	(553)	(914)
Amortization + PPA	757	840
Other P&L (*)	12	(50)
Charge of provisions	540	284
Provision usage (without Adwen usage)	(341)	(418)
Tax payments	(134)	(112)
Gross Operating Cash Flow	281	(370)

€m	Q4 21	Q4 22
Net Income before taxes	(284)	283
Amortization + PPA	203	208
Other P&L (*)	20	(24)
Charge of provisions	153	(42)
Provision usage (without Adwen usage)	(89)	(117)
Tax payments	(25)	(24)
Gross Operating Cash Flow	(23)	282

(*) Other non-cash (income) expenses, including results of companies accounted for using the equity method.

Cash flow is calculated as the variation in Net financial debt (NFD) between two closure dates.

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Average Selling Price in Order Intake, Onshore (ASP - Order Intake)

Average monetary order intake collected by Onshore WTG division per unit booked (measured in MW). ASP is affected by several factors (project scope, geographical distribution, product, exchange rate, prices, etc.) and does not represent the level or trend of profitability.

The calculation of this indicator and its comparable for the last twelve months (LTM) is as follows:

	Q1 22 (*)	Q2 22 (*)	Q3 22 (*)	Q4 22 (*) (**)	LTM Sep 22
Order Intake Onshore Wind (€m)	1,361	209	1,068	1,129	3,767
Order Intake Onshore Wind (MW)	1,791	255	1,204	1,360	4,610
ASP Order Intake Wind Onshore	0.76	0.82	0.89	0.83	0.82

(*) Order intake WTG ON includes only wind orders. No solar orders are included.

(**) Order Intake WTG ON does not include the effect of the wind farm development asset sale €613m in Q4 22.

	Q1 21 (*)	Q2 21 (*)	Q3 21 (*)	Q4 21 (*)	LTM Sep 21
Order Intake Onshore Wind (€m)	1,619	1,330	856	867	4,672
Order Intake Onshore Wind (MW)	2,360	2,113	1,352	1,376	7,201
ASP Order Intake Wind Onshore	0.69	0.63	0.63	0.63	0.65

(*) Order intake WTG ON includes only wind orders. No solar orders are included. Solar orders amounted to €0m in Q1 21, €51m in Q2 21, €-16m in Q3 21 and €0m in Q4 21.

	Q1 20 (*)	Q2 20 (*)	Q3 20 (*)	Q4 20 (*)	LTM Sep 20
Order Intake Onshore Wind (€m)	1,611	1,289	872	1,698	5,470
Order Intake Onshore Wind (MW)	2,563	1,645	1,200	2,713	8,121
ASP Order Intake Wind Onshore	0.63	0.78	0.73	0.63	0.67

(*) Order intake WTG ON includes only wind orders. No solar orders are included. Solar orders amounted to €0m in Q1 20, €61m in Q2 20, €0m in Q3 20 and €0m in Q4 20.

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Order Intake, Revenue and EBIT

Order Intake (in €) LTM (Last Twelve Months) is calculated by aggregation of the quarterly order intake (in EUR) for the last four quarters.

€m	Q1 22	Q2 22	Q3 22	Q4 22 (*)	LTM Sep 22
WTG	1,777	529	3,162	3,308	8,777
Of which WTG ON	1,361	209	1,068	1,743	4,380
Of which WTG OF	416	321	2,094	1,566	4,396
Service	695	669	361	1,097	2,822
TOTAL	2,472	1,198	3,523	4,405	11,598

(*) Order Intake WTG ON does include the effect of the wind farm development asset sale €613m in Q4 22.

€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
WTG	1,776	4,258	986	1,755	8,776
Of which WTG ON	1,619	1,381	840	867	4,708
Of which WTG OF	157	2,877	146	888	4,068
Service	505	1,242	534	1,129	3,409
TOTAL	2,281	5,500	1,520	2,884	12,185

Order Intake (in MW) LTM (Last Twelve Months) is calculated by aggregation of the quarterly order intake (in MW) for the last four quarters.

MW	Q1 22	Q2 22	Q3 22	Q4 22	LTM Sep 22
WTG ON	1,791	255	1,204	1,360	4,610
WTG OF	253	-	1,753	1,036	3,042
TOTAL	2,044	255	2,957	2,396	7,652

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MW	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
WTG ON	2,360	2,113	1,352	1,376	7,201
WTG OF	-	2,607	24	847	3,478
TOTAL	2,360	4,720	1,376	2,223	10,679

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Revenue LTM (Last Twelve Months) is calculated by aggregation of the quarterly revenues for the last four quarters.

€m	Q1 22	Q2 22	Q3 22	Q4 22 (*)	LTM Sep 22
WTG	1,400	1,662	1,904	2,651	7,618
Of which WTG ON	941	931	1,096	1,875	4,842
Of which WTG OF	460	732	808	777	2,776
Service	429	515	532	721	2,196
TOTAL	1,829	2,177	2,436	3,372	9,814

(*) Revenue WTG ON does include the effect of the wind farm development asset sale €613m in Q4 22.

€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
WTG	1,899	1,902	2,179	2,292	8,272
Of which WTG ON	1,061	1,154	1,328	1,463	5,005
Of which WTG OF	838	748	851	829	3,266
Service	396	434	525	571	1,926
TOTAL	2,295	2,336	2,704	2,863	10,198

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EBIT (Earnings Before Interest and Taxes): operating profit as per the consolidated income statement. It is calculated as Income (loss) from continuing operations before income taxes, before 'Income (loss) from investments accounted for using the equity method', interest income and expenses and 'Other financial income (expenses), net'.

EBIT (Earnings Before Interest and Taxes) pre PPA and integration & restructuring costs: EBIT excluding integration and restructuring costs and the impact on amortization of intangibles' fair value from the Purchase Price Allocation (PPA).

- Integration costs: are one-time-expenses (temporary nature – limited in time) that are related to the integration of the two legacy companies, or of other acquired companies, excluding any restructuring related costs.
- Restructuring costs: personnel and non personnel expenses which arise in connection with a restructuring (e.g. site closures), where restructuring refers to measures that materially modify either the scope of business undertaken or the manner in which this business is conducted.

€m	12M 21	12M 22
INCOME FROM CONTINUING OPERATIONS BEFORE INCOME TAXES	(553)	(914)
(-) Income from investments acc. for using the equity method, net	(10)	(12)
(-) Interest income	(12)	(11)
(-) Interest expenses	51	63
(-) Other financial income (expenses), net	2	(67)
EBIT	(522)	(942)
(-) Integration costs	125	77
(-) Restructuring costs	72	60
(-) PPA impact	230	223
EBIT pre-PPA and integration & restructuring costs	(96)	(581)

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€m	Q4 21	Q4 22
INCOME FROM CONTINUING OPERATIONS BEFORE INCOME TAXES	(284)	283
(-) Income from investments acc. for using the equity method, net	(5)	(3)
(-) Interest income	(5)	(4)
(-) Interest expenses	13	25
(-) Other financial income (expenses), net	1	(21)
EBIT	(279)	280
(-) Integration costs	41	29
(-) Restructuring costs	7	11
(-) PPA impact	55	55
EBIT pre-PPA and integration & restructuring costs	(177)	375

EBIT margin: ratio of EBIT to Revenue in the period that is equal to the revenue figure in the consolidated Income Statement for the period.

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EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization): It is calculated as EBIT before amortization, depreciation and impairments of goodwill, intangible assets and property, plant and equipment.

€m	12M 21	12M 22
EBIT	(522)	(942)
Amortization, depreciation and impairment of intangible assets and PP&E	757	840
EBITDA	235	(102)

€m	Q4 21	Q4 22
EBIT	(279)	280
Amortization, depreciation and impairment of intangible assets and PP&E	203	208
EBITDA	(77)	488

EBITDA LTM (Last Twelve Months) is calculated by aggregation of the quarterly EBITDA for the last four quarters.

€m	Q1 22	Q2 22	Q3 22	Q4 22	LTM Sep 22
EBIT	(377)	(385)	(459)	280	(942)
Amortization, depreciation and impairment of intangible assets and PP&E	176	198	258	208	840
EBITDA	(201)	(187)	(201)	488	(102)

€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
EBIT	14	(19)	(238)	(279)	(522)
Amortization, depreciation and impairment of intangible assets and PP&E	180	182	192	203	757
EBITDA	194	163	(46)	(77)	235

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Net income and Net income per share (EPS)

Net income: consolidated profit for the year attributable to the parent company.

Net income per share (EPS): the result of dividing net income by the average number of shares outstanding in the period (excluding treasury shares).

	Q4 21	12M 21	Q4 22	12M 22
Net Income (€m)	(258)	(627)	286	(940)
Number of shares (units)	680,067,397	679,906,438	680,822,780	680,727,581
Earnings Per Share (€/share)	(0.38)	(0.92)	0.42	(1.38)

Other indicators

Revenue coverage: the revenue coverage ratio expresses the degree of achieving the revenue volume targets set by the company for a given year. It is calculated as the revenue booked until one period (including the activity/revenue expected for the rest of the year) divided by the activity/revenue guidance for that year.

€m	09.30.2020	06.30.2021	09.30.2021	06.30.2022
Actual revenue in year N (1)	-	7,335	-	6,442
Order Backlog for delivery in FY (2)	9,728	2,885	8,874	2,681
Average revenue guidance for FY (3) (*)	10,700	10,200	9,739	9,280
Revenue Coverage ([1+2]/3)	91%	100%	91%	98%

(*) FY21 revenue guidance communicated in November 2020 narrowed in April 2021 to the range between €10.2bn and €10.5bn. FY22 midpoint of growth rate guidance from -7% to -2% communicated in November 2021 adjusted in January 2022 from -9% to -2%. Expectations for the SGRE group's performance in FY22 were being reassessed as of Q3 FY22 and, consequently, the previous market guidance for FY22 was no longer valid and was under review. Since then, Siemens Gamesa continued to work on achieving revenue growth of -9% with respect to fiscal year 2021 (FY21) and this figure includes the impact of the Sale of the windfarm development asset portfolio in south Europe.

Translation of Management Report originally issued in Spanish. In the event of a discrepancy, the Spanish-language prevails (Note 24)

Book-to-Bill: ratio of order intake (in EUR) to activity/revenue (in EUR) in the same period. The Book-to-Bill ratio gives an indication of the future trend in revenue volume.

Book-to-Bill LTM (Last Twelve Months): this APM is calculated by aggregation of the quarterly revenues and order intakes for the last four quarters.

€m	Q1 22	Q2 22	Q3 22	Q4 22 (*)	LTM Sep 22
Order Intake	2,472	1,198	3,523	4,405	11,598
Revenue	1,829	2,177	2,436	3,372	9,814
Book-to-Bill	1.4	0.6	1.4	1.3	1.2

(*) Order intake & revenue does include the effect of the wind farm development asset sale €613m in Q4 22.

€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
Order Intake	2,281	5,500	1,520	2,884	12,185
Revenue	2,295	2,336	2,704	2,863	10,198
Book-to-Bill	1.0	2.4	0.6	1.0	1.2

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Reinvestment Rate: ratio of CAPEX divided by amortization, depreciation and impairments (excluding PPA amortization on intangibles' fair value). According to the definition of CAPEX, the amount of amortization, depreciation and impairments does not include the amortization, depreciation and impairments of right of use assets (first time adoption of IFRS 16 starting October 1st, 2019).

€m	Q1 22	Q2 22	Q3 22	Q4 22	LTM Sep 22
CAPEX (1)	129	192	183	280	783
Amortization depreciation & impairments (a)	176	198	258	208	840
Amortization, depreciation & impairments of right of use assets (IFRS 16) (b)	34	37	38	38	147
PPA Amortization on Intangibles (c)	57	57	55	55	223
Depreciation & Amortization (excl. PPA) (2=a-b-c)	86	104	165	115	469
Reinvestment rate (1/2)	1.5	1.9	1.1	2.4	1.7

€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
CAPEX (1)	140	149	163	225	677
Amortization depreciation & impairments (a)	180	182	192	203	757
Amortization, depreciation & impairments of right of use assets (IFRS 16) (b)	31	29	30	32	122
PPA Amortization on Intangibles (c)	60	59	56	55	230
Depreciation & Amortization (excl. PPA) (2=a-b-c)	90	94	105	115	405
Reinvestment rate (1/2)	1.6	1.6	1.5	1.9	1.7

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Gross Profit: the difference between revenue and cost of sales, according to the consolidated statements of profit and loss.

Gross Profit (pre PPA, I&R costs): Gross Profit excluding integration and restructuring costs and the impact on amortization of intangibles' fair value from the PPA (purchase price allocation). The result of dividing this indicator by the sales of the period, which are equal to the revenue figure in the consolidated Income Statement for the period, is denominated Gross Margin pre PPA, I&R costs, and it is expressed as a percentage.

- Integration costs: are one-time-expenses (temporary nature – limited in time) that are related to the integration of the two legacy companies, or of other acquired companies, excluding any restructuring related costs.
- Restructuring costs: personnel and non personnel expenses which arise in connection with a restructuring (e.g. site closures), where restructuring refers to measures that materially modify either the scope of business undertaken or the manner in which this business is conducted.

€m	12M 21	12M 22
Gross Profit	265	(166)
PPA amortization on intangibles	170	161
Integration costs	84	47
Restructuring costs	57	57
Gross Profit (pre PPA, I&R costs)	576	98

€m	Q4 21	Q4 22
Gross Profit	(107)	500
PPA amortization on intangibles	40	39
Integration costs	24	20
Restructuring costs	3	10
Gross Profit (pre PPA, I&R costs)	(41)	570

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The calculation of this indicator and its comparable for the last twelve months (LTM) is as follows:

€m	Q1 22	Q2 22	Q3 22	Q4 22	LTM Sep 22
Gross Profit	(192)	(202)	(272)	500	(166)
PPA amortization on intangibles	41	41	39	39	161
Integration costs	5	12	10	20	47
Restructuring costs	2	3	41	10	57
Gross Profit (pre PPA, I&R costs)	(144)	(146)	(182)	570	98

€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
Gross Profit	202	199	(29)	(107)	265
PPA amortization on intangibles	45	44	42	40	170
Integration costs	20	21	19	24	84
Restructuring costs	13	37	4	3	57
Gross Profit (pre PPA, I&R costs)	280	301	36	(41)	576

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Integration and Restructuring costs: see Gross Profit (pre PPA, I&R costs) and EBIT (pre PPA, I&R costs).

€m	12M 21	12M 22
Gross Profit	140	103
Research & Development	8	1
Sales and Administration	41	33
Others	8	(0)
Integration and Restructuring costs	197	137

€m	Q4 21	Q4 22
Gross Profit	27	30
Research & Development	2	(10)
Sales and Administration	14	20
Others	5	0
Integration and Restructuring costs	48	40

€m	Q1 22	Q2 22	Q3 22	Q4 22	LTM Sep 22
Gross Profit	6	15	52	30	103
Research & Development	2	5	4	(10)	1
Sales and Administration	3	4	6	20	33
Others	0	(0)	(0)	0	0
Integration and Restructuring costs	11	24	62	40	137

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€m	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
Gross Profit	33	57	23	27	140
Research & Development	1	3	1	2	8
Sales and Administration	11	10	6	14	41
Others	1	1	1	5	8
Integration and Restructuring costs	47	71	31	48	197

MWe: an indicator of activity (a physical unit of sale) used to measure wind turbine generator manufacturing progress. The MWe indicator does not reflect post-manufacturing processes (civil engineering, installation, commissioning, etc.), which also generate monetary revenue.

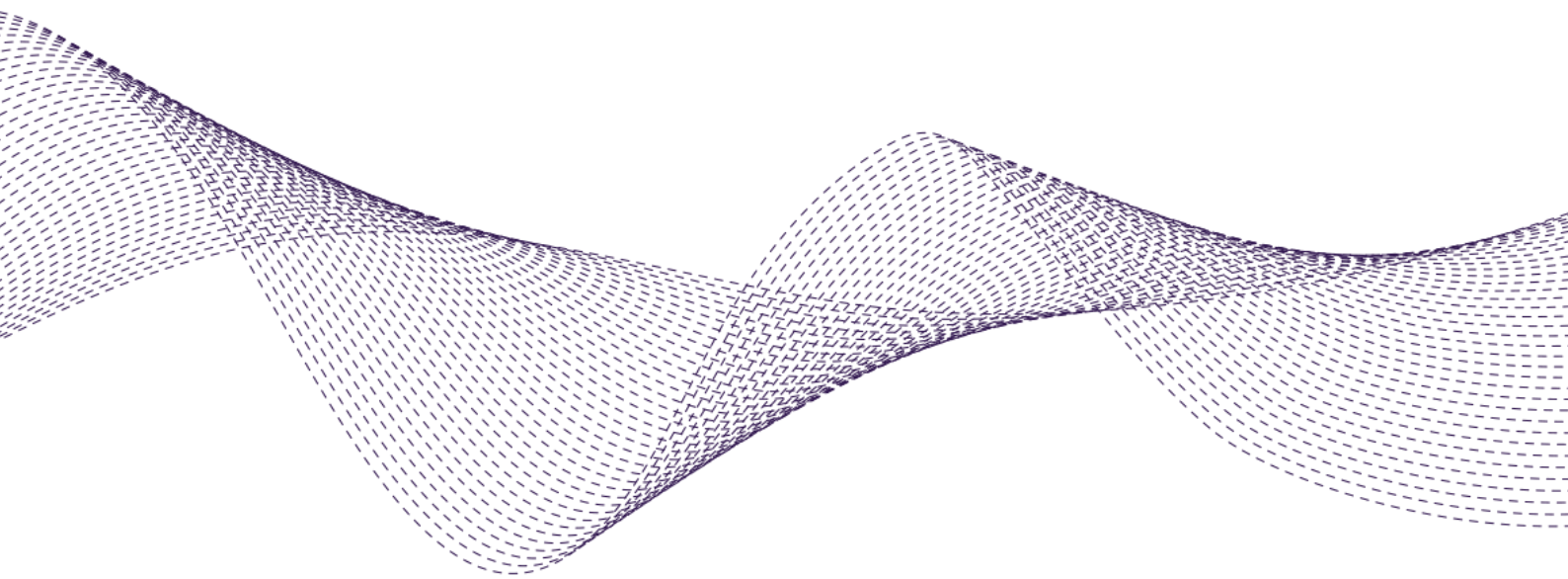
MWe	Q1 22	Q2 22	Q3 22	Q4 22	LTM Sep 22
Onshore	1,195	1,502	1,529	1,794	6,021

MWe	Q1 21	Q2 21	Q3 21	Q4 21	LTM Sep 21
Onshore	1,744	1,927	2,404	2,223	8,298

Cost of energy (LCOE/COE): the cost of converting an energy source, e.g. wind, into electricity, measured in monetary units per MWh. It is calculated taking in account all costs incurred during asset's life cycle (including construction, financing, fuel, operation and maintenance, taxes and incentives) divided by the total output expected from the asset during its useful life.

Note that due to rounding, numbers presented in this document may not add up exactly to the totals shown and percentages may not exactly replicate the absolute figures presented.

Consolidated Non-Financial Statement 2022



Key figures

	FY18	FY19	FY20	FY21	FY22	Var. 21/22
Revenues (€million)	9,122	10,227	9,483	10,198	9,814	-4%
EBIT pre PPA and I&R costs (€million)	693	725	(233)	(96)	(581)	-
Net profit (€million)	70	140	(918)	(627)	(940)	-
Net cash/Net financial debt (NFD) (€million)	615	863	(49)	(207)	(1,232)	-
Equivalent MW sold	8,373	9,492	9,968	10,995	8,158	-26%
MW installed (cumulative)	88,840	98,735	107,502	117,666	127,476	8%
MW fleet under maintenance	56,725	60,028	74,240	79,199	82,276	4%
No. suppliers	17,051	17,890	18,932	19,363	19,842	2%
Procurement volume (€million)	6,030	8,238	7,365	6,863	9,027	32%
Headcount	23,034	24,453	26,114	26,182	27,604	5%
Lost time injury rate - LTIR	2.07	1.67	1.36	1.43	1.61	12%
Total recordable injury rate - TRIR	5.10	4.71	3.14	3.13	3.17	1%
% women in workforce	18.9	18.8	18.8	19.1	19.6	3%
% women in management positions	10.8	10.2	11.7	12.9	14.1	9%
Employee hiring	2,466	4,498	4,932	3,750	5,150	37%
Employee exits	4,853	3,145	3,275	3,794	3,850	1%
Training hours (thousands)	619	905	840	555	747	36%
Charitable contributions (€million)	2.12	0.43	2.90	0.79	0.91	15%
Energy consumption (TJ)	1,050	1,256	1,202	1,153	1,048	-9%
Energy consumption rate (GJ/MW)	168	127	137	114	107	-6%
Renewable electricity use (share in %)	72	61	100	100	100	-
Water consumption (x1,000 m3)	446	667	522	553	479	-13%
Waste generated (kt)	47.8	58.5	68.3	63.1	51.9	-18%
Waste intensity (t/MW installed)	7.7	5.9	7.8	6.2	5.3	-15%
CO ₂ emissions (kt CO ₂)	61.4	70.7	27.9	28.8	22.7	-21%
CO ₂ emissions intensity (t/MW installed)	9.8	7.1	3.2	2.8	2.3	-18%
CO ₂ displaced (million t CO ₂)	233	259	281	301	327	9%
Discharges (x1,000 m3)	451	329	342	492	440	-11%
EU Taxonomy: Revenue (% eligible)	-	-	-	-	99%	-
EU Taxonomy: Capex (% eligible)	-	-	-	-	93%	-
EU Taxonomy: Opex (% eligible)	-	-	-	-	89%	-
United Nations Global Compact	✓	✓	✓	✓	✓	-
Dow Jones Global Sustainability Index	✓	✓	✓	✓	✓	-
S&P Global CSA ESG rating	72/100	73/100	79/100	83/100	84/100	-
FTSE4Good Index	✓	✓	✓	✓	✓	-
Ethibel Excellence Europe / Solactive Europe CSR Index	✓	✓	✓	✓	✓	-
Euronext Vigeo Index	-	✓	✓	✓	✓	-
Bloomberg Gender Equality Index	-	-	✓	✓	✓	-
MSCI ESG rating	BB	BB	A	A	AA	-
Carbon Disclosure Project (CDP)	C	C	A	A	A	-
Ecovadis	-	-	Gold	Platinum	Platinum	-

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A. General topics

A.1 Business model

A.1.1 About the company

[L11-G01] Siemens Gamesa is a leading global supplier of wind power solutions, present in more than 90 countries and with more than 127 gigawatts (GW) installed. Our years of experience in pioneering the wind industry enable us to deliver cutting-edge technology that harnesses the power of wind and unlocks its future potential to tackle the greatest challenge of our generation: climate change.

Our turbines are representative of our commitment to building a better tomorrow. We bring engineering excellence to install and service thousands of turbines that are improving our planet's health, generating wind power all over the world.

We also deliver sustainable growth and significant value for local communities globally, building key infrastructure, creating jobs, developing skills and more.

[102-10] The Siemens Gamesa business model is organized in two segments: i) Wind Turbines (comprising Onshore and Offshore), which covers the design, development, manufacturing and installation of wind turbines, and ii) Service.

In FY22, Siemens Gamesa completed the sale of renewable development assets in southern Europe to SSE for a total cash consideration of €613 million. This sale includes a pipeline of onshore wind projects with a total capacity of 3.8 GW at various stages of development in France, Greece, Italy and Spain, with the possibility to develop up to 1.4 GW of co-located photovoltaic projects. A team of around 50 people from Siemens Gamesa with strong industry experience in those countries will be transferred to SSE as part of the agreement.

[102-7] Consolidated revenue in fiscal year 2022 was €9,814 million (€10,198 million in FY21). All the financial information of Siemens Gamesa Renewable Energy, S.A. and its subsidiaries is available in the Consolidated Financial Statements and Management Report for the fiscal year ended September 30, 2022. [201-1]

[102-8] At the end of the reporting period (September 30, 2022), the Company had 27,604 employees (26,182 employees in fiscal year 2021).

A.1.1.1 Mission, Vision and Values

[102-16] Our Company mission "We make real what matters - Clean energy for generations to come" and our vision to "Be the global leader in the renewable energy industry driving the transition towards a sustainable world" define the foundation on which our shared corporate culture will grow as we become increasingly integrated. This is underpinned by six values:

- Results orientation: Results are relevant, delivered in a timely manner and at an appropriate cost.
- Customer focus: Think from a customer's perspective about how we can excel in delivery.
- Innovativeness: New solutions for customers and ourselves.
- Impactful leadership: Inspiring our people and exemplifying the culture and common values.
- Ownership attitude: People are motivated and engaged and see themselves as drivers of business success.
- Valuing people: Valuing the importance of the individual.

A.1.1.2 Legal Name and Ownership

[102-1] The legal name Siemens Gamesa Renewable Energy, S.A. has been in effect since June 20, 2017, and was duly registered on July 18, 2017. The name was published in the Stock Exchange Bulletin on July 21, 2017. The shares have been listed as Siemens Gamesa Renewable Energy, S.A. since July 24, 2017.

[102-5] Siemens Gamesa is listed on the Madrid, Barcelona, Valencia, and Bilbao Stock Exchanges and is part of the Ibex 35 index. The significant shareholder is currently Siemens Energy AG, indirectly holding 67%; the free float is 33%.¹

[102-3] For legal purposes, Siemens Gamesa Renewable Energy, S.A.'s corporate details are as follows: "SIEMENS GAMESA RENEWABLE ENERGY, S.A., a company duly incorporated under the laws of Spain, with registered office at Parque Tecnológico de Bizkaia, building 222, Zamudio, Bizkaia, Spain and registered with the Mercantile Register of Bizkaia in Volume 5139, Folio 60, Page BI-56858, and with VAT number A-01011253".

A.1.1.3 Corporate Governance

[102-18] The Group's governance structure is based on two main bodies, namely the General Meeting of Shareholders and the Board of Directors. Detailed information on the Group's corporate governance model is available in the Corporate Governance section of the Siemens Gamesa website.²

The **General Meeting of Shareholders** is the meeting of the Company's shareholders that, once duly convened, decides by majority voting on the issues within its powers in accordance with the Law, the By-Laws and the Regulations for the General Meeting of Shareholders.³ All shareholders, including those that do not take part in the General Meeting and those who dissent, are bound by the resolutions adopted at the General Meeting, without prejudice to their legal right to challenge such resolutions.

[102-22] The **Board of Directors'** (BoD) mission is to promote the Company's interests, represent the Company and its shareholders in the management of its assets, and manage the business. Apart from the matters reserved for the General Meeting of Shareholders, the Board of Directors is the highest representative and decision-making body. It has no substantial constraints apart from those laid down in the law and the By-Laws, particularly regarding the Company's corporate purpose. Full information on the Board of Directors' composition, as well as its members' profiles, can be found in section C.1 of the Annual Corporate Governance Report and on the Company's website.⁴

The Board of Directors has a **Delegated Executive Committee**⁵ and two specialized committees to deal with specific areas, which are entrusted with powers to report, advise, make proposals and exercise oversight and control. The specialized committees are a) the **Audit, Compliance and Related Party Transactions Committee (ACRPTC)**, and b) the **Appointments and Remunerations Committee (ARC)**. Detailed information on these Committees can be found in the Annual Corporate Governance Report and on the Company's website.

A.1.1.4 Top management positions

[102-19] On March 24, 2022, the General Meeting of Shareholders of Siemens Gamesa ratified the appointment and re-elected the Chief Executive Officer (CEO), Mr. Jochen Eickholt, as executive director. For further information, please refer to section C.1.9 of the Annual Corporate Governance Report 2022.

[102-20] The Company's organization chart includes functions with responsibility for the economic, social and environmental areas. The highest-ranking officers in these functions report to the Board of Directors whenever they are requested to do so.

As of September 30, 2022, the Chief Executive Officers of Offshore and Service are Mr. Marc Becker and Mr. Juan P. Gutiérrez, respectively. The Chief Executive Officer of Onshore position is vacant and the Chief Executive Officer Mr. Jochen Eickholt has taken responsibility for this area on an interim basis. Other top management positions are as follows: Ms. Beatriz Puente (Chief Financial Officer), Mr. Tim Dawidowsky (Chief Operating Officer), Mr. Jürgen Bartl (General Secretary), and Mr. Marc Immink (Internal Audit Director). Their curriculum vitae can be found on the Company's website.

A.1.2. Markets where the company operates

[L11-G02] [102-4] Siemens Gamesa is present in more than 90 countries around the world, and its turbines are installed in 79 countries. It operates 28 manufacturing plants in over 12 countries and has approximately 40 sales offices.

A.1.2.1 Products and services

[102-2] [102-6] The core business portfolio of Siemens Gamesa comprises wind turbines for onshore and offshore wind power plants as well as a wide range of services. These business lines enable SGRE to be present across the wind value chain, offering a wide range of products and services for different project types and site conditions.

Wind turbines: Siemens Gamesa develops and manufactures wind turbines which are suitable for a broad range of wind speeds (low, medium and high wind) and a full spectrum of weather conditions, and which can fulfill specific local requirements. Every wind generation location presents specific challenges which require the choice of the most appropriate product. To meet the specific needs of its customers, it offers versatile solutions for onshore and offshore power plants.

Siemens Gamesa's **onshore** approach focuses on geared technology, in which it has extensive knowledge and expertise. Its onshore portfolio relies on proven technology with an extensive track record in the market and offers high levels of reliability. Other advantages of its turbines are robustness, a modular, flexible design, and flexible power ratings for optimum adaptation and maximization of production at different kinds of sites and in all wind conditions.

Siemens Gamesa's **offshore** approach is focused on direct drive technology, which is particularly suitable for offshore conditions. Replacing the gearbox, main shaft and a conventional high-speed generator with a low-speed generator eliminates two-thirds of the conventional drive train arrangement. As a result, the number of rotating and wear-prone parts is greatly reduced, so that a direct drive wind turbine has 50% fewer moving parts than a comparable geared machine. The simple design reduces the likelihood of failures and also means that fewer spare parts are needed over the course of a wind power plant's lifetime.

As of September 30, 2022, Siemens Gamesa had installed more than 1 GW of wind turbines (cumulative installed capacity, including all onshore and offshore wind turbines) in the following countries: Brazil, Canada, Chile, China, Denmark, Egypt, France, Germany, India, Ireland, Italy, Mexico, Morocco, the Netherlands, Norway, Poland, Spain, Sweden, Taiwan, Turkey, the United Kingdom, the United States and Vietnam. [\[See Table 9 - Wind turbine installation track record by country / market \(cumulative MW\)\]](#)

Service: The Service business is responsible for the management, monitoring and maintenance of wind power plants. Siemens Gamesa services over 35,000 turbines worldwide, with more than 82 GW under maintenance (including approximately 12 GW offshore and more than 70 GW onshore). It covers the full lifetime of a turbine, from commissioning to assuring its successful performance over its life. Service not only ensures that turbines are operating at their maximum capacity and generating their maximum potential energy to deliver clean energy globally; it also

develops innovative technology using big data to provide enhanced performance for our customers. Siemens Gamesa currently delivers high-quality Operation and Maintenance (O&M) services with a global reach and has service operations in more than 60 countries around the world through its five regional and two global competence centers. [See Table 10 - Service track record (MW)]

The Wind Turbines business generated revenue of €7.6 billion in FY22 (€8.3 billion in FY21), i.e., 78% of total revenue, of which €4.8 billion is attributable to Onshore and €2.8 billion to Offshore. The Service business generated revenue of €2.2 billion (€1.9 billion in FY21), i.e., 22% of Siemens Gamesa's total revenue, in FY22. [See Table 1 - Revenues by segment]

A.1.2.2 Manufacturing Base

Siemens Gamesa manufactures wind turbines components at its facilities in Brazil, China, Denmark, France, Germany, India, Morocco, Portugal, Spain, Turkey, the UK, and the United States. The Company has established a technical presence close to its customers across the world. Its manufacturing base is designed to ensure an efficient production process from the design of the wind turbines to the manufacture of all critical components.⁶ The decision as to whether a specific component of a wind turbine should be produced in-house or outsourced to third-party suppliers is determined by looking at different dimensions: capacity, cost and local content or industrialization requirements. The Company operates blade factories, nacelle assembly factories and other kind of factories (such as gearbox, converter and cabinet factories).

In fiscal year 2022 the Group started manufacturing both its patented offshore Direct Drive wind turbine nacelles and patented Integral Blades at its new manufacturing facility in Le Havre, France. The world's first facility to encompass both offshore wind turbine nacelle and blade manufacturing under one roof, it is the largest industrial renewable energy project in France. The first 500 positions out of the 750 total direct and indirect jobs to be created in Le Havre have been filled. The remaining 250 positions are expected to be filled between the end of calendar 2022 and early 2023.

With the launch of Mistral, an organizational review was initiated to adjust the manufacturing footprint and capacity to match market demands. Against this backdrop, Siemens Gamesa announced the closure of the Tangier blade plant in Morocco, to be closed by the beginning of calendar year 2023.

A.1.2.3 Innovation, Research & Development

Wind turbines developed and manufactured by Siemens Gamesa are in permanent evolution, incorporating the latest technology with the aim of increasing both power and performance. Siemens Gamesa research and development expenses in FY22 amounted to €291 million (€292 million in 2021).

Our R&D activities are carried out mainly through seven technology centers located in Bangalore (India), Boulder (United States), Brande (Denmark), Hamburg (Germany), and Zamudio-Bilbao, Madrid and Pamplona (all three in Spain). The R&D activities in Zamudio-Bilbao and Pamplona are focused on the

nacelle and its components, while Brande and Hamburg focus also on blades.

Siemens Gamesa also works with leading specialized institutions in the field of wind energy and fosters research partnerships across countries, organizations and disciplines. In addition, its partnership with Ørsted and the universities of Hull, Sheffield and Durham in the UK examines how renewable energy research can lower the costs of offshore wind power. This five-year partnership funded by the UK government through its Engineering & Physical Sciences Research Council enables Siemens Gamesa and its partners to develop new solutions relating to structural health monitoring and generator topologies.

A.1.2.4 Our Customers

Siemens Gamesa customers are mainly companies that are active within the energy sector. The main customer categories are:

- **Utilities** – Companies that own wind farms and photovoltaic power plants to sell power to the distribution network to meet final energy demand.
- **Independent Power Producers** – Companies that own wind farms and photovoltaic powerplants in order to sell power to an off-taker (via a power purchasing agreement) with the aim of obtaining a financial return in excess of their cost of capital.
- **Project Developers** – Companies that develop a project in order to sell it to a future owner with the interest and financial capability to build and operate it.
- **Others** – Financial investors, oil & gas players, companies that need to consume green energy in order to meet their corporate environmental targets, self-consumers, etc.

The range of customer profiles has expanded the energy transition, and participants other than the traditional players are gaining in importance.

A.1.2.5 Competition

The competitive situation for Siemens Gamesa differs in the three markets: onshore, offshore and service. It competes with international OEMs (Original Equipment Manufacturers, companies that produce parts and equipment that may be marketed by other manufacturers), Chinese OEMs and other regional OEMs, primarily focused on their local markets.

The number of competitors is lower in the offshore market due to the relatively high entry barriers. However, price competition in wind turbines is also strong and influenced by the introduction of auction mechanisms. Consolidation is moving forward in both the onshore and offshore markets, driven by market players striving for scale to address challenges in terms of both technology (which increase development costs) and market accessibility.

There are about 30 wind turbine OEMs in the world. In general terms, wind turbine OEMs can be categorized into three groups i) International players with global reach, e.g., Siemens Gamesa, Vestas (Denmark), GE Renewable Energy (France/United States) and Enercon and Nordex (Germany); ii) Chinese OEMs, e.g., Xinjiang Goldwind Science & Technology Co., Ltd. and Envision; iii) Other regional OEMs (mostly located in India), e.g., Suzlon Energy Ltd. and Inox Wind Ltd. (both in India).

A.1.3 Organizational objectives and strategies

The energy sector is undergoing a transition from conventional generation to a larger share of renewable generation. The traditional power (i.e., electricity) supply model was based on a centralized, conventional electricity generation structure (with dispatchable conventional power plants meeting demand) and unidirectional grids (with electricity usually being transmitted from large-scale generators to consumers). The economics of generation technology ensured a stable business for conventional power generators while the system also ensured constant availability of electricity. This conventional model is now being challenged at many levels.

With the rapid deployment of electricity generation from renewables, the world energy supply continues to transition towards an affordable, reliable and sustainable model. Because of the cost competitiveness of most renewable power generation technologies (e.g., wind) in many jurisdictions compared to conventional power generation technologies and the existence of support schemes (e.g., preferential feed-in), conventional power plants increasingly provide only the balance between power demand and renewable power generation and, consequently, have experienced a reduction in operating hours.

This transformation is driven by changes in market economics and regulatory frameworks as well as more engaged customers and competitors.

We foresee a transition of the energy system towards decarbonization in which renewables will become the main source of cost-competitive electricity and conventional technologies will be important to ensure security of supply.

A.1.3.1 Business strategy

[L11-G03] [102-14] With a leading position in all three areas of the wind business – Onshore, Offshore, and Service – we are driving the global green energy revolution and accelerating the efforts of our partners around the world. We are a global market leader in offshore wind and lead several onshore markets across the Americas, Europe, Africa and Asia. Our service business leads the industry in operating, maintaining and optimizing turbines throughout their lifespan. To unleash our full potential, we refreshed our corporate strategy, which aims to continue securing growth opportunities in our profitable Offshore and Service businesses while driving a turnaround in Onshore.

Short-, medium-, and long-term prospects for wind worldwide

The long-term prospects⁷ for wind demand continue to strengthen year after year. The recent push for energy independence has further increased renewable targets worldwide, with two phases expected:

- Near-term (2022-2024 period): Stable growth, driven especially by Onshore. The near-term slowdown in the pace of installations is potentially attributable to current supply chain challenges.
- Long-term (from 2025 onwards): Strong growth, driven by the potential for decarbonizing the economy as a whole.

More specifically, on a market level, the outlook for Onshore is solid and stable, with sizeable volumes throughout the period, climbing from 43GW in 2021 to 58GW in 2030 (+30%), excluding

China. In the case of Offshore market, its strong growth potential is expected to accelerate in the second half of the decade, moving from 4GW installed worldwide in 2021 to 7GW in 2024 and 38GW in 2030, excluding China. Moreover, the global installed wind capacity base (excl. China), which represents Service market volume, will double in the next decade from c. 500GW in 2021 to c.1,080GW in 2030.

Importantly, despite the steady improvement in long-term demand prospects, the commitments announced so far are not yet sufficient to achieve net zero emissions by 2050. To achieve decarbonization by 2050, the International Energy Agency (IEA) estimates that wind power installations need to reach 390 GW per year by 2030, which is more than double the level of installations projected for that date by Wood Mackenzie.

The establishment of short- and medium-term sub-targets and of effective regulatory frameworks and appropriate incentive systems will influence the actual pace of wind installations.

Outlook and long-term vision:

[L11-G04] Siemens Gamesa's recent performance has been severely affected by:

- Costs arising from supply chain disruptions and challenges encountered in the launch of the Siemens Gamesa 5X platform, with an impact on the WTG business not only through higher costs of executing ongoing projects but also through increases in the cost estimates for onerous projects in the backlog.
- Costs derived from an increase in failures and repairs on Onshore platform components.
- In Offshore, the ramp up for the Siemens Gamesa SG 11-200 DD turbine faced challenges due to the still ongoing stabilization of value chain.
- Lower sales volume, with impact through the under absorption of fixed costs, and project mix.
- A positive impact from sale of the portfolio of wind development assets in southern Europe.

Mistral: The way ahead.

During the second quarter of 2022 and following the appointment of Jochen Eickholt as CEO, the company launched a program (Mistral) to achieve this long-term vision.

The actions in the Mistral plan take place over three-time horizons:

- Earnings stabilization in the short term.
- Margin growth in the medium term.
- Maximize the company's potential in the long term.

The short-term stabilization phase includes both the plan for the Siemens Gamesa 5.X platform and actions to address the most immediate challenges arising from the current supply chain situation. In addition to setting up dedicated working groups to concentrate exclusively on mitigating current challenges (Siemens Gamesa 5.X and Procurement) with a cross-functional focus to ensure a comprehensive approach in the search for solutions, there will be greater commercial discipline, higher selectivity, strengthened project approval processes, and increasing alignment between Procurement and Sales.

Margin growth is supported by developing the revenue line, increasing the product line's competitiveness, achieving operational excellence and structure optimization, and using capital efficiently. The analysis and improvement of the availability of legacy Onshore platforms falls under this heading.

Maximizing the company's potential entails grouping strategic decisions in connection with technology, the operating model and the supply chain.

A.1.3.2 Sustainability vision 2040

[103-3] Siemens Gamesa regularly discloses its medium and long-term objectives. This report discloses all the sustainability issues that are material to the Company, with a management approach for each one. Internally, the business units and corporate functions set their annual targets according to the group's strategic financial and non-financial objectives. The results achieved in relation to the targets are used to set the annual variable remuneration of the Company's management team.

[103-1] Siemens Gamesa puts decarbonization, recyclability and people at the heart of its ambitious new sustainability strategy. In July 2021, the Company launched its **Sustainability Vision towards 2040**⁸ to ensure its contribution has the greatest impact in the future.

Decarbonization: Among the numerous projects and initiatives, the plan outlines a way to help achieve a decarbonized economy with the goal of reaching net-zero emissions by 2040, including emissions produced by the Company's whole value chain. Previously, the net-zero target was for 2050.

To this end, the Company will pursue opportunities to achieve a carbon intensity rate of zero-emissions per MW installed without any offsets. Some of the main actions will involve replacing

existing heating and cooling systems with new zero carbon alternatives, and self-generation in wind farms and factories.

Commitment to the circular economy: The wind industry is still relatively young and is aware of its responsibility to find a sustainable way to deal with wind turbine components at the end of their life cycle. Most of the components of a wind turbine are already recyclable, but wind turbine blades, specifically, represent a challenge due to the materials used and their complex composition.

The Company has announced an ambitious goal to redesign its turbines to ensure that, by 2040, all turbines it markets will be recyclable at 100%, and that blades will be fully recyclable by 2030. This marks a milestone on the path towards a fully recyclable wind turbine value chain.

Generating a real impact in the Company as well as in society: Siemens Gamesa embraces diversity, promotes equal opportunities for all, particularly under-represented groups, and fosters a safe, inclusive environment in which every individual has a full sense of belonging and feels empowered to express themselves. To this end, the Company has set ambitious targets for gender equality and is committed to increasing female representation in the workforce overall and in senior management to 30% by 2030. The Company focusses its social commitment projects on reducing poverty in communities, fighting climate change, and promoting technical education in line with the future needs of society. These are compatible with the Company's goal of alignment with the United Nations' Sustainable Development Goals. More information is available on our new Social Commitment platform.

Figure 1 - Sustainability Vision 2040⁹

	Unit	Baseline 2017/18	FY21	FY22	FY22 target	FY 2040 target
CO2 emissions (Scope 1+2)	<i>tCO2/MW installed</i>	12.3	3.2	2.3	2.8	0
Suppliers that are signatories of SBTi ⁽¹⁾	<i>% purchasing volume</i>	Not tracked	3%	9%	5%	50%
Product recyclability	<i>% turbine recyclability</i>	85%	94%	95%	95%	100%
Total Recordable Injury rate (TRIR)	<i># recordable cases/10⁶ hours</i>	6.31	3.11	3.17	2.50	Industry leader
Sustainable Engagement Index	<i>Percentage</i>	75%	75%	78%	> Manufacturing norm ⁽²⁾	> Manufacturing norm ⁽²⁾
Women in the workforce	<i>Percentage</i>	19%	19.1%	19.6%	25% (In 2025)	30%
Women in senior management	<i>Percentage</i>	11%	12.9%	14.1%	25% (In 2025)	30%
Return on Social Investment	<i>€ / €</i>	Not tracked	5.5	7.63	5.78	7.7
Products and Capex with carbon pricing	<i>% of total products</i>	0%	0%	100% Capex	100% Capex	100%
Supplier Code of Conduct acceptance	<i>% purchasing volume</i>	65%	89%	89%	100% (In 2023)	100%
Compliance and responsible business training	<i>% of employees</i>	Not tracked	Not tracked	19.6%	90% (In 2025)	100% in 2040

(1) SBTi: Science-Based Targets initiative; (2) For reference, in FY21 the norm was 80%

A.1.4 ESG Ratings and Indexes

The Company responds to specific demands related to ESG (Environment, Social and Governance), including: i) the growing demand from investors for detailed information on environment, social and governance issues; ii) growing ESG information requests and engagement by ESG rating agencies; and iii) requirements for non-financial reporting.

S&P Global ESG Evaluation:¹⁰ Siemens Gamesa underwent a second ESG evaluation in July 2022. The Company obtained a score of 83 out of 100. At the time the evaluation was released, Siemens Gamesa was the only wind turbine manufacturer analyzed and it ranked #2 among Spanish companies and #12 worldwide. In the environmental assessment (score of 85/100), S&P emphasizes our key role in fostering decarbonization across the energy sector supported by the Company's strong climate strategy, highlighting low GHG intensity, efforts to address scope 3 emissions, the net-zero target by 2040, promotion of SBTi targets on the part of suppliers, and the launch of 100% recyclable blades. The social issues assessment (score: 77/100) identifies enhanced safety measures, workforce strategy focusing on innovation and inclusion, and employee training and diversity targets and performance. The assessment of governance issues (score: 70/100) provides an overview of appropriate Board composition, skillset and experience. It highlighted the Company's transparency, reporting and robust values, policy framework, and ethical behavior, mitigating bribery and corruption risks and limiting human rights exposure in the value chain. Executive remuneration is considered to be balanced and linked to financial and operational objectives, reflecting SGRE's values, progress on strategy, health & safety, and employee engagement.

The evaluation report also highlights Siemens Gamesa's strong preparedness (additional +6 points in the total ESG score) to face the future of the industry as it continues to lead cutting-edge developments that bring significant environmental benefits to its customers in the global transition toward a more sustainable, low carbon economy.

ESG rating agencies measure the company's risk exposure to, and management of, ESG issues. Siemens Gamesa has received outstanding ESG ratings and sector rankings from all the key ESG rating agencies: #1 in its sector according to ESG agencies ISS ESG and FTSE Russell ESG; #2 according to Moody's ESG Solutions (Vigeo-Eiris): #3 and 99th industry percentile in the industry according to S&P Global Corporate Sustainability Assessment (the agency that analyzes the constituents of the Dow Jones Sustainability Index); and it is in the 97th percentile and included in the Top Industry list by Sustainalytics. Also, MSCI upgraded SGRE's ESG rating to AA.

Therefore, Siemens Gamesa is eligible for inclusion in institutional and ESG investors' portfolios and in sustainable investment indexes such as the Dow Jones Sustainability (World and Europe), FTSE4Good, Bloomberg Gender-Equality, STOXX Europe Sustainability, Euronext Vigeo (World, Europe and Eurozone), Solactive Europe Corporate Social Responsibility indexes, and MSCI indexes: Low Carbon Leaders, Low Carbon Target, ESG Universal, ESG Screened, Climate Change and Climate Paris Aligned.

S&P Global Corporate Sustainability Assessment¹¹ (CSA): S&P Global ESG (September 2022): Rating 84^{/100} (83^{/100} in 2021) and 99th percentile. The Company ranks #3 out of 206 companies within the Machinery and Electrical Equipment industry. It obtained a score of 89^{/100} and ranked #1 in the industry in the Environmental dimension, a Governance score of 81^{/100} and a Social score of 83^{/100}. SGRE scored particularly well in aspects like climate strategy, product stewardship, business ethics, information security / cybersecurity, risk & crisis management, and supply chain management. Siemens Gamesa also received the Bronze Class 2022 Sustainability Award from S&P Global.

Moody's ESG Solutions (Vigeo-Eiris): In the latest available rating, Moody's ESG Solutions ranked the Company #2 among the 29 companies in the Electric Components & Equipment sector for its ESG performance. Within ESG issues, the Company outperforms the average of the Electric Components and Equipment sector in all three dimensions. In terms of carbon footprint, Siemens Gamesa obtained a top ("A") rating and a top ("Advanced") Energy Transition Score. Additionally, Moody's ESG ranked Siemens Gamesa as a top ("Major") contributor to sustainable development through its products and services.

FTSE Russell ESG Ratings: In the FTSE Russell assessment of Siemens Gamesa's ESG standing, the Company obtained a score of 4.7 (out of 5) and is ranked #1 in the Renewable Energy Equipment subsector, having attained also the 100th percentile within the Oil and Gas industry. Additionally, SGRE outperformed the average of Spanish companies in all three dimensions (i.e., climate change, pollution and resources, health and safety, labor standards, anti-corruption, corporate governance, and tax transparency).

Sustainalytics:¹² Siemens Gamesa received an ESG rating of 15.1 from Sustainalytics and was assessed to be at Low Risk of experiencing material financial impacts from ESG factors. Siemens Gamesa's ESG risk rating ranks it # 5 out of 234 (97th percentile) in the Electrical Equipment industry and it is a member of the Sustainalytics Industry Top Rated list.

ISS ESG:¹³ Siemens Gamesa received a rating of B+ (Prime Status) and ranked #1 within the Electrical Equipment Industry. It also ranked #1 in the industry in both the Social and Environmental dimensions, according to ISS ESG.

MSCI ESG:¹⁴ Siemens Gamesa received an AA rating (on a scale of AAA-CCC), ranking in the 88th-96th percentile in the Electrical Equipment industry in the latest MSCI ESG ratings assessment in September 2022.

Bloomberg:¹⁵ SGRE was confirmed in the Bloomberg Gender-Equality Index (GEI). The 2022 index includes 418 companies from 11 sectors and 45 countries. This benchmark index measures gender equality across five aspects: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand.

CDP:¹⁶ CDP recognized our efforts to decarbonize our operations and supply chain, with Siemens Gamesa receiving an A score, (only wind OEM to receive an A). Additionally, CDP has developed an annual Supplier Engagement Rating (SER) covering governance, targets, value chain emissions (Scope 3) and supplier engagement strategies, which feeds into the Company's climate score. In this category, Siemens Gamesa was also selected among the top 7% and recognized in the Supplier Engagement Leaderboard.

A.2 Reporting Framework

A.2.1 Statement

[L11-G05] [102-50] The Siemens Gamesa **Consolidated Non-Financial Statement 2022 (CNFS)** is formulated by the Board of Directors after consultation with the Audit, Compliance and Related Party Transactions Committee.

A.2.2 Perimeter

The scope of the companies considered in the Consolidated Non-Financial Statement (CNFS) 2022 is consistent with the definition of the Group for the purpose of preparing the consolidated financial statements. Partner companies and joint ventures are excluded from the scope.

A.2.3 Reporting requirement

Law 11/2018 of 28 December on non-financial and diversity reporting, enacted in Spain in 2018, is the transformation into Spanish law of Directive 2014/95/EU of the Parliament and of the Council amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups.

A.2.4 Reporting Period

The information contained in this Consolidated Non-Financial Statement (CNFS) reflects the situation in the period between 1 October 2021 and 30 September 2022 ("the reporting period"). This period is also referred to as "fiscal year 2022" (FY22).

A.2.5 Reporting Framework

[102-54] The report refers to the reporting framework and reporting elements set out in Spanish Law 11/2018 of 28 December on non-financial information and diversity. That law substantially amended Royal Decree-Law 18/2017 of November 24 and transferred into Spanish law Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information.

The report contains all the material indicators for the Siemens Gamesa Group that are required by Law 11/2018 related to environmental and social issues, respect for human rights and the fight against corruption and bribery, as well as information related to Group employees. If any indicator is not material for the Group, this is reflected in the Law content index (Section I).

The Company also followed the recommendations of the Global Reporting Initiative (GRI reporting standards). Siemens Gamesa referred to selected GRI Reporting criteria to define the content of the report by considering the organization's activities and impacts and the substantive expectations and interests of its stakeholders.

The report also takes into consideration the European Commission's non-binding Guidelines on non-financial reporting (2017/C 215/01).

In addition, this report complies with the reporting obligations established by Article 8 of European Union Regulation 852/2020 on the establishment of a framework to facilitate sustainable investment, supplemented by Delegated Regulation 2139/2021, which determines eligible activities with respect to climate change mitigation and adaptation objectives, and in accordance with Delegated Regulation 2178/2021, which implements the reporting methodology.

Under this regulatory framework, we are required to report our eligibility and alignment as a percentage of revenue, capital expenditure and operating expenditure, and to disclose, in our consolidated non-financial information statement, how and to what extent our activities qualify as environmentally sustainable under Articles 3 and 9 of that Regulation. This report contains a specific chapter to address this mandate. [Section G. EU Taxonomy as per EU Regulation 2020/852].

In FY22, Siemens Gamesa's reporting obligations are limited to the percentage of eligibility of the activities referred to in Royal Decree 2139/2021. For subsequent years, these eligible activities will have to be analyzed from the point of view of alignment with the Taxonomy.

This report is subject to external independent review by EY and approval by Siemens Gamesa's Board of Directors. The Independent Assurance Report on the Consolidated Non-Financial report 2022, issued by EY, is attached to this document and made publicly available on the company website.

A.2.6. Basis for Preparation

The reportable aspects related to environmental, employee and social matters, human rights protection, and anti-corruption and bribery represent cornerstones of Siemens Gamesa Group's policies and programs, including the new comprehensive Sustainability Program and actions set forth in section A1.3.2. This reporting process is conducted in close coordination with our main shareholder, Siemens Energy A.G.

Whereas the approach to reportable aspects is aligned throughout the Siemens Energy Group as a whole, the basis for preparation of this document reflects only specific characteristics of Siemens Gamesa.

A.2.7 Compilation of Information

Non-financial information systems: Siemens Gamesa has adequate information systems. Therefore, the compilation of financial and non-financial information guarantees the comprehensiveness and accuracy of the indicators detailed in this report.

Rounding: Certain figures in this statement have been rounded up or down to the nearest decimal. As a result, the figures reported throughout this document may not add up precisely to the totals provided and the percentages may not accurately reflect the absolute figures.

A.2.8 Observations

[102-46] The scope of companies considered by Siemens Gamesa is identical to the scope of the consolidated financial statements. [102-45] Year-on-year comparative information is provided throughout the report. Since the scope and reporting period for sustainability reporting are not the same in 2017 as in 2018, 2019 and 2020, Siemens Gamesa excluded the data from 2017 in order to provide a comparable year-on-year analysis. For the purpose of analyzing trends and data on the organization's sustainability performance over time, FY18 is considered to be the baseline year.

A.2.9 Reference

For the purposes of this report, the Spanish company Siemens Gamesa Renewable Energy S.A., hereinafter referred to as 'SGRE', 'Siemens Gamesa' or the 'Company', is the parent Company of the Group.

Siemens Gamesa Renewable Energy S.A. and all the subsidiaries over which it has the capacity to exercise control, or which it jointly controls, are referred to as the "Siemens Gamesa Renewable Energy Group", "Siemens Gamesa Group" or "the Group". The companies in which Siemens Gamesa holds a percentage of ownership but over which it does not have the capacity to exercise control are referred to as "investee companies" or "associated companies".

A.2.10 Calculations

This document refers to CO₂ emission savings — or CO₂ emission displacement — that Siemens Gamesa products provide to customers. It should be interpreted as the total CO₂ emissions that would be generated annually with conventional fossil fuels to produce the equivalent amount of electricity (kWh) produced by Siemens Gamesa turbines on an annual basis.

Calculation of these annual CO₂ emission savings is based on the wind turbines' total installed capacity, both Onshore and Offshore. The following conversion factors are applied:

- World fossil fuel emission factor (grCO₂/kWh): 849.
- Offshore wind turbine average capacity factor: 44%.
- Onshore wind turbine average capacity factor: 33%.
- Average equivalent hours per year (h)= [Average Wind Turbine Generator (WTG) Capacity factor] * 365*24.

A.2.11 Materiality Analysis

[102-44] Siemens Gamesa's Materiality Analysis is comprehensive. In our view, the evolution of material issues requires periodical updates, and we propose reviews based on 5-year cycles, depending on the specific features of the business and on trends in stakeholder needs.

A.2.11.1. Identification of Material Aspects

The information sources which enable us to identify additional material issues for the Company's stakeholders include: i) Environment, Social and Governance (ESG) criteria used by institutional investors and asset managers to select their

investment portfolios; ii) ESG requirements used by specialized indexes and rating agencies to analyze the Company; iii) reference publications issued by international organizations that are influential in the scope covered by the ESG topic; and iv) ESG requirements expressed by clients in the framework of the Company's day-to-day business relations.

At a global level, we also consider four international standards that currently shape the broader international consensus on responsible behavior by multinational companies: i) the Principles of the United Nations Global Compact; ii) the United Nations Guiding Principles on Business and Human Rights; iii) the OECD Guidelines for Multinational Enterprises, and iv) the Global Reporting Initiative Guidelines (GRI), together with feedback from the business environment, trade unions, civil society, financial markets, auditors and specialists in several disciplines in the business area, regulators and governing bodies in several countries.

All these sources enable us to identify details and specific features and obtain lists of issues that affect the Group. In future years, the materiality analysis will be carried out jointly or in coordination with the Siemens Energy Group. Considering the existing take-over bid and that in the most plausible scenario this is the last year in which Siemens Gamesa will be subject to mandatory reporting on a stand-alone basis, the current materiality analysis is considered to be correct from a content and also cost-benefit point of view.

A.2.11.2 Prioritization of Material Aspects

The importance of each specific aspect for Siemens Gamesa's top management and regional managers (internal diagnosis) was analyzed and opinion makers' demands in these areas were also identified, as were the best practices implemented by Siemens Gamesa's peers (external diagnosis). The results of the internal and external diagnoses were deployed in the aggregated materiality analysis as:

Internal materiality of the sustainability aspect (importance for Siemens Gamesa – X axis of the materiality matrix), including an in-depth analysis of the sustainability policies applicable to the Group companies, together with consultations with the senior executives, including the Chief Executive Officer and members of the executive committee, who provided their views on the materiality of the issues that were identified.

External materiality of the sustainability aspect (importance for stakeholders – Y axis of the materiality matrix), weighted as follows: i) benchmark with industry peers: 60%; ii) industry opinion leaders: 5% including AEE, WindEurope, IEA, etc.; iii) sustainability opinion leaders: 30% including DJSI, CDP, FTSE4Good, OECD, ILO, GRI, etc.; iv) media: 5%.

These results are depicted graphically in Figure 6 – Materiality matrix.

A.2.11.3. Material Aspects identified

Each year, the Company reflects on whether the issues in this analysis are still valid. The conclusion for the year 2022 is that the main material aspects for the company are still Health & Safety; Diversity and equal opportunities; Climate change action; Responsible procurement; Human Rights; Greenhouse Gas emissions (GHG); Employee management; Ethics, Integrity, anti-corruption; and Community relations.

A.3 Management approach

A.3.1 Description of policies

[L11-G06] Siemens Gamesa is equipped with a set of corporate policies that implement the principles reflected in our corporate governance system and contain the guidelines which govern the Company's actions and those of its subsidiaries, along with the actions of its directors, executives and employees under the framework of the Company's strategic plan and vision and values. [103-2] The main purpose of the management approach is to manage the major risks and opportunities in all material issues, including financial and non-financial risks and opportunities. Our vision of sustainability addresses the business's responsibility to a wide range of stakeholders in addition to shareholders and investors. There are many areas that may impact our business footprint, both now and in the future, such as overall environmental protection and the well-being of employees, the community and civil society in general.

Overall, the Company's corporate governance system is comprised of the Articles of Association, its corporate policies, internal rules of corporate governance and the other internal policies, codes and procedures that are described in detail on the Group's corporate website.¹⁷

A.3.1.1 Sustainability policy

[102-26] The Board of Directors is aware of the responsibilities of Siemens Gamesa towards society. It is committed to ensuring that it operates in accordance with a set of values, principles, criteria and attitudes aimed at the sustained creation of value for shareholders, employees, customers and society. This target is reinforced by the principles contained in Siemens Gamesa's Sustainability Policy.¹⁸

A.3.1.2 Diversity and inclusion policy

More than 100 different nationalities (119) are employed by Siemens Gamesa worldwide. Ours is a diverse workforce, and we value that deeply. The company has a Diversity and Inclusion Policy¹⁹ that applies to all geographic regions where we are present. This policy aims to ensure equality and inclusion, and avoid any kind of discrimination based on race, gender, civil status, ideology, political opinions, nationality, religion or any other personal, physical or social characteristic.

A.3.1.3 Health and safety policy

Occupational health & safety is an essential part of our Business Code of Conduct, internal monitoring systems, risk management work and internal controls. It is embedded everywhere in the Siemens Gamesa culture and the HSE policy.²⁰ Our company complies with prevailing legislation in every market where we are located, and we establish such preventative measures as may be needed.

Beyond specific market requirements, we are guided at all times by the pursuit of excellence and continuous improvement, and we apply an integrated health and safety, environment and quality management policy lens to everything that we do.

A.3.1.4 Human Rights policy

Siemens Gamesa has made an explicit undertaking to defend human rights through the Human Rights policy.²¹ We are committed to observing international standards on the protection of fundamental rights and freedoms of the people affected by our operations. More specifically, we are guided by the United Nations Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with regard to human rights, the OECD guidelines, the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy of the International Labor Organization (ILO) and the Women's Empowerment Principles of the United Nations Development Fund for Women (UNIFEM).

A.3.1.5 Social Commitment policy

Siemens Gamesa is deeply anchored in the communities in which we operate. We see it as our duty to collaborate in their sustainable development. That is our business model. Long-term acceptance by local communities is our main priority and being an active part of their activities and their community, our goal. Through the achievement of the UN's Sustainable Development Goals, we also meet the concerns of our employees while being engaged with communities through volunteer activities. The Social Commitment policy²² approved by the Board of Directors reinforces this commitment.

A.3.1.6 Supplier Relationship policy

At all times, our suppliers need to share our common goal of respecting and promoting our environmental and ethical standards and compliance with legislation. To this end, our Supplier Relationship Policy²³ provides a group-wide framework for the management and oversight of procurement activities to foster a sustainable future.

A.3.1.7 Other related policies and commitments

Other key policies containing detailed information about roles, responsibilities and commitments in connection with material issues include:

- Our Mission, Vision and Values.
- Other key policies: Corporate governance policy, General risk control and management policy, Crime prevention and anti-fraud policy, Cybersecurity policy, Corporate tax policy, etc.
- Internal Corporate rules: Business Conduct Guidelines.²⁴
- Supplier Code of Conduct²⁵ and the Booklet for Code of Conduct for Suppliers and Third-Party Intermediaries.²⁶
- Internal policies, procedures and instructions.
- Other sustainability processes and external commitments at Siemens Gamesa.

A.3.2 Results of these policies

[L11-G07] Application of these policies is directly related to material aspects of the Company, which are explained below.

[103-1] Siemens Gamesa conducts materiality assessments on sustainability issues to identify the topics that are most important to our Company's long-term business success and matter most to Siemens Gamesa's internal and external stakeholders. The list of material topics and the general process are set out in section [A.2.11 Materiality Analysis](#). For Siemens Gamesa, all material topics are relevant throughout our value chain unless otherwise indicated. [102-47] Material issues for our stakeholders include governance, respect for human rights, work practices, environmental impacts, value chain operations, and positive and negative impacts on local communities.

●⇒Material aspect: **Health & safety**

Managing the safety, health and well-being of workers requires a process of awareness-raising and training, along with risk identification and mitigation measures. In addition to achieving a reduction in accidents at work, it is important to convey the importance of occupational safety and health management to the supply chain. [\[See section in this report C.3 Health & Safety\]](#)

●⇒Material aspect: **Diversity and equal opportunities**

Measures taken to guarantee a favorable working environment that fosters equal opportunity, non-discrimination, diversity and inclusion of all professionals, thus adopting a people management model committed to professional excellence and work-life quality. In addition, policies and actions have been adopted to promote work-life balance and reduce the salary gap. [\[See section in this report C.7 Diversity and Equal Opportunity\]](#)

●⇒Material aspect: **Climate change action**

Measures taken by the Company to contribute to climate change mitigation: implement a climate change policy, invest in renewable energy, promote energy efficiency, reduce greenhouse gas emissions, offset carbon or emissions; adapt projects or assets to extreme weather events; and manage risks and opportunities from climate change. The impact of the energy transition and its regulatory mechanisms on companies is significant. [\[See section in this report B.5 Climate Change\]](#)

●⇒Material aspect: **Responsible procurement**

Environmental, social and ethical criteria must also be applied to supplier management. This includes the establishment of supplier policies and codes of conduct, as well as the implementation of due diligence mechanisms to ensure compliance. Work must also be done to identify suppliers' carbon footprint. [\[See section in this report F.3 Responsible Supply Chain\]](#)

●⇒Material aspect: **Human Rights**

Measures in place to respect stakeholders' human rights and mechanisms to address possible violations. In addition to the definition of a policy in this respect, it is considered important to establish due diligence mechanisms as well as training and awareness-raising on the subject of assessing the human rights risks in projects and investments, as well as in the supply chain. [\[See section in this report D. Information on respect for Human Rights\]](#)

●⇒Material aspect: **Greenhouse gas emissions (GHG)**

Global warming and climate change have come to the fore as a key sustainable development issue. Many governments are taking steps to reduce GHG emissions through national policies that include the introduction of emissions trading programs, voluntary programs, carbon or energy taxes, and regulations and standards on energy efficiency and emissions. As a result, we must understand and manage our GHG risks if we are to ensure long-term success in a competitive business environment and be prepared for future national or regional climate policies. [\[See section in this report B.5 Climate Change\]](#)

●⇒Material aspect: **Employee management**

Strategy and plans are implemented to attract and retain talent, as well as to reduce employee turnover. There are, performance evaluation processes, employee satisfaction surveys and investment in training and other instruments to motivate commitment, such as grants, and incentives linked to objectives. In addition, measures to promote training on key sustainability issues and to link employee remuneration to the Company's sustainability performance are also assessed. [\[See section in this report C.5 Training and learning\]](#)

●⇒Material aspect: **Ethics, Integrity, anti-corruption**

As part of a Company's governance, it is considered necessary to implement an anti-corruption policy and implement guidelines for ethical conduct, in addition to promoting compliance and integrity in tenders and bids. A high degree of transparency, efficiency and accuracy in the functioning of the governing bodies is critical to building trust and long-term commitment with stakeholders. Large listed companies also tend to provide increasing amounts of information regarding transparency and their tax contribution. [\[See section in this report E. Disclosures on the fight against corruption and bribery\]](#)

●⇒Material aspect: **Community relations**

The Company manages any negative impact of its activity on local communities, starting with appropriate engagement with them. Consideration is given to effects such as population displacement, noise and dust production, and visual impact. The Company's operations also have a positive impact, such as the generation of wealth and the creation of local employment and the hiring of local suppliers. There is also the positive impact of local and global community actions outside regular business channels. [\[See section in this report F.1 Commitment to sustainable development\]](#)

A.3.3 Responsibilities

Siemens Gamesa's governance structure in connection with sustainability consists of the following:

- The **Board of Directors** sets the strategic direction and ambition for sustainability at Siemens Gamesa in alignment with the corporate strategy, approves the sustainability strategy and targets, and monitors their achievement. It also formulates the Consolidated Non-Financial Statement after receiving a report from the Audit, Compliance and Related Party Transactions Committee and the Appointments and Remunerations Committee.
- The **Audit, Compliance and Related Party Transactions Committee** (ACRPTC) is responsible for overseeing the integrity of the Consolidated Non-Financial Statement and other functions related to overseeing the sustainability

strategy and practices. Further information about the competencies attributed to this Committee can be found in Siemens Gamesa's sustainability policy.

- The **Executive Committee** approves the Sustainability programs, assigns responsibility and resources for the programs at executive level, and monitor progress. Further information about the competencies attributed to this Committee can be found in Siemens Gamesa's Sustainability Policy.
- The **Chief Sustainability Officer (CSO)** was appointed in FY22. His role is to ensure that the company has a coherent Sustainability strategy, guarantee alignment and coordination between the teams, and drive achievement of our sustainability targets.
- The **Sustainability Working Group** is appointed by the Executive Committee. It is accountable for developing and championing the sustainability strategy and its constituent programs and targets. The Sustainability Working Group reviews the Sustainability Strategy on an annual basis, provides recommendations for adding or updating programs and targets, and monitors KPI performance; This Group also presents the Sustainability Programs to the Executive Committee for approval. The Sustainability Working Group meets regularly, and each member has management responsibility for specific programs, policies and procedures.
- The **business units and corporate functions** are responsible for developing procedures and take measures to implement the sustainability programs and achieve targets. They also report on performance of the sustainability programs. The business units and corporate functions perform a yearly review of the existing sustainability issues, programs and targets and present updates to the Sustainability Working Group.

A.3.4 Sustainable development goals (SDGs)

[L11-G01] [102-15] In addition, as a business, our self-interest also spurs us to drive this agenda forward and to contribute to achieving the SDGs. Siemens Gamesa has an impact on a significant number of SDGs in four important ways: i) through our products and services, ii) by operating our business responsibly, iii) through our expertise and thought leadership, and iv) through our social commitment.

The Company has identified and prioritized the SDGs that are most relevant, given the countries and sectors in which we operate. We identified high-, medium- and low-impact SDGs. For the most part, the SDGs that we consider as having a higher impact are strongly correlated to our products and services, often in combination with thought leadership initiatives in collaboration with partners around the world.

SDG7: Ensure access to affordable, reliable, sustainable and modern energy for all. The Company provides clean, reliable and affordable wind power technology 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 set a target of becoming CO₂-neutral in all its operations by 2025 and had already achieved carbon neutrality at the end of FY19. The Company sets an example for businesses to contribute to decarbonizing the economy. With our products and services, we help to improve energy efficiency and reduce CO₂ emissions.

SDG5: Achieve gender equality and empower all women and girls. Siemens Gamesa impacts SDG5 by having a workforce that is broadly representative of our customer base and the communities we serve. Our Company is committed to creating opportunities for women to participate on equal terms, as well as to increase their access to management.

SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Siemens Gamesa directly impacts SDG8 through its global operations that contribute to GDP growth in many countries, our commitment to providing decent jobs and enabling employment, and by driving the decoupling of economic growth from energy usage in our capacity as a thought leader.

SDG16: 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 partnerships with external organizations and institutions.

A.3.5 Relationship with Stakeholders

[102-40] The Company's relationship with stakeholders is two-fold: from the standpoint of sustainability, responding to their expectations and needs and, from a reputational perspective, managing stakeholders' perceptions of the Company. Siemens Gamesa has a wide variety of stakeholders that include: i) customers; ii) employees; iii) shareholders; iv) investors, analysts & ESG rating agencies; v) suppliers; vi) governments and regulators; vii) media and viii) society and communities in general.

[102-42] The Group's stakeholders are identified through internal processes of reflection involving the management team and based on established relationships with key groups to meet both their expectations and the Company's needs.

The Company engages with stakeholders through dedicated channels (direct contact, conferences, meetings, mailboxes, dedicated portals, annual or multi-annual surveys...) to identify the most important issues and provide a reasonable response to their expectations whenever possible.

A.3.6 Global Sustainability Commitments

[102-12] To support the business case, the Group has voluntarily endorsed several codes of ethical principles and good practices.

- **United Nations Global Compact:** The Group has endorsed the principles of the United Nations Global Compact (participant ID 4098) and, each year, it reaffirms its commitment to, and support for, the ten principles in the areas of labor rights, human rights, environmental protection, and the fight against corruption. The Company publishes a Communication on Progress Report (COP) each year, which reviews compliance with those principles. This document is published on the United Nations Global Compact website.²⁷
- **Global Reporting Initiative (GRI):** Since 2004, the Company has disclosed information referencing the evolving guidelines of the Global Reporting Initiative (GRI), a non-governmental organization which seeks transparency and comparability of corporate sustainability reporting.
- **Paris Pledge for Action:** The Group endorsed the Paris Pledge for Action and welcomed the adoption of a new universal agreement at the COP 21 in Paris; it also pledged support to ensuring that the aspirations of the agreement will be attained or surpassed.
- **Caring for Climate:** “Caring for Climate: The business leadership platform” is a UN Global Compact Initiative. Its goal is to involve businesses and governments in acting on climate change, energy efficiency, greenhouse gas (GHG) emission reduction and positive collaboration with other public and private institutions. Siemens Gamesa joined in June 2007.
- **Women's Empowerment Principles (WEP):** The WEP are promoted by UN Women/UN Global Compact and aim to foster business practices that empower women and promote gender equality, including equal pay, equal opportunity for career advancement, paid parental leave and zero tolerance for sexual harassment in the workplace, marketplace and community, and to drive positive outcomes for society and business. Siemens Gamesa endorsed the “Women's Empowerment Principles” in December 2010.
- **Science Based Targets (SBTi):** Science Based Targets (SBTi) is a joint international initiative of CDP, UN Global Compact, World Resources Institute, Worldwide Fund for Nature and the We Mean Business coalition. It aims to reduce carbon emissions in a measurable manner and to meet the objective of not exceeding 2 degrees Celsius of global warming established in the Paris Climate Agreement. Siemens Gamesa joined this initiative on September 12, 2018. In August 2020, SBTi checked that its emission reduction strategy is aligned with what climate science says is required to meet the 1.5°C trajectory.
- **Business Ambition for 1.5C – Our Only Future:** At the climate change talks in Madrid (COP-25), Siemens Gamesa adopted the pledge for business to do its part in helping the planet avoid overheating by more than 1.5 °C in the coming years. The pledge obliges companies to meet emission objectives evaluated through the UN's Science Based Targets initiative (SBTi), or to make a public commitment to reach net-zero emissions by no later than 2050.

A.3.7 Risks related to aspects linked to the Group's activities

[L11-G08] Siemens Gamesa has a Risk Control and Management System that is covered by the rules of Corporate Governance within an internal framework that we call ERM (Enterprise Risk Management). ERM is considered at the highest level, based on the guidelines established in the Regulations of the Board of Directors and in the Regulations of the Audit, Compliance and Related Party Transactions Committee (ACRPTC), using internationally recognized methods (COSO 2017 and ISO 31000:2018).

The Risk Control and Management System within ERM is promoted by the Board of Directors and top management and implemented throughout the organization.

Siemens Gamesa has a Risk and Internal Control (RIC) department that reports to the Chief Financial Officer (CFO) and regularly reports to the Audit, Compliance and Related Party Transactions Committee.

The General Risk Control and Management Policy²⁸ establishes the foundations and general context for the key elements of ERM and classifies risks in five categories: **i) Strategic; ii) Operational; iii) Financial; iv) Compliance and v) Climate.** The ERM process is a continuous cycle intended to proactively manage business risks. It is divided into six phases: i) Identify; ii) Evaluate; iii) Respond; iv) Monitor; v) Report and escalate; and vi) Continuous improvement.

Continuous supervision and monitoring processes are complemented with additional controls that include structured oversight and reporting processes regarding the evolution of risks and opportunities (R/O) maps and mitigation plans. The Management System is certified externally to the ISO 45001, ISO 14001 and ISO9001 standards and the tax compliance management system is certified to the AENOR UNE 19602 standard. Internal certifications signed by management to ensure that the RIC process is effective are an additional practice. Additionally, there are regular training sessions for managers regarding ERM Policy and Methodology.

Note: Detailed information on Risk Management is available for consultation in Section E (*“Risk Management and Control Systems”*) of Siemens Gamesa's Annual Corporate Governance Report 2022.²⁹

B. Environmental Matters

B.1. Environmental Management System

Siemens Gamesa's Integrated Management System provides a framework for overall procedures and tools to monitor, oversee and improve the Company's HSE performance.

The global Head of Quality Management and Health, Safety and Environment (QM&HSE) is responsible for the governance of Siemens Gamesa's Integrated Management System (IMS), including all environmental certifications, policies and procedures.

The Environmental Management System is the central framework that helps us achieve our environmental targets and it is based on the principle of continuous improvement.

Our annual environmental aspects evaluation (HSE Aspects PRO-31731)³⁰ help us identify our environmental aspects, in terms of both risks and opportunities. It is a basic source of input for our sustainability strategy and for KPI improvement [See Section B.1.6 *Environmental Targets*]. The global aspects evaluation is a compilation of the local aspects evaluations that are performed at each factory and project site.

Our Environmental Management System identifies, assesses and minimizes any possible negative impacts of the Company's emissions, in addition to their noise and light impact, raw material consumption, waste production, water usage and spillages, and chemical product management, among others, while at the same time maximizing their positive impacts.

B.1.1 Current and foreseeable impact of the Company's activities on the environment

[L11-M01] The main global challenges facing our society currently are climate change and resource scarcity. As an abundant and inexhaustible natural resource, few question wind power's status as one of the most sustainable ways to generate electricity. Yet the environmental impact associated with the industry remains a point of debate – especially the CO₂ emissions released during the extraction of raw material and turbine disposal. Siemens Gamesa focuses on all the pros and cons of wind energy – and works on the cons: Improving the environmental performance of products and their impact throughout their entire life cycle is one of Siemens Gamesa's main drivers.³¹

The Company also considers these global challenges in its operations as we continuously strive to improve energy efficiency and reduce CO₂ emissions associated with our production technologies and services.

Pollution prevention, waste reduction, sustainable use and protection of resources, transition to a circular economy, and protection of biodiversity and ecosystems are also important. Given that any industrial activity has potential environmental impacts, the Company adheres to the precautionary principle and manages its environmental risks in an integrated manner.

Environmental excellence is essential to achieving the UN's 17 Sustainable Development Goals (SDGs), meeting the requirements set out in the Paris Agreement on climate change and complying with the new taxonomy standards. We are committed to fostering the sustainable use of resources, a culture of respect for the natural environment, and to leading the fight against climate change by reducing the environmental impact of our activities.

The main environmental topics identified in our Sustainability Strategy,³² approved by the Board of Directors, are climate change and resource efficiency, and a prioritized set of actions is being implemented on this basis to ensure we focus our efforts and drive performance improvements in the areas that are material to our business.

Because of our highly qualified personnel, we not only comply with the strictest environmental standards but also drive environmental improvements at our factories and across our project sites. However, we recognize that our internal efforts to reduce our environmental impacts are enhanced if combined with other collaborative initiatives with our business partners, such as customers, suppliers, authorities and political parties, industry associations, and research institutes. We therefore seek, lead and support environmental improvements throughout our product value chain to ensure appropriate improvements are implemented in all stages of our product and service lifecycles. [See Section B1.7.5 *Product Level Activities* and B1.7.6 *Supplier Level Activities*]

B.1.2 Environmental assessment and certification process

[L11-M02] Siemens Gamesa has an Environmental Management System certified according to the ISO 14001:2015 standard that currently covers 108 locations. In FY23, three new locations are expected to be included in this certificate: Le Havre-France (Offshore nacelles, hubs and blades), Taichung-Taiwan (Offshore nacelles), and Oliveira de Frades-Portugal (Onshore blades). The scope of certification covers all functional areas and core processes related to the sale, design, development, procurement and manufacture of wind turbines and other mechanical and electrical components for both wind and non-wind applications. Project development, such as construction, installation and service of wind turbines, is also covered by the scope of this certification. The certificate is valid until July 2024.

B.1.3 Resources devoted to environmental risk prevention

[L11-M03] Siemens Gamesa's Integrated Management System (IMS) provides a framework of procedures and tools enabling to monitor, control and improve the Company's performance on environmental topics. In this way, the Company can demonstrate compliance with our stakeholders' requirements, identify potential issues, and implement controls to avoid or reduce the environmental impacts as well as engage employees and motivate suppliers to improve their environmental performance when planning and carrying out activities related to its operations, products and services. However, the management system must be supported by competent employees and a leadership framework that drives it.

Our environmental procedures are governed by the corporate HSE functional area. They are implemented and continuously improved in cooperation with specialists across Siemens Gamesa to effectively reflect the different parts of the business.

B.1.4 Implementation of the precautionary principle

[L11-M04] [102-11] Siemens Gamesa applies the precautionary principle regarding environmental protection in accordance with the provisions of Article 15 of the Rio Principles. This principle has been widely accepted in laws and regulations aimed at protecting the environment.

Siemens Gamesa has several environmental policies that outline our obligatory and voluntary commitments to protect and enhance the environment. For example, the Sustainability Policy³³ outlines broader ambitions related to decarbonization, circularity and biodiversity, protection of the planet, and climate change. The Business Conduct Guidelines state environmental principles that employees and managers are required to follow in their daily work, while those explicitly stated in our Supplier Code of Conduct apply to our suppliers and third-party intermediaries.

Siemens Gamesa Policy³⁴ also provides clear direction and specific objectives regarding Health, Safety and the Environment. It applies globally and is mandatory for all employees working for Siemens Gamesa, on its behalf or under its authority.

B.1.5 Amount of provisions and warranties for environmental risks

[L11-M05] Siemens Gamesa does not have any environmental liabilities, expenses, assets, provisions, or contingencies that might be material with respect to its equity, financial position and results. Therefore, the Company does not make any specific disclosures related to environmental matters in the Consolidated Financial Statements.

B.1.6 Environmental Targets

The Company has established a new Sustainability Vision 2040 that contains a broad range of targets to fulfil its commitment to fighting climate change and protecting the environment. These targets also encompass our commitment to the Science Based Targets Initiative, which has verified our Science Based Targets until 2025 (page 26), in addition to our 2040 net zero emissions

commitment for the value chain. [\[See Figure 1 - Sustainability Vision 2040\]](#)

Monitoring and analyzing the environmental performance of our production facilities and project sites is essential to attaining these goals. Siemens Gamesa uses software for integrated assessment of environmental aspects that allows for global data collection and analysis and is also instrumental for:

- Reporting figures such as energy use and sources, waste amounts and disposal destinations, water use, environmental incidents, etc.
- Monitoring environmental data and trends and visualizing them to better support analysis.
- Providing transparency and opportunities for sharing best practices.

B.1.7 Environmental Successes

At Siemens Gamesa, we pride ourselves on our consistent efforts to improve our environmental performance. Below are some examples of our successes in FY22.

B.1.7.1 Action Plans across Siemens Gamesa

We foster a culture where all employees have the chance to identify problems and submit innovative solutions to reduce the Company's environmental impact and improve its processes. The Siemens Gamesa's HSE Strategy implementation tool is a centralized means of capturing "greener" opportunities across the business and nurturing cross-site learning by sharing environmental improvement ideas and experiences. Employees are invited to submit innovative project initiatives to achieve environmental savings and also inspire others. We track the environmental improvements achieved with implemented projects and categorize them in relation to the five strategic environmental objectives of our HSE Policy³⁵ and our HSE processes. HSE improvements can be categorized as actual environmental savings (e.g., absolute reduction, substitution or efficiency measures) or other initiatives such as campaigns, research, mappings, trainings, etc. In FY22, several improvement actions were proposed and energy savings of 4,318 GJ were achieved, as well as savings of 63,695 t in waste management.

B.1.7.2 Green hydrogen innovations

In line with our commitment to decarbonize the economy and protect the environment, Siemens Gamesa and Siemens Energy announced in early 2021 that they are joining forces to develop an innovative, fully integrated offshore wind-to-hydrogen solution.³⁶ Siemens Gamesa will adapt its SG 14-222 DD offshore wind turbine to integrate an electrolysis system at the base of the turbine tower. The solution will lower the cost of hydrogen by being able to run off-grid, opening more and better wind sites.

This marks the first major step towards developing an industrial-scale system capable of harvesting green hydrogen from offshore wind and will enable decarbonization of hard-to-abate sectors such as transport and heavy industry.

B.1.7.3 Greener service logistics

'Groenewind', a new vessel that is the first of its kind in the offshore service arena, was deployed to service 100 turbines in Belgium. The vessel is smaller and lighter than typical Service Operation Vessels (SOVs) and, consequently, more sustainable: It reduces fuel consumption by 50% compared to a monohulled SOV and requires less material for its construction.³⁷

B.1.7.4 Decarbonizing the Supply Chain

Siemens Gamesa is engaging its supply chain towards complete decarbonization in line with the 1.5 °C global warming trajectory. In FY22, Siemens Gamesa extended its Supply Chain Decarbonization Program by differentiating between supplier and product level carbon emissions. At the supplier level, the aim is to align decarbonization pathways with the suppliers to achieve incremental improvements and a decarbonized supply chain by 2040. At the product level, SGRE is aiming to decarbonize our high impact products and offer green alternative solutions.

B.1.7.5 Product Level Activities

Siemens Gamesa announced its commitment to 100% net Zero Steel together with three other major global businesses (Iberdrola, Vattenfall BA Wind and Volvo Cars), through the SteelZero international initiative, led by Climate Group in partnership with Responsible Steel, a global initiative to speed up the transition to a net zero steel industry.³⁸ With the steel industry alone accounting for 7% of annual global carbon emissions, it's crucial that this industry is decarbonized if the global temperature rise is to be kept below 1.5 °C. Steel is the material with the highest impact on the turbines' carbon footprint, accounting for more than 60%. SteelZero is closely aligned with the company's overall ambitions and sustainability strategy.

Siemens Gamesa is also supporting the current legal proposal by the European Commission to gradually phase in a threshold of Global Warming Potential <10 for gases used in switchgear. Siemens Gamesa has made a partial transition in its switchgear to GWP<10 and is committed to working with its suppliers to find similar solutions for the remaining use cases.

B.1.7.6 Supplier Level Activities

As part of Siemens Gamesa's science-based targets, the aim is for 30% of the suppliers by spend to commit to science-based targets by 2025. In order to achieve this, a new initiative has started to include sustainability commitments in contracts. Working with legal and procurement teams, the company has developed a Decarbonization Annex that has become a part of standard contracts to foster transparency and target setting with regard to decarbonization. Adding contract clauses with sustainability commitments is an important lever to align de-carbonization pathways across the whole value chain.

B.1.8 Product Portfolio and Environmental Benefits

[305-5] Siemens Gamesa's product portfolio directly contributes to a reduction in greenhouse gas (GHG) emissions and climate protection. It also addresses other global challenges such as natural resource scarcity and environmental pollution. As a result, our product portfolio is our biggest contribution to society.

In 2022, 9.8 GW of additional wind energy capacity was installed, helping our customers to further reduce their emissions by 26 million tons of CO₂. On a cumulative basis, more than 127 GW of Siemens Gamesa wind turbines have been installed since 1998. This enables our customers to mitigate their carbon footprint by more than 327 million tons of CO₂ per year. *[See Table 44 - Environmental benefits/savings (cumulative at fiscal year-end)]*

Siemens Gamesa is also driving the global green energy revolution in innovative areas such as green hydrogen,³⁹ hybrid power and storage.⁴⁰

B.1.9 Product Stewardship

Product stewardship at Siemens Gamesa is an approach to managing the environmental and social impacts of our products and services, and the embedded materials and safety measures. It means life-cycle thinking is central to the design of our product components and operational processes. It also means that we expect everyone involved throughout our product's lifespan to adopt the responsibility to ensure that those products or materials are managed in a way that reduces their environmental and human, health and safety impact throughout their lifecycle.

As an original equipment manufacturer (OEM), we recognize we are the ones best placed to minimize any potential adverse impacts. However, we also require our suppliers, contractors and customers to support us in our efforts.

Despite our products' green profile, we continue striving to reduce their potential environmental and social impacts, such as improving resource efficiency in our design and manufacturing processes and optimizing energy production during operation. We also work closely with our suppliers and customers to achieve this. *[See B.1.6 Environmental Targets and B.1.11 Environmental Criteria in Product Design]*

B.1.10 Life Cycle Assessments

Siemens Gamesa quantifies and documents the significant life cycle impacts of its products and operations (manufacturing, installations, services) by performing Life Cycle Assessments (LCAs) in accordance with the ISO 14040 series of standards and applicable Product Category Rules (PCRs). This methodology analyzes the environmental impacts across the product's life cycle and the processes associated with each life cycle stage. We use LCA findings as a basis for:

- Communicating our environmental performance to our internal and external stakeholders in the form of Type II and III Environmental Product Declarations (EPDs).
- Identifying opportunities to improve our environmental performance in future designs in line with product stewardship.

By continuously increasing the number of LCAs and EPDs, we are developing a comprehensive knowledge base about the environmental footprint of our products and operations.

We use the insight gained from the LCAs to improve not only product-related but also operation-related aspects. This is reflected in our offshore platform upgrade strategy, where current turbine models are outperforming previous models in terms not only of the levelized cost of energy (LCoE) but also of the environmental impacts, such as energy payback time and CO_{2-eq} emissions per kWh to grid.

In the reporting period, 100% of products were covered by LCAs and EPDs (both Type II & III), and our business achieved a 100% revenue-based coverage ratio.

In FY22, Siemens Gamesa published the following Environmental Declarations in the International EPD® System: Type III EPD for SG 6.2-170, SG 6.6-170⁴¹ and SG 6.6-155.⁴²

B.1.11 Environmental Criteria in Product Design

Apart from the clear environmental benefits associated with renewable energy production, Siemens Gamesa designs, manufactures and services its products in ways that enhance their environmental performance. Our product development process incorporates many principles based on ISO 14006:2020.

Explicit processes and procedures have been established for assessing and improving environmental aspects associated with the in-house design of components, e.g., using replacement materials to reduce material amounts or component weights. We also define specifications for, and maintain close dialogue with, suppliers for the supply of environmentally improved materials, articles and components.

Operational procedures and controls are also set to assess and improve environmental aspects linked to manufacturing, assembly and construction, such as implementing action plans and improvement measures for the materials and substances used, the waste generated, the energy consumed, and the volatile organic compounds (VOCs) emitted.

Packaging from material and component deliveries from suppliers as well as from Siemens Gamesa's component shipments is an aspect with potentially high environmental impacts for our products' distribution, storage and transport; it is necessary to raise awareness about the importance of packaging and to introduce more recyclable packaging materials.

Efforts are being made to improve our component upgrades and lifetime extension (LTE) service offerings, as well as spare parts and parts refurbishment offerings for service and maintenance operations on our customers' turbines. Other aspects for environmental improvement include SCADA control functions for optimal wildlife protection, increased mean times between service visits (resulting in lower fuel use), along with reduced exposure and safety risks for technicians, and remote diagnostics to keep availability and capacity factors as high as possible. The Siemens Gamesa refurbishment centers were included in the '2nd Catalog of Best Practices for the Circular Economy' by Spain's Ministry for the Ecological Transition and Demographic Challenge.

Our products are designed to embody energy efficiency at a global scale and incorporate greater energy efficiency throughout most stages of a wind turbine's life cycle, including procurement of raw materials and components, the manufacture and assembly of components, and their delivery, installation, operation and maintenance.

Our wind turbines also achieve better efficiency figures compared to preceding models for many environmental indicators, including size, weight, visual impact, material reduction and selection of those with low environmental impact, production optimization, reusable packaging, less civil and installation works, noise reduction, waste optimization during maintenance, and a modular design to facilitate dismantling.

B.1.12 Environmental Requirements for Suppliers

We require our suppliers and contractors to share our common goal of behaving in an ethical, law-abiding manner. Our global Code of Conduct for Suppliers and Third-Party Intermediaries establishes standards to ensure that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that business operations with suppliers are ethically, socially and environmentally responsible.

We engage our suppliers to join our journey towards more sustainable operations and thereby reduce our carbon footprint. We have established a formal Supply Chain Sustainability team within Procurement to strengthen decarbonization efforts within our value chain. [\[See F.3.6 Integrating Sustainability into the Supply Chain\]](#).

Suppliers are now able to report on their environmental improvements in terms of CO₂ reduction. Looking to the future, Siemens Gamesa plans to incentivize suppliers to deliver on their sustainability commitments, with a 2025 objective to have at least 30% of suppliers with approved decarbonization targets that are aligned with the Science Based Target initiative (SBTi) and a 2040 objective of 50%. [\[See section F.3 Responsible Supply Chain\]](#)

On top of that, we have developed specific Environmental Requirements for SGRE main contractors. The purpose of that document is to establish the general environmental requirements for main Contractors and their sub-Contractors who perform work for and on behalf of Siemens Gamesa, to maintain the environmental performance level in all our direct and indirect activities.

B.2 Pollution prevention

[L11-M06] Siemens Gamesa measures its direct and indirect emissions on an annual basis in accordance with the requirements of ISO 14064-1. The greenhouse gas (GHG) emissions inventory is then published in our GHG emissions report, which is verified by a third party and made public. The Company's total Scope 1 and Scope 2 CO_{2eq} emissions amounted to 22,713 tCO_{2eq} in FY22 (28,805 in FY21).

[305-4] The GHG emissions intensity expresses the amount of GHG emissions per unit of activity, output, or any other specific internal metric. In the case of Siemens Gamesa, the most representative metric is the number of megawatts installed. For the reporting period, the combined intensity ratio for direct (Scope 1) and indirect (Scope 2) GHG emissions was 2.3 tCO_{2eq}/MW (2.8 tCO_{2eq}/MW in 2021). [\[See Table 38 - GHG emissions \(tCO_{2eq}\)\]](#)

B.2.1 Scope 1 (direct) emissions

[305-1] Direct GHG emissions (Scope 1) arise from sources owned by the Company or under its control. It includes emissions generated by the combustion of materials to generate heat. The main primary energy source is natural gas, representing approximately 50% of the total. In addition, chlorofluorocarbons (CFCs) and halons, traditionally used as coolants and propellants, affect the ozone layer if they are released into the atmosphere. The presence of these substances at Siemens Gamesa is marginal and found mainly in fire extinguishing equipment and cooling systems. Maintenance of this equipment, which works in closed circuits, is performed in accordance with prevailing legislation. Scope 1 emissions amounted to 20,597 tCO_{2eq} in FY22 (26,788 tCO_{2eq} in FY21), i.e., a 23% decrease year-on-year. [\[See Table 38 - GHG emissions \(tCO_{2eq}\)\]](#)

B.2.2 Scope 2 (indirect) emissions

[305-2] Indirect GHG emissions (Scope 2) refer to the consumption of purchased electricity and district heating. Siemens Gamesa uses a market-based approach to calculate the indirect emissions produced by consuming electricity. Scope 2 emissions amounted to 2,116 tCO_{2eq} in FY22 (2,017 tCO_{2eq} in FY21), i.e., a 5% increase. Siemens Gamesa's renewable electricity ratio has been steadily rising from 58% in FY17, 61% in FY18 and 62% in FY19 to reach 100% in FY20, FY21 and FY22. Our annual electricity consumption amounted to almost 598 GJ, all of which was generated by renewable sources. [\[See Table 36 - Energy use \(Gigajoules-GJ\)\]](#)

B.2.3 Scope 3 (other) emissions

Scope 3 emissions are all indirect emissions (not included in scope 2) that arise in the Company's value chain, including both upstream and downstream emissions. This includes transportation and distribution (marine diesel oil for vessels), disposal of waste generated in operations, use of sold products, business travel (air and rail) and employee commuting. Emissions from working from home are included for the first time, in FY22. Total scope 3 emissions amounted to 780,722 t CO_{2eq} in FY22 (856,082 t CO_{2eq} in FY21). [\[See Table 38 - GHG emissions \(tCO_{2eq}\)\]](#)

B.2.4 Other Atmospheric Emissions

[305-6] Other industrial emissions into the atmosphere are also relevant in terms of environmental protection.

Volatile organic compounds (VOC) contribute to the formation of ozone close to the earth's surface and are responsible for what is known as summer smog. These organic compounds are used by Siemens Gamesa as solvents in paints and adhesives, in impregnation processes and for surface cleaning. Monitoring of VOC emissions is defined by local authorities and can be done either via measures in the exhaust systems or via mass balances by calculating atmospheric emissions based on the actual consumption and the amounts disposed of as waste. Both methods are accepted in our internal procedure for air emissions management because they comply with local legislation. Quantitative measurements are conducted at each air emission source by an authorized third party where required by the authorities.

We also monitor the use of ozone-depleting substances (ODS) and comply with the Montreal Protocol, the international convention on the protection of the ozone layer, as well as with country-specific legislation. [\[See Table 39 - Other atmospheric emissions\]](#)

B.2.5 Noise Management and Control

[L11-M08] The Company has implemented operating procedures to control the release of air pollutants and ensure legal obligations are met, these procedures also set minimum requirements for the management and control of noise emissions. Documentation is recorded and filed properly for verification and auditing.

B.2.5.1 Noise control at manufacturing sites: In order to ensure that a production facility complies with the local noise limit as set forth in the environmental permit, the noise level of the specific processes and equipment is measured. Maintenance or technical departments must be aware of local legal requirements on noise and react if any equipment or vehicles exceed permitted noise levels. This also applies to external suppliers. When purchasing new equipment (ventilation systems, forklift trucks, production equipment, etc.), noise level specifications are considered along with other technical specifications. The HSE functional areas assess noise by measuring the overall noise level in order to ensure compliance with the legal requirements as set forth in the environmental permit. When designing new processes or changing existing processes, noise level specifications are considered and the local HSE functional area makes consultations to ensure the change is allowed under the environmental permit.

B.2.5.2 Noise control in wind turbines: Noise emissions by Siemens Gamesa wind turbines are within the normal values for the wind industry. It is noteworthy that wind farms are located in uninhabited areas and that the noise level is greatly reduced at a distance of 300 m or more and is considered negligible as being lower than the ambient noise. For locations with strict noise requirements, low noise operation modes are available. In those versions, the total noise is limited to the required maximum value by reducing the power generated in the most critical wind speed bins.

Our wind turbine platforms and models usually undergo an Environmental Product Declaration (EPD) process where noise levels are assessed. According to the measurements carried out for the several models of wind turbine generators according to IEC 61400-14: 2005 and IEC 61400-11, noise levels typically vary between 105 and 112 dBA.

B.2.6 Environmental Incidents

B.2.6.1 Spills

Operational controls are implemented at all Siemens Gamesa production facilities and project sites to protect water and soil from spills e.g., through the establishment of prevention and response plans and the use of control measures such as spill trays, loading and unloading areas, proper storage of substances, routine inspections, etc. Should a spill occur, Siemens Gamesa is equipped with detection, reporting and correction methods to reduce the extent of the spill and prevent a recurrence. A total of 894 spills were recorded in FY 2022 (861 spills in FY 21), of which 442 were contained and another 452 affected either water or soil to some degree. None of these spills required any exceptional corrective measures. [See Table 43 - Environmental incidents]

B.2.6.2 Other environmental incidents

In addition to spills, we registered 740 other minor environment-related incidents in relation to:

- Biodiversity impact (114).
- Environmental non-conformity (396).
- Fire, smoke, explosion (48).
- Stakeholder complaint (noise, smell, dust) (29).
- Weather or natural disaster (flood, winds...) (153).

There were no significant nonconformities or stakeholder complaints in 2022 involving reports made to the authorities which were related to the environment. Siemens Gamesa did not pay any significant fines or penalties for environmental or ecological issues in FY22. Significant fines or penalties are defined as those exceeding USD 10,000 (or its equivalent in a local currency).

For the FY22 Environmental KPIs framework, we have added a new KPI, "Environmental Incident Rate", based on the number of environmental incidents and work hours with the aim of monitoring the trend of environmental incidents by business unit.

B.2.7 Food waste and light pollution

[L11-M09] With regard to the legal requirement for disclosures on food waste and light pollution, Siemens Gamesa states that these are not material aspects of its activity. This is due to the nature of Siemens Gamesa's business and based on the materiality assessment.

B.3 Circular economy and waste prevention and management

[L11-M07] Wind turbines already have a recyclability rate of about 85%, but the composite parts (mostly located in rotor blades) have proven difficult to recycle in a cost-efficient way. Furthermore, as the number of installations and turbine sizes continue to increase, it is becoming even more important to reduce the amount of waste deriving from their use. Siemens Gamesa is committed to offering 100% recyclable turbines by 2040 at the latest.

B.3.1 Circular economy

Siemens Gamesa launched RecyclableBlade⁴³, the world's first recyclable rotor blade for commercial use offshore. The concept reuses the proven design of Siemens Gamesa blades but utilizes a resin that is recyclable; thus, it is possible to separate the blade materials at the end of their service life and recycle them into new applications. The first such blades were installed at the Kaskasi offshore wind farm in 2022.⁴⁴ RecyclableBlade has received a lot of attention and obtained the JEC Innovation Award 2022, "Windpower monthly's Turbines of the Year: Wind turbine rotor blades" and other awards. Also, new commercial agreements have been signed. In FY22, the RecyclableBlade solution was also launched for the onshore portfolio. Additionally, the Company announced collaboration on a new recyclable resin technology with a new supplier in July 2022.

Another clear example of Siemens Gamesa's commitment to full product recyclability is its endorsement of WindEurope's call for a European ban on landfilling rotor blades by 2025.⁴⁵ This call was presented by Wind Europe's Sustainability Working Group at the June 2021 annual meeting of the Spanish Wind Energy Association, of which Siemens Gamesa is an active member.

To sustainably manage the blades already installed, Siemens Gamesa participates in the DecomBlades consortium,⁴⁶ which is a cross-sector wind turbine blade recycling project. Consisting of ten project partners, the three-year project aims to lay the foundation for the commercialization of sustainable recycling techniques for rotor blades. Together, these partners represent the value chain required to establish a recycling industry for composite materials from supply, to processing, to implementation — and have published a proposal for an industry 'Product Disposal Specification', which can feed into future standardization work, e.g., the IEC 61400-28-2 international standard, in which the Company is also participating.

Related to the circular economy, Siemens Gamesa also participates in the DigiPrime consortium.⁴⁷

Siemens Gamesa participates in the EnergyLOOP initiative,⁴⁸ which pursues innovation and technology for the recycling of wind turbine blades. The new company launched by Iberdrola and FCC Ambito has technical support from Siemens Gamesa, which, as a global leader in the manufacture and maintenance of wind turbines and due to its knowledge and experience, will play a key role in this project.

Siemens Gamesa continuously assesses its participation in similar projects, research consortia and networks to actively support the Sustainability Vision 2040, particularly in relation to waste and

resource efficiency. Increasing the recyclability of turbine components is high on our agenda and we participate continuously in projects to support the development of a circular economy. Siemens Gamesa advocates for industry-wide international standards on product decommissioning and recycling instead of specific national regulations.

Siemens Gamesa works continuously on improving the end-of-life phase. For example, we offer extended lifetimes in both design and service programs. Some of our facilities are fully or partially dedicated to repairing components and returning them to operation (gearboxes, generators, electrical boards and even blades) in order to make progress toward a circular economy with the final aim of achieving cradle-to-cradle solutions and the Company's refurbishment centers were listed in the '2nd Catalogue of Best Practices in Circular Economy' by Spain's Ministry for the Ecological Transition and the Demographic Challenge (MITECO).

B.3.2 Waste management

Environmental impacts from Siemens Gamesa's waste depend on the type of waste and the chosen waste treatment method. Our waste performance indicators address absolute improvements in waste and waste treatment according to the waste hierarchy.

Waste generation and management are governed by our internal waste management procedure, which applies globally across Siemens Gamesa. The procedure distinguishes between hazardous and non-hazardous waste, provided it is generated by our production facilities and project sites. Waste generation at all significant locations is logged on a monthly basis.

Waste records are divided into recyclable waste (which, in turn, is divided into waste for reuse, waste for recycling, and waste for recovery, including energy recovery) and waste for disposal or landfill. In addition to stating the proper procedure for recording all kinds of waste, the procedure also sets requirements for local waste management plans and for waste segregation, labelling and storage to ensure there is no contamination from spills, while ensuring proper disposal.

The total volume of waste amounted to 51,883 t in FY22 (63,127 t in FY21), an 18% reduction year-on-year. The ratio of hazardous waste to non-hazardous waste produced was 1:6, and the overall waste recycling rate was 77%. [\[See Table 40 - Waste production\]](#)

B.3.3 Substances

Siemens Gamesa's global substance management process ensures that chemical products involved in our activities are used in a safe and environmentally sustainable way. The process is set out in our internal substance management procedure. The procedure applies to wind turbine design and development, procurement, materials handling, transport and component imports/exports. It also applies when a chemical product or component waste is handled during wind turbine manufacturing, assembly, installation and servicing. Furthermore, the procedure establishes requirements for chemical products used in work performed by third parties under Siemens Gamesa's responsibility.

The Procedure on Substance Management sets forth an assessment process which covers all requests to use new chemical products at Siemens Gamesa. The assessment process is conducted by internally trained employees who assess the request

against Siemens Gamesa's official List of Prohibited Products and List of Restricted Products. Prohibition or restriction criteria are defined based on the chemical products' hazard classification. Existing products are assessed on an annual basis and phase-out plans are implemented for existing products when they meet prohibition criteria.

In FY22, we initiated awareness training on substance management for our HSE employees. The training is available in several languages to ensure employees understand the content, and more than 200 employees from more than 30 different countries have already completed the training online. The purpose of the training is to ensure knowledge of the requirements of the Siemens Gamesa Procedure for Substance management.

B.4 Sustainable use of resources

B.4.1 Water consumption and water supply

[L11M10] [303-1] Siemens Gamesa consumes water mainly at manufacturing facilities, where available best practices are used to reduce water withdrawal and consumption and to include reused water in production processes. Work is also being done to lower the environment impact by avoiding water withdrawal in water-stressed areas. The Company is also focusing on making efficient and responsible use of sanitary water at offices and buildings.

Water usage is governed by an internal procedure for water and soil protection that sets out the requirements for monthly recording of the usage of different water types and of wastewater production and disposal. The procedure also has detailed recommendations for using spill kits to mitigate the potential effects a spill may have on local watercourses.

Total water consumption amounted to 483,096 m³ in FY22 (553,270 m³ in FY21). A total of 4,397 m³ of recycled water was used in FY22; this includes 4,331 m³ (2,155 in FY21) of recycled water treated internally. [\[See Table 41 - Water consumption \(m3\)\]](#)

There are no records of any water sources being significantly affected by water withdrawals made by Siemens Gamesa in the reporting period. In other words, no water sources were recorded to have been significantly affected by:

- Withdrawals amounting to more than 5% of the total annual average of any water mass.
- Withdrawals from water masses recognized by experts as being especially sensitive due to their relative size, function or unique nature or, otherwise, a threatened or endangered system that shelters protected plants or animals.
- Withdrawals from Ramsar wetlands or from any other local or international protected area. All withdrawals of water are strictly regulated by public administrations, which grant permits and set the maximum withdrawal volumes allowed to ensure no significant impacts occur.

The volume of discharges in the reporting period amounted to 440,037 m³ (491,863 m³ in FY21) Most discharges are linked to manufacturing processes.

Water consumption in Siemens Gamesa's production process is not particularly critical, as it does not require large quantities. It is mostly used for drinking and sanitary purposes. As a general rule, the water balance is considered to be correct when at least 80% of the water inflows are justified as outflows. The remaining 20% may correspond to leakage, evaporation, etc. [\[See Figure 19 - Water balance FY 2022 \]](#)

B.4.2 Consumption of raw materials and measures to improve usage efficiency

[L11M11] [301-1] The Company used 2,139 thousand tons of raw materials in 2022 (3,252 thousand tons in FY21), mostly steel, structural concrete and low-alloy steel. Other significant materials include glass fiber, epoxy and cast iron. [\[See Table 35 - Top key commodities & materials used by weight\]](#)

B.4.3 Consumption, direct and indirect, of energy. Measures taken to improve energy efficiency and the use of renewable energies

[L11M12] [302-1] Energy consumption within Siemens Gamesa is monitored systematically at all significant Group locations (production facilities, buildings, project sites and offices belonging to Siemens Gamesa, which account for 95% of the energy consumption, excluding energy consumption by subcontractors). The energy consumption is calculated by adding i) Primary energy consumption of fuels and ii) Secondary energy consumption of electricity and district heating purchased from third parties.

The energy consumption monitoring procedure is set out in our internal procedure on Environmental Monitoring. It defines the criteria to ensure monitoring of all significant locations and units, as well as the established cut-off criteria. Hence, the scope includes at least 95% of total energy consumption. There is clear visibility of the locations in the scope of monitoring and each data type is defined in detail to ensure the data is recorded consistently across all countries and locations. Energy consumption data is recorded in the HSE tool on a monthly basis after it is checked by several input units. All records are reviewed and converted to GJ, which is the Company's standard unit.

One hundred percent of our products have the potential to provide benefits to our customers and consumers in terms of resource efficiency, decreased GHG emissions, and pollution reduction during their use phase. The clean energy production from our wind farms helps us and our customers advance towards the target of Net Zero by 2040. Siemens Gamesa also utilizes Energy Attribute Certificate (EACs) for self-generated electricity, where possible.

Total internal energy consumption amounted to 1,047,924 GJ in FY22 (1,153,471 GJ in FY21). Accordingly, annual energy consumption per employee is estimated at 38 GJ in FY22 (44GJ per employee in FY21). Natural gas is the main primary energy source, representing 52% of total primary energy demand.

B.4.4 Use of renewable energies

[L11M13] Total electricity consumption amounted to 597,880 GJ in FY22 (618,385 GJ in FY21), 100% of which was from renewable sources. Siemens Gamesa's electricity consumption is now covered by minimum EACs or onsite generation, which ensures that the electricity is from renewable sources; this has greatly reduced Siemens Gamesa's scope 2 emissions. [\[See Table 36 - Energy use \(Gigajoules-GJ\)\]](#)

B.5 Climate Change

B.5.1 Management Approach

Siemens Gamesa recognizes that climate change is a global issue requiring urgent and collective action. As a provider of clean affordable energy, the scale of our portfolio and our global reach reinforces our central role in shaping the future energy landscape. The Company announced that it had become carbon neutral in late 2019 using offsets, which will be avoided in the future, and since late 2020 it has sourced 100% renewable electricity. Both are major milestones on the path towards the long-term target of net-zero CO₂ emissions by 2040.

Siemens Gamesa also contributes to the global economy's decarbonization through partnerships with policymakers, industry associations and business partners to address climate change collectively. We are a member of many global communities who share our commitment to climate protection and decarbonization, such as the **Science Based Targets Initiative**,⁴⁹ **American Business Act on Climate Pledge**⁵⁰ and the **Paris Pledge for Action**,⁵¹ in which Siemens Gamesa has voluntarily committed to climate protection and decarbonization initiatives.

However, we also recognize that our business is not immune to the risks associated with climate change. With warmer weather and more extreme weather conditions due to climate change, medium- and long-term impacts to our business are possible. Longer and warmer seasons or extreme cold could materially affect our customers' operations and limit the attractiveness of our products. Severe events, such as fires, hurricanes, high winds and seas, blizzards and extreme temperatures, may result in evacuation of personnel, curtailment of services and suspension of operations, inability to deliver materials to sites in accordance with contract schedules, loss or damage to equipment and facilities, supply chain disruption, and reduced productivity.

The Company has made undertakings to several business initiatives aimed at assessing its climate related risks and opportunities, and mapping and reducing the impacts associated with its emission sources. Siemens Gamesa plans to adapt the recommendations of the Task force on Climate-related Financial Disclosures (TCFD) for voluntary reporting of the financial impact of climate risks in order to publicly disclose this information in a transparent manner. The Company also takes account of best practices for reporting climate-related topics and the "Guidelines on reporting climate-related information".

B.5.2 Governance and Risk Management Process to Tackle Climate Change

Climate Change

Our Sustainability Policy,⁵² published in 2021, applies Company-wide and covers Siemens Gamesa's commitment to the protection of our planet. Climate change is the most important environmental issue for Siemens Gamesa. The company is committed to combatting climate change by minimizing the emissions deriving from its value chain and through its product and service offerings, making real what matters – clean energy for generations to come.

Board Oversight and Management's Role. The Governance structure for all sustainability and climate change in Siemens Gamesa is addressed in section [A.3.3 Responsibilities](#).

B.5.3 Measures to adapt to climate change

B.5.3.1 Risk Management process

[L11-M14] Siemens Gamesa assesses risks and opportunities based on their impact and likelihood over a time horizon of three years. The potential impact of a risk or opportunity can be assessed from a quantitative or qualitative perspective. Regular risk reviews take place at the end of the quarterly update and review process. Each organizational unit reports its updated risk register to the next higher organizational level for further evaluation and analysis. Climate change is integrated into this process to the extent that it influences our business in relation to either strategy or operations.

In addition, and alongside the corporate enterprise risk management (ERM) process, in 2020 Siemens Gamesa initiated a climate change scenario analysis to better understand climate risks in the short, medium and long term. The scenario analysis covered our two activities: Windturbines (Onshore and Offshore), and Service, both our direct operations and our wider supply chain — and focused on 10 key countries: UK, Germany, Spain, US, India, Denmark, Brazil, Morocco, France and China.

Siemens Gamesa re-assessed its climate-related risks and opportunities in 2020 and 2021. The process seeks to identify, assess, and better understand all possible types/sources of climate risks and opportunities in the short, medium and long term. We analyzed both a 'rapid low-carbon transition' scenario, where strict control of GHG emissions and rapid transition towards cleaner energy limits average warming by end-century to below 2 °C, and also a 'high physical impact' scenario, where GHG emissions continue to rise, and we see on average 4 °C of warming by end-century. Transition and physical risks and opportunities were assessed based on the scenarios reviewed. Where the scenarios suggested significant potential risk and/or opportunity to the business, a financial impact assessment was undertaken to understand the scale of the impact to SGRE.

B.5.3.2 Identified Risks & Opportunities

The '**rapid low-carbon transition' below 2°C scenario (RCP 2.6)** offers significant opportunities to Siemens Gamesa in relation to the expansion of onshore and offshore wind markets globally, as well as the development and expansion of clean technologies such as green hydrogen and floating offshore wind. It identified possibilities for offshore growth in the UK by the 2030s, green hydrogen and offshore in Germany by the 2030s, onshore and hybrid technologies in Spain by 2030s, repowering projects in the US and massive build-out targets and energy needs in India by the 2030s. In addition, this scenario suggests various policy and social benefits to encourage policymakers and other public authorities to adopt more ambitious targets and regulatory frameworks in support of the expansion of renewable capacity and employment opportunities globally. However, the below 2°C scenario also suggests that there are some key risks for Siemens Gamesa regarding the demand for raw materials, such as concrete, steel and rare earth elements, and its suppliers' ability to keep pace with technological developments in a sustainable way. Other identified risks are carbon pricing of key raw materials, an increased risk of

'NIMBYism' (Not In My Back Yard) with larger turbines and greenfield expansion, and competition with the maritime industries (fisheries and O&G sectors).

The **'high physical impact' 4°C warming scenario (RCP 8.5)** mainly suggest risks such as acute and chronic weather conditions — particularly changes in wind speeds and patterns, extreme temperatures, large seasonal differences and variations in precipitation that cause floods or droughts. Specific risks were identified in selected countries: Risk of floods from heavy precipitation in the UK in the 2030s, sea level rise in Germany in the 2050s, heatwaves in Spain in the 2030s, shifting seasonality in United states in the 2030s, heavy precipitation and floods in India in the 2040s and in China in the 2030s, amongst others. The physical risks thus identified tend to be high impact but low likelihood events which result in comparatively low annualized risk levels affecting specific factories or wind farm assets.

The identified risks and opportunities were assessed in accordance with the TCFD⁵³ guidelines.

B.5.3.3 How climate-related risks and opportunities have influenced SGRE's strategy

The scenario analysis highlighted more tangible linkages between climate risks and business operations for Siemens Gamesa. This also helped to inform the Company on how to respond with appropriate mitigation actions in a variety of ways, as described below.

- **Operations:** Siemens Gamesa became carbon-neutral in 2019 and, in 2021, it reaffirmed its commitment to becoming a net-zero CO₂ emissions company by 2040, 10 years earlier than its original target. This is a strategic target linked to the overall business strategy with three verified Science-Based targets to cover the short-term actions until 2025. Six emission reduction levers have also been defined to support this goal and they have been reinforced as a result of the identified physical and transitional risks. [See section B.5.4.1 Net-zero carbon emissions strategy]
- **Process and procedures:** In 2019, Siemens Gamesa's climate change policy was revised and, in 2021, Siemens Gamesa carried out a global analysis of potential climate change risks and opportunities. Based on this, an integration plan is under development to embed climate change in its risk management and financing processes.
- **Supply chain:** As part of its decarbonization strategy, Siemens Gamesa has one verified Science-Based target related to its suppliers, in which 30% of Siemens Gamesa's suppliers by spend covering purchased goods and services and transportation and distribution will have Science-Based targets by 2025. SGRE has switched to 100% renewable electricity for its facilities worldwide to help reduce (market-based) scope 2 emissions. SGRE promotes sustainability within its supply chain. Our commitment to environmental protection is an important pillar of our business decisions, and we want our suppliers to share this objective.
- **Investment in R&D:** Siemens Gamesa continues to capitalize on the transitional opportunities presented by climate change through its various pilot projects and R&D investments within green technologies such as floating wind, energy storage and green hydrogen. For example, current efforts on onshore green hydrogen production have already enabled SGRE to integrate an electrolyzer into a 3 MW onshore wind turbine in

Brande, Western Denmark. This will enable SGRE to test large-scale, cost-efficient green hydrogen production without using any power from the grid which could pave the way for a low carbon future where decentralized cheap large-scale hydrogen production is possible. Furthermore, Siemens Gamesa's technology function has a department specifically focusing on future renewable technologies. [See section B.1.7]

- **Products and services:** Siemens Gamesa's product development strategy is directly influenced by the transitional opportunity to constantly expand its portfolio of products and services. With increasing rotor sizes, its wind turbines deliver high annual energy production at lower levelized energy costs, specifically with the SG 14-222 DD, SG 11-200 DD and SG 5.X-170 in our offshore and onshore wind markets. The company also continues to open new factories and/or adapt its product and services portfolio to new markets to meet the growing needs for clean energy in its expanding customer base.
- **Financial planning:** Our carbon neutral plan directly influences financial planning through the procurement of low-carbon alternatives and the implementation of many energy efficiency projects to reduce absolute emissions from operations and construction, such as switching to LED lamps, changing from diesel-fueled equipment to electric, and making sustainable transportation options available to employees. Also, Siemens Gamesa has integrated this risk of carbon pricing into financial planning by using a shadow carbon price to guide internal procurement decisions (which has increased from EUR56/ton to EUR120/ton). In particular, the shadow carbon price is used to inform future decisions regarding our large volumes of procured steel. This also enables SGRE to leverage momentum for its science-based target and mitigate risks associated with supply-side carbon pricing. The time horizon associated with this shift includes a detailed plan until 2025 and further targets to build on this commitment from 2025 onwards. Another climate-related opportunity is presented through increased access to capital as a result of the financial market's focus on ESG investments. Financing instruments are increasingly being tied to ESG KPIs, affording SGRE increased access to capital due to its core role in the low-carbon transition.

B.5.4 Voluntary medium and long-term targets to reduce greenhouse gas emissions and the measures implemented to that end

B.5.4.1 Net-zero carbon emissions strategy

[L11-M15] Siemens Gamesa became carbon neutral in 2019, five years ahead of schedule,⁵⁴ which represents a major milestone in the Company's long-term ambition of reaching net-zero CO₂ emissions by 2040.

This is a Company-wide target that is linked to the overall business strategy, where the initial ambition was accelerated by ten years (formerly a 2050 target). The global roadmap for achieving **net-zero emissions by 2040** involves six emission reduction levers:

- **Energy reduction, substitution of energy sources and efficiency measures.** Implement energy reduction, substitution and efficiency measures related to our operations across production facilities and project sites to reduce our

Scope 1 emissions. [See Table 38 - GHG emissions (tCO₂-eq)].

- **Electricity supply from renewable sources:** Since 2020, Siemens Gamesa is powered 100% by electricity from renewable sources, impacting the reduction in our market-based Scope 2 emissions. The remaining scope 2 emissions are related to district heating.
- **Green mobility plan to reduce fleet emissions:** Siemens Gamesa has implemented various projects on this lever: i) Replacement of material handling vehicles worldwide with low-carbon alternatives to reduce the company's Scope 1 (Direct) GHG emissions, and ii) the Siemens Gamesa Employee Mobility & Transport Benefits Policy, in combination with the policy to support the reduction of the Company's Scope 3 (Indirect) GHG emissions.
- **Offset of non-avoided emissions:** Siemens Gamesa has been investing in Clean Development Mechanism (CDM) projects, and sink projects involving reforestation actions that aim to reduce future emissions to balance its carbon footprint. The Bii Nee Stipa wind power project in Oaxaca, Mexico, was registered as a Clean Development Mechanism (CDM) under the United Nations Framework Convention for Climate Change (UNFCCC). In FY22, this project generated 22,713 Certified Emission Reductions (CER) for Siemens Gamesa that are used to offset the non-avoided emissions. Additionally, we performed various reforestation campaigns, sequestering more than 3,700 tons of CO₂. We have joined forces with the 'Saving the Amazon' organization to support their efforts to conserve the Amazon by planting trees with local indigenous communities.
- **Awareness campaigns and employee ideas:** Siemens Gamesa has launched several campaigns to encourage employees to make additional environmental improvements in both their private lives and at work and to share best practices. They include the Forests of Siemens Gamesa, and Coastal and Digital Cleanup Days, as well as continuous awareness-raising throughout the year.
- **Engagement across the value chain:** Since over 95% of the carbon footprint of Siemens Gamesa's wind turbines is generated in our supply chain, the company is working to engage the supply chain in the decarbonization strategy. Siemens Gamesa has a verified science-based target related to its suppliers, in which 30% of Siemens Gamesa's suppliers by spend, covering purchased goods and services and transportation and distribution, will have science-based targets by 2025. In 2021, a sustainability department was established in the procurement function to support this goal.

B.5.4.2 Science Based Targets

The Science Based Targets Initiative (SBTi) encourages companies to set carbon emissions reduction targets at a level necessary to meet the 1.5/2°C increase compared with preindustrial temperatures set in the Paris Climate Agreement. Siemens Gamesa committed to SBTi in September 2018 and, by 2020, the SBTi verified that Siemens Gamesa's emission reduction strategy was aligned with what climate science estimates necessary to meet the 1.5°C trajectory.

[L11-M16] Siemens Gamesa has set the following targets through 2025 to meet its net-zero goal by 2040. The first two targets have

been achieved and the Company is working closely with its supply chain to deliver the third target.

- Reducing scope 1 and scope 2 greenhouse gas emissions by 70% per MW installed (compared to 2017).
- Increasing sourcing of renewable electricity to 100% (up from 58% in 2017).
- 30% of Siemens Gamesa's suppliers in terms of expenditure, covering purchased goods and services and transportation and distribution, will have Science-Based targets by 2025.

The company is on track to meet all its commitments and, in 2022, was awarded an A score by CDP and CDP supplier engagement for its climate change performance (SGRE is the only renewable energy equipment manufacturer with an A score).

B.5.4.3 Integrating climate change into risk management processes

The purpose of the climate change roadmap is to integrate climate change risks and opportunities more systematically into the ERM (Enterprise Risk Management) and ICFR (Internal Control over Financial Reporting) processes; provide more clarity on governance structures across the various levels of the organization in relation to climate change topics; strive towards full alignment with TCFD recommended disclosures; and assess and disclose the potential impact of climate risks and opportunities on the financial performance of Siemens Gamesa.

The two-year roadmap contains activities to better integrate climate change into the Company's governance, strategy and risk management processes. These activities will ensure an embedded process to run periodic scenario analyses to identify climate change risks and opportunities in longer time horizons, the use of a risks radar that integrates medium- to long-term (+3 years) risks, and clearly defined processes of annual review, prioritization, management, internal audit and escalation.

B.6 Protection of Biodiversity

B.6.1 Measures to preserve or restore biodiversity

[L11-M17] Biodiversity Commitment: Siemens Gamesa is aware of its interactions, and potential impacts, on terrestrial and marine ecosystems, habitats, and species where its factories and projects are located.

Our objective is to mainstream biodiversity at all corporate levels, including our supply chain, and to promote the transformation towards an energy model in harmony with nature and human beings to achieve our ambition of having a net positive impact on biodiversity in 2040.

Siemens Gamesa Corporate Commitment to Biodiversity,⁵⁵ launched in May 2022, considers and integrates the main current biodiversity frameworks, initiatives and trends at an international level (such as Global Goal for Nature: Nature Positive by 2030). In this way, we want to ensure that our biodiversity management and performance is at the forefront of the group of businesses and organizations that are establishing ambitions and commitments on this topic.

B.6.2 Significant impacts of activities, products, and services on biodiversity

[L11-M18] Siemens Gamesa products and services use natural resources (raw materials, water, fossil fuels and wind) to perform their function, thereby interacting with, and potentially affecting, ecosystems, landscapes and species. Potential impacts to biodiversity can include, for example:

- Potential land use changes by using vehicles and machinery to open paths and remove vegetation.
- Prolonged human presence, which temporarily affects the behavior of species of fauna in a generally reversible way.
- Potential species mortality due to collisions with our customers' wind turbines.

Despite these potential impacts on biodiversity, Siemens Gamesa wind projects are constructed in a sustainable way that allows for a balanced coexistence, thus conserving and protecting natural assets. This respect for biodiversity and ecosystems plays a leading role in the Company's business strategy. There are several regulatory and voluntary instruments to achieve a positive net balance in relation to biodiversity and the environment, including:

- Full compliance with permits granted by environmental and conservation authorities in each region, which establish requirements to ensure local environmental protection.
- Company policies and procedures under the integrated management system, which establish environmental control plans.
- Support for conducting environmental impact studies, which include analysis and prevention mechanisms that consider various alternatives and lay down corrective measures to avoid, mitigate or offset any possible damage.
- Technology development related to our control functions (SCADA) and compatibility with other third-party applications for the detection of bird and bat species.

Potential environmental impacts are analyzed through a formal HSE aspects evaluation and by conducting environmental impact assessments beforehand, with corrective measures to avoid or and minimize the impacts. Siemens Gamesa has activities in some areas where threatened species in the IUCN Red List and in other national conservation lists live or may be present. This, however, does not mean that they are affected or threatened by such activities. Species on the IUCN Red List and other species in national conservation lists which could be affected by Siemens Gamesa's activities are monitored to take the necessary measures to avoid endangering them.

In 2020, Siemens Gamesa was one of the initial members of The Offshore Coalition for Energy and Nature (OCEaN)⁵⁶, a coalition of NGOs, wind industry companies and transmission system operators who cooperate on the sustainable deployment of offshore wind, while ensuring alignment with nature protection and healthy marine ecosystems.

During 2022, Siemens Gamesa has carried out an impact and dependencies materiality assessment on biodiversity of SGRE across SGRE's entire value chain. The materiality assessment was performed using two internationally recognized tools: i) Science Based Targets Network⁵⁷ (SBTN) and ii) ENCORE⁵⁸.

Results show that most pressures on biodiversity from SGRE's value chain occur upstream (supply chain), the greatest pressures being from solid waste generation, terrestrial ecosystem use, water and soil pollution and water use. Harmful upstream activities are mainly linked to manufacturing and mining. Activities related to the extraction and transformation of raw materials also have a high impact on biodiversity due to the pressure exerted through ecosystem occupation and use. Moreover, extraction and transformation tend to use large amounts of water and energy, thus generating water and soil pollution and GHG emissions.

The direct operations with the greatest impacts on biodiversity relate to SGRE activities performed in exceptional situations, such as factory construction and quarrying in BOP projects. The most harmful direct operation activities are solid waste generation, terrestrial ecosystem use, water pollution and water use.

SGRE wants to continue advancing in this line in 2023 by performing, a quantitative impact analysis of its principal activities, measuring biodiversity indicators and taking the appropriate actions to fulfil the Biodiversity Commitment published in May 2022.

C. Social and Human Resources Related Matters

C.1 Employment

C.1.1 Management Approach

Empowering people to lead the future and maintaining a culture of trust are essential to Siemens Gamesa's business model. They are central to the business strategy, organization, hiring and decision-making process and daily operations, and to how the Company and employees grow.

The **Culture of Trust** program supports the development of a shared corporate culture across the group based on trust, empowerment, diversity, and continuous learning. These four pillars support our Company values.

Siemens Gamesa's people management model is committed to professional excellence and work-life quality, and is structured around 3 main pillars:

- **Leadership Excellence:** A high-performance team where talent and development are at the center of the employee experience.
- **Diversity and Inclusion:** A flexible workplace open to diverse people from all generations, where inclusion is the central element of our organizational strength.
- **Global footprint:** A vocational international company for global leaders contributing to create a more sustainable world.

C.1.2 Employees worldwide and distribution

[L11-HR01] At the end of the reporting period, the total headcount was 27,604 employees (26,182 in FY21), most of them located in Europe, the Middle East and Africa region (71%), followed by Asia and Australia (18%) and the Americas (11%). [See Table 11 - Employee breakdown by country or market]. Women represent 19.6% (19.1% in FY21) of the total workforce and are present at 14.1% (12.9% in FY21) of the management positions of the Group.

The age structure is dominated by employees aged 35-44 (38%) and the under-35 age group (34%), followed by the 45-54 (20%) and 55-60 (5%) groups, with workers over 60 accounting for just 3%. [See Table 12 - Employee breakdown by gender, region, age structure and professional category]

The overall employee turnover rate for the reporting period was 8.96% (7.66% in FY21). [See Table 19 - Overall employee turnover rate (%)]. The average age of employees was 41.1 in Europe, the Middle East and Africa, 38.8 in the Americas, and 35.4 in Asia and Australia. The overall average age of the group's employees was 39.8 at fiscal year-end (the same as in FY21). [See Table 13 - Overall age]

C.1.3 Conditions of employment contracts

[L11-HR02] At the end of the fiscal year, 25,869 employees out of 27,604 had permanent contracts, representing 94% of the total, (24,312 employees out of 26,182 in FY21), so this percentage was stable year-on-year. Another 1,201 employees (4%) had fixed-term contracts and the remaining 2% (534 employees) were working part-time.

Permanent employment contracts are the norm in Siemens Gamesa and provide stability to workers and improved living standards. Employee relations and benefits are governed by general labor legislation and contractual conditions. [See Table 14 - Contract type by gender, professional category and age structure (fiscal year-end)]

C.1.4 Average permanent, fixed-term, and part-time contracts

[L11-HR03] On average, the number of permanent contracts during fiscal year 2022 was 25,179, out of an average headcount of 27,053 in the period. Accordingly, 93% of contracts were indefinite or permanent during the year. This situation suggests that both parties wish to maintain a fully committed long-term employer/employee relationship. The average permanent contract ratio was 93% in FY21 also (24,265 permanent contracts out of an average headcount of 26,020).

The average number of temporary contracts in fiscal year 2022 stands at 5% while the remaining 2% includes part-time contracts. [See Table 15- Average contracts by Region, Category level, Contract type and Gender], [Table 16 - Average contracts by age structure]

C.1.5 Hiring and Exits

[L11-HR04] [401-1] The number of hires in the reporting period amounted to 5,150 (3,750 in FY21). Europe, the Middle East and Africa accounted for the largest proportion (67%) of hires. Men accounted for the bulk of hires in the fiscal year: 4,043 (79%). [See Table 29 - Hiring by region, gender, age group and level]

A total of 3,850 employees left the Company in FY22 (3,794 in FY21), 2,424 (63%) of them voluntarily and 1,426 (37%) were not voluntary. [See Table 18 - Employee exits]; [See Table 30 - Exits by gender and type of exit, region, age group and level]. Headcount only includes active employees (not dormant employees). Therefore, the headcount variation between periods may differ from a simple balance of hires and exits.

C.1.6 Average remuneration

[L11-HR05] The Company is committed to the application of the equal pay principle through pay transparency and improved enforcement mechanisms. The Company conducts regular pay equity reviews to identify differences in pay and discloses statistics on the gender pay gap. Promotions are based on merit, and particular attention is given to ensuring that the salaries of women and under-represented groups are commensurate with their responsibilities, qualifications, and levels of performance and that these salaries are equitably comparable to the salaries of other similarly qualified employees with comparable positions in their organizational units. [\[See Table 32 - Average remuneration in fiscal year 2021 and 2022 grouped by professional category\]](#)

At the end of the reporting period, the average remuneration amounted to €52,159/year (€48,507/year in 2021). [\[See Table 31 – Average remuneration by gender, age groups and professional category\]](#). In Siemens Gamesa as a whole, differences in average remuneration between men and women are not material.

C.1.7 Gender pay gap

[L11-HR06] [405-2] Gender pay gap and equal pay are different concepts. The gender pay gap measures the difference in compensation between women and men regardless of the nature of their work and it reveals if there are barriers to women progressing to more senior or higher-paid roles. Equal pay, on the other hand, refers to men and women receiving equal pay for equal work. [\[See Table 32 - Average remuneration in fiscal year 2021 and 2022 grouped by professional category\]](#)

At group level, there are no significant differences in average pay between men and women. Our gender pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the organization. We regularly monitor this to make sure we meet this legal and moral obligation.

The analysis shows that the few cases with large differences are influenced by the different distribution of women and men in the professional categories. [\[See Table 33 - Gender Pay Gap by significant locations\]](#).

We are making progress in improving gender balanced representation at Siemens Gamesa and are committed to fair pay for all employees regardless of gender or any other characteristic.

Our gender pay gap reflect the shape of our organization and will narrow as we improve the gender balance.

C.1.8 Average remuneration of directors and managers

[L11-HR07] The Annual Report on Remuneration of Directors is submitted for a consultative vote to the Company's General Meeting of Shareholders on an annual basis. In accordance with prevailing legislation, the remuneration policy of the current year and of the preceding year sets out each director's individual remuneration.

Total remuneration of members of top management amounts to €7,750 thousand in FY22 (€5,643 thousand in FY21). The difference between the two years is explained by the departure and payments upon termination to two top managers in FY22. The average remuneration of top management amounts to €863 thousand in fiscal year 2022 (€852 thousand in FY21), excluding severances, without distinction by gender. There is one woman in the top management team; for reasons of confidentiality, it is not possible to disclose the individual amount of her remuneration, although there is no gender discrimination.

Additional information about top management and their overall remuneration is provided in section C.1.14 of the Annual Corporate Governance Report 2022. ⁵⁹

Detailed information is contained in the Annual Report on Directors' Remuneration ⁶⁰ section and is also disclosed in the Annual Corporate Governance Report for the year.

C.1.9 Policies to allow employees to disconnect from work

[L11-HR08] Since 2020, the COVID-19 pandemic has had a profound impact on how we work. The restrictions caused by the coronavirus brought new challenges, mainly in securing business continuity while at the same time ensuring our employees' health and safety. Flexible working arrangements and digital tools have played a key role in coping with this situation.

Once the worst moments of the pandemic have been overcome, the new normal now allows for further progress in a hybrid work model that incorporates greater presence in the offices while maintaining some of the flexibility gained with the previous model. The new way of working at Siemens Gamesa — **Smart Working** — allows employees to work at home or in a satellite location for an average of two days a week when both the employee and the job are suited to such an arrangement.

While there are benefits to be gained from this flexible approach to work, there is a risk of blurring the boundaries between work time and private time. The Company therefore encourages workers to disconnect through the **Siemens Gamesa Right to Disconnect Global Guidelines**. The right to disconnect refers to the right of employees to disconnect from their work and feel that they do not have to answer any work-related emails, calls or messages outside normal working hours. These guidelines set out some best practices in four areas, namely: effective email management, disconnecting intentionally and regularly, being inclusive, and being respectful of other people's time.

C.1.10 Employees with disabilities

[L11-HR09] The principle of non-discrimination is respected throughout the recruitment process to ensure maximal benefit and equitable opportunities for candidates with and without disabilities. The Company encourages our internal and external hiring managers to collaborate with relevant organizations of persons with disabilities. In considering a candidate with a disability for a specific job, the Company will make adjustments, if required, in the workplace, workstation and work conditions to maximize the candidate's ability to perform the job.

In many jurisdictions, the data protection regulations classify information about employees' physical or mental conditions as sensitive personal data and, consequently, employees are not obliged to report their condition to the employer. As a result, Siemens Gamesa cannot capture this data on a global basis. Only voluntary disclosure of this sensitive information can help us to complete the picture of our employees with disabilities.

In June 2022 we developed a Self-Identification questionnaire and we invited everyone to voluntarily and confidentially self-identify across four key categories, including gender identity, sexual orientation, ethnicity, and disability status. 4% of the participants responded that they had a disability, i.e., 146 people (188 in FY21).

C.2 Work Organization

Siemens Gamesa aims to be an employer of choice by pursuing improvements in people's quality of life, and by empowering and motivating all employees with an exciting culture, life-long learning and development possibilities. Our employment model is based on respect for and compliance with universal human rights standards and labor legislation, professional development, inclusiveness and occupational health and safety.

We pursue labor relationships that are based on trust, transparency, and good faith negotiations. We believe in, and promote, workers' right to freedom of association, union membership and collective bargaining.

We offer professional development opportunities in the form of training and job experience in a multicultural and multinational environment; these are the cornerstones on which we base our talent management cycle. Siemens Gamesa has talent management tools that include both general programs and individual plans for high-potential employees. Such plans are aimed at contributing to personal growth and developing desired competencies and skills. In addition to individual development plans, the Company has other programs for developing talent.

The Company embeds equality, inclusion and diversity, and a commitment to preventing harassment and discrimination, in its people management processes. We value openness and tolerance and treat each other with respect and dignity. We aim to contribute actively to a society where everyone feels included and valued and brings their whole self to work so as to reach their full potential. We strive to offer our employees equal opportunities and work-life quality in a favorable and inclusive working environment.

Occupational health & safety is embedded everywhere in the Siemens Gamesa culture. Our Company complies with existing legislation in every market where we have a presence, and we establish such safety measures as may be necessary. Beyond specific market requirements, we are always guided by excellence and continuous improvement, and we apply an integrated health and safety, environment, and quality management policy lens to all that we do. We have a zero-tolerance policy towards negligent occupational health and safety conduct. [\[See section C.3 Health & Safety\].](#)

Our labor policies and practices are underpinned by endorsement of the most stringent international labor standards — including the conventions of the International Labor Organization (ILO) and United Nations — and are expressed in the promotion of employee rights, particularly the right to freedom of association and collective bargaining, going beyond local requirements in this respect. [\[See Section D. Information on respect for Human Rights for more details\]](#)

C.2.1 Working hours

[L11-HR10] Due to the very nature of its business, Siemens Gamesa's production plants need to operate round the clock, with the result that certain groups (generally those classified as direct and indirect labor) must work in shifts. Siemens Gamesa provides work-life balance measures where this is possible. They include flexible hours, straight shifts, and adapting work schedules to certain family circumstances.

C.2.2 Absenteeism

[L11-HR11] Absenteeism figures reflect only the number of days lost due to accidents; the figure for FY22 was 3,285 (1,291 in 2021), equivalent to 26,280 working hours (10,328 in FY21). A corporate human resources system for recording the different types of absenteeism began to be implemented in FY22. Siemens Gamesa strives to bring the number of occupational injuries down to zero and we are committed to working with all relevant stakeholders to create a safe and healthy working environment for our employees and contractors.

C.2.3 Measures to promote work-life balance and co-parental responsibilities

[L11-HR12] As a modern flexible company, we want to be able to adapt quickly to changes in our circumstances and to our employees' needs. Therefore, we carry out surveys on how people would like to work and have developed a sustainable work model that is both socially responsible in terms of work-life balance and well-being and environmentally responsible in accordance with our Company purpose.

FlexAgility is the term for the way we work at Siemens Gamesa. Based on the concepts of smart working, modern office space and digital office, it fully develops our individual potential and opens up space for creativity, collaboration and personal responsibility.

Smart working enables employees to work at home or from a satellite location part of their work week through a voluntary and cooperative agreement with their manager. It is a viable, flexible work option when both the employee and the job are suited to such

an arrangement. It fosters an engaging work environment, supports health and wellness, improves work-life fit and facilitates stronger work relationships.

Our new office standards (NOS) reflect the Company's values, and the proper configuration of a flexible and modern office space makes an important contribution to achieving our company's efficiency goals.

An excellent and innovative IT environment is a prerequisite for the FlexAgility concept. Siemens Gamesa provides Office 365 state-of-the-art communication and collaboration platforms, including voice, data and video communication. As of September 2022, 17,444 employees (63% of the total workforce) are potentially eligible for Smart Working, provided they request this program and meet the eligibility criteria.

We recognize that meaningful change takes time and none of our actions will succeed without the right culture and working environment. That is why we will continue developing **flexible work, digital disconnection and family-friendly policies** as the cornerstones of our commitment to improving work-life quality.

C.2.4 Employee Survey

Siemens Gamesa promotes a culture that is transparent, open and collaborative. Being interested in our employees' opinions and listening to them promotes understanding and empathy. Assuring our teams that they have been heard, and acting on their feedback, is a powerful and demonstrable commitment to them. For this reason, we periodically carry out engagement surveys which are a powerful tool to measure and improve the engagement drivers that matter most to building our corporate culture.

The Employee Engagement Survey (EES) was conducted again in FY22 with a response rate of 81% (79% in FY21). The survey collects company-wide feedback in 15 categories. Notably, the results reveal improved perception of direct supervisors (81% favorable score), along with widespread satisfaction with the Company's diversity (79% favorable score) and sustainable engagement (78% favorable score). These are the 3 categories with the highest score.

Though the results of the EES 2022 have still to be analyzed in detail, we will focus entirely on creating a work environment and a company culture that engages, inspires and retains our workforce even more strongly. Therefore, the Company will analyze the results to plan new improvement actions in each of our businesses, departments, and teams.

C.3 Health & Safety

C.3.1 Management Approach to Health & Safety

Maintaining the health, safety and wellbeing of our employees is a core value of the Company. It is an essential part of risk management and internal controls at Siemens Gamesa, as well as of our Business Conduct Guidelines. Safeguarding the safety and well-being of our employees is linked to some of the UN's Sustainable Development Goals, namely SDG 03 (Good Health and Well-Being), SDG 08 (Decent Work and Economic Growth) and SDG 16 (Peace and Justice).

We continuously implement health and safety improvements at our production facilities and across our operational and project sites. These are monitored and verified through internal systems. Furthermore, we work on industry-driven initiatives across our value chain and participate in networks that focus on health and safety in the wind industry to raise awareness and adopt best practices. These industry groups usually include customers and suppliers, industry associations, research institutes and similar. For example, Siemens Gamesa is member of the Global Wind Organization (GWO), a non-profit body founded by leading wind turbine manufacturers and operators, to share risk information and expertise and to create training standards that improve safety and build a competent workforce.

The **Siemens Gamesa Policy**⁶¹ provides clear direction and specific objectives with regard to Quality, Health, Safety and Environment. It consists of six pillars which will be the basis of our success and guide us toward continuous improvement across the Company. The policy applies to all Siemens Gamesa activities worldwide and is mandatory for everyone working for the Company, on its behalf or under its authority.

C.3.2 Health & safety conditions in the workplace

[L11-HR13] Safety is the prerequisite for every activity in Siemens Gamesa. Exceeding the requirements of the law and the market, it is a precondition for all the work we do. We believe that we will only become the global industry leader if we are also the leader in safety. The Company works hard to ensure there is a firmly implemented safety and **zero-harm culture** across the entire business for employees, suppliers, and customers. We apply a just and fair culture approach, supported by relevant disciplinary policies in the event of deviations.

In 2022, SGRE created a HSE strategic plan with the aim of developing a HSE culture focused on safety and based on facts and scientific knowledge to achieve the ambition of Zero Harm in Safety, Health and Environment, continuously improving the wellbeing of our colleagues.

The strategic plan was built around three main pillars: Engage, Empower and Ensure. Specific elements of the plan that were classified as strategic priorities in 2022 include:

- Operational risk control, including deployment of a global Setting to Work procedure.
- Contractor Management – performance monitoring & launch of new requirements.

- HSE Competence – target setting, assessment and development of all HSE professionals.
- Data-driven actions – ruthless focus on eliminating high-risk incidents.
- Simple and aligned safety system – release of updated HSE Principles procedure.

Other initiatives to foster and promote a zero-harm culture include:

C.3.2.1 Safety is my choice

“Safety is my choice” is Siemens Gamesa’s umbrella initiative and focuses on individual behaviors by reminding employees of their own role and responsibility in safety as a key for success.

Whilst Siemens Gamesa takes many steps to create a zero-harm culture by implementing preventive measures, offering training courses and providing a wide range of resources and tools, safety at work ultimately requires a personal commitment, hence the ongoing references to “Safety is my choice”.

The initiative also seeks to ensure that safety is seen as a positive aspect of working for Siemens Gamesa rather than a barrier. In this respect, leadership has a special role to play in safety awareness, and cultural change must be supported by leadership.

C.3.2.2 Life-Saving Rules

The “10 Life-Saving Rules” are the minimum expectation that must be fulfilled in all Siemens Gamesa activities. They cover the most critical safety hazards that, in the past, have been found to cause serious injury or loss of life in the wind industry. Implementation of these rules is part of the Company’s commitment to continuous improvement in HSE and contributes to strengthening our “Safety is my choice” culture.

C.3.3 Health & Safety Management System

The Quality Management and Health, Safety and Environment (QM&HSE) function, led by the Global Head of QM&HSE, is responsible for the governance of Siemens Gamesa’s Integrated Management System (IMS), including all HSE-related certifications, policies and procedures.

Siemens Gamesa has an Occupational Health and Safety Management System certified according to the ISO 45001:2018 standard. The scope of certification covers all functional areas and core processes related to the sale, design and development, procurement, and manufacturing of wind turbines as well as other mechanical and electrical components for both wind and non-wind applications. Project development, including, construction, installation and service of wind turbines, is also covered by the scope of this certification. The certificate is valid from July 2021 to July 2024.

With respect to health and safety, the Company can demonstrate compliance with our stakeholders’ requirements, identify potential hazards and implement controls to reduce or avoid harm, as well as engaging employees and motivating contractors to put safety leadership into practice in their daily work. Nonetheless, the management system, which is comprised of a series of documents and tools, would be ineffective without competent employees and a supportive leadership team that can bring it to life.

[403-1] Health & Safety committees include employee representatives and help to monitor and put forward advice on workforce-specific occupational health and safety topics. They also ensure joint participation in the design of Safe System of Work (SSW) and the implementation of control measures aimed at improving working conditions.

C.3.4 Health & Safety Targets

The Siemens Gamesa corporate HSE strategy is set out in a two-year corporate HSE strategy that is then cascaded across the business. Strategic plans are backed by specific action plans that are reviewed annually and strive to improve HSE performance in all areas of the Company, including corporate, business unit and local level. Strategic corporate HSE targets support the strategy in the issues that have been assessed as significant for Siemens Gamesa as a whole, including total recordable injuries and lost-time injuries. These corporate targets are cascaded across the business and monitored locally, along with any additional targets that may be relevant to each location, site or unit.

At Siemens Gamesa, we have defined clear targets to reduce our Lost Time Injury Rate (LTIR) from 2.2 in FY18 to 1.20 in FY22 and Total Recordable Injury Rate (TRIR) from 6.0 in FY18 to 2.5 in FY22. This represents our ambition to reduce the frequency rate under both metrics by more than 50% in 4 years.

C.3.5 Health & Safety performance

[L11-HR14] Incident management is governed by a global procedure and internal controls that set forth standard criteria for classifying, recording, notifying, investigating and analyzing incidents in order to: 1) Detect their underlying causes and other factors which may cause or contribute to a recurrence; 2) Identify the need to implement corrective actions; and 3) Detect opportunities for implementing preventive action and continuous improvement.

Regrettably, the Company registered two contractor fatalities during fiscal year 2022. Each of these tragic incidents was subjected to a thorough internal investigation to identify contributing factors. All efforts have been and will continue to be made to ensure that the circumstances which led to those incidents do not recur.

In FY22, Siemens Gamesa registered a total of 152 Lost Time Cases (LTC) (132 in 2021), i.e., a 15% increase year-on-year. As a result, the overall Lost Time Injury Rate (LTIR) of Siemens Gamesa reached 1.61 (1.43 in 2021) at the end of the period. The LTIR is calculated per million working hours and includes all accidents that result at least in one lost day of work (lost-time incident).

The overall LTIR of 1.61 for the fiscal year takes into account the contribution of own employees and contractors, the separate LTIR ratios for the fiscal year were 1.54 (1.41 in FY21) for employees and 1.70 (1.53 in FY21) for contractors.

The figure for Total Recordable Injuries (TRI), which totals Fatalities, Lost-Time Cases, Medical Treatments and Restricted Work, amounted to 300 (288 in 2021), an increase of 4%. Consequently, the overall Total Recordable Injury Rate (TRIR) stood at 3.17 at the end of the reporting period (3.13 in 2021). [\[See Table 34 - Key safety statistics\]](#)

The Company acts proactively to analyze the causes of accidents and has management indicators that track progress in this connection. For example, in the reporting period, it conducted 35,245 safety inspections (44,283 in 2021), made 74,311 safety observations (100,173 in 2021), and conducted 71 health & safety audits (90 in 2021). [See Table 34 - Key safety statistics]

The occupational illness frequency rate (OIFR) for employees ended the fiscal year at 0.08 (0.163 in 2021), calculated solely based on cases of occupational illness recognized by the Employers' Liability Insurance Association (of which there were 8 in FY22 and 15 in FY21). [See Table 34 - Key safety statistics]

Siemens Gamesa conducts preventive employee health screening and the Company's medical services are responsible for carrying out regular medical check-ups. In general terms, the Company considers that workers are not exposed to occupational illnesses or work-related diseases that could be considered as having a high level of incidence or risk.

C.3.6 Healthy Workplace

Employee health and well-being is a priority for Siemens Gamesa. It is considered a prerequisite for high productivity and innovation. At the baseline, the Company provides employees with:

- Health insurance and healthcare benefits.
- Flexible work arrangements to ensure a work-life balance, such as working from home, flexible time and reduced working hours.
- Policies on pregnancy, adoption, and parental leave.
- Policies on alcohol and substance abuse, including smoking.
- Rules and guidelines related to leave and returning to work for employees who undergo a period of absence from work due to illness, accident or for social reasons.
- Free vaccination against influenza.
- Opportunities to donate blood during work hours.

Besides this, the company developed a **Health and Wellbeing strategy FY21-FY23** to ensure a healthy working environment through the promotion of a healthy lifestyle and psychological wellbeing, keeping health at heart. Key priorities in the strategy include:

- Focus on mental health care.
- Implementation of Care+ app to promote a healthy lifestyle.
- Definition of requirements for health care insurance.
- Definition and achievement of health and wellbeing KPIs and targets.
- Application of advice from the Medical and Scientific Expert council.
- Promotion of internal and external engagement.

The strategy will be implemented through the "*Health at Heart Pathway*", which will guide us with 12 different steps to actively improve the overall health and wellbeing of SGRE employees, turning these two concepts into natural co-players in the working day, making it part of our culture and showing what everyone can do to take action: because it takes action to take care. Key performance indicators included in the strategy include monitoring of the:

- Occupational Illness Rate (OIR) with a FY24 target of 0.16.

- Health Self-Perception Index (HSPI) targeted at 74 in FY24.
- PSS stress index (PPS-SI) targeted at 15 in FY24.
- PSS stress severity rate (PSS-SR) targeted at 25 in FY24.
- Perceived mental health (PMHI) also targeted at -20% in FY24.

C.3.7 Health & Safety in the Value Chain

The group is committed to promoting health and safety throughout the value chain and does so in partnership with suppliers, customers, contractors, and national and international associations.

Collaboration with suppliers and contractors is managed through our Supplier Management Process, which involves HSE requirements in both the basic qualification processes and the supplier quality evaluation and development stages. During FY22, HSE entered two performance KPIs for critical vendors in the Corporate Supplier Database. The KPIs collected have been TRIR (Total Recordable Injury Rate) and LTIR (Lost Time Injury Rate). It also set up an escalation level and ran a pilot for high-risk vendors (electrical risk, heavy loads, dangerous and risky processes). As per our SGRE Suppliers Quality employees, they have received special HSE training in PPE (Personal Protective Equipment) and Chemical handling awareness.

To pave the way towards zero harm and support the Supplier Quality Management team with regard to HSE awareness, a HSE contractor management procedure for the execution phase is in the process of being implemented across the business to ensure contracted work tasks are executed safely.

C.4 Labor Relations

C.4.1 Management Approach

Our Group fosters relations with labor representatives based on trust, transparency and negotiation in good faith. Labor relations are grounded in three basic areas:

- The laws of each of the countries where the Company is present.
- Membership of the Siemens Energy European Works Council (SE EWC). The SE EWC was established in September 2021. Siemens Gamesa participates with 8 representatives out of the total 28 members. Siemens Gamesa takes part in the annual and regional SE EWC meetings and takes the floor, reporting on all points subject to consultation and information in accordance with that Committee's regulations.
- Siemens Gamesa internal working group. This working group is comprised of workers' representatives from the main European countries. The purpose of this group is to share and assess all matters of general interest to Siemens Gamesa as a whole.

At the level of the individual countries, employees and/or their representatives will continue to be informed and consulted in accordance with national practices. Domestic representatives will

be included in existing information and consultation structures to discuss operating-group-specific issues.

C.4.2 Social dialogue organization

[L11-HR15] The group promotes and implements workers' right to freedom of association, union membership and the effective right to collective bargaining. The importance of this fundamental labor right is set out in the Business Conduct Guidelines (BCGs). Accordingly, the Company has fully replaced the Global Framework Agreement⁶² (GFA) on social, labor and environmental matters that was reached prior to the merger by legacy Gamesa with IndustriALL Global Union (with the involvement of the main Spanish unions) with a completely renewed and upgraded GFA between Siemens Gamesa and IndustriALL Global Union, still the only global agreement to guarantee labor rights by a company in the renewable energy sector. **The new GFA includes some important improvements on the original agreement signed by Gamesa in 2015, including:**

- Respect for the new ILO Convention 190 on violence and harassment at work.
- A commitment to favor direct employment on the basis of permanent work contracts.
- Support for the principle of a Just Transition towards environmentally sustainable economies and companies in line with ILO guidelines.
- Ensuring life-long learning and training programs for employees.
- Stronger demands on suppliers and contractors with regard to the rights of workers in their supply chain, particularly concerning health and safety.
- A plan for due diligence based on OECD recommendations.

C.4.3 Employees covered by collective agreements

[L11-HR16] The Global Framework Agreement strengthens social, labor and environmental rights already contained in the Business Conduct Guidelines; makes health and safety at work, working conditions and equal opportunities key issues for Company action; and guarantees implementation and promotes the conditions for social dialogue at the international level. As stated in the Business Conduct Guidelines, Siemens Gamesa is a member of the UN Global Compact (GC). The GC ten Principles, and the Global Industrial Union Framework Agreement are binding on the Company. **That means that 100% of Siemens Gamesa employees are actively covered by a legally binding, freely negotiated collective agreement.** [102-41]

At an international level and due to its European footprint, Siemens Gamesa forms part of the Siemens Energy European Works Council (SG EWC), set up on September 22, 2021. The EWCs have significant rights to information and consultation on all matters affecting EU-scale groups of companies or companies with at least two establishments in different Member States. There is an additional internal working group with representatives of all countries where SGRE has over 100 employees that provides a more flexible forum to discuss labor relations of greater proximity.

Locally, labor relations between the group and its employees are regulated by the laws of each country and pacts and agreements are reached with the workers' representatives.

At a national level, the situation is not fully uniform due to the large number of countries and the practical differences between them. A total of 54% of employees are covered by collective bargaining agreements at a local level. The picture therefore remains diverse and depends on each country's laws and legal practices. The Company operates in countries where union representation is extensive (Denmark, Spain, Germany, France, Italy, Brazil and the UK), but also in other countries where, even when there is no internal union representation, we are in contact with local and national unions to fulfill and abide by any local or national collective agreements (China).

C.4.4 Results of collective agreements

[L11-HR17] [L11-S14] Regarding collective agreements, there is a wide variety of situations: Collective agreements limited to a specific workplace, local agreements with provincial or regional scope, and country agreements that are negotiated either internally or externally. Examples include:

- In Spain, there is an extensive overall collective agreement signed with our internal unions covering all employees working at headquarters and many other specific local agreements signed by regional/national unions depending on where the sites are located.
- In Denmark, all our employees are covered by enterprise agreements with national unions, as we are a member of Confederation of Danish Industry.
- In China, employees at our Lingang plant and, since 2021, also our employees in Shanghai are covered by a collective agreement signed between the Company and the local city government.

[402-1] Concerning the minimum prior notice period for operational changes, the Group fulfills at least the notice periods set forth in each country's specific legislation, as well as in European Union regulations. However, if there are no regulatory requirements, Siemens Gamesa ensures that its employees are suitably informed of any significant operational changes affecting them, in accordance with the Company's standards.

C.4.5 2022 highlights

Siemens Gamesa needs to constantly adapt to the challenging wind industry market, which is characterized by stiff competition and significant pricing pressures that have eroded wind turbine manufacturers' margins.

In response to the company's financial situation, Siemens Gamesa has taken decisive steps for long-term value creation under the Mistral strategy program, launched in June 2022, which aims to overhaul the operating model and make the organization simpler and leaner. It also aims to improve organizational efficiency and effectiveness. The company will maintain a business-focused setup while strengthening the COO (Chief Operating Officer) and CTO (Chief Technology Officer) teams to accelerate harmonization and standardization across Siemens Gamesa. Businesses will focus on sales, projects and product roadmap, and retain full P&L responsibility.

With the launch of Mistral, an organizational review was initiated to identify synergies across several functions, and to adjust the manufacturing footprint and capacity to match market demands. Against this backdrop, Siemens Gamesa announced the hibernation of two facilities in the US (Fort Madison and Hutchinson Kansas) in May 2022 impacting up to 530 employees, and we recently announced the closure of the Tangier blade plant in Morocco. The Tangier facility is to be closed by the beginning of calendar year 2023, and unfortunately, up to 500 employees will be affected by this decision.

Looking ahead, the next task is to roll out the new operating model. It will be implemented fully by January 1, 2023, to help us create a foundation for long-term, sustainable profitability. Within the new operating model, a new organizational structure will improve both efficiency and effectiveness by maintaining a business-focused setup while accelerating harmonization and standardization across Siemens Gamesa. In creating these new structures, the company has undertaken an organizational review to ensure that we are structured for success. We have detected the internal root causes for our underperformance, mainly in the areas of significant business complexity and high production costs driven by low utilization of existing manufacturing capacities, as well as comparatively high capacities and large overhead. To realize our growth ambition, we must adjust our manufacturing footprint and overcapacities to market demands and optimize our headcount efficiency. The outcome of this exercise is the unfortunate conclusion that a total workforce reduction of around 2,900 positions is necessary. This global impact includes the optimization in the US and Tangier mentioned above. The measures mostly impact Europe, with up to 1,900 positions affected, concentrated in three countries: Denmark (800) Germany (300) and Spain (475).

All optimization measures will be negotiated with employee representatives and related social partners with major efforts being made to keep the number of redundancies as low as possible, e.g. through internal transfers, voluntary redundancy and natural attrition, and helping affected employees to move on in the best way possible.

The headcount adjustments are planned to be implemented as soon as possible once the processes of negotiation with Workers' Councils are completed and by the end of 2022 at the latest.

In parallel, Siemens Gamesa is working to strengthen areas of growth in specific markets, taking advantage of its leading market position in offshore, as well as growing the full value chain and driving a project-centric business approach.

C.5 Training and learning

C.5.1 Training policies implemented

[L11-HR18] In the modern competitive environment, employees need to refresh their knowledge and acquire new skills to do their jobs better. This will benefit both them and the company. Employees should feel confident about improving efficiency and productivity and find new ways towards personal development and success. 81% of SGRE employees have received training and attended a total of 504,899 hours of learning. Wind University's⁶³

learning services underpin the entire organization. Learning is everywhere and forms part of Siemens Gamesa's values. Wind University provides support through consultancy services, tools and the delivery of a variety of activities across the business.

The learning policy released in FY22 is aligned with SGRE values and covers two main types of learning that support the overall values of SGRE:

- **Ownership culture:** Developing the employee's skills and providing time and space for continuous learning is an asset for the company.
- **Impactful leadership & Valuing people:** SGRE recognizes the individual employee and their line manager's decisions regarding training and learning needs. The purpose of any learning activity or training is to secure measurable business success for the company.

Product Learning embraces SGRE-specific learning on processes, tools, and products to ensure operational excellence (e.g., training on SGRE Compliance, SGRE Job Specific skills, SGRE Organizational Awareness, Manufacturing or Technical, and others).

Standard Learning covers all non-SGRE-specific learning. Standard Learning addresses cross-functional training needs and personal skills needed to perform the job and develop an employee's capabilities. Standard Learning imparts skills and capabilities that are important for performance in the targeted job role and relevant across SGRE (e.g., Microsoft Excel, language classes, conflict management, and personal skills).

C.5.1.1 Learning ambition

Nothing beats the new digital technologies for speed. We have invested in digital learning platforms to support a OneSGRE. With the new learning platform solution for product learning, we will be able to grow community-based learning and gain in speed, agility and engagement for Siemens Gamesa-specific learning activities that can support our employees' performance. Also, investment is put into Virtual Reality & 3D scanning as part of the learning tools to achieve our ambition.

C.5.1.2 Modern learning 70:20:10

The 70:20:10 model⁶⁴ isn't just a numerical sequence. It is a fundamentally different view of work, performance and learning in the 21st century. Implementing the 70:20:10 model will generate a real business impact, by adjusting the organizational focus from solely developing formal learning solutions to integrating learning into the workflow.

Siemens Gamesa already has a strong learning culture in place, with more than 600 internal trainers that volunteer to train peers, so the foundation and learning culture are already strongly embedded. Many of these colleagues are eager to share their knowledge and ensure that new processes or tools are introduced digitally to colleagues globally.

The modern learning concept underpins the learning culture and enables stronger focus on digitalization and performance support for colleagues. For existing programs, projects to transform learning are in progress in many areas. The efficiency, cost-effectiveness and strategic alignment of each initiative is assessed. The transformation of the existing learning solutions in our current

product learning portfolio will provide employees with improved performance through smart searches of learning bites.

C.5.1.3 New learning initiatives

SGRE has developed an extensive remote and virtual technical training portfolio and aims to save thousands of flights per year for the benefit of the environment.

For standard learning, LinkedIn Learning was implemented in FY22, enabling SGRE to ensure equal opportunity for learning for all employees, especially for those not located in a big SGRE location. It gives the employees unlimited options for Continuous Learning and Development (IDP) and it ties in perfectly with the digitalization strategy.

Impactful Leadership is a key aspect for SGRE's success, and we need to develop a pipeline of highly qualified and visionary leaders to drive our people's and company's success. Our global leadership programs are developed together with the world leading business school and we recently launched a new internal leadership program for our managers to complete our portfolio. We aim to reach all management levels to build critical leadership capabilities and a strong pipeline of future leaders. Around 300 leaders participated in our global programs this year.

C.5.2 Training hours

[L11-HR19] The Company logged 747,008 training hours in FY22 (554,870 hours in FY21). The increase in training hours resulted from both the implementation of a standard learning platform and also from an increased focus on Siemens Gamesa-specific learning activities.

Training hours in the Global Programs category increased in FY22, as this year Health, Safety and Environment (HSE) was transformed into a global learning program. Implementation of the new learning platform for product learning also drove growth in the "Improve current or future job role" category. [\[See Table 22 - Training hours based on learning category\]](#)

During FY22, 15% more employees received training as compared with FY21. The increase was achieved by focusing on more digital solutions for a global company. [\[See Table 21 - Employee training hours by professional category\]](#)

The digitization of training content is a decisive success factor as it facilitates the immediacy of training materials, making them available to more people and in a more flexible way.

Even so, we implement a large number of on-site and virtual learning sessions, which emphasizes the importance of relationships and interaction between colleagues. [\[See Table 23 - Training hours based on delivery type in fiscal year 2021\]; \[See Table 24 - Number of virtual/face to face sessions\].](#)

C.6 Accessibility

[L11-HR20] [L11-HR23] The Company complies with all relevant local regulations regarding accessibility for employees with disabilities, and all necessary adjustments are managed on a location basis. In countries with very specific regulations in this connection, such as Canada, the company has established internal access control procedures for people with disabilities.

C.7 Diversity and Equal Opportunity

C.7.1 Management approach

Siemens Gamesa is a strong advocate for diversity, inclusion and equal opportunities. Valuing the importance of the individual is one of the cornerstones of our culture.

Promoting diversity, inclusion, equal opportunities, and the well-being of our employees is linked to some of the UN's Sustainable Development Goals, namely SDG 03 (Good Health and Well-Being), SDG 04 (Quality Education), SDG 05 (Gender Equality), SDG 08 (Decent Work and Economic Growth) and SDG 16 (Peace and Justice).

[L11-HR24] The Siemens Gamesa's Diversity and Inclusion Policy⁶⁵ provides clear direction and specific objectives regarding diversity, equity and inclusion. It defines the principles that apply to all employees and subcontractors working for Siemens Gamesa and extends the adoption of these principles to the subcontractors, partners and suppliers of the Siemens Gamesa Group.

We continuously implement initiatives to advance a culture that respects and values differences, a work environment that promotes dignity, equality, inclusion and diversity, and that allows everyone to contribute to 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.

[L11-HR21] The Diversity and Inclusion (D&I) function, led by the Global Head of D&I, is responsible for the governance of diversity, equity and inclusion initiatives at the Company, creating, managing and optimizing all efforts related to making the workplace a fairer and more-equitable and inclusive environment for all employees. The D&I management approach, which is aligned with the Company's strategy and the sustainability strategy, meets the requirements of the Company's Business Code of Conduct, the International Labor Organization's Conventions and other relevant legislation. Furthermore, the Company can demonstrate compliance with our stakeholders' requirements and customers' expectations and engages with employees to embrace diversity and inclusion in their daily work.

The Global Head of D&I chairs the Diversity and Inclusion Governance Board, comprised of top-level executives and representatives of the employee resource groups. This Board defines the Company's D&I targets, makes decisions for the best interests of Siemens Gamesa, and sponsors, engages and promotes D&I global initiatives within its area of influence.

Diversity management in international contexts cannot be a one-size-fits-all proposition. We recognize that in order to implement a successful global diversity strategy we need to empower local regions and take account of the cultural differences between headquarters and global offices. That is why we encourage the creation of Regional Councils comprised of engaged employees at regional / country level that support the implementation of the global agenda of initiatives at regional level. They also align and connect with employee resource groups to identify and implement local initiatives that are relevant for the region in alignment with the Company's strategy.

C.7.2 Measures to promote equal treatment and equal opportunities

Siemens Gamesa's Equal Opportunities Policy is a formal manifesto that sets out the Company's commitment to fairness and to zero tolerance towards direct or indirect discrimination based on any protected characteristic that has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. Our aim is that all employment decisions are based on merit and the legitimate business needs of the organization.

We recognize that equal opportunity is for everyone, but it mainly concerns members of underrepresented groups. Because of their gender, racial or ethnic origin, nationality, disability, age or sexual orientation, certain groups face discrimination and sometimes additional difficulties in accessing the world of work and are consequently under-represented in employment. Our equal opportunities action plan promotes the implementation of specific non-discrimination measures in the following priority areas of action:

- **Gender equality:** The company is committed to creating opportunities under which women can participate on equal terms, but also action specifically aimed at increasing women's access to management posts. Our commitment to equality extends beyond gender. But, in this specific aspect, our goal is very clear: We are committed to reaching our goal of 25% female representation in the workforce and in senior management positions by FY25. We require that, whenever possible, shortlists must offer a satisfactory gender balanced choice of the most suitable candidates. In making appointments to management positions, a gender balanced shortlist is always required and, in principle, where two or more candidates are equally matched in merit and skill, priority is given to women.
- **Equality with respect to ethnicity and nationality:** The company aims to maintain a broad geographical balance to ensure a fair spread of ethnicities and nationalities within the workforce and at all levels of the organization, thereby guaranteeing the cultural wealth and cohesion that different mindsets bring to the company. In making nominations to management positions, the Company does not apply quotas and no posts are reserved for nationals of any specific country, except where specific regulations provide otherwise. Furthermore, the nationality of a departing senior manager is not a factor in the appointment of their successor.
- **Equal opportunities for persons with disabilities:** The principle of non-discrimination should be respected throughout the recruitment process to ensure maximum benefit and equal opportunities for candidates with and without disabilities.
- **Age:** The importance of tackling discrimination based on age is evident when considering the shift in the age structure of the

world population. The company promotes inclusive recruitment practices and awareness-raising to break down unconscious bias and stereotypes against younger and older job applicants.

- **Reconciling work and family responsibilities:** The Company's smart working framework enables our staff with family responsibilities to better reconcile professional and family commitments and, therefore, to engage and advance in employment on equal terms. The company will continue developing family-friendly policies, increasing parental leave, and encouraging the use of shared parental leave with the effect of reducing structural disadvantages that employees with family responsibilities may face.

C.7.3 Equality plans and measures to promote employment, protocols against sexual and gender-based harassment

[L11-HR22] Siemens Gamesa is committed to creating a work environment in which all individuals are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that is free from harassment and discrimination and where complaints are resolved promptly and fairly.

The Company's Procedure on the Prevention of Harassment⁶⁶ seeks to promote a work environment that is free from harassment in which employees at all levels avoid behaviors that may create an atmosphere of hostility or intimidation; and it describes the process for raising a complaint. The procedure provides definitions to increase understanding of harassment in its many forms, including sexual harassment and abuse of authority; and discrimination in its different dimensions including age, disability, race, sex, sexual orientation and gender identity.

Education and awareness have proven to be effective methods to prevent incidents of harassment. We promote awareness and action throughout the year with articles, posts and other communication actions. We have provided training to more than 200 HR professionals on how to provide appropriate assistance to employees dealing with a complaint and support in the investigation process.

C.7.4 Highlights 2022

At Siemens Gamesa, we have always sought to build a culture that is diverse, open and inclusive, where all viewpoints are valued. Diversity enriches our creativity and our culture, and we recognize that we work best when we bring together different viewpoints, backgrounds and experiences.

C.7.4.1 Gender Equality

[405-1] Regarding gender diversity in the Board of Directors, on September 30, 2022, three members of the Board (i.e., 30%) were women, thereby fulfilling the requirements of the "Director Selection Policy".⁶⁷

Women accounted for 19.6% of the entire workforce in FY22: 21% of the workforce in Europe, the Middle East and Africa, 18% in the Americas and 14% in Asia & Australia. *[See Table 12 - Employee*

breakdown by gender, region, age structure and professional category]

At the end of the reporting period, Siemens Gamesa had 269 employees (271 in FY21) in senior management positions, 14.1% of whom were women (12.9% in FY21). This percentage is expected to rise in accordance with the application of best working practices. *[See Table 27 - Employees in management positions]*

In terms of STEM job families, women account for 25.53% (25.14% in FY21) of the Company's information technology (IT) workforce and 14.25% (12.22% in FY21) of the Company's engineering workforce.

Throughout 2022, we put a lot of effort into building a more inclusive, gender-balanced workplace. We have led a variety of activities to positively impact and inspire female employees. We know there's still a long way to go.

'**Getting to 25 in 2025**' is an accelerator program to achieve our corporate goals: women accounting for 25% of the workforce and 25% of senior management in FY25. Some of the measures already implemented are:

- We have included diversity and inclusion indicators in the short-term incentives for Executive Committee members and other senior managers.
- For the second consecutive year, we developed an Inclusive Leadership training program for senior management.
- In all selection and appointment processes for management positions, we require a gender-balanced shortlist of candidates.
- Smart Working: We believe that flexible working helps to achieve the right work-life balance. Our flexible working framework, Smart Working, establishes general measures for all countries, such as teleworking and flexible working hours to support productivity, promote diversity and inclusion, and, above all, ensure equal opportunities.
- Digital Disconnection: We actively promote digital disconnection and the appropriate use of daily breaks, weekends and holidays to maintain good mental health.
- We promote work-life balance and co-responsibility in the exercise of family responsibilities, facilitating measures for family and childcare and flexible working hours.
- We rely heavily on recruiting skilled people from STEM backgrounds (science, technology, engineering and math). We continue our efforts to improve our industry's appeal to women through education initiatives, which include programs for inspiring young women.
- Our female leaders act as role models for future talent and, in particular, we encourage those with P&L accountability (roles in business areas where women are currently most underrepresented) to share their experiences.
- In addition, we are focused on developing and promoting female employees to be current and future leaders through a variety of programs.
- We launched the pilot of the Women in Leadership (WIL) program, which includes specific training and coaching to promote women's advancement to leadership positions. Twenty-four women participated this year, and we plan to extend it to a wider population.
- The "Purposeful Leadership: Building a Culture of Trust" program, in partnership with INSEAD, provides four leadership

programs from early career leaders all the way up to senior management. In 2022, 173 leaders participated in these programs, 32% of them women.

- Mentoring programs that foster career and leadership development. In 2022 there were 228 mentoring relations, 46 female mentors and 75 female mentees.

C.7.4.2 Inclusive culture

Our workforce is comprised of 119 different nationalities. We have a longstanding commitment to building an inclusive culture that values every voice and reflects the diversity of the communities in which we live and work. To create a deeper sense of belonging and community across our company, we have invited our employees to voluntarily, confidentially and anonymously **self-identify** across four key categories, including gender identity, sexual orientation, ethnicity, and disability status.

We have had a 18% of response rate. 1% of participants self-identified with a gender other than female or male; 6% responded as having a sexual orientation other than heterosexual; 22% described their ethnic group as different from 'White'; and 4% self-identified as having a disability.

This data is helping to give all of us a more complete picture of our workforce, power our diversity, equity, and inclusion (DEI) efforts globally, and make everyone at Siemens Gamesa more visible, so that we can create an even more inclusive workplace.

Given the key role of language in shaping cultural and social attitudes, adopting an inclusive language is a powerful way to fight stereotypes, prejudices and bias.

We have updated our **Inclusive Language Guidelines**. This guide is intended as an evolving tool to learn about and use inclusive language in our daily interactions. The more we understand about language, the more we can be intentional about how we speak and the impact of our words. It includes principles inclusive language in the areas of gender, gender identity and sexual orientation, ethnic identity, disability and age.

Siemens Gamesa fosters inclusion through access to **equal parental benefits** that recognize the full spectrum of family diversity of our employees around the world. These benefits include paid and unpaid parental leave for primary and secondary caregivers who have recently had a child through birth, adoption, surrogacy, foster care or legal guardianship; access to on-site breast-feeding rooms; time off for adoption assistance; child care services, along with a broad range of health services, including company health insurance. Some of our local health insurance arrangements also provide partial coverage for fertility and contraception services.

Siemens Gamesa also aims at being a long-time supporter of our growing LGBTI and Allies @SGRE, an employee resource group comprised of more than 200 employees that focuses on LGTBI people issues. The network has permanent representation on the Company's D&I Governance Board as well as active support from top management.

In addition, Siemens Gamesa has 2 employee networks that help build lasting relationships with the communities around us, locally and globally. The **Women's Network** with more than 600 members provides a dedicated forum to drive the strategically important aspect of increasing inclusion and equality for women. The

LGBTQIA+ and Allies Network provides a safe space to discuss LGBTQIA topics and promotes networking, mentoring and information sharing.

C.7.4.3 Celebrating Diversity & Inclusion

Siemens Gamesa's Diversity & Inclusion Calendar promotes our diverse and inclusive culture through awareness and action. Each year we increase the number of days to observe. The chosen days are a good opportunity to remind ourselves to embrace diversity, inclusion and equal opportunities in each business decision, and to celebrate and reinforce our achievements towards creating an engaging, inclusive and respectful work environment.

In FY22 we observed the following International Days:

- International Day of Women and Girls in Science.
- Zero Discrimination Day.
- International Women's Day.
- International Day for the Elimination of Racial Discrimination.
- International Day against Homophobia.
- LGBTI+ Pride.
- International Day of Persons with Disabilities.
- International Day for Tolerance.

At Siemens Gamesa, we also celebrate a number of cultural holidays during the year: Chinese New Year, Passover, Easter, Eid al-Fitr, Ramadan, Eid al-Adha, and Christmas.

C.7.4.4 Endorsement of International Standards

The global renewable energy industry is growing at a faster rate than ever, creating more and more jobs throughout its supply chain that require a diverse range of skills and experiences. We are aware that we have a long road ahead of us to become the diverse leader we want to be.

Yet, as a global company, we will continue to adhere to international standards to show our commitment to going the extra mile in becoming the diverse and inclusive leader to which we aspire:

- The **Women's Empowerment Principles (WEPs)**⁶⁸ were endorsed by the Company in 2010 and the endorsement has been maintained by the merged Company. These principles offer guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community.
- Siemens Gamesa participated in the first round of the **Target Gender Equality (TGE) program**,⁶⁹ a gender equality accelerator program for signatories of the United Nations Global Compact. Through facilitated performance analysis, capacity building workshops, peer-to-peer learning and multi-stakeholder dialogue at the country-level, Target Gender Equality supports companies in setting and reaching ambitious corporate targets for women's representation and leadership. By joining, Siemens Gamesa undertakes to set and meet ambitious goals to increase women's leadership in line with goal 5.5 of the United Nations' Sustainable Development Agenda 2030.
- We are an official partner of the **ACORE**⁷⁰ **Accelerate membership program**, designed to provide development and networking opportunities to small and minority- and women-owned businesses.

- Additionally, Siemens Gamesa renewed its commitment to the **Spanish Diversity Charter**⁷¹ for the period 2020–2022. Since 2014, Siemens Gamesa has been an official member of the Spanish Diversity Charter, an initiative by the European Commission to foster diversity and inclusion as well as to develop and implement related policies.
- Siemens Gamesa has signed the **Telework and Flexibility Charter**⁷² promoted by Fundación Más Familia in cooperation with the Spanish government's Ministry of Social Rights and 2030 Agenda. This charter is a letter of commitment that companies sign voluntarily to promote a clear commitment to the culture of work flexibility and teleworking, respect for the environment, diversity and inclusion, thereby recognizing and raising awareness about the benefits gained from a flexible culture.
- By joining the **Business Network for LGTBI Diversity and Inclusion (REDI)**,⁷³ Siemens Gamesa is one of the 100 companies committed to promoting an inclusive and respectful atmosphere for LGTBI people.
- The UN Standards of Conduct for Business Tackling Discrimination against LGBTI People were endorsed by the Company in August 2022.

Siemens Gamesa has been recognized for its efforts in the area of diversity, inclusion and equality:

- For the third consecutive year, Siemens Gamesa was included in the **Bloomberg Gender-Equality Index (GEI) 2022**.⁷⁴ The index brings transparency to gender-related practices and policies at listed companies by increasing the breadth of environmental, social, governance (ESG) data available to investors.
- Siemens Gamesa was awarded the first prize in the INTRAMA's Awards in the category **Top LGTBI Diversity Company**.
- Siemens Gamesa has been certified as a TOP DIVERSITY COMPANY by INTRAMA, as one of the Top30 Companies in Spain with best practices in Diversity and Inclusion.

D. Information on respect for Human Rights

D.1 Management approach

[103-1] Siemens Gamesa considers respect for human rights to be an integral part of our responsibility as a global business.

Human rights are universal and every person around the world deserves to be treated with dignity and equality. Basic rights include freedom of speech, privacy, health, life, liberty and security, as well as an adequate standard of living.

To meet our responsibilities, Siemens Gamesa is a member of the United Nations Global Compact (UNGC). Its ten Principles, and the Industry All Union Global Framework Agreement,⁷⁵ are binding on the entire Company. Siemens Gamesa is committed to embracing and supporting, within its sphere of influence, the set of core values in the areas of human rights, labor standards, the environment, and anti-corruption contained in the UNGC. This applies to our employees, business partners, customers, and suppliers worldwide.

Siemens Gamesa acknowledges that potential human rights issues may arise in our own operations or the value chain. We are therefore publicly committed to ensuring fair and socially responsible behavior through formal policies and processes. Respect for human rights is covered by Siemens Gamesa as follows:

- Human rights are a module of the Compliance Risk Evaluation (CRE) within the Sales Business Approval (SBA) process.
- Human rights risk is a mandatory element of the Compliance Risk Assessment (CRA).
- Human rights are part of the Code of Conduct for Suppliers and Third-Party Intermediaries, which all suppliers must adopt and comply with.
- Human rights are encompassed in our employee relations worldwide.
- Human rights form part of compliance training.
- Human rights are part of compliance reporting by the Chief Compliance Officer.

Accordingly, the Company must not be involved in any human rights infringements or other adverse human rights impacts. Siemens Gamesa employees are expected to avoid infringing the human rights of others and to address the adverse human rights impacts of activities and circumstances in which the Company is involved. Complying with human rights principles is mentioned in the Business Conduct Guidelines and is also mandatory for all SGRE employees, who have received and acknowledged them in their employment contract.

D.2 Applicable Policies & Operating Principles

[L11-H01] Siemens Gamesa's commitments in this area are firmly rooted in the **Human Rights Policy**⁷⁶ and in the **Business Conduct Guidelines**, which set out the fundamental principles and rules governing the way we act within the Company and in relation to our partners and society.

We apply due diligence procedures in the field of human rights to avoid the risk of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses.

One of the steps within the Sales Business Approval (SBA) process includes a Compliance Risk Evaluation (CRE) to determine if the project needs to be thoroughly monitored with regard to potential human rights violations. Through the CRE and with the use of predefined questionnaires (Siemens Gamesa Human Rights Project Due Diligence), the Compliance department can assess and mitigate potential risks associated with human rights and advise the relevant Sales and Project Managers regarding required mitigation and monitoring actions.

D.3 Promotion of Human Rights provisions

[L11-H03] The Company pursues promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organization regarding freedom of association and the right to collective bargaining, the elimination of job discrimination, the elimination of forced labor, and the effective abolition of child labor.

Identification of material human rights topics

Siemens Gamesa's material human rights topics represent the main human rights topics emerging from our own business operations and supply chain and are the ones that we focus on mitigating. For the reporting period, the topics were identified through an internal assessment with subject experts from supply chain, human resources and compliance.

1) Human rights in the supply chain:

- Protection of human rights, non-discrimination, respect for cultures and communities.
- Fair operating practices, anti-corruption and bribery.
- Prohibition of forced labor and child labor.
- Recognition of employees' right of free association and collective bargaining.
- Occupational health and safety standards.

2) Human rights in the workplace:

- Prohibition of discrimination.
- Fair working conditions (fair wages and decent work hours).

- Occupational health and safety standards.
- Recognition of employees' right of free association and collective bargaining.

3) Human rights in customer projects:

- Occupational health and safety standards.
- Prohibition of forced labor and child labor.
- Protection of land, property, and housing rights.
- Fair working conditions.
- Protection of indigenous and local communities' rights.

Respect for human rights in the supply chain

Siemens Gamesa's suppliers must share the common goal of behaving in an ethical, law-abiding manner, as set out in the Code of Conduct for Suppliers and Third-Party Intermediaries and in the Siemens Gamesa Supplier Relationship Policy. With regard to human rights, the Code contains binding requirements for the protection of internationally recognized human rights, particularly respect for the basic human rights of employees, including fair remuneration, freedom of assembly, health and safety standards, and prohibition of discrimination, forced labor and child labor. [\[See Section F.3 Responsible Supply Chain for more details\]](#)

Human rights due diligence in customer projects

The Sales Business Approval (SBA) process is the Siemens Gamesa internal approval process for customer projects, including the development of wind farm opportunities.

In this process, compliance is evaluated as a mandatory step through the Compliance Risk Evaluation (CRE), using pre-defined questionnaires to identify, mitigate and/or approve risks related to

the project. If the defined risk criteria are met, Human Rights Project Due Diligence is performed in which the project is assessed for potential human rights risks regarding its location, labor rights, local community rights, livelihoods, security details and partners. All potential risks that are identified must have a mitigation plan in place; otherwise, the project will not be approved by the CRE process.

In addition, human rights are a mandatory element of the Compliance Risk Assessment (CRA). Any human rights risks detected during the bottom-up risk assessment conducted on each Siemens Gamesa unit must have a mitigation plan, which must be implemented in the following financial year.

D.4 Grievance mechanisms and human rights-related channels

[L11-H02] The same reporting channels as described in section E.8 Channels for Reporting Misconduct can be used to disclose human rights-related issues and queries on an anonymous basis. Siemens Gamesa is not aware of any human rights-related issues submitted via these channels in the reporting period. During FY21, Siemens Gamesa Compliance department received one human rights-related complaint and initiated an internal investigation. The investigation was unable to substantiate any human rights violations.

No complaints relating to potential human rights abuses were recorded during FY22, and there is no record of any sanctions or fines related to human rights infringements in the period.



Figure 2 - Wind Power Plant Raggovidda (Norway)

E. Disclosures on the fight against corruption and bribery

E.1 Management approach

[103-1] [102-17] Compliance provides the foundation for all our decisions and activities and is the key component of our business integrity. Compliance is not a program; it is the way we conduct business. Our main principle is: "Clean business at the core of clean energy". This means complying strictly with all laws and internal regulations and adhering to the principles of ethical business conduct, as described in the Business Conduct Guidelines.

Our Business Conduct Guidelines lay the foundation for our internal regulations and give expression to the Company's values and compliance-related responsibilities, and serve as a behavioral framework for all managers, employees, and Board members worldwide.

Compliance at Siemens Gamesa starts at the very top. Management of the Siemens Gamesa units hold overall responsibility for compliance and are expected to act as role models in matters of compliance and integrity, emphasizing their importance and promoting them through personal leadership and training.

Given the importance of compliance matters, the Chief Compliance Officer reports at least once per quarter to the Audit, Compliance and Related-Party Transactions Committee, as well as to the Executive Committee. The Executive Committee and the CCO review and evaluate the effectiveness of the compliance system and adapt it in accordance with the changing requirements in regulatory environment and business needs. The ACRPTC oversees the process.

E.2 Compliance System

The Company has a robust compliance system that underpins all our decisions and activities, in strict compliance with all laws, business ethics principles and internal regulations. Systematic processes and tools are used to support the effective mitigation of compliance risks. The pillars on which our compliance system is built are as follows:

- **Prevention:** Effective preventive measures, such as risk management, policies and procedures, training and communication, enable misconduct to be avoided systematically.
- **Detection:** Effective compliance work requires complete clarification: whistle-blowing channels as well as fair, professional investigations.
- **Response:** Explicit consequences and clear reactions support the prevention of misconduct, for example punishment of wrongdoing and elimination of deficiencies.

E.3 Applicable Policies & Operating Procedures

E.3.1 Business Conduct Guidelines

The Business Conduct Guidelines (BCGs) define Siemens Gamesa's attitude to responsible business conduct, what we stand for as a Company and our responsibilities to our markets, to society and to the environment. The BCGs must be fully implemented within the Siemens Gamesa Group and our employees must comply with them in their entirety.

E.3.2 Compliance Handbook

Siemens Gamesa's Compliance department has worked on harmonizing all compliance processes, guidance and policies by drawing up a single policy: The Compliance Handbook. This document applies to the entire Siemens Gamesa Group.

E.4 Compliance Organization

The Compliance Organization is responsible for the overall governance and implementation of the Company's Compliance system in all areas within (1) compliance, which covers anti-corruption, antitrust, anti-money laundering, and human rights; (2) data protection; and (3) export control and customs.

1a) The **Compliance Advisory** team defines and implements the framework of compliance rules, policies, and procedures based on laws and regulations.

1b) The **Compliance Investigations & Regulatory** team is responsible for handling, managing, and reporting all compliance allegations and any cases involving Siemens Gamesa units and third parties.

2) The **Data Protection** department is responsible for Siemens Gamesa's data protection strategy, worldwide implementation of the Binding Corporate Rules ("BCR"), and advising, clarifying, and handling data protection incidents and requests. The policies and processes needed to comply with the EU General Data Protection Regulation ("GDPR")⁷⁷ and other local data protection laws have already been implemented.

3) The **Export Control and Customs (ECC)** department is responsible for the overall governance of all ECC activities, which include applicable regulatory guidance, regional governance and coordination, and external relations and reviews. The overall mission of the ECC department is to ensure and facilitate legitimate trade, materialize local revenues and protect our business activities, defined as ensuring export control and customs compliance. This mission is being achieved through a Global Corporate ECC Functional Area and by introducing lean best-in-class policies, principles, and IT solutions.

E.5 Anti-Corruption

[L11-C01] Corruption is broadly linked to negative impacts, such as poverty in transition economies, damage to the environment, abuse of human rights and undermining of the rule of law. Siemens Gamesa has established regulations on many aspects related to corrupt practices such as bribery, facilitation payments, fraud, extortion, collusion, money laundering, and the offer or receipt of gifts, loans, fees, rewards, or other advantages as an inducement to do something that is dishonest, illegal, or represents a breach of trust.

- **Gifts and hospitality:** All benefits given to third parties must conform to local law, the Business Conduct Guidelines, and the Compliance Handbook.
- **Sponsorships, donations, charitable contributions, and memberships:** Each planned sponsorship, donation, charitable contribution, or membership must comply with certain rules and strategic guidelines which are set out in the Corporate Affairs principles.
- **Business partners:** Siemens Gamesa enters business relationships with many third parties every day and, in certain circumstances, it may be held liable for the actions of certain third parties, which Compliance refers to as “Business Partners”. Before establishing a relationship with Business Partners, Siemens Gamesa must take steps to guarantee transparency and ensure that the relationship is evaluated and monitored, by performing Compliance Due Diligence (CDDs) and including certain mandatory provisions in the contracts.
- **Facilitation payments and payments under duress:** Facilitation payments are prohibited by the Business Conduct Guidelines.
- **High risk payments:** The high-risk payment process aims to prevent and mitigate compliance-related risks, particularly corruption risks, related to certain types of payments and payees.
- **Customer projects:** During all stages of a project or bid preparation, compliance-related risks may arise and need to be mitigated. The Siemens Gamesa Sales organization has overall responsibility for ensuring appropriate identification of compliance risks and adequate mitigation in combination with automated risk triggers included in the project tool. A Compliance, Security and ECC (CoSECC) check, including anti-corruption, anti-money laundering and human rights questionnaires, is part of the Siemens Gamesa Sales Business Approval (SBA) process, which is applicable to all projects.
- **Compliance in procurement:** Identifying and mitigating compliance risks in procurement at an early stage is one of the goals of the Siemens Gamesa supplier selection, qualification, and auditing processes. The Company also expects its suppliers and business partners to share Siemens Gamesa’s values and comply with applicable laws as laid down in the Code of Conduct for Siemens Gamesa Suppliers and Third-Party Intermediaries.

E.6 Anti-Trust

[206-1] Violations of antitrust law represent an enormous risk for the Company and its employees, particularly in fines, damages, exclusion from public tenders and reputational harm. Therefore, Siemens Gamesa has defined and implemented an Antitrust Compliance concept based on the following principles:

- Identification of antitrust-related risks.
- Clear communication and training regarding the need for antitrust compliance.
- Investigation of infringements of antitrust law and the application of disciplinary sanctions.

E.7 Anti-Money Laundering and Prohibition of Terrorist Financing

[L11-C02] Siemens Gamesa does not tolerate money laundering or terrorist financing. All employees are obliged to abide all laws and regulations aimed at preventing, detecting, and reporting money laundering, terrorist financing and related criminal activities.

The Siemens Gamesa Anti-Money Laundering (AML) module aims to create a high level of transparency in business conducted with third parties (counterparts) and includes:

- Performance of specific due diligence, including a “Know Your Counterpart” (KYC) process.
- Monitoring procedures for potentially suspicious business relationships and forms of payment.
- Reporting of suspicious transactions or suspicious behavior of any business counterpart to the local authorities.

E.8 Channels for Reporting Misconduct

Siemens Gamesa offers all employees and third parties protected reporting channels to report specific information about suspected compliance violations. In doing so, they help the Company to identify and eliminate misconduct and grievances and protect it against risks or harm that may result.

Compliance violations may be reported to the following:

- Manager.
- Chief Compliance Officer.
- Regional/Division Compliance Officer.
- Human Resources personnel.
- Integrity Hotline ⁷⁸ (Whistleblowing Channel, with the possibility of remaining anonymous).
- Employee representatives.

Information on possible violations can be provided confidentially and anonymously, as needed, if legally permissible under local law. In addition, the Company does not tolerate any kind of retaliation against individuals who have reported compliance violations. The Compliance department examines all reports and takes appropriate measures.

E.9 Highlights in 2022

E.9.1 Compliance training and communication

Training is one of the key elements of our compliance system to ensure that all Siemens Gamesa employees are aware of the compliance rules and know how to put them into practice. Due to the very nature of their functions, some employees are exposed to specific compliance risks and must be provided with regular compliance training, which may consist of classroom/online training and e-learning courses. To maintain awareness of compliance issues, the following compliance training is available. [See Table 47 - Compliance training]

- **Compliance Basic Training**, covering anti-corruption, anti-trust, anti-money laundering, human rights, conflict of interest, and compliance as part of other business processes. It is targeted at all Siemens Gamesa employees.
- **Business Conduct Guidelines e-Learning** targeting all Siemens Gamesa employees with a valid e-mail address.
- **Compliance introduction** is part of the global Human Resources on-boarding training.
- Global Compliance awareness and refresher course for **Managing Directors** on a yearly basis.
- **Training on request** to mitigate local or business-specific risks (e.g., compliance in procurement, business partners, and customer projects).

In addition, management at Siemens Gamesa must ensure that all our employees are informed about relevant internal compliance rules, processes and tools and that this information is kept up to date. Hence, the Compliance Organization designs an annual compliance communication plan in order to maintain overall awareness, including activities to cover the essential aspect of tone from the top. The plan is approved by the Audit, Compliance and Related-Party Transactions Committee and the Executive Committee.

E.9.2 Compliance Risk Management

In order to regularly identify, mitigate and avoid compliance risks, Siemens Gamesa has established the Compliance Risk Assessment (CRA). The CRA ensures bottom-up identification of risks in individual Siemens Gamesa units worldwide and its goal is to evaluate these risks and to define mitigation measures accordingly. The CRA creates awareness of compliance risks and strengthens cooperation between the Compliance Organization and the operational units.

The CRA is conducted every 2 years; however, effective from 2021, an additional high-risk CRA is conducted in odd years focusing on internal and external risk triggers to assess the countries with the highest compliance risk. The high-risk CRA 2021 was completed in July 2021 for China, India, Mexico and the USA. Measures to manage the risks identified in this CRA started immediately and will be finalized before the next CRA in FY22.

In addition to the CRA, compliance risks that are material in accordance with the Enterprise Risk Management (ERM) methodology are managed by ERM on a quarterly basis.

E.9.3 Compliance cases

[L11-H02] A compliance case is any violation of criminal and/or administrative law or Siemens Gamesa's internal regulations, such as the Business Conduct Guidelines, in the course of the business activity by at least one employee and/or a third party working on behalf of Siemens Gamesa. All compliance allegations are first put through a plausibility check by the Compliance Officers. If the plausibility check suggests that the allegations are plausible, a mandate is issued to start an investigation, which must conform to the main principles of a compliance investigation.

All compliance cases reported to the Compliance Organization will either be handled by Compliance or forwarded to the relevant specialist department within Siemens Gamesa and, in certain cases, referred to an external group. All compliance cases are managed by Compliance in the internal compliance case management tool [See Table 48 - Compliance cases]

[L11-SO10] **Compliance cases** may involve breaches of the law, of a Siemens Gamesa internal regulation, of accounting regulations, of fiduciary duties, or of stock market laws, as well as active corruption, antitrust violations, conflict of interest violations, money laundering or terrorist financing activities, human rights violations, and retaliation against a whistle-blower.

Siemens Gamesa Group has investigated some allegations and indications of potential violations of internal policies and procedures, as well as of statutory laws, that had emerged from the investigations closed at the end of the last fiscal year. These investigations did mainly concern the Indian subsidiary. The respective internal investigations have been completed during this financial year and revealed no violations with material impact in the Consolidated Financial Statements as of September 30, 2022. Actually, there are new allegations under investigation which, at the initial evaluation, are assessed.

The **nature of disciplinary consequences** varies according to the compliance misconduct in question, and appropriate penalties are determined after considering all the material circumstances. The Compliance Organization has introduced basic principles and evaluation criteria to ensure the consistency of central and local disciplinary processes. However, not all compliance cases result in disciplinary penalties. Some compliance cases may result, for example, in improvements to the processes in question or other similar remediation measures.

The **remediation process** ensures that weaknesses, deficiencies and compliance violations detected during compliance investigations, clarifications and other fact-finding activities are addressed. All Siemens Gamesa departments affected by a compliance case must implement the recommendations of the relevant investigation report. The Compliance Organization (at a central or local level) is responsible for the implementation, follow-up and monitoring of remediation measures resulting from compliance investigations.

E.9.4 Compliance Control Framework

The Compliance Control Framework (CCF) aims to ensure the adoption and implementation of the globally applied Compliance rules. It is an integral part of the Risk Control Framework (RCF), which covers all compliance-related areas, such as business partners, customer projects, gifts and hospitality, etc. These areas are assessed through the Risk and Internal Control System (R/IC), which supports the Board of Directors, Audit, Compliance and Related Party Transactions Committee⁷⁹ and Executive Committee in their responsibility to manage risks effectively and provide reasonable assurance that the organization's assets are safeguarded, financial reporting is reliable, and laws and regulations are fulfilled.

All compliance-related deficiencies that are detected must be remedied before fiscal year-end, where possible. All units therefore have an obligation to organize, track and close measures, regardless of which Siemens Gamesa department established them.



Figure 3 - Westermost Rough Offshore Wind Power Plant (North Sea, United Kingdom)

F. Information about Society

F.1 Commitment to sustainable development

[L11-SO01] At Siemens Gamesa, we believe that sustainable development and commercial success go hand in hand. We strive to advance social and economic progress by being a global force for sustainable development. Being a company that does not just respond to social progress but also aligns with and helps to lead it.

F.1.1 Impact of the Company's activity on local populations and territories (Social commitment)

[L11-SO02] Siemens Gamesa is deeply anchored in the communities in which we operate. We see it as our duty to support them in their sustainable development. That is our business model. Long-term acceptance by local communities is our main priority, and our goal is to be an active member and play an active role in their activities. By contributing to the achievement of the United Nations' Sustainable Development Goals (SDG), we also meet the concerns of employees by engaging with communities through volunteer activities.⁸⁰

F.1.2 Commitment to Sustainable Development

During FY21, we launched a digital platform⁸¹ to manage all the Social Commitment projects. This platform makes a big difference and allows us to obtain important advantages: to be more efficient, reach more beneficiaries, better measure our results and, additionally, to achieve more visibility.

F.1.3 Policy Framework

The Social Commitment Policy⁸² provides the framework for any community engagement or charitable giving initiative. It defines the following primary objectives:

- Promotion of Social Commitment.
- Social aims related to sustainability, especially climate change.
- Fostering and supporting educational initiatives.

Hence, any charitable giving initiative or community engagement must contribute to one or more of the UN SDGs that have been deemed as material to Siemens Gamesa's social engagement.

This policy defines the guidelines and framework on how to proceed (initiate, assess and approve) with regard to donations and charitable contributions by Siemens Gamesa.

F.1.4 Strategy & targets towards 2023. Priorities & KPIs

[L11-SO03] Our Social Commitment strategy⁸³ focuses on helping society through actions which are linked to the UN's SDGs, particularly SDG1 No poverty, SDG 4 Quality Education, SDG 13 Climate Action, SDG 14 Life Below Water, and SDG 15 Life on Land. The Company has set out three lines in its strategy:

- Help fight poverty in the communities where we are present.
- Combat the effects of climate change.
- Promote education especially in STEM.⁸⁴

F.1.4.1 Transversal Projects

Sustainable Employee and Sustainable Family

We want to raise awareness of sustainability among our employees and introduce sustainable habits in daily life:

Using the "DoGood" app, our employees received a number of challenges that address the Sustainable Development Goals related to our strategy. The aim is to enable employees to adopt sustainable habits in their daily lives. During FY22, more than 2470 employees registered in the project; a new round is launched every 2 weeks.

F.1.4.2 Combating Poverty

In March 2022 we launched a Matching Donation Campaign: 'We stand for Ukraine!', under which the Company undertook to donate CHF2 for every CHF1 donated by employees. The total donation amounted 495,894 CHF.

In April 2022, more than 100 volunteers from Indonesia and Pakistan joined forces to ensure that no one in the communities where they work and live went hungry during Ramadan, by distributing 1,400 food packages to help 5,200 people.

In September 2022 we donated 10,000 CHF to assist those affected by the floods in Pakistan.

F.1.4.3 Protecting the environment

The fight against climate change is in our business DNA, We manage environmental projects and charitable giving initiatives that contribute to reducing the CO₂ footprint. Reforestation and cleaning up our coasts are some of the best ways to fight climate change:

- A mature tree absorbs 22 kg. of CO₂ per year.
- River, beach and coastal pollution endangers biodiversity.
- Over 3 billion people depend on the ocean for sustenance.

Forests of Siemens Gamesa

In FY 2021 we launched “Forests of Siemens Gamesa”. With the support of more than 1,100 employee volunteers, we have planted 26 forests in 13 countries (Mexico, Spain, Brazil, Germany, Denmark, France, US, UK, Morocco, China, India, Uganda & Ethiopia) with more than 100,000 trees in total.

In line with the “Forests of Siemens Gamesa” project, we created a special forest in the Amazon with 28,000 trees that were planted in the name of Siemens Gamesa employees by indigenous people from the Brazilian Amazonian rainforest. This project is employing more than 170 people from the indigenous community for three years.

In FY22 we planted two new forests in China that will give us 3,000 CO₂ credits registered under the VSC Standard.

Community Gardens

This year we created a pilot community garden pilot at our offices in Madrid. With the participation of 36 volunteer employees and their families, we planted vegetables and donated 120 kg to the Madrid Food Bank.

Coastal Clean-ups

With the support of 436 volunteers, we have removed a total of 1.55 tons of waste from lakes and coastlines in 8 countries to date (Spain, UK, Germany, Morocco, US China, Vietnam & Taiwan).

The purpose is to engage people to remove garbage from beaches and waterways. The goal: to protect the environment, and biodiversity, while encouraging behavioral changes.

Digital Clean-up Day

Twice per year, we hold a Digital Cleanup day with the NGO Let's Do It World. Overall, 413 tons of CO₂ were eliminated. More than 375 employees have participated to date.

On average, worldwide streaming online video is responsible for more than 300 million tons of CO₂ emissions per year and a single email with an attachment emits 50 grams of CO₂⁸⁵. The carbon footprint of the Internet right now is 3.7% of the world's total CO₂ emissions and that will increase to 20% in 10 years if we don't act.

F.1.4.4 Fifth (5th) Siemens Gamesa Impact Project

Each year, employees can propose a community engagement project related to our Social Commitment strategy. The projects are evaluated by a panel, which chooses the final projects.

The 5th edition received 66 proposals for projects in 26 countries from 51 employees in sixteen countries. Ultimately, nine projects in eight countries were chosen. The value of these projects totaled €298,043 and they will improve the lives of an estimated 475,000 people. The Company seeks to maintain stable relationships with local entities that also strive to broaden people's horizons.

F.1.4.5 Technology Education projects

“Planet Rescuers” in Minecraft: Education Edition

To encourage STEM vocations by awakening the curiosity of children aged 8 to 12 with one of the tools they know best: Minecraft.

Planet Rescuers is an educational videogame in a Minecraft Education Edition in which STEM concepts are needed to overcome challenges and complete missions. Users embark on a journey about energy and sustainability through the popular Minecraft universe in which there is only one destination: a sustainable world.

“Planet Rescuers” is also available worldwide in the in-game library of Minecraft: Education Edition as part of the Siemens Gamesa agreement signed with Microsoft for the promotion of innovative tools for STEM Education. More than 200,000 students are using the videogame in around schools (1,000 schools).

Robotics with FIRST LEGO League

A program on robotics for students aged 7 to 16+ with FIRST LEGO League. This initiative gives students the chance to develop early engineering skills with real-world applications. This in-school program is linked to the curriculum to ensure that every student can benefit.

Launched in Germany, Spain, UK, Morocco & Mexico with more than 4,800 children in 71 schools.

Universities4Sustainability

Universities for Sustainability involves a number of initiatives aimed at improving students' employability by empowering them to learn by doing with engaging real challenges set by Siemens Gamesa.

Siemens Gamesa launched an annual award for undergraduate and graduate students with the United Nations **Sustainable Development Solutions Network (SDSN)**. The initiative aims to mobilize university talent in a team competition to create practical solutions to achieve environmental sustainability (SDG 13). This year the winner was the “Byte Rainforest” project from Tsinghua University in China.

“**Students for Sustainable Regions**”, a project-based learning program in collaboration with t4GUNE (Basque Country) and 3 Tecnológicos de Mexico with a single challenge “How to Achieve an Energy Transition with Sustainable Solutions”. Six projects involving more than 154 students were submitted.

STEM4Women

Women are still a clear minority in technical careers, due to many factors such as less confidence in their own abilities, or lack of role models.

We want to change girls' perceptions by demonstrating the appeal of a STEM career through mentoring programs:

- TECHMI-Siemens Gamesa Competition: competition among girls aged 8-12 with “Planet Rescuers” in collaboration with the Spain's Royal Academy of Engineering.
- Volunteered participation in mentoring sessions with young women in Spanish universities.

Teens4STEM

To bring teenagers closer to the reality of experimentation and, with the support of our employees, help them discover the opportunities that a STEM career can offer:

- **FS Ingenium:** A young science team based in Sarriguren (Navarra, Spain) won the Global Innovation Award in San Jose, California (US). It was the first time a non-US team has won.

- **IES Plaza de la Cruz:** Students from a secondary school solved a real-world challenge to promote scientific thinking and research work as if it were their first job.
- **Schule am Dobrock (Germany):** A comparative study on the water quality of local streams as part of an EU project with students from Sweden (Kattegattgymnasiet in Halmstad).

#HackSTEM

To promote STEM education in a sprint-like event where university students have to design a videogame for younger students to promote STEM. More than 78 participants from 14 countries participated simultaneously from June 21 to 26, 2022.

The competition was preceded by a series of webinars with universities from each country on topics related to the role of innovation in STEM education to promote STEM careers. More than 474 people participated in this round.

F.1.4.6 Local Projects

We also engage with local projects to meet their specific needs. The Social Commitment Area unifies and coordinates these activities to maximize their efficiency and visibility.

Local activities were planned and executed in 16 different locations during FY22.

F.1.5 Measuring the social return on investment

Siemens Gamesa partnered with the University of Deusto in Bilbao, Spain, to assess the Social Return on Investment (SROI) of the Social Commitment projects.

SROI is a widely used methodology that measures the return on funds invested in these projects have been used. It is obtained by calculating a ratio using Integrated Social Value, which is the consolidation (sum without duplication) of the value distributed to economic players (workers, suppliers, etc.), and the value to beneficiaries (usually through non-market mechanisms).

The SROI for the projects implemented in 2021-2022 was calculated at €7.63, which means that the amount spent on the projects by Siemens Gamesa yielded a 7.63-fold social return.

F.1.6 Investments

[L11-C03] [102-13] All contributions of social content, donations and fund allocations are assessed to mitigate compliance risks. In FY22, Siemens Gamesa's total donations and charitable contributions amounted to €0.91 million (€0.79 million in FY21). Most of these investments were made in Europe, Middle East and Africa (94%), followed by Asia, Australia (5%) and the Americas (1%).

The Social Commitment Area directly manages social projects and also through service agreements and partnerships and, in addition, bundle all local activities managed by local managers.

In FY22, Social Commitment investments, i.e., all community investments through agreements and partnerships, amounted to €1.24 million, including related projects in all the areas: Protecting the environment (14%), Technology Education (23%), General Projects (3%) and Combating Poverty (60%).

F.2 Partnerships and sponsorship

F.2.1 Management Approach

[L11-SO04] [102-13] As a global leader in the renewable energy industry, Siemens Gamesa fosters policies and frameworks for a more sustainable future by sharing its experience with key stakeholders globally. This capacity building activity is conducted through the associations and initiatives of which Siemens Gamesa is a member. Some of the actions that it performs include:

- Sharing information about positive case studies in developing local value chains globally, engaging with communities while helping countries to achieve climate targets.
- Contributing with our global experience to building the skeleton of legal frameworks that may pave the way to achieving national climate goals while providing private investors with long-term visibility and market attractiveness.
- Setting ambitious targets for renewable energies' share of the energy mix; the elimination of technical, bureaucratic and market constraints that limit the growth of wind power.
- Promotion of R&D and innovation.
- Capacity building through engagement with universities and training centers.

F.2.2 Policy Framework for Memberships & Associations

The purpose of the Group's Membership of Associations Policy ("POL-51819 Membership of Associations") is to set out the requirements for the registration and approval of Company and individual memberships in associations (such as chambers, clubs, institutions, trade bodies, standards organizations, and other professional organizations) in accordance with the Siemens Gamesa Business Conduct Guidelines. In particular:

- To ensure proper coordination and dissemination of the strategy and key messages of Siemens Gamesa ("Strategy"), established by the Company's governing bodies in all relevant associations (sector-specific or otherwise), and entities in which Siemens Gamesa is represented (referred to as "associations").
- Concerning Associations, to establish a common global policy for ensuring alignment and governance of the following issues:
 - Definition of the responsibilities and designation of the person to represent Siemens Gamesa in a specific entity.
 - Knowledge of the reasons, objectives and the economic cost of the association proposal.
 - Legal validation: for compatibility with the pertinent laws and regarding Siemens Gamesa's representation in the association and in its governing bodies.

The policy for associations and memberships regulates all the requests for Siemens Gamesa to be a member of any association worldwide.

F.2.3 Global Action

The Company participates actively in both industry-specific and business associations and organizations in every significant location where it operates.

Siemens Gamesa is member of the main industry associations worldwide: GWEC – Global Wind Energy Council- (Global), Windeurope (Europe), American Clean Power Association (USA), Indian Wind Turbine Manufacturers Association (India), Confederation of Indian Industry (CII) (India), ABEEOLICA (Brazil), AMDEE (Mexico), ACERA (Chile), CanREA (Canada), VDMA (Germany), BWE – Germany Wind Energy Association, Confederation of Danish Industry – DI- (Denmark), Green Power Denmark (Denmark), SAWEA (South Africa), AEE (Spain), Spanish Confederation of Business Associations (CEOE) (Spain), Renewables UK (UK), RES4AFRICA FOUNDATION and RenewAfrica initiative (Africa), IRENA Coalition for Action (global), Offshore Wind Coalition (offshore wind global), French Wind Energy Association (France), Syndicat des Energies Renouvelables (France), EU Chamber of Commerce in China, Japan Wind Energy Association (JWEA), Korean Wind Energy Association (KWEA), Clean Energy Council (Australia), etc.

Additionally, we played an active role in the following initiatives:

- Africa Europe Foundation.⁸⁶
- US Climate Action Week: "International Strategies for Unlocking Green Hydrogen in the US".⁸⁷
- An open letter from the wind energy industry to G20 and world leaders: It's time to get serious about renewables.⁸⁸
- Global Wind Coalition for COP26 led by GWEC, which was launched officially on Global Wind Day.⁸⁹
- We Mean Business Coalition: Letter by 600+ companies calling on G20 leaders to halve emissions by 2030 and to end support for coal power.⁹⁰
- GWEC: Global Wind Energy Manifesto for @COP26.⁹¹
- Member of B20 Energy & Resource Efficiency Task Force.⁹²
- GWEC Led Offshore wind podcast series, which looked at the issues facing the offshore wind industry today, and opportunities for tomorrow.⁹³
- Offshore coalition for Energy and Nature (Ocean)⁹⁴.
- Renewable Hydrogen Coalition.⁹⁵
- European Clean Hydrogen Alliance.⁹⁶
- European Raw Materials Alliance (ERMA).⁹⁷
- We Mean Business letter to the Biden Administration.⁹⁸

F.2.4 Membership Fees

Siemens Gamesa was an active member of about 200 organizations and associations around the world in FY22, which amounted to a total expenditure of €2.9 million (€2.6 million in FY21) in membership fees. The relationships of Siemens Gamesa and the companies which belong to the Group with public authorities are guided by institutional respect and compliance with the law. [\[See Table 49 - Expenses on membership fees\]](#)

F.2.5 Lobbying

Siemens Gamesa does not make direct financial contributions to lobbying. We present our position in the public discourse mainly through contributions to trade and business associations. Siemens Gamesa is unable to ascertain what percentage of our contribution to the many trade associations with which are involved is allocated to lobbying, nor can we provide an estimate. As an alternative, we report our expenditure on industry advocacy actions directly performed by Siemens Gamesa to try to shape public policies on the specific topics that these actions address.

F.2.6 Political Contributions

Siemens Gamesa does not make direct political contributions. Our Business Conduct Guidelines specifically forbid companies belonging to the group from directly or indirectly making donations to political parties, including federations, coalitions and voter groups, even by way of loans or advances.

F.3 Responsible Supply Chain

F.3.1 Management Approach

[102-9] [103-1] Our sustainable supply chain management approach integrates environmental, social and governance aspects. We closely monitor sustainability risks to avoid adverse impacts resulting from our supply chain. In addition, we encourage and incentivize our suppliers to not only comply with legal requirements but go beyond them. Accordingly, we understand sustainability performance as an important aspect to create additional value and generate positive impacts.

This approach is grounded by **Siemens Gamesa's Supplier Relationship Policy**,⁹⁹ the **Code of Conduct for Suppliers and Third-Party Intermediaries**,¹⁰⁰ the **General Purchasing Conditions**¹⁰¹ and our internal rules and procedures, as they all set expectations for suppliers, while integrating the Principles of the UN Global Compact on Human Rights, Environment and Anti-Corruption.

F.3.2 Risks and Opportunities in the Supply Chain

As part of our due diligence process, we have identified the following risks in our supply chain:

- Human rights abuse.
- Unfair operating practices, such as corruption and bribery.
- Forced and compulsory labor and child labor.
- Occupational hazards for health and safety.
- Environmental impacts.
- Conflict minerals.

To mitigate potential adverse impacts and identify opportunities for positive impacts, we have developed a sustainable supply chain strategy that sets out actions, and related targets. The following chapters outline core activities in more detail, concentrating particularly on due diligence, decarbonization and high focus areas.

When assessing our supply chain, we are evaluating potential risks and opportunities related to our activities. We distinguish mainly between three categories:

- **Regulatory policy:** We closely track potential impacts and opportunities related to the introduction of regulations, e.g., on Carbon Pricing and Due Diligence.
- **Physical climate change:** We closely follow potential impacts and opportunities related to supply chain disruptions caused by climate change, e.g., extreme weather events.
- **Sustainability product features:** We closely follow the demand development for sustainable product features, e.g., recyclable blades.

F.3.3 Supply Chain Strategy and Targets

Our sustainable supply chain strategy focuses on two levels: suppliers and products. At the supplier level, we are continuously promoting the implementation of standards and processes to

enshrine sustainability as a core factor in suppliers' business activities. Here, we anticipate utilizing risk and performance assessments to identify critical areas and incentivize achievements as well as continuous improvement. The assessments range from a broad set of criteria covering social (e.g., human rights), environmental (e.g., decarbonization, recyclability) and governance aspects. Accordingly:

- We promote sustainability across all suppliers as we see a positive link between sustainability, resilience, and economic performance.
- We work with sustainability best-in-class suppliers to learn from each other.
- We also work with current sustainability laggards to help them find the right focus and improvements on their journey to accelerate our impact.

At the product level, we aim to foster transparency on raw materials in complex supply chains and to assess the related impacts of our sourced goods and services on society and environment. Jointly, we aim to continuously improve sustainability on both levels.

Sharing the commitment to society alongside the supply chain, we aspire to the following:

- By 2023, 100% of our suppliers — in terms of purchasing volume (PVO) — accept the Supplier Code of Conduct.
- By 2023, 90% of high sustainability risk suppliers assessed and/or audited based on total purchasing volume (PVO) from high sustainability risk suppliers.
- By 2025, 30% of suppliers — in terms of purchasing volume (PVO) covering the categories of purchased goods and services as well as transportation and distribution — commit to targets that reduce greenhouse gas (GHG) emissions and are considered as "science-based", i.e., in line with the Science Based Target initiative (SBTi).

Accordingly, Siemens Gamesa is implementing targets on both levels that are reflected in targets for individual suppliers as well as individual targets for Siemens Gamesa employees to promote implementation on all levels.

F.3.4 Sustainability Governance

[L11-SO05] Our suppliers must share our goal of operating in an ethical, environmental-friendly, and law-abiding manner. The Group has therefore established a specific policy governing supplier relation and contracting which provides a group-wide framework for the management and oversight of procurement activities: the **Siemens Gamesa Supplier Relationship Policy**.

The **Code of Conduct for Suppliers and Third-Party Intermediaries** (commonly referred to as "the Code of Conduct") is the key document that sets out the Group's binding requirements and translates our requirements into contractual obligations.

The Code of Conduct is based on, among others, the UN Global Compact and the principles of the International Labour Organization, the principles of the Rio Declaration on Environment and Development, the Electronic Industry Citizenship Coalition® Code of Conduct, the WindEurope® Industry Principles and the

ISO standards. It also reflects the Siemens Gamesa internal Business Conduct Guidelines, which reinforce the fundamental principles of sustainability and apply company wide.

The Code establishes standards to ensure that working conditions in the supply chain are safe, that workers are treated with respect and dignity, and that transactions with suppliers are both ethical, as well as socially and environmentally responsible. The Code remains independent and is updated on a regular basis to reflect the standards of Siemens Gamesa in its dealings with suppliers.

Siemens Gamesa promotes the Code to all suppliers and requests that all our suppliers and third-party intermediaries adopt it and comply with it and all applicable laws and regulations. The Code of Conduct is incorporated into our General Purchasing Conditions, framework contracts and purchase agreements with each supplier.

To underline our requirements, Siemens Gamesa released the **Booklet for the Code of Conduct for Suppliers and Third-Party Intermediaries**¹⁰² (commonly referred to as “the Code of Conduct Booklet”). This comprehensive material is documenting in detail our expectations towards our suppliers in each requirement presented in the Code of Conduct and provides important support for our ESG Risk and Performance Management Framework as described in chapter F3.8. The Code of Conduct and the Code of Conduct Booklet are the result of the work performed by the Supplier Lifecycle Management and Sustainability community, which Siemens Gamesa established in 2017. The group has representatives in external communities, such as the WindEurope® Sustainability Task Force, and is engaged in material sustainability issues.

Our sustainability performance is monitored continuously and has been recognized by leading sustainability indexes and ESG rating agencies. Information on Siemens Gamesa’s inclusion in ESG indexes and the latest ESG ratings is available on our corporate website and in Section A.1. of this report.

F.3.5 Mapping the Siemens Gamesa Supply Chain

[102-10] In FY22, Siemens Gamesa purchased almost €9.0 billion (€6.9 billion in FY21) from 19,842 Tier-1 suppliers (*Suppliers that deal directly with and directly invoice Siemens Gamesa*). These suppliers are continuously screened and assessed for compliance with our Code of Conduct requirements. [See Table 50 - Purchasing volume and Table 51 - Tier-1 suppliers]

The number of suppliers whose annual invoicing exceeded €10 thousand at the end of the reporting cycle FY22 amounted to 10,964 (9,962 in FY21), i.e., 55% of total Tier-1 suppliers, which is an indication of the balance between large and small suppliers. Additionally, we differentiate our supplier base into critical suppliers and high-risk suppliers.

Critical suppliers: Siemens Gamesa monitors critical suppliers, identified as those that meet the following conditions: i) all suppliers that have been designated within the commodity strategy based on relevance and criticality; and ii) all remaining suppliers that have an annual purchasing volume (PVO) that exceeds €50,000. Once identified as critical suppliers, we invite them to participate in our ESG risk and performance assessment supplier journey, as shown in *Figure 4 – Supplier Journey in our ESG Risk and Performance Management Framework*.

In FY22, critical suppliers classified under these conditions accounted for 35% (34% in FY21) of total purchasing volume, i.e.,

approximately €3.2 billion (€2.3 billion in FY21). [See Table 52 - Purchasing volume (PVO) under sustainability focus]

High-sustainability risk suppliers: Additionally, Siemens Gamesa keeps track of suppliers that pose a high risk from a sustainability point of view, identified in terms of: i) operating or are based in a high-risk country and/or high-risk industry; or ii) having incidents of non-compliance and are not participating or have a critical finding in one of the Code of Conduct compliance modules in the ESG Risk and Performance Management Framework. Suppliers with proven incidents of non-compliance with any sustainability aspect are considered as “high sustainability risk” suppliers, regardless of their location.

Suppliers identified as having high sustainability risk to Siemens Gamesa in FY22 accounted for 22% (22% in FY21) of total purchasing volume, i.e., approximately €2.0 billion (€1.5 billion in FY21). [See Table 52 - Purchasing volume (PVO) under sustainability focus]

F.3.6 Integrating Sustainability into the Supply Chain

The processes and tools available at Siemens Gamesa provide buyers with levers, risk indicators and transparency to support the best sourcing decisions. Risk screening is based on financial analyses and commodity reports provided by external consulting companies, which feed indicators into our internal supplier comparison tool.

Processes and tools put into place by the Supplier Lifecycle Management team are also used to gather supplier information for other functions and allow for direct communication. The information collected from the supplier can trigger additional activities in terms of hazardous materials declarations, contractor safety assessments and other health, safety, and environment (HSE) related aspects.

Any suppliers that fail to meet our sustainability requirements may be approved conditionally (if the issues are not critical) upon implementation of improvement measures or blocked immediately from doing any further business with Siemens Gamesa.

[308-1] Since our suppliers play a critical role in our sustainability-oriented value chain, Siemens Gamesa expects them to also demonstrate their commitment to the standards and principles which are summarized in the Code of Conduct.

F.3.7 Commitment to the Code of Conduct

[L11-SO06] An integrated supplier management process is embedded company-wide in unified, mandatory procurement processes and a key part of this is ensuring that our suppliers agree contractually to adhere to the Code of Conduct. We have developed a system of contractual obligations to ensure that all our suppliers commit to its requirements:

- **Qualifying suppliers:** Within our Supplier Qualification process, all suppliers need to overcome several preliminary requirements, one being the commitment to our Code of Conduct.
- **Negotiating contracts:** All new and extended procurement contracts need to include the Corporate Responsibility contract clause, which commits the supplier to our Code of Conduct and defines self-assessment and audit rights.

- **Purchase orders:** to complete the system and to address small procurement volumes which might not be covered by explicit procurement contracts, all purchase orders include the Code of Conduct commitment in the General Purchasing Conditions.

Siemens Gamesa requires its suppliers to commit to the Code of Conduct for Suppliers and Third-Party Intermediaries. In FY22, suppliers that have accepted the Code of Conduct accounted for 89% of the total purchasing volume (PVO) (89% in FY21), an indication of the degree to which these oversight measures are in place. [See Table 54 - Purchasing volume (PVO) covered by Supplier Code of Conduct]

F.3.8 ESG Risk and Performance Management Framework

[L11-SO07] In response to the ESG supply chain risks and opportunities identified in chapter F3.2, we have implemented an ESG Risk and Performance Management Framework, as illustrated in *Figure 4 – Supplier Journey in our ESG Risk and Performance Management Framework* that assesses our suppliers' adherence to the Code of Conduct. Within this framework, our suppliers undergo a supplier assessment journey that is taking both conditions into account:

- The inherent risk of the business in which the supplier operates in, such as country risk, industry risk, and strategic impact; as well as
- The supplier's ESG performance based on a third-party assessment.

The result of the supplier specific assessment journey will be consolidated into a responsible business score in order to identify suppliers that manage ESG aspects well and suppliers that would need to improve their current level of performance. The responsible business score is reflected in our supplier lifecycle management framework and is part of commodity strategies, as well as awarding decisions.

In this way, we promote sustainability across a broad range of suppliers and generate positive impacts, while aligning our sustainability ambitions through this transparency process, as

indicated in chapter *F.3.2 Risks and Opportunities in the Supply Chain*.

The supplier assessment journey is our pathway towards a responsible sourcing. Best-in-class and best-in-progress suppliers are promoted as part of our supplier awarding criteria. In this way, we incentivize sustainability laggards to improve and sustainability leaders to continuously improve. Fostering improvements across our suppliers is one of our key means to generate positive impacts through our activities.

Supplier's ESG performance response is distinguished as follows:

- **Corporate Responsibility Self Assessments (CRSA):** A supplier of critical impact receives a Code of Conduct questionnaire and provides its own assessment of fulfilment of the Code of Conduct requirements. The questionnaire is available on Siemens Gamesa's own platform or presented by a third party on behalf of Siemens Gamesa.
- **ESG Performance Assessment:** A high impact supplier conducts a sustainability performance assessment, submitted by a third party on behalf of Siemens Gamesa, that is benchmarked against our Code of Conduct standards, which are universally applied. In this way, the supplier demonstrates its commitment to our Code of Conduct and differentiates itself from other businesses. In response, the supplier will receive customized improvement recommendations and necessary corrective actions.
- **Supplier Quality Audits with Sustainability Scope:** As part of our internal Supplier Qualification and Audits processes, audit questionnaires have been devised that cover the scope of the Code of Conduct and are applied to suppliers that are critical from a quality perspective.
- **External Sustainability Audits:** Siemens Gamesa engages internationally recognized audit firms to conduct on-site audits based on the principles of the Code of Conduct. The outcome is an in-depth assessment and report that enables Siemens Gamesa and its suppliers to identify and manage potential sustainability risks.

In FY22, Siemens Gamesa ensured that 89% (85% in FY21) of its purchasing volume (PVO) from suppliers with a high sustainability risk was covered by at least one of the modules mentioned above.

Figure 4 – Supplier Journey in our ESG Risk and Performance Management Framework



F.3.9 Consequences of Deviations

If areas of non-conformity are identified, the supplier and Siemens Gamesa agree on an action plan consisting of appropriate improvement measures to mitigate and eliminate the adverse impacts caused by the breaches and enable the supplier to identify and prevent similar occurrences in the future. We require our suppliers to engage actively in these activities without reservation.

All measures put in place after inspections are incorporated into the company-wide supplier management process at Siemens Gamesa and are systematically selected and pursued. Implementation of the measures impacts the supplier's annual performance rating and the assessment of the supplier's future potential, as well as the supplier's approval within the regular supplier qualification process. If suppliers with low sustainability performance do not improve under their development plan, they are phased out of our supplier base.

Breaches may be reported at any time by using the Group Compliance Whistleblowing Channel. If any breaches are confirmed, systems are in place to communicate with the Procurement community as well as with any cross-functions and stakeholders that are affected. If necessary, offending suppliers are blocked globally.

F.3.10 Conflict Minerals

We are committed to avoid the use of minerals from conflict and high-risk areas which are affected by the risks defined in Annex II of the OECD Due Diligence Guidance.¹⁰³

Conflict Minerals are defined as cassiterite, columbite-tantalite, gold, wolframite, and their derivatives, or any other minerals or their derivatives (3TG i.e., tantalum, tin, tungsten, the ores from which they originate, and gold) that may be used to finance the conflict in the DRC (Democratic Republic of Congo) region.

In response to our corporate policies Human Rights¹⁰⁴, Sustainability¹⁰⁵, and Supplier Relationship¹⁰⁶, we are committed to a responsible sourcing of minerals, especially from conflict or high-risk areas in accordance with the OECD Due Diligence Guidance, Edition 3, Annex II.

Therefore, Siemens Gamesa has detailed its commitment to Responsible Minerals Sourcing.¹⁰⁷

We are conducting a uniform enterprise-wide process to determine the use, source, and origin of the relevant minerals in our supply chain (Supply Chain Due Diligence), including the Responsible Minerals Assurance Process (RMAP) as part of the Responsible Minerals Initiative (RMI).

The advantageous position of our parent company, Siemens Energy, as an active member of the Responsible Mineral Initiative (RMI) gives Siemens Gamesa access to Reasonable Country of Origin Information (RCOI) on a smelter level. We purchase 3TG from conformant smelters when these minerals are necessary to manufacture our products. Siemens Gamesa actively engages with RMI's Responsible Minerals Assurance Process to mitigate the risk of working with suppliers whose smelters have not been audited by RMI so far.

F.3.11 Rare Earth Elements

Rare earth elements (REEs) are a group of 17 metals that are moderately abundant in the earth's crust — some even more abundant than copper, lead, gold, and platinum — and share certain unique properties, including heat resistance and high electrical conductivity. These characteristics make REEs essential to many products, ranging from smartphones to more advanced technologies, particularly green technologies. The manufacture of magnets represents the single largest and most important end use of REEs for Siemens Gamesa. While REE reserves can be found worldwide, China supplies most of the global REE demand.

The wind industry needs REEs for permanent-magnet synchronous generators (PMSGs) employed in some wind turbine models. In this connection, Siemens Gamesa purchases magnets that contain REEs, but does not directly purchase any rare earth elements. Our suppliers of magnets that contain rare earth elements are relatively small and represent a marginal amount. These suppliers are in the high sustainability risk category and are subject to all related actions to enforce adherence to the Code of Conduct.

Accordingly, we have implemented a thorough due diligence framework to avoid potential adverse impacts related to our activities. We conduct regular sustainability audits with our first-tier magnet suppliers to assess their sustainability performance and implement appropriate procedures and policies. We also aim to adopt the OECD due diligence guidance for rare earths and are implementing a due diligence process to provide transparency on lower tier suppliers to verify the origin of our source materials and to ensure that the REEs used in our magnets are sourced with the appropriate respect for the environment and human rights.

Siemens Gamesa works continuously to improve the design of its direct drive generators in order to optimize the use of all materials, including rare earth permanent magnets. Siemens Gamesa aims to phase out the use of heavy rare earth elements (dysprosium and terbium) in permanent magnets to strengthen the products' economic, environmental, and social sustainability.

F.3.12 Balsa Wood

Balsa wood is a fast-growing resource that is easy to grow without fertilizers or other added resources. Consequently, it can be grown sustainably. Balsa is a weed tree where it is native and has a relatively short life span. Sometimes, it self-sows in inconvenient locations. Therefore, it can be plantation-grown, harvested, and grown again without negative environmental impacts. Balsa reproduces easily and reaches a circumference of approx. 90 cm. (diameter 30 cm.) and a height of about 18-25 meters in 5-6 years. Therefore, it is a source which renews itself constantly. The wood is grown almost exclusively in Ecuador, Indonesia, and Papua New Guinea (PNG).

Balsa wood is classified as a hardwood and is soft, light, and adaptable. These properties make it ideal for many applications that require a high stiffness-to-weight-ratio, including structural cores of wind turbine blades, but also marine and other mobility applications.

In general, we can confirm that it is not an endangered resource, nor does it give rise to situations of systemic violation of human rights.

Our goal is to purchase balsa wood that has been responsibly sourced in order to fight illegal logging, which is one of the largest causes of deforestation.

Therefore, the suppliers used are certified by the Forest Stewardship Council (FSC), or DNV-GL or similarly certified, have signed our Code of Conduct and are monitored regularly.

F.4 Consumer relations

F.4.1 Protection of customer health & safety

[L11-SO08] [416-1] The Company assesses the impacts of its products on the health and safety of its customers from the initial development stages with the aim of improving them through design and project management policies. This is achieved by describing Product Safety as an umbrella term for the Quality Management and HSE procedures and processes we have in place to protect customers, employees and members of the public from any risk derived from our products or our manufacturing, installation, operating and decommissioning activities.

Management procedures are in place to establish responsibilities, workflows and activities to ensure that component designs are optimal and that they do not produce unnecessary hazards or endanger the health and safety of those working directly with the component as a result of poor safety design. For instance, Siemens Gamesa has issued an instruction that defines the processes for ensuring that the wind turbines and/or related products that we place in the market in the EU or EEA (European Economic Area) comply with any Directives which apply inside and outside the EU, where those requirements are established by contractual obligations to customers.

F.4.2 Complaints system

Due to the nature of our business, all commercial transactions with customers are carried out under specific contracts. Therefore, any customer complaints are related to such contracts and are addressed within that framework.

F.4.3 Complaints received and their resolution

[L11-SO09] In the ordinary course of business, we are involved in out-of-court disputes, litigation and arbitration proceedings as well as administrative proceedings. Frequent situations include claims for alleged breaches of contract (particularly those brought by or against project partners and customers relating to delays, poor performance or non-performance), labor disputes, antitrust issues, product liability and warranty claims, and IP infringement or validity.

Most cases arise from the interpretation of agreements and are resolved through contractual agreements, guarantees and warranty extensions, etc. The cases that remained open this fiscal year include: i) Customer claims in commercial disputes over project delays, and ii) Disputes or disagreements about IP rights. The latter involve competitors or other third parties and relate to the validity of IP rights or infringements. Siemens Gamesa is a party to

several licensing agreements that provide it with IP rights (patents, trademarks and design rights) that are either necessary or useful for the Company's business. Disputes or disagreements have occasionally arisen concerning the fulfillment of existing agreements, the interpretation of the scope of use of the IP rights granted to Siemens Gamesa by third parties (including competitors), and alleged IP infringements. The group covers such risks by means of appropriate provisions and guarantees to minimize the likelihood that they will materialize.

F.5 Tax information

F.5.1 Management Approach

[L11-SO11] The aim of Siemens Gamesa's tax strategy is to ensure compliance with the tax regulations applicable to its activities in all the territories where it operates. This fundamental objective to respect and to comply with tax rules is properly combined with pursuing the corporate interest and generating shareholder value sustainably over time whilst avoiding tax risks and inefficiencies in the implementation of business decisions.

F.5.2 Tax policy

Siemens Gamesa aims to fulfill its tax obligation in all territories in which it does business, and to maintain an appropriate relationship with the relevant tax authorities. In order to include that commitment to fulfill, develop and implement good tax practices within the Corporate Governance Rules of Siemens Gamesa, the Company's Corporate Tax Policy¹⁰⁸ establishes practices in connection with a) Prevention of tax risk, b) Relations with the tax authorities, c) Reporting to the Board of Directors, d) Reporting to the market, and e) Updating good tax practices.

Furthermore, in compliance with the provisions of the Annex to the Code of Good Tax Practices and with the aim of reinforcing the commitment to tax transparency, Siemens Gamesa submits an "Annual Tax Transparency Report for companies adhering to the Good Tax Practices Code" to the Spanish Tax Agency.

F.5.3 Tax Strategy

The tax strategy focuses on compliance and efficiency. Siemens Gamesa conducts tax planning to the extent required to ensure tax efficiency within the constraints of the law. The Company does not conduct any aggressive tax planning activities and aims for an open and transparent relationship with the tax authorities and to be transparent towards other external stakeholders.

The presence of Siemens Gamesa in countries designated as "non-cooperative jurisdictions for tax purposes" is solely and exclusively due to ordinary business activities. In FY22, the only two subsidiaries established in "non-cooperative jurisdictions for tax purposes" in accordance with Spanish regulations were Siemens Gamesa Renewable Energy, Ltd. (Mauritius), which is 100% owned and was incorporated on May 2, 2015, and the branch of Siemens Gamesa Eólica S.L. in Jordan, established on January

1, 2016. Both entities are involved in wind turbine maintenance activities for customers who own wind farms located in those jurisdictions. The turnover of these entities is not material compared to the total turnover of the Siemens Gamesa Group (€0.5 million in Mauritius and €2.7 million in Jordan).

The profit obtained by such entities is subject to corporate income tax at a nominal tax rate of 15% (Mauritius) and 20% (Jordan). In the case of Jordan, as it is a permanent establishment of a Spanish entity located in a "non-cooperative jurisdiction for tax purposes", the profits each year are also reported as part of the tax base in Spain. Therefore, ownership of these entities does not provide any tax advantage.

F.5.4 Profits and taxes paid on profits

[L11-SO11] [L11-SO12] In FY22, 81% of the group's taxes (80% in 2021 and 84% in 2020) were paid by entities located in the top nine countries: Denmark, Spain, China, the United Kingdom, Brazil, Germany, Mexico, India and the United States.

In compliance with the provisions of the Code of Good Tax Practices of the Spanish Tax Agency and of the Proposal for reinforcing good fiscal transparency practices among companies adhering to that Code, in September 2022, Siemens Gamesa voluntarily submitted the "Annual Tax Transparency Report" for FY21 (October 1, 2020 - September 30, 2021). In that report, the Company disclosed that, in February 2020, Siemens Gamesa was certified by AENOR in accordance with the UNE 19602 Spanish standard on tax compliance.

AENOR certified Siemens Gamesa's tax management system, policies and risk management framework in accordance with the requirements of the UNE 19602 standard.¹⁰⁹ That standard is intended to help organizations implement policies and procedures that minimize the risk of tax non-compliance. In the event of a disagreement, it also serves as proof to the Spanish Tax Agency

and the courts of the absence of intention to defraud. We were the first company in the renewable energy sector to obtain this certificate. The standard is an ideal mechanism for listed companies to comply with the tax management obligations contained in the tax regulations and the Code of Good Tax Practices.

From an ESG perspective, there is growing concern among certain stakeholders (customers, employees, suppliers, communities and shareholders) about tax contributions. Listed companies must prove to investors that they are properly contributing to society by paying taxes. This certification is important to prove to these stakeholders that Siemens Gamesa continues to fulfill its tax obligations properly.

Additionally, the Company met with Spanish Tax Agency representatives on October 21, 2021, to analyze the content of the "Annual Tax Transparency report" related to FY20 (filed in September 2021). [See Table 8 - Breakdown by country of profit (loss) and taxes paid (million euro)]

F.5.5 Public Subsidies Received

[L11-SO13] [201-4] Siemens Gamesa was granted publicly funded aid for its R&D activity totaling €25.9 million in FY22 (€9.5 million in FY21). This public funding includes both non-refundable grants and refundable loans.

The Company's main R&D funding programs and bodies in FY22 included: Federal Ministry of Education and Research (Germany), Danish Board of Business Development, H2020 (European Commission), Centre for the Development of Industrial Technology (Spain), Danish Energy Agency (Denmark) and Government of the Basque Country (Spain). Siemens Gamesa did not receive publicly funded aid for its industrial activities in FY22 (it received €23.59 million in FY21). [See Table 4 - Public financial subsidies granted]

Figure 5. Siemens Gamesa Cuxhaven (Germany)



G. EU Taxonomy as per EU Regulation 2020/852

G.1 EU Taxonomy disclosures

The Taxonomy Regulation is a key component of the European Commission's action plan to redirect capital flows towards a more sustainable economy.

In this section, as a non-financial undertaking, we present the share of our group revenue, capital expenditure (Capex) and operating expenditure (Opex) for the reporting period 2022 that is associated with EU Taxonomy-eligible economic activities under the first two environmental objectives (climate change mitigation and climate change adaptation) in accordance with Art. 8 of the Taxonomy Regulation and Art. 10 (2) of the Art. 8 Delegated Act.

In this fiscal year, Siemens Gamesa reported only on the percentage of eligibility, i.e., the weighting of the activities described by Royal Decree 2139/2021. For subsequent years, these eligible activities will be analyzed from the point of view of their alignment with the Taxonomy.

G.2 Eligible activities

SGRE's main activities were checked against the catalogue of activities published by the EU taxonomy regulations. Those that do not fit in this catalogue are classified as non-eligible.

Eligible activities: Due to the sector in which the Group operates, a separate analysis of crosscutting activities was not performed, as most of the transactions are related to the core activities identified as eligible. In line with the consolidated annual financial report and in accordance with the definition of the group and its activities: "Its activities are divided into two business segments: (i) Wind Turbines and (ii) Operation and Maintenance." "In addition to the operations carried out directly, Siemens Gamesa is the head of a group of subsidiaries that engage in various business activities and which compose, together with the Company, the Siemens Gamesa Group." As a result, the following EU equivalent activities are defined:

- "3.1 Manufacture of renewable energy technologies" and
- "7.6 Installation, maintenance and repair of renewable energy technologies".

Non-eligible activities: Two economic activities were identified as non-taxonomy activities. We refer here to the manufacture of gearbox and electrical cabinets carried out by certain sub-segment of the Onshore business. These activities are not necessarily focused on the manufacture of renewable technologies and, therefore, are considered ineligible.

G.3 Substantial contribution

The eligible activities of Siemens Gamesa (3.1 and 7.6) make a substantial contribution to the first objective of Regulation (EU) 2020/852: climate change mitigation. Declared activities are enabling activities that allow our customers to reduce their emissions. No substantial contribution to climate change adaptation is assessed.

According to article 1 (5) of the Disclosures Delegated Act, an eligible activity is an activity described in the Delegated Acts regardless of whether that activity meets any of the technical criteria.

G.4 Calculation of the percentage of eligible revenue

SGRE calculated the percentage of eligible revenue in accordance with the EU taxonomy regulation.

The regulation requires the use of the definition of "net revenue" in article 2(5) of the Accounting Directive as a reference. More specifically, non-financial undertakings that apply IFRS standards are required to disclose the amounts that are presented as "revenue" in accordance with IAS 1, paragraph 82(a).

The proportion of eligible revenue referred to in Article 8(2a) of Regulation (EU) 2020/852 is calculated as the share of net revenue resulting from products or services, including intangibles, associated with economic activities that are eligible according to the taxonomy (numerator), divided by the net revenue (denominator) as defined in Article 2(5) of Directive 2013/34/EU.

Revenue includes revenue recognized in accordance with International Accounting Standard (IAS) 1, paragraph 82(a), as adopted by Commission Regulation (EC) No 1126/2008.

SGRE's eligibility percentages were calculated using the following figures:

Definition of the revenue scope:

- The scope of the KPI is the group's consolidated revenue.

Definition of the revenue equation:

- The numerator includes only the consolidated revenue from eligible activities.
- The denominator is Siemens Gamesa's total consolidated revenue.

- % of revenue:
$$\frac{(3.1 + 7.6)}{\text{Total SGRE}}$$

G.5 Calculation of the percentage of eligible Capex

For non-financial companies applying International Financial Reporting Standards (IFRS) as adopted by Regulation (EC) No 1126/2008, Capex refers to costs that are recognized in accordance with:

- IAS 16 paragraphs 73 (e) (i) and (iii)
- IAS 38 paragraphs 118 (e) (i)
- IAS 40 paragraphs 76 (a) and (b) (for the fair value model)
- IAS 40 paragraphs 79 (d) (i) and (ii) (for the cost model)
- IAS 41 paragraphs (b) and (e)
- IFRS 16 paragraph 53(h)

In accordance with the ESMA recommendations, Capex should be calculated on a gross basis, i.e., without considering revaluations, scheduled depreciation, or impairment losses. Capex should include investments in long-term tangible and intangible assets (non-current assets). It should also include goods that have been acquired as part of asset deals (Capex immediately discernible) or share deals (Capex calculated as part of the purchase price allocation).

Siemens Gamesa followed both article 8 of the EU Taxonomy regulation and the ESMA recommendations when calculating the Capex KPI percentages, including the following concepts:

Definition of the Capex scope:

- The scope of the KPI is composed of Capex additions on tangible (product, plant and equipment), intangible and right-of-use assets (leases).

Definition of the Capex equation:

- The numerator of the KPI includes only the Capex additions of the eligible activities.
- The denominator corresponds to SGRE's total Capex additions.

▪ % of Capex:
$$\frac{(3.1 + 7.6)}{\text{Total SGRE}}$$

G.6 Calculation of the percentage of eligible Opex

According to the ESMA recommendations, the Opex that is relevant for the EU Taxonomy should include individually attributable, direct non-capitalized expenses for research and development, building renovations, short-term leases, maintenance and repairs, and any other direct expenditures relating to the day-to-day servicing of items of property, plant and equipment that are necessary to ensure the continued and effective functioning of such assets. Double counting must be avoided.

Siemens Gamesa followed both EU Taxonomy art.8 and the ESMA recommendations when defining both the scope and the calculation formula:

Definition of Opex scope from the EU taxonomy perspective:

- The scope of Opex is composed only by the direct Research and Development expenses (it includes only expenses allocated to specific R&D projects), property, plant and

equipment renovation and maintenance, and short-term leases of property, plant and equipment.

- The scope excludes maintenance and short-term lease costs allocated to SGRE's customer projects (re-billing Opex) and central structural costs (IT licenses, overheads, management costs). There are excluded from both the numerators and the denominator as they are not considered EU Taxonomy Opex.

Definition of the Opex equation:

- The numerator of the KPI includes only the eligible activities, while the denominator includes the sum of eligible and non-eligible activities.
- % of Opex:

$$\frac{(3.1 + 7.6)}{(3.1. + 7.6 + \text{Ineligible activity electric cabinets \& gearbox})}$$

G.7 Taxonomy report — main results

[L11EUT01] Siemens Gamesa reports ninety-nine percent (99.28%) of its revenue in fiscal year 2022 to be taxonomy eligible. Of this, 76.9% corresponds to the wind turbine manufacturing activity (3.1 *Manufacture of renewable energy technologies*), and 22.4% to the Service activity (7.6 *Installation, maintenance, and repair of renewable energy technologies*). Only 0.7% of total revenue, which corresponds to the sale of gearboxes and electric cabinets to third parties in different sectors, is declared as ineligible. [\[See Table 5 - Proportion of revenue from products or services associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the Taxonomy Regulation \(ESMA\)\]](#)

[L11EUT02] Ninety-three percent (93.4%) of Siemens Gamesa's total Capex additions in FY22 is assessed to be taxonomy eligible. This includes the investment directly allocated to wind turbine manufacturing (88.90%) and Service (4.52%) activities. 6.58% of total Capex additions was excluded as it is allocated to subsegments that represent not business activities but support functions (the business structure, also called central items) and the gearbox and electric cabinet manufacturing activity. [\[See Table 6 - Proportion of Capex from products or services associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the Taxonomy Regulation \(ESMA\)\]](#)

[L11EUT03] Eighty-nine percent (89.1%) of Siemens Gamesa's Opex is directly allocated to the wind turbine manufacture and service activity and is, therefore, declared as taxonomy eligible. The remaining 10.9% that is declared as non-eligible is allocated to the gearbox and electric cabinet manufacturing activity and the rest of central items that represent structural functions. [\[See Table 7 - Proportion of Opex from products or services associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the Taxonomy Regulation \(ESMA\)\]](#)

H. Tables, Facts and Figures

H1. General topics

Table 1 - Revenues by segment

(€million)	FY18	FY19	FY20	FY21	FY22
Wind Turbines	7,847	8,733	7,715	8,272	7,618
Service	1,275	1,493	1,768	1,926	2,196
Group total	9,122	10,227	9,483	10,198	9,814

Table 2 - Revenues by geographical area

(€million)	FY18	FY19	FY20	FY21	FY22
Europe, Middle East and Africa	5,175	6,653	5,197	4,910	5,752
Americas	2,235	2,031	2,659	2,678	2,265
Asia, Australia	1,712	1,543	1,627	2,610	1,798
Group total	9,122	10,227	9,483	10,198	9,814

Table 3 - Revenues by country

(€million)	FY18	FY19	FY20	FY21	FY22
Spain	666	1,000	617	489	1,067
Germany	1,173	1,038	745	454	694
Denmark	639	1,116	712	447	175
United Kingdom	1,062	1,497	391	1,383	939
United States	998	1,514	1,907	1,757	854
China P.R.	329	203	299	252	65
India	888	774	425	457	509
Brazil	262	198	293	377	590
Mexico	474	167	176	152	37
Rest of countries	2,896	2,720	3,918	4,430	4,884
Group total	9,122	10,227	9,483	10,198	9,814

Table 4 – Public financial subsidies granted

(€million)	FY18	FY19	FY20	FY21	FY22
European Commission	6.08	1.37	2.02	2.50	2.41
Grants	6.08	1.37	2.02	2.50	2.41
Loans	0	0	0	0	0
Spain	2.36	5.29	10.15	3.67	2.59
Grants	0.53	1.07	2.48	1.15	0.56
Loans	1.82	4.22	7.67	2.52	2.03
Germany	0.12	0	2.89	0.74	15.27
Grants	0.12	0	2.89	0.74	15.27
Loans	0	0	0	0	0
Denmark	0.29	0.99	0.18	2.59	5.58
Grants	0.29	0.99	0.18	2.59	5.58
Loans	0	0	0	0	0
UK	0	0	0	17.55	
Grants	0	0	0	17.55	
Loans	0	0	0	0	
Portugal	0	0	0	5.24	
Grants	0	0	0	5.24	
Loans	0	0	0	0	
France	0	0.69	0	0.8	
Grants	0	0.69	0	0.8	
Loans	0	0	0	0	
Rest of countries	0	0	0	0	
Grants	0	0	0	0	
Loans	0	0	0	0	
Siemens Gamesa Group	8.86	8.36	15.24	33.09	25.85
Grants	7.03	4.14	7.57	30.57	23.82
Loans	1.82	4.22	7.67	2.52	2.03

Table 5 - Proportion of revenue from products or services associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the Taxonomy Regulation (ESMA)

Business activity				Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards (17)	Taxonomy aligned proportion of revenue year N (18)	Taxonomy aligned proportion of revenue year N-1 (18)	Category (enabling activity / transitional activity) (20)	
	Code (s)	Absolute Revenue(3)	Proportion of revenue(4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
Economic activities (1)		€million	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E/T
A. ELIGIBLE ACTIVITIES																				
A.1 Eligible Taxonomy-aligned activities																				
3.1 Manufacture of renewable energy technologies	3.1	7,547	76,90%	76,90%	0,00%	-	-	-	-											
7.6 Installation, maintenance, and repair of renewable energy technologies	7.6	2,196	22,38%	22,38%	0,00%	-	-	-	-											
Revenue of eligible Taxonomy-aligned activities (A.1)		9,743	99,28%	99,28%	0,00%	-	-	-	-											
A.2 Eligible not Taxonomy-aligned activities																				
-		-	-	-	-	-	-	-	-											
Revenue of eligible not Taxonomy-aligned activities (A.2)		-	-	-	-	-	-	-	-											
Total (A.1+A.2)		9,743	99,28%	99,28%	0,00%	-	-	-	-											
B. NON-ELIGIBLE ACTIVITIES																				
Revenue of non-eligible activities (B)		71	0,72%																	
Total (A+B)		9,814	100,00%																	

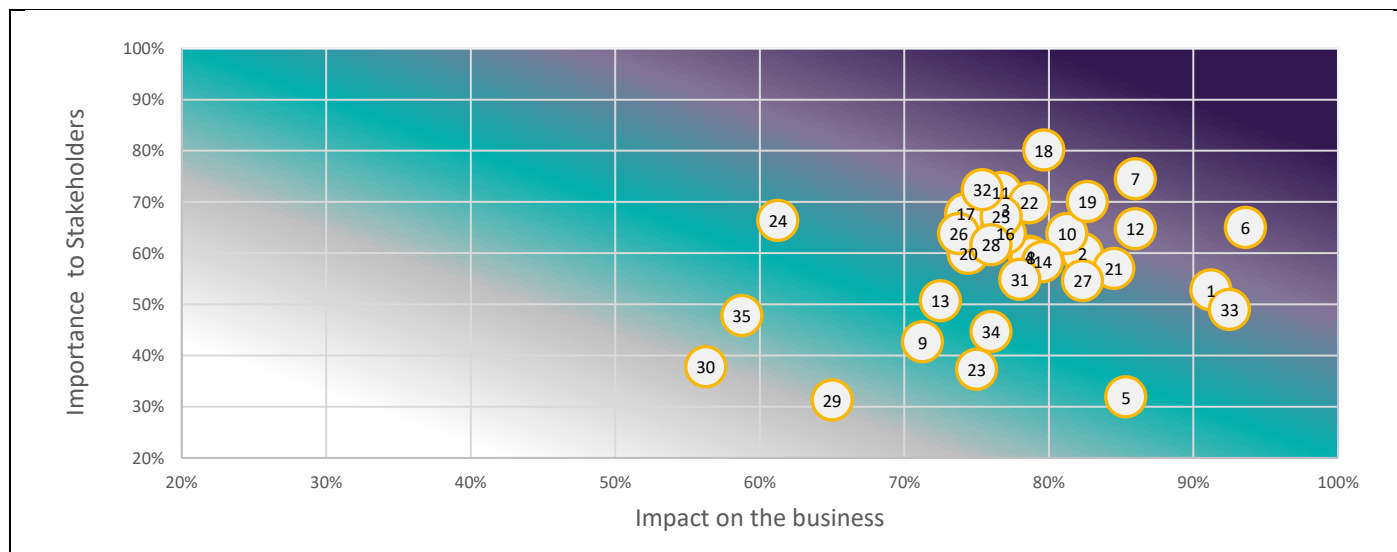
Table 6 - Proportion of Capex from products or services associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the Taxonomy Regulation (ESMA)

Business activity				Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards (17)	Taxonomy aligned proportion of Capex year N (18)	Taxonomy aligned proportion of Capex year N-1 (18)	Category (enabling activity / transitional activity) (20)	
	Code (s)	Absolute CAPEX (3)	Proportion of Capex (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
Economic activities (1)		€million	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E/T
A. ELIGIBLE ACTIVITIES																				
A.1 Eligible Taxonomy-aligned activities																				
3.1 Manufacture of renewable energy technologies	3.1	865	88,90%	88,90%	0,00%	-	-	-	-											
7.6 Installation, maintenance, and repair of renewable energy technologies	7.6	44	4,52%	4,52%	0,00%	-	-	-	-											
Capex of eligible Taxonomy-aligned activities (A.1)		909	93,42%	93,42%	0,00%	-	-	-	-											
A.2 Eligible not Taxonomy-aligned activities																				
-		-	-	-	-	-	-	-	-											
Capex of eligible not Taxonomy-aligned activities (A.2)		-	-	-	-	-	-	-	-											
Total (A.1+A.2)		909	93,42%	93,42%	0,00%	-	-	-	-											
B. NON-ELIGIBLE ACTIVITIES																				
Capex of non-eligible activities (B)		64	6,58%																	
Total (A+B)		973	100,00%																	

Table 7 - Proportion of Opex from products or services associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the Taxonomy Regulation (ESMA)

Business activity				Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards (17)	Taxonomy aligned proportion of Opex year N (18)	Taxonomy aligned proportion of Opex year N-1 (18)	Category (enabling activity / transitional activity) (20)	
	Code (s)	Absolute OPEX (3)	Proportion of Opex (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
Economic activities (1)		€million	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E/T
A. ELIGIBLE ACTIVITIES																				
A.1 Eligible Taxonomy-aligned activities																				
3.1 Manufacture of renewable energy technologies	3.1					-	-	-	-											
7.6 Installation, maintenance, and repair of renewable energy technologies	7.6					-	-	-	-											
Opex of eligible Taxonomy-aligned activities (A.1)		119	89,11%	89,11%	0,00%	-	-	-	-											
A.2 Eligible not Taxonomy-aligned activities																				
-		-	-	-	-	-	-	-	-											
Opex of eligible not Taxonomy-aligned activities (A.2)		-	-	-	-	-	-	-	-											
Total (A.1+A.2)		119	89,11%	89,11%	0,00%	-	-	-	-											
B. NON-ELIGIBLE ACTIVITIES																				
Opex of non-eligible activities (B)		15	10,89%																	
Total (A+B)		134	100%																	

Figure 6 – Materiality matrix



Legend of components of the materiality matrix

- | | | |
|--|---|---|
| (1) Business model and strategy | (13) Work-life balance and other benefits | (25) GHG Emissions. Fight against climate change |
| (2) Risks and opportunities management | (14) Talent attraction and retention | (26) Environmental management systems |
| (3) Corporate Governance | (15) Health and Safety | (27) Environmental risks and impacts management |
| (4) External commitments to stakeholders | (16) Employee satisfaction | (28) Waste management |
| (5) Investor relations | (17) Life cycle of products and services | (29) Environmental expenditures and investments |
| (6) Ethics, integrity and anti-corruption | (18) R&D programs and investment | (30) Land use |
| (7) Regulatory compliance | (19) Communities and environment relationship | (31) Programs to reduce the environmental impact |
| (8) Economic management and performance | (20) Social action and investment | (32) Efficient use of resources (energy, water, etc.) |
| (9) Direct and indirect economic impacts | (21) Human Rights | (33) Customer satisfaction |
| (10) Renewable energy environment | (22) Responsible procurement practices | (34) Privacy and security of information |
| (11) Training, development and employability | (23) Security of supply | (35) Grievance mechanisms |
| (12) Equal opportunity, diversity | (24) Biodiversity impact management | |

Consolidated Non-Financial Statement 2022
Section H. Tables, facts and figures

Table 8 - Breakdown by country of profit (loss) and taxes paid (million euro)

	FY18 (*)	FY18 Tax	FY19 (*)	FY19 Tax	FY20 (*)	FY20 Tax	FY21 (*)	FY21 Tax	FY22 (*)	FY22 Tax
Argentina	(3)	0	0	0	(4)	0	4	(1)	0	(0)
Australia	15	(6)	0	(6)	(11)	(1)	29	(5)	(8)	(4)
Austria	0	0	1	0	0	0	0	0	1	(0)
Belgium	16	(5)	18	(4)	1	(3)	9	(2)	2	(0)
Brazil	(24)	(8)	(11)	(6)	(81)	(3)	(321)	(3)	(252)	(3)
Bulgaria			1	0	1	0	1	0	0	(0)
Canada	27	(7)	16	(4)	6	(1)	(29)	(1)	(113)	6
Chile	4	5	(1)	(3)	(4)	0	(23)	0	(9)	0
China P.R.	30	(13)	14	(18)	18	(5)	97	(29)	15	(33)
Colombia					0	0	0	0	(0)	0
Costa Rica	2	(1)	3	0	(4)	(1)	(1)	0	0	0
Croatia	5	(2)	1	(1)	2	0	5	0	(0)	(1)
Cyprus			0		0	0	0	0	(0)	0
Denmark	302	(17)	388	(81)	(172)	(29)	62	2	(622)	1
Djibouti					0	0	(5)	0	(3)	(1)
Dominican Republic	2	0	(5)	0	(2)	(2)	2	0	1	(0)
Egypt	5	0	3	(1)	(3)	(2)	0	(1)	(10)	(0)
Ethiopia							(1)	0	1	0
Finland			0		(1)	0	0	0	(0)	0
France	(16)	(2)	(11)	(2)	(15)	(1)	(15)	9	1	1
Germany	(3)	(17)	51	(13)	272	(26)	85	(42)	170	(35)
Greece	0	0	0	0	(1)	0	5	0	69	(0)
Guatemala	(4)		4	0	0	0	(2)	0	0	(0)
Honduras			(5)	0	(5)	0	1	0	(6)	(0)
Hungary	0	(1)	1	0	1	0	1	0	4	0
India	(46)	(14)	(111)	(3)	(531)	(12)	(175)	(5)	(119)	17
Indonesia	3	0	0	0	1	0	0	0	0	(0)
Iran	2		4	(1)	2	0	0	0	(0)	(0)
Ireland	7	0	6	(1)	12	(1)	2	(1)	5	(0)
Italy	1	0	(2)	0	(6)	0	1	0	23	(0)
Jamaica	0				0	0	0	0	(0)	0
Japan							0	0	(36)	(2)
Jordan	2	(1)	3	(1)	0	0	1	0	0	(0)
Kenya			0		0	0	0	0	(0)	(0)
Korea	1	0	0	0	3	0	0	(1)	1	0
Mauritania			(1)		0	0	(4)	0	3	(1)
Mauritius			0	0	0	0	0	0	0	0
Mexico	(34)	(7)	(25)	(5)	(54)	(2)	(7)	(5)	(70)	(1)
Morocco	(3)	(3)	(3)	(3)	(9)	(2)	(4)	(3)	(51)	(3)
Netherlands	7	(3)	7	(2)	5	(3)	21	(2)	29	(8)
N. Caledonia			(1)		0	0	1	0	1	(0)
N. Zealand				0					-	-
Nicaragua		(1)	(5)	0	(1)	0	(2)	0	0	0
Norway	1	(1)	0		(2)	0	0	0	(22)	(1)
Pakistan			0	0	1	0	(1)	0	1	(1)
Peru	2	0	2	(1)	0	0	(3)	1	3	(0)
Philippines	2	(1)	4	(1)	2	(1)	1	(1)	0	(2)
Poland	3	1	5	0	3	0	4	(4)	(4)	(4)
Portugal	0	0	1	0	(7)	1	(20)	0	14	(0)
Romania	1	0	2	0	1	0	1	0	(3)	0
Russia	(1)		(3)		(13)	0	(8)	0	15	(2)
Serbia					0	0	0	0	0	(0)
Singapore				0					-	-
S. Africa	8	(6)	4	(5)	4	(3)	5	(4)	6	(1)
Spain	(174)	(2)	(288)	(6)	(407)	(5)	(384)	(2)	122	(2)
Sri Lanka			0	0	0	0	0	0	0	(0)
Sweden	7	(2)	5	(3)	(8)	(2)	(6)	0	(21)	(0)
Taiwan			4		(14)	0	35	(5)	35	(11)
Thailand	2	0	3	0	3	(1)	(5)	(1)	11	(1)
Tunisia	6	0	(2)	0	1	0	0	0	(1)	0
Turkey	(4)	(2)	1	(3)	(20)	(1)	(7)	(1)	0	0
Ukraine			0						-	-
United Kingdom	74	(4)	108	(8)	100	(55)	110	(30)	146	(19)
United States	(75)	21	7	2	(61)	(1)	(9)	6	(234)	1
Uruguay	14	(1)	4	(5)	(3)	2	(3)	0	(12)	(0)
Venezuela			0						-	-
Vietnam	0		0	0	(4)	0	5	0	3	(1)
Other IFRS	4		(9)		(12)	0	(7)	0	1	0
Siemens Gamesa	168	(103)	190	(191)	(1,019)	(165)	(553)	(134)	(914)	(112)

(*) Note: Profit /(loss) before tax

Table 10 - Service track record (MW)

	FY18	FY19	FY20	FY21	FY22	ON	OF		FY18	FY19	FY20	FY21	FY22	ON	OF
Algeria	11	-	-	-	-	-	-	Kuwait	10	10	10	10	10	10	-
Argentina	-	76	100	100	100	100	-	Lithuania	14	14	-	14	14	14	-
Australia	587	720	1,077	1,077	1,271	1,271	-	Luxemburg	21	-	24	24	48	48	-
Austria	26	26	26	9	25	25	-	Macedonia	-	14	37	37	37	37	-
Belgium	389	509	498	970	973	215	758	Mauritania	30	30	30	30	30	30	-
Bosnia-Herz	-	87	36	135	135	135	-	Mauritius	9	9	9	9	9	9	-
Brazil	3,565	3,735	3,193	3,017	3,936	3,936	-	Mexico	2,040	2,224	2,509	2,349	2,236	2,236	-
Bulgaria	90	90	90	30	90	90	-	Morocco	638	842	842	1,052	1,052	1,052	-
Canada	1,808	1,830	1,986	2,006	2,217	2,217	-	Netherlands	785	804	1,236	1,690	1,305	187	1,118
Chile	452	452	457	1,468	1,549	1,549	-	N.Caledonia	-	-	-	-	14	14	-
China P.R.	726	512	508	1,355	998	998	-	N. Zealand	60	60	60	193	193	193	-
Costa Rica	130	130	80	-	-	-	-	Nicaragua	44	44	-	-	-	-	-
Croatia	172	162	162	162	162	162	-	Norway	265	209	670	1,323	1,536	1,536	-
Czech Rep.	14	14	14	14	14	14	-	Pakistan	124	124	50	50	455	455	-
Denmark	626	657	685	597	1,334	523	811	Peru	14	14	123	160	160	160	-
Dom. Rep.	-	137	139	139	139	139	-	Philippines	243	243	205	151	151	151	-
Egypt	564	834	843	1,089	1,095	1,095	-	Poland	915	919	853	880	978	978	-
Finland	280	268	122	122	122	122	-	Portugal	402	402	402	523	888	888	-
France	1,185	1,280	1,253	1,540	2,990	2,990	-	Puerto Rico	101	101	-	-	-	-	-
Germany	4,750	5,113	14,270	13,280	9,880	6,817	3,063	Romania	352	242	148	68	58	58	-
Greece	278	372	352	483	546	546	-	Russian Fd.	-	-	-	78	78	78	-
Guatemala	-	32	32	32	32	32	-	South Africa	605	605	499	749	855	855	-
Honduras	50	50	50	50	50	50	-	South Korea	-	-	122	162	198	198	-
Hungary	24	24	24	24	24	24	-	Spain	5,914	5,639	6,549	6,919	7,633	7,633	-
India	5,563	6,240	6,835	6,686	6,926	6,926	-	Sri Lanka	-	-	45	10	10	10	-
Indonesia	-	151	153	151	151	151	-	Sweden	625	663	947	1,137	1,121	1,121	-
Iran	-	61	61	61	61	61	-	Taiwan	8	8	128	128	216	-	216
Ireland	891	963	958	978	805	805	-	Thailand	355	524	656	657	675	675	-
Israel	21	-	-	-	-	-	-	Turkey	849	873	947	1,297	1,305	1,305	-
Italy	1,309	1,659	1,675	1,387	2,193	2,193	-	UK	8,582	8,688	7,896	8,222	8,318	2,132	6,186
Japan	131	213	301	294	340	340	-	USA	9,450	9,722	12,634	13,383	13,469	13,457	12
Jordan	166	82	162	166	166	166	-	Uruguay	410	410	410	410	410	410	-
Korea Rep.	49	103	-	-	-	-	-	Vietnam	8	39	60	60	491	401	90
ON: Onshore OF: Offshore															
Siemens Gamesa	56,728	60,030	74,240	79,199	82,276	70,023	12,254								

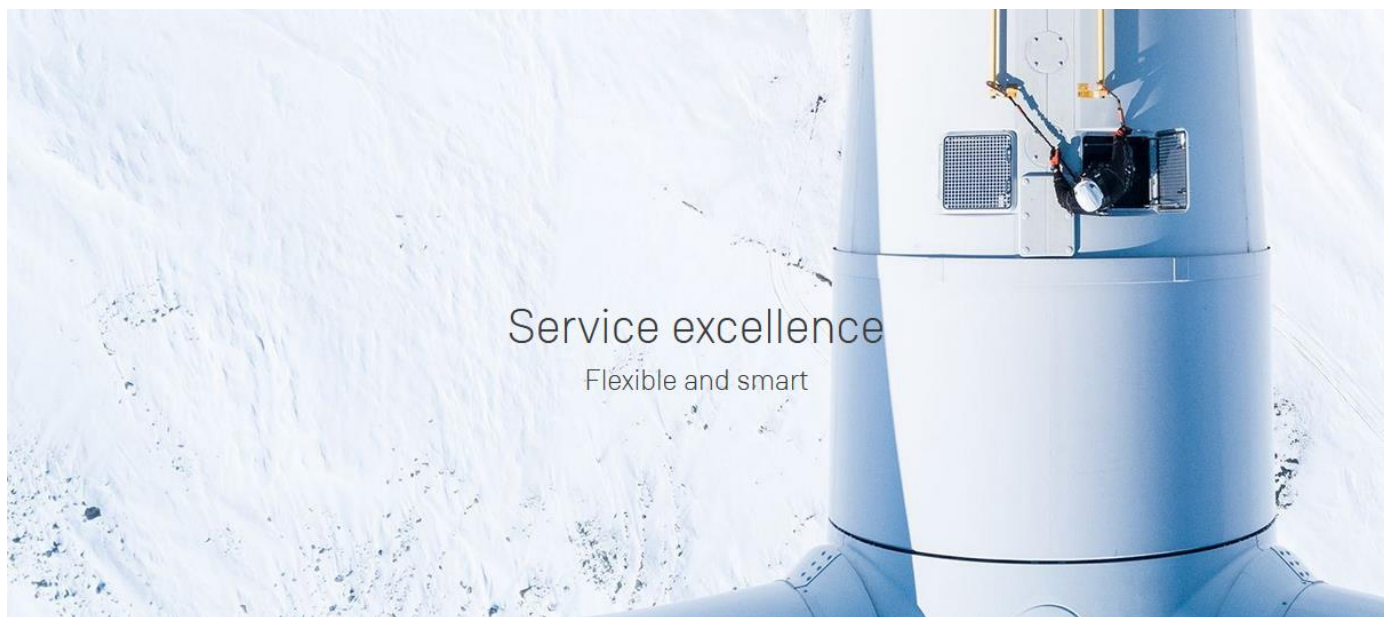


Figure 8 - Wind turbine and services

H2. Social and human resources related matters

Table 11 - Employee breakdown by country or market (fiscal year-end)

Country/market	FY18	FY19	FY20	FY21	FY22	Country/market	FY18	FY19	FY20	FY21	FY22
1. Argentina	-	11	13	10	12	31. Korea Rep.	11	17	21	25	28
2. Australia	58	145	128	94	89	32. Lithuania	-	-	-	3	3
3. Austria	12	16	24	22	23	33. Mauritania	4	4	4	9	9
4. Belgium	33	30	40	40	49	34. Mexico	291	340	398	501	467
5. Brazil	549	648	605	681	742	35. Morocco	542	666	737	641	560
6. Bulgaria	1	1	1	1	1	36. Netherlands	126	155	186	208	241
7. Canada	121	113	130	139	145	37. New Caledonia	-	-	-	1	4
8. Chile	41	55	75	105	112	38. New Zealand	5	-	-	8	8
9. China P.R.	1,309	1,320	1,249	1,238	1,256	39. Nicaragua	-	1	-	-	-
10. Costa Rica	3	2	2	1	1	40. Norway	22	37	41	42	43
11. Croatia	30	28	30	30	31	41. Pakistan	-	2	5	14	33
12. Czech Rep.	1	-	-	1	1	42. Peru	9	9	12	11	24
13. Denmark	5,283	5,316	5,103	5,211	5,584	43. Philippines	30	11	19	20	20
14. Dominican Rep.	1	2	3	12	12	44. Poland	85	88	178	175	127
15. Egypt	18	46	63	76	73	45. Portugal	8	19	689	860	1,038
16. Finland	26	13	-	21	22	46. Romania	14	11	9	10	6
17. France	100	118	304	359	834	47. Russian Fed.	-	-	22	21	16
18. Germany	2,345	2,334	2,843	2,998	3,004	48. Serbia	-	-	4	4	6
19. Greece	16	21	24	26	25	49. Singapore	11	3	-	17	23
20. Guatemala	-	-	-	2	3	50. South Africa	40	48	51	52	51
21. Honduras	3	4	7	6	5	51. Spain	4,534	4,881	4,765	4,762	5,102
22. Hungary	119	117	118	124	119	52. Sri Lanka	9	13	12	12	14
23. India	2,789	3,235	3,338	2,820	3,063	53. Sweden	62	80	98	95	121
24. Indonesia	4	9	10	10	8	54. Taiwan	13	-	114	188	264
25. Iran, Islamic R.	9	8	7	7	7	55. Thailand	26	31	38	40	43
26. Ireland	102	99	96	86	76	56. Turkey	53	97	127	158	197
27. Israel	1	1	-	-	-	57. UK	1,952	2,012	2,008	1,981	2,051
28. Italy	91	96	176	154	149	58. USA	1,985	2,093	2,127	1,916	1,483
29. Japan	18	-	-	54	69	59. Uruguay	20	36	38	48	48
30. Jordan	1	5	7	14	14	60. Vietnam	8	6	15	20	45
Siemens Gamesa							23,034	24,453	26,114	26,182	27,604

Table 12 - Employee breakdown by gender, region, age structure and professional category (fiscal year-end)

	FY19			FY20			FY21			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe, M. East and Africa	12,926	3,425	16,351	14,065	3,680	17,745	14,396	3,773	18,169	15,411	4,172	19,583
Americas	2,633	684	3,317	2,740	693	3,433	2,778	654	3,432	2,498	556	3,054
Asia, Australia	4,299	486	4,785	4,410	526	4,936	4,007	574	4,581	4,275	692	4,967
Siemens Gamesa	19,858	4,595	24,453	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604
<35	7,639	1,458	9,097	8,036	1,550	9,586	7,509	1,529	9,038	7,751	1,700	9,451
35-44	7,088	1,900	8,988	7,761	2,009	9,770	7,963	2,052	10,015	8,358	2,160	10,518
45-54	3,631	909	4,540	3,936	1,014	4,950	4,096	1,064	5,160	4,367	1,195	5,562
55-60	1,025	237	1,262	990	223	1,213	1,088	241	1,329	1,123	259	1,382
>60	368	73	441	492	103	595	525	115	640	585	106	691
Non-classified	-	-	125	-	-	-	-	-	-	-	-	-
Siemens Gamesa	19,751	4,577	24,453	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604
Executive (*)	298	34	332	219	29	248	236	35	271	231	38	269
Management	2,616	625	3,241	2,791	677	3,468	3,321	904	4,225	3,511	1,035	4,546
Non-management	16,944	3,936	20,880	18,205	4,193	22,398	17,624	4,062	21,686	18,442	4,347	22,789
Siemens Gamesa	19,858	4,595	24,453	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604

(*) The professional category "Executive" includes senior management positions. This applies to all tables hereinafter in which reference to this category is made.

Table 13 - Overall age (fiscal year-end)

	FY18	FY19	FY20			FY21			FY22		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe, Middle East and Africa	-	-	41	40	41	41	41	41	41.2	40.9	41.1
Americas	-	-	39	41	39	40	41	40	38.6	40.0	38.8
Asia, Australia	-	-	34	36	34	35	36	35	35.2	36.1	35.4
Siemens Gamesa		38	38	39	40	39	40	40	39.7	40.2	39.8

Table 14 - Contract type by gender, professional category and age structure (fiscal year-end)

	FY19			FY20			FY21			FY22		
	Permanent	Temporary	Part-time	Permanent	Temporary	Part-time	Permanent	Temporary	Part-time	Permanent	Temporary	Part-time
Male	18,383	1,125	199	19,989	958	268	19,953	1,026	202	21,106	858	220
Female	4,246	293	419	4,239	269	391	4,359	331	311	4,763	343	314
Siemens Gamesa	22,629	1,418	618	24,228	1,227	659	24,312	1,357	513	25,869	1,201	534
<35	8,067	836	79	8,733	733	120	8,225	751	62	8,740	647	64
35-44	8,419	438	350	9,027	392	351	9,317	437	261	9,848	396	274
45-54	4,359	120	121	4,741	88	121	4,908	136	116	5,322	125	115
55-60	1,232	18	22	1,182	10	21	1,279	28	22	1,332	22	28
>60	430	5	45	545	4	46	583	5	52	627	11	53
Siemens Gamesa	22,507	1,417	617	24,228	1,227	659	24,312	1,357	513	25,869	1,201	534
Executive	316	10	2	241	6	1	264	4	3	264	2	3
Management	3,059	95	63	3,297	96	75	4,069	66	90	4,376	63	107
Non-management	19,254	1,313	553	20,690	1,125	583	19,979	1,287	420	21,229	1,136	424
Siemens Gamesa	22,629	1,418	618	24,228	1,227	659	24,312	1,357	513	25,869	1,201	534

Note: The professional category "Executive" includes senior management positions

Table 15- Average contracts by Region, Category level, Contract type and Gender

	FY21			FY22		
	Male	Female	Average	Male	Female	Average
Europe, Middle East and Africa	14,206	3,727	17,933	14,968	3,999	18,967
Executive	194	28	221	197	31	229
Part Time	0	0	0	2	1	3
Permanent	190	28	218	194	30	224
Temporary	3	0	3	1	0	1
Management	2,212	610	2,822	2,541	752	3,292
Part Time	27	40	68	50	54	104
Permanent	2,068	566	2,734	2,480	694	3,173
Temporary	17	4	21	11	4	15
Non-management	11,801	3,089	14,890	12,230	3,217	15,447
Part Time	163	288	452	175	259	434
Permanent	11,224	2,691	13,915	11,495	2,801	14,296
Temporary	414	110	524	560	157	717
Americas	2,723	660	3,384	2,712	619	3,331
Executive	22	2	24	21	2	23
Part Time	0	0	0	0	0	0
Permanent	22	2	24	21	2	23
Temporary	0	0	0	0	0	0
Management	388	88	476	446	145	591
Part Time	9	2	11	0	0	0
Permanent	375	86	461	446	145	591
Temporary	4	0	4	0	0	0
Non-management	2,313	571	2,885	2,245	472	2,717
Part Time	36	14	50	2	0	3
Permanent	2,253	554	2,807	2,211	469	2,679
Temporary	24	4	27	32	3	35
Asia, Australia	4,144	559	4,703	4,129	626	4,755
Executive	15	3	18	15	3	18
Part Time	0	0	0	0	0	0
Permanent	13	3	16	13	3	16
Temporary	2	0	2	2	0	2
Management	412	74	486	428	82	510
Part Time	0	0	1	0	0	0
Permanent	369	57	425	391	70	460
Temporary	43	17	60	37	13	50
Non-management	3,717	482	4,199	3,685	541	4,227
Part Time	2	1	3	2	1	3
Permanent	3,339	327	3,666	3,328	389	3,717
Temporary	376	154	530	356	152	507
Siemens Gamesa	21,074	4,946	26,020	21,809	5,244	27,053

Note: The professional category "Executive" includes senior management positions

Table 16 - Average contracts by age structure

	FY21				FY22			
	Permanent	Temporary	Part-time	Average	Permanent	Temporary	Part-time	Average
<35	8,463	644	91	9,198	8,450	718	67	9,234
35-44	9,209	401	309	9,919	9,621	437	286	10,344
45-54	4,819	100	118	5,036	5,158	144	112	5,413
55-60	1,218	22	20	1,259	1,336	21	28	1,385
>60	557	5	46	607	614	8	54	677
Siemens Gamesa	24,265	1,171	583	26,020	25,179	1,327	547	27,053

Table 17 - Employees hired

	FY18	FY19	FY20			FY21			FY22		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe, Middle East and Africa	1,203	1,118	2,873	627	3,500	1,810	463	2,273	2,643	790	3,433
Americas	349	314	563	107	670	605	91	696	509	111	620
Asia, Australia	474	368	617	145	762	662	119	781	891	206	1,097
Siemens Gamesa	2,466	4,498	4,053	879	4,932	3,077	673	3,750	4,043	1,107	5,150

Table 18 - Employee exits

	FY18	FY19	FY20			FY21			FY22		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
Voluntary	2,026	1,800	1,442	317	1,759	1,675	317	1,992	1,994	430	2,424
Europe, Middle East and Africa	1,203	1,118	807	191	998	865	202	1,067	1,133	292	1,425
Americas	349	314	259	59	318	291	56	347	330	74	404
Asia, Australia	474	368	376	67	443	519	59	578	531	64	595
Non-Voluntary	2,827	1,345	1,251	265	1,516	1,506	296	1,802	1,111	315	1,426
Europe, Middle East and Africa	2,037	998	910	192	1,102	686	214	900	590	164	754
Americas	568	181	218	43	261	241	62	303	454	135	589
Asia, Australia	222	166	123	30	153	579	20	599	67	16	83
Siemens Gamesa	4,853	3,145	2,693	582	3,275	3,181	613	3,794	3,105	745	3,850
Europe, Middle East and Africa	3,240	2,116	1,717	383	2,100	1,551	416	1,967	1,723	456	2,179
Americas	917	495	477	102	579	532	118	650	784	209	993
Asia, Australia	696	534	499	97	596	1,098	79	1,177	598	80	678

Table 19 - Overall employee turnover rate (%)

	FY18	FY19	FY20	FY21	FY22
Siemens Gamesa	8.80	7.36	7.04	7.66	8.96

Table 20 - Employees working shorter hours

(# of employees)	FY18	FY19	FY20	FY21	FY22
Europe, Middle East and Africa	639	587	535	488	527
Americas	12	29	122	1	6
Asia, Australia	2	2	2	24	1
Siemens Gamesa	653	618	659	513	534

Legend: Number of employees who have less individual contract working hours than the (local) standard contractual working time.

Table 21 - Employee training hours by professional category

(hours)	FY18	FY19	FY20	(*) FY21	FY22
Employee - Executive	-	-	-	4,224	5,209
Employee - Management	-	-	-	34,459	47,864
Employee - Non-management	-	-	-	327,165	451,705
Employee others	-	-	-	24,852	34,563
Externals	-	-	-	150,825	183,620
On behalf of	-	-	-	13,345	24,104
Siemens Gamesa	619,257	904,529	839,950	554,870	747,008

Legend: i) Employee others: Employee of SGRE that cannot be classified by professional category; ii) Externals: External employees; iii) On behalf of: Suppliers, partners and third parties

(*) To ensure data quality, from FY21 onwards we merely consolidate data from the global learning platforms and do not include training data recorded manually.

Table 22 - Training hours based on learning category in fiscal year 2021 and 2022

	FY21				FY22			
	External	Member of	On behalf of	Total	External	Member of	On behalf of	Total
Compliance	36	10,173	496	10,704	75	12,425	646	13,146
Global Programs	480	28,806	3,017	32,302	12,182	78,613	9,770	100,565
Improve current or future jobs	9,302	52,491	4,854	66,645	7,786	82,470	4,321	94,577
Leadership	0	8,819	0	8,819	0	7,358	20	7,378
Manufacturing	159	6,520	1,133	7,812	1,996	20,921	1,411	24,328
Org. Awareness & Culture	1,087	37,149	1,000	39,236	1,348	36,762	2,084	40,194
Standard Learning	62	598	34	694	0	19,369	0	19,369
Technician	139,700	246,144	2,813	388,657	160,233	279,659	5,759	445,651
Others not classified ^{Note}	-	-	-	-	-	-	-	1,800
Siemens Gamesa	150,825	390,700	13,346	554,870	183,620	537,946	24,104	747,008

Note: There is a small set of training records without proper identification, such as email or employee ID, therefore cannot be distributed into external/on-behalf-of/member-of classifications.

Table 23 - Training hours based on delivery type in fiscal year 2021

	FY18	FY19	FY20	FY21	FY22
Digital learning	-	-	-	116,271	184,042
Face-to-Face /Virtual classroom	-	-	-	349,101	479,573
On-the-job	-	-	-	89,498	83,393
Siemens Gamesa	n.a.	n.a.	n.a.	554,870	747,008

Table 24 - Number of virtual/face to face sessions

	FY18	FY19	FY20	FY21	FY22
Number of virtual/face to face sessions	n.a.	2,321	2,046	3,056	2,847

Table 25 – Number of graduates

	FY18	FY19	FY20	FY21	FY22
Internal	421	496	510	410	406
External	86	119	124	69	73
Siemens Gamesa	507	615	634	479	479

Table 26 - Individual Performance Appraisal (% employees)

	FY18	FY19	FY20	FY21	FY22
Employees who receive an individual performance appraisal	35.8	43.5	44.4	46.1	56.0

Table 27 - Employees in management positions at fiscal year-end

	FY18		FY19			FY20			FY21			FY22		
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe, Middle East and Africa	227	267	187	24	211	195	31	226	198	32	230			
Americas	33	37	20	2	22	23	1	24	19	4	23			
Asia, Australia	18	28	12	3	15	18	3	21	14	2	16			
Siemens Gamesa	278	332	219	29	248	236	35	271	231	38	269			

Table 28 - Employee breakdown by region, gender, age group and professional category (extended)

	FY20			FY21			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe, Middle East & Africa	14,065	3,680	17,745	14,396	3,773	18,169	15,411	4,172	19,583
<35	4,320	1,049	5,369	4,259	1,051	5,310	4,430	1,200	5,630
Executive	0	1	1	2	1	3	2	0	2
Management	264	67	331	177	71	248	164	81	245
Non-management	4,056	981	5,037	4,080	979	5,059	4,264	1,119	5,383
35-44	5,404	1,556	6,960	5,506	1,570	7,076	5,841	1,641	7,482
Executive	62	11	73	64	10	74	52	14	66
Management	886	282	1,168	1,100	364	1,464	1,132	397	1,529
Non-management	4,456	1,263	5,719	4,342	1,196	5,538	4,657	1,230	5,887
45-54	3,186	843	4,029	3,336	899	4,235	3,654	1,020	4,674
Executive	92	8	100	96	15	111	102	14	116
Management	635	155	790	876	217	1,093	949	248	1,197
Non-management	2,459	680	3,139	2,364	667	3,031	2,603	758	3,361
55-60	779	165	944	889	181	1,070	986	228	1,214
Executive	31	4	35	29	5	34	32	3	35
Management	110	10	120	221	29	250	227	38	265
Non-management	638	151	789	639	147	786	727	187	914
>60	376	67	443	406	72	478	500	83	583
Executive	2	0	2	4	0	4	10	1	11
Management	53	6	59	116	13	129	144	16	160
Non-management	321	61	382	286	59	345	346	66	412
Americas	2,740	693	3,433	2,778	654	3,432	2,498	556	3,054
<35	1,106	251	1,357	1,054	225	1,279	1,005	197	1,202
Executive	0	0	0	0	0	0	0	0	0
Management	66	18	84	37	22	59	50	27	77
Non-management	1,040	233	1,273	1,017	203	1,220	955	170	1,125
35-44	918	219	1,137	1,017	217	1,234	952	205	1,157
Executive	9	2	11	8	1	9	5	3	8
Management	188	38	226	191	60	251	216	64	280
Non-management	721	179	900	818	156	974	731	138	869
45-54	431	131	562	427	112	539	356	101	457
Executive	7	1	8	11	0	11	9	1	10
Management	98	22	120	121	33	154	118	43	161
Non-management	326	109	435	295	79	374	229	57	286
55-60	172	57	229	167	58	225	108	31	139
Executive	2	0	2	3	0	3	4	0	4
Management	35	4	39	42	13	55	37	13	50
Non-management	135	53	188	122	45	167	67	18	85
>60	113	35	148	113	42	155	77	22	99
Executive	2	0	2	1	0	1	1	0	1
Management	12	2	14	34	9	43	36	12	48
Non-management	99	33	132	78	33	111	40	10	50
Asia, Australia	4,410	526	4,936	4,007	574	4,581	4,275	692	4,967
<35	2,610	250	2,860	2,196	253	2,449	2,316	303	2,619
Executive	0	0	0	0	0	0	0	0	0
Management	59	8	67	13	5	18	23	5	28
Non-management	2,551	242	2,793	2,183	248	2,431	2,293	298	2,591
35-44	1,439	234	1,673	1,440	265	1,705	1,565	314	1,879
Executive	2	0	2	4	0	4	6	0	6
Management	205	47	252	210	41	251	230	54	284
Non-management	1,232	187	1,419	1,226	224	1,450	1,329	260	1,589
45-54	319	40	359	333	53	386	357	74	431
Executive	7	3	10	10	3	13	7	2	9
Management	154	18	172	162	26	188	163	36	199
Non-management	158	19	177	161	24	185	187	36	223
55-60	39	1	40	32	2	34	29	0	29
Executive	3	0	3	4	0	4	1	0	1
Management	25	0	25	18	1	19	17	0	17
Non-management	11	1	12	10	1	11	11	0	11
>60	3	1	4	6	1	7	8	1	9
Executive	0	0	0	0	0	0	0	0	0
Management	1	0	1	3	0	3	5	1	6
Non-management	2	1	3	3	1	4	3	0	3
Total headcount	21,215	4,899	26,114	21,181	5,001	26,182	22,184	5,420	27,604

Note: The professional category "Executive" includes senior management positions

Table 29 - Hiring by region, gender, age group and level

	FY20			FY21			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe, Middle East & Africa	2,873	627	3,500	1,810	463	2,273	2,643	790	3,433
<35	1,346	298	1,644	982	232	1,214	1,378	395	1,773
Executive	0	0	0	1	0	1	0	0	0
Management	34	11	45	28	11	39	18	15	33
Non-management	1,312	287	1,599	953	221	1,174	1,360	380	1,740
35-44	950	200	1,150	514	152	666	822	262	1,084
Executive	7	1	8	1	0	1	2	1	3
Management	91	23	114	54	11	65	65	35	100
Non-management	852	176	1,028	459	141	600	755	226	981
45-54	450	106	556	228	68	296	362	106	468
Executive	5	0	5	7	1	8	4	0	4
Management	48	12	60	30	6	36	43	8	51
Non-management	397	94	491	191	61	252	315	98	413
55-60	83	16	99	73	11	84	62	24	86
Executive	2	1	3	2	1	3	2	0	2
Management	10	0	10	9	1	10	13	1	14
Non-management	71	15	86	62	9	71	47	23	70
>60	44	7	51	13	0	13	19	3	22
Executive	1	0	1	1	0	1	1	0	1
Management	6	1	7	2	0	2	5	2	7
Non-management	37	6	43	10	0	10	13	1	14
Americas	563	107	670	605	91	696	509	111	620
<35	322	64	386	321	45	366	328	49	377
Executive	0	1	1	1	0	1	0	0	0
Management	16	0	16	13	3	16	13	1	14
Non-management	306	63	369	307	42	349	315	48	363
35-44	173	28	201	200	34	234	131	38	169
Executive	1	0	1	0	0	0	0	0	0
Management	35	7	42	14	5	19	19	7	26
Non-management	137	21	158	186	29	215	112	31	143
45-54	59	12	71	57	8	65	32	21	53
Executive	0	0	0	2	0	2	0	0	0
Management	12	3	15	10	0	10	6	4	10
Non-management	47	9	56	45	8	53	26	17	43
55-60	9	2	11	11	3	14	10	2	12
Executive	0	0	0	1	0	1	0	0	0
Management	1	1	2	1	1	2	1	0	1
Non-management	8	1	9	9	2	11	9	2	11
>60	0	1	1	16	1	17	8	1	9
Executive	0	0	0	0	0	0	0	0	0
Management	0	0	0	0	0	0	2	1	3
Non-management	0	1	1	16	1	17	6	0	6
Asia, Australia	617	145	762	662	119	781	891	206	1,097
<35	464	92	556	454	80	534	668	147	815
Executive	0	0	0	0	0	0	0	0	0
Management	13	7	20	14	9	23	9	5	14
Non-management	451	85	536	440	71	511	659	142	801
35-44	105	44	149	177	34	211	175	45	220
Executive	0	0	0	0	0	0	0	0	0
Management	12	4	16	36	6	42	40	9	49
Non-management	93	40	133	141	28	169	135	36	171
45-54	37	9	46	26	5	31	45	14	59
Executive	3	0	3	0	0	0	0	0	0
Management	11	4	15	14	1	15	24	6	30
Non-management	23	5	28	12	4	16	21	8	29
55-60	8	0	8	2	0	2	1	0	1
Executive	2	0	2	0	0	0	0	0	0
Management	2	0	2	2	0	2	1	0	1
Non-management	4	0	4	0	0	0	0	0	0
>60	3	0	3	4	0	4	2	0	2
Executive	0	0	0	0	0	0	0	0	0
Management	1	0	1	1	0	1	1	0	1
Non-management	2	0	2	3	0	3	1	0	1
Siemens Gamesa hires	4,053	879	4,932	3,077	673	3,750	4,043	1,107	5,150

Note: The professional category "Executive" includes senior management positions

Table 30 - Exits by gender and type of exit, region, age group and level

V (Voluntary) NV (Non-voluntary)	FY20					FY21					FY22				
	Male (V)	Male (NV)	Female (V)	Female (NV)	Total	Male (V)	Male (NV)	Female (V)	Female (NV)	Total		Male (V)	Male (NV)	Female (V)	Female (NV)
Europe, Middle East & Africa	807	910	191	192	2,100	865	686	202	214	1,967	1,133	590	292	164	2,179
<35	323	287	78	62	750	378	222	75	52	727	476	247	112	46	881
Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	15	3	4	1	23	22	4	3	1	30	16	1	4	1	22
Non-management	308	284	74	61	727	356	218	72	51	697	460	246	108	45	859
35-44	267	276	65	67	675	287	216	83	77	663	409	178	117	68	772
Executive	5	1	1	0	7	0	3	0	0	3	9	3	2	0	14
Management	42	20	12	4	78	41	12	12	3	68	74	11	31	4	120
Non-management	220	255	52	63	590	246	201	71	74	592	326	164	84	64	638
45-54	146	211	34	45	436	111	169	29	62	371	165	105	50	37	357
Executive	1	4	0	1	6	3	10	0	1	14	4	5	0	1	10
Management	31	23	6	3	63	27	18	7	4	56	44	21	15	9	89
Non-management	114	184	28	41	367	81	141	22	57	301	117	79	35	27	258
55-60	32	87	6	13	138	46	55	6	20	127	45	46	5	10	106
Executive	3	2	0	0	5	0	7	0	1	8	0	3	0	1	4
Management	5	12	0	0	17	15	12	1	1	29	6	11	1	2	20
Non-management	24	73	6	13	116	31	36	5	18	90	39	32	4	7	82
>60	39	49	8	5	101	43	24	9	3	79	38	14	8	3	63
Executive	0	1	0	0	1	2	0	0	0	2	1	0	0	0	1
Management	4	3	2	1	10	10	1	1	0	12	8	1	1	0	10
Non-management	35	45	6	4	90	31	23	8	3	65	29	13	7	3	52
Americas	259	218	59	43	579	291	241	56	62	650	330	454	74	135	993
<35	120	95	24	26	265	144	107	23	23	297	150	119	34	21	324
Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	5	5	1	2	13	6	3	2	0	11	5	1	5	0	11
Non-management	115	90	23	24	252	138	104	21	23	286	145	118	29	21	313
35-44	82	83	19	11	195	94	58	22	18	192	109	124	19	36	288
Executive	0	0	0	0	0	0	0	1	0	1	3	2	0	0	5
Management	18	12	3	2	35	17	4	4	0	25	31	2	10	0	43
Non-management	64	71	16	9	160	77	54	17	18	166	75	120	9	36	240
45-54	40	30	9	4	83	30	42	8	13	93	44	98	12	32	186
Executive	1	1	0	0	2	0	0	0	0	0	0	1	0	0	1
Management	9	3	4	1	17	2	3	1	1	7	20	9	3	1	33
Non-management	30	26	5	3	64	28	39	7	12	86	24	88	9	31	152
55-60	8	8	2	2	20	9	14	1	6	30	15	56	3	24	98
Executive	1	0	0	0	1	0	0	0	0	0	0	1	0	0	1
Management	0	1	0	0	1	4	3	0	0	7	4	3	0	0	7
Non-management	7	7	2	2	18	5	11	1	6	23	11	52	3	24	90
>60	9	2	5	0	16	14	20	2	2	38	12	57	6	22	97
Executive	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Management	1	0	1	0	2	1	2	0	0	3	3	4	0	2	9
Non-management	8	2	4	0	14	13	18	2	2	35	9	52	6	20	87
Asia, Australia	376	123	67	30	596	519	579	59	20	1,177	531	67	64	16	678
<35	223	64	34	10	331	317	336	40	9	702	302	20	46	9	377
Executive	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	4	1	1	0	6	6	6	4	0	16	7	0	2	0	9
Non-management	219	63	33	10	325	311	330	36	9	686	295	20	44	9	368
35-44	121	48	24	18	211	163	196	16	9	384	172	31	13	6	222
Executive	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Management	24	5	4	1	34	39	17	5	1	62	27	7	4	3	41
Non-management	97	43	20	17	177	124	179	11	8	322	144	24	9	3	180
45-54	25	8	9	1	43	30	43	2	2	77	47	14	3	1	65
Executive	3	0	0	0	3	2	0	0	0	2	3	0	0	1	4
Management	12	2	3	0	17	15	20	1	1	37	23	9	1	0	33
Non-management	10	6	6	1	23	13	23	1	1	38	21	5	2	0	28
55-60	4	2	0	0	6	7	3	1	0	11	5	1	1	0	7
Executive	1	1	0	0	2	0	0	0	0	0	1	0	0	0	1
Management	3	1	0	0	4	7	1	0	0	8	3	1	0	0	4
Non-management	0	0	0	0	0	0	2	1	0	3	1	0	1	0	2
>60	3	1	0	1	5	2	1	0	0	3	5	1	1	0	7
Executive	1	1	0	0	2	0	0	0	0	0	1	0	0	0	1
Management	2	0	0	0	2	1	0	0	0	1	3	0	0	0	3
Non-management	0	0	0	1	1	1	1	0	0	2	1	1	1	0	3
Siemens Gamesa exits	1,442	1,251	317	265	3,275	1,675	1,506	317	296	3,794	1,994	1,111	430	315	3,850

Note: The professional category "Executive" includes senior management positions

Table 31 – Average remuneration by gender, age groups and professional category

	FY19			FY20			FY21			FY22		
	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro)
<35	42,069	28,256	30,482	44,448	29,883	32,278	41,754	29,711	31,789	44,182	32,098	34,357
Executive	115,355	92,323	103,839	129,847	175,500	152,674	162,500	162,500	162,500	-	170,316	170,316
Management	80,877	80,763	80,796	89,684	77,341	80,944	86,862	81,717	83,370	90,404	87,785	88,631
Professional	42,990	32,531	34,628	43,195	33,809	35,906	42,107	33,321	35,289	44,028	36,245	38,019
Operational	22,424	17,707	18,128	25,700	20,909	21,231	20,998	19,867	19,943	23,470	19,367	19,645
Other	-	-	-	-	-	-	41,382	36,762	37,829	41,265	36,523	37,721
35 < y < 44	55,415	49,738	50,991	56,669	50,973	52,169	55,049	49,589	50,716	55,249	52,456	53,908
Executive	150,837	184,947	179,262	174,476	185,470	183,916	182,493	206,286	203,216	219,913	210,745	212,601
Management	86,380	86,122	86,178	88,206	88,541	88,462	86,678	89,635	88,935	92,577	94,609	94,109
Professional	50,490	43,892	45,570	49,139	44,901	45,938	47,988	43,101	44,302	50,529	45,394	46,626
Operational	30,067	24,770	25,586	31,000	28,775	29,047	27,561	28,188	28,126	28,237	25,570	25,864
Other	-	-	-	-	-	-	48,417	43,545	44,604	46,881	44,971	45,362
45 < y < 54	63,207	69,438	68,083	64,843	69,104	68,210	64,018	65,529	65,199	67,157	70,116	69,442
Executive	210,585	237,150	234,640	210,296	228,340	226,550	243,295	217,525	221,048	261,465	235,151	238,486
Management	97,483	96,376	96,567	95,869	97,411	97,116	94,313	96,975	96,457	99,260	101,112	100,720
Professional	55,601	53,129	53,760	56,517	55,212	55,536	56,016	55,370	55,517	54,646	55,159	55,019
Operational	35,473	32,945	33,502	37,813	38,238	38,160	32,715	36,311	35,802	35,066	32,122	33,624
Other	-	-	-	-	-	-	41,533	41,186	41,254	40,644	39,275	39,556
55 < y < 60	60,323	81,855	77,235	65,365	81,670	78,623	62,530	73,694	71,636	72,570	83,708	81,444
Executive	233,737	279,231	275,982	224,143	313,886	302,181	237,347	343,726	328,529	252,565	315,584	310,983
Management	100,811	110,770	109,538	98,938	111,892	110,262	105,172	109,767	109,139	114,674	116,294	116,038
Professional	59,402	57,838	58,226	61,348	60,492	60,700	62,650	65,027	64,390	64,612	69,378	67,983
Operational	36,512	37,439	37,171	37,735	41,991	41,182	25,979	37,778	35,918	33,918	38,094	37,485
Other	-	-	-	-	-	-	47,523	42,122	43,004	48,542	40,772	42,006
> 60 y	73,738	95,936	91,568	63,777	73,353	71,675	59,533	70,817	68,795	81,675	91,981	90,101
Executive	0	349,073	349,073	-	245,979	245,979	-	236,701	236,701	312,426	240,566	246,554
Management	115,384	115,918	115,847	107,185	114,430	113,477	106,108	116,138	114,768	121,318	125,025	124,510
Professional	64,999	84,701	79,424	60,737	65,326	64,138	63,592	70,556	68,743	68,228	75,717	73,934
Operational	54,863	61,424	60,142	38,309	42,068	41,562	23,528	34,204	32,637	46,791	40,016	41,081
Other	-	-	-	-	-	-	46,961	43,926	44,446	45,640	41,613	42,384
Siemens Gamesa	53,369	46,888	48,164	55,394	49,024	50,248	53,311	47,357	48,507	57,217	50,846	52,159

Notes: The professional category "Executive" includes senior management positions

Table 32 - Average remuneration in fiscal year 2021 and 2022 grouped by professional category

	FY21				FY22			
	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro) Total	Gender Pay Gap	Average TTC (euro) Female	Average TTC (euro) Male	Average TTC (euro) Total	Gender Pay Gap
Executive	221,029	232,409	230,892	4.9%	243,975	240,743	241,184	-1.3%
Management	90,472	94,655	93,751	4.4%	96,487	99,868	99,098	3.4%
Professional	48,306	42,503	43,910	-13.7%	49,877	44,740	45,986	-11.5%
Operational	26,431	26,358	26,365	-0.3%	28,805	23,726	24,227	-21.4%
Other	44,397	40,459	41,312	-9.7%	43,508	40,645	41,275	-7.0%
Siemens Gamesa	53,311	47,357	48,507	-12.6%	57,217	50,846	52,159	-12.5%

Note: The professional category "Executive" includes senior management positions

Notes on Average Remuneration table:

- Headcount as of September 25, 2022 (end of fiscal year).
- Universe used for calculations amounts to 25,293 employees (25,305 in FY21)
- Gender Pay Gap is calculated as the difference between average gross TTC earnings of male and female employees as a percentage of average gross TTC earnings of male employees. TTC = Total Target Cash. Includes Base Salary + Variable Salary. All salaries are gross annual amounts in EUR.
- A positive percentage figure reveals that women have lower pay than men. A negative percentage figure reveals that women have higher pay than men.

Table 33 - Gender Pay Gap by significant locations

	China	Denmark	Germany	Spain	United Kingdom	United States
FY21 Gender Pay Gap	-19.3%	1.2%	-0.7%	0.4%	-7.9%	-3.0%
FY22 Gender Pay Gap	-26.1%	1.6%	-2.5%	1.7%	-8.2%	-17.8%

Notes on Gender Pay Gap by significant locations table:

- Gender Pay Gap is calculated as the difference between average gross TTC earnings of male and female employees as a percentage of average gross TTC earnings of male employees.
- TTC = Total Target Cash. Includes Base Salary + Variable Salary. All salaries are gross annual amounts in EUR.
- Selected countries have 1,000 or more employees and a significant share of women.
- A positive percentage figure reveals that women have lower pay than men. A negative percentage figure reveals that women have higher pay than men.

Table 34 - Key safety statistics

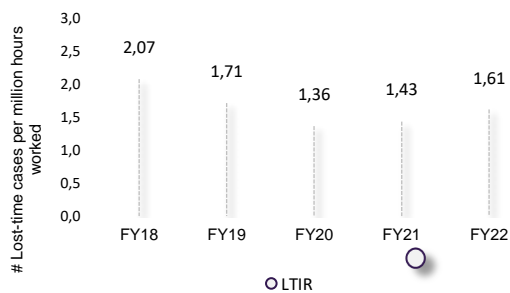
	FY18	FY19	FY20	FY21				FY22			
				Male	Female	PNTA ¹	Total	Male	Female	PNTA ⁽¹⁾	Total
Recordable injuries (TRI)	376	385	280	238	10	40	288	221	25	54	300
Fatalities (FAT)	1	0	4	5	0	0	5	1	0	1	2
Lost-time cases (LTc)	156	140	121	113	5	14	132	112	15	25	152
Medical treatments (MTc)	151	150	67	57	4	12	73	50	4	11	65
Restricted work (RWc)	68	95	88	64	1	13	78	58	6	17	81
Occupational illness cases (OI)	30	29	20	11	3	1	15	4	2	2	8
Lost workdays due to accidents	-	2,707	2,641	1,155	64	72	1,291	2,598	225	462	3,285
Working hours (million)	75.4	81.7	89.1	74.6	17.5	-	92.1	76.0	18.6	-	94.6
Employees working hours (x10 ⁶) ⁽²⁾	51.9	50.3	55.4	44.5	10.5	-	55.0	46.4	11.3	-	57.7
Contractor working hours (x10 ⁶) ⁽²⁾	23.5	31.4	33.7	30.1	7.0	-	37.1	29.7	7.2	-	36.9
Lost time Incident rate (LTIR)^{(3) (4)}	2.07	1.71	1.36	1.51	0.29	-	1.43	1.80	0.80	-	1.61
Total recordable injury rate (TRIR)^{(3) (4)}	5.10	4.71	3.14	3.19	0.57	-	3.13	3.61	1.34	-	3.17
Occupational illness rate (OIR)^{(3) (4)}	0.594	0.504	0.379	0.147	0.171	-	0.163	0.078	0.107	-	0.08
Severity rate⁽⁵⁾	0.04	0.04	0.05	0.015	0.004	-	0.014	0.040	0.012	-	0.034

Notes: (1) PNTA: Prefer not to answer; (2) Gender based ratio is estimated based on the gender distribution of the Siemens Gamesa Group at the end of fiscal year; (3) All rates per million hours worked; (4) Gender based ratio is estimated according to the gender distribution of the Siemens Gamesa Group at the end of fiscal year. For his purpose, PNTA incidents were added to the majority group and classified as "Male" (5) Severity rate calculated as (#Lost workdays * 1,000 / #Total working hours).

Other safety indicators	FY18	FY19	FY20	FY21	FY22
Days lost per Lost-time case	20	21	22	10	22
Safety inspections	13,566	15,770	26,059	44,282	35,245
Safety observations	41,288	52,310	60,113	100,173	74,311
Health & Safety audits	257	112	66	90	71

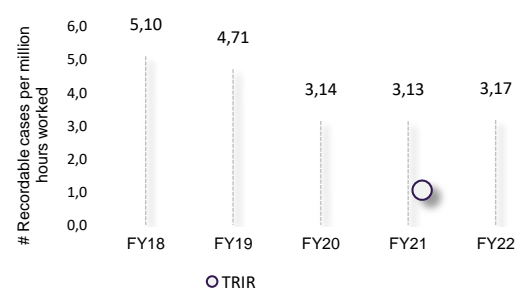
Lost Time Incident Rate (LTIR)

Figure 9



Total Recordable Injury rate (TRIR)

Figure 10



H3. Environmental Matters

Table 35 - Top key commodities & materials used by weight

Commodity	FY21		FY22	
	tons	% of total	tons	% of total
Structural concrete	1,598,347	54%	863,996	45%
Steel - Low-alloyed	795,744	27%	637,567	33%
Cast iron	144,682	5%	116,355	6%
Glass fiber	114,846	4%	68,694	4%
Blinding concrete	108,216	4%	63,228	3%
Reinforcing steel	73,695	2%	48,290	3%
Epoxy resin	45,008	2%	29,225	2%
Electrical steel	25,694	1%	21,599	1%
Copper	10,303	0.3%	9,904	1%
Chromium steel	8,440	0.3%	8,472	0.5%
Aluminium	7,314	0.3%	6,120	0.3%
Balsa wood	6,691	0.2%	4,234	0.2%
Paint	6,011	0.2%	3,640	0.2%
Others	30,370	1%	22,294	1%
Grand Total	2,975,359	100%	1,903,618	100%

Note: The table above expresses the use of key raw materials incorporated in the wind turbine generators produced in each fiscal year and is based on life-cycle assessments (LCAs). A production load factor is applied to each raw material used, according to the wind turbine LCAs. Figures corresponding to FY21 were corrected in this report, considering specific adjustments affecting the raw materials used in the wind turbine rotor, as well as in the use of structural concrete for wind turbine foundation works.

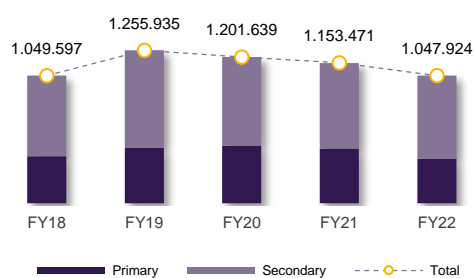
Table 36 - Energy use (Gigajoules-GJ)

	FY18	FY19	FY20	FY21	FY22
Primary energy	386,459	454,549	471,800	449,357	364,176
Natural gas + Bio natural gas	243,458	233,694	283,089	220,174	190,059
Heating fuel	85,029	5,046	3,845	4,371	5,933
Gasoline/Diesel	39,579	188,457	159,383	196,725	140,815
Liquefied petroleum gas	18,213	27,352	25,484	28,086	27,369
Secondary energy	663,138	801,386	729,838	704,114	683,748
Electricity from standard fuel combustion sources	160,829	271,933	587	0	892
Electricity from renewable sources	402,986	434,958	654,910	618,385	596,988
District heating	99,323	94,495	74,341	85,729	85,868
Total energy use	1,049,597	1,255,935	1,201,637	1,153,471	1,047,924

Table 37 - Energy intensity (Gigajoules/MW installed)

	FY18	FY19	FY20	FY21	FY22
Primary energy intensity	62	46	54	44	37
Secondary energy intensity	106	81	83	69	70
Total energy intensity	168	127	137	113	107

Energy use (GJ)
Figure 11



Energy intensity (GJ/MW)
Figure 12

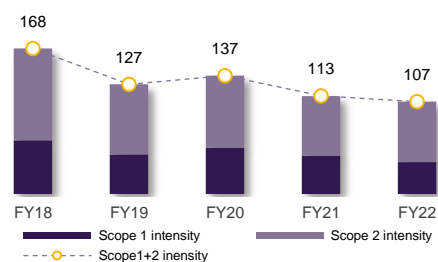


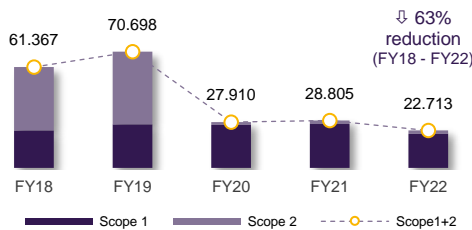
Table 38 - GHG emissions (tCO₂-eq)

	FY18	FY19	FY20	FY21	FY22
SCOPE1 GHG emissions	22,865	26,437	26,053	26,788	⁽⁴⁾ 20,597
Carbon dioxide (CO ₂)	-	26,389	26,009	23,834	19,658
Methane (CH ₄)	-	0.41	0.43	0.43	0.30
Nitrous oxide (N ₂ O)	-	0.14	0.12	0.14	0.10
SCOPE 2 GHG emissions	38,502	44,261	⁽¹⁾ 1,857	2,017	2,116
SCOPE 1+2 GHG emissions	61,367	70,698	27,910	28,805	22,713
SCOPE 3 GHG emissions	-	71,825	516,853	856,082	780,722
• Business travel	-	9,739	5,101	2,777	⁽⁵⁾ 17,791
○ Air	-	9,552	4,944	2,739	16,539
○ Car	-	-	-	-	1,228
○ Rail	-	187	156	38	24
• Disposal of waste generated in operations	-	3,061	⁽²⁾ 10,666	6,376	5,917
• Employee commuting	-	4,841	3,041	3,077	3,211
• Home working (<i>new in FY22</i>)	-	-	-	-	9,293
• Transport & distribution	-	54,183	⁽³⁾ 498,045	⁽³⁾ 843,852	744,510
• Use of sold products	-	0	0	0	0
Total GHG emissions (1+2+3)		142,523	544,762	882,693	803,435
Emissions intensity Scope 1+2 (tCO₂/MW installed)	9.8	7.1	3.2	2.8	2.3
Scope 1 intensity	3.7	2.7	3.0	2.6	2.1
Scope 2 intensity	6.2	4.5	0.2	0.2	0.2

- (1) The decrease in Scope 2 emissions is due to the purchase of Energy Attribute Certificates (EACs) which ensure that the electricity is from renewable sources.
(2) The increase in the amount of waste production is due to the increase of waste tons reported compared with FY19.
(3) The increase in the transport and distribution category between FY19 and FY21 is due to the addition of jet and marine fuel data for construction and service activities.
(4) Decreases in Scope 1 emissions are due to some factories (ex. Fort Madison, Hutchinson and Hull) being temporarily closed. Moreover, in FY22 we had fewer EPC contracts and production as well as benefits of efficiency measures.
(5) Increase in business travel emissions is due to the end of COVID-19 restrictions. Also, in FY22 we have included the data reported by SAP Concur system, our global booking tool.

GHG emissions (t)

Figure 13



GHG intensity (t/MW installed)

Figure 14

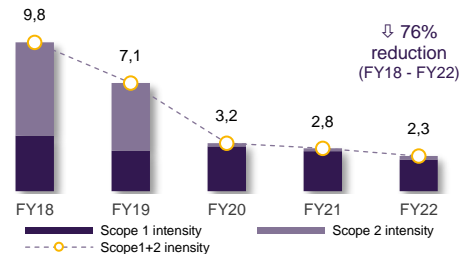


Table 39 - Other atmospheric emissions

	FY18	FY19	FY20	FY21	FY22
VOC: Volatile organic compounds (t)	254	278	231	224	137
ODS: Ozone depleting substances (kg R11 _{eq})	0	0.24	0.01	0.65(*)	3.8
Particles (t)	-	-	-	1.59	1.75
SOx (t)	-	-	-	0.05	0(**)
NOx (t)	-	-	-	0.14	0.2

(*) Figure updated due to a misstatement: Refrigerants from Tianjin plant were missing.

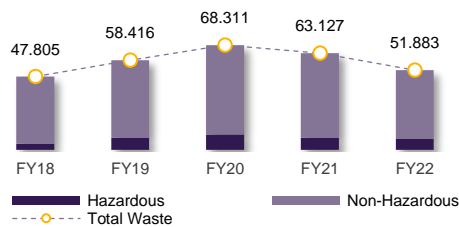
(**) Change of criterium: In FY2022 this KPI is no longer required to be registered

Table 40 - Waste production

	FY18	FY19	FY20	FY21	FY22
Hazardous waste (t)	4,004	8,099	10,054	8,000	7,092
Recyclable	1,892	4,413	4,215	5,532	5,309
Non-recyclable	2,112	3,686	5,839	2,468	1,783
Non-hazardous waste (t)	43,801	50,407	58,257	55,127	44,791
Recyclable	31,006	40,605	44,686	44,349	34,406
Non-recyclable	12,795	9,802	13,571	10,778	10,385
Total waste (t)	47,805	58,506	68,311	63,127	51,883
Waste intensity (t/installed MW)	7.7	5.9	7.8	6.2	5.3
Hazardous waste intensity	0.7	0.8	1.1	0.8	0.7
Non-hazardous waste intensity	7.0	5.1	6.6	5.4	4.6

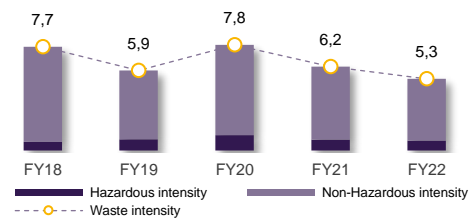
Waste production (t)

Figure 15



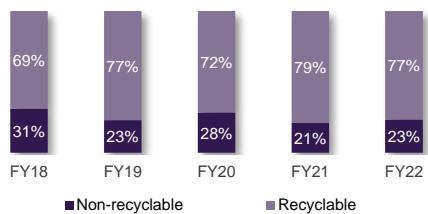
Waste intensity (t/MW installed)

Figure 16



Total waste (t) by nature

Figure 17



Waste destination in fiscal year 22

Figure 18

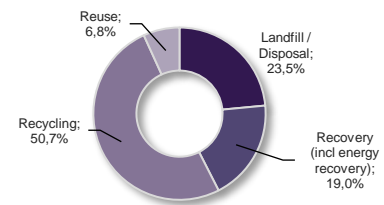


Table 41 - Water consumption (m3)

	FY18	FY19	FY20	FY21	FY22
Fresh water	428,835	449,550	453,608	469,888	446,369
Underground water	6,673	89,693	40,984	37,537	28,713
Ground and surface water for cooling purposes (*)	10,130	127,115	25,142	45,751	3.61
Recycled water from external sources	n.a.	394	2,795	94	66
Siemens Gamesa Group (**)	445,638	666,753	522,530	553,270	478,764

(*) Returned to receiving water body chemically unchanged, but warmed.

(**) Excluding recycled water treated internally

Table 42 - Wastewater produced (m3)

	FY18	FY19	FY20	FY21	FY22
Wastewater from employee facilities	139,011	121,080	218,691	272,349	243,800
Wastewater from manufacturing processes	220,819	164,640	95,933	98,793	72,104
Other wastewater (including losses)	81,216	0	9,778	25,671	57,914
Cooling water (unconditioned) discharged as wastewater	0	7,592	17,497	36,653	48,131
Cooling water (conditioned) returned to receiving water body chemically unchanged, but warmed	10,130	35,245	328	58,397	18,088
Total wastewater	451,176	328,556	342,227	491,862	440,037

Figure 19 - Water balance FY 2022

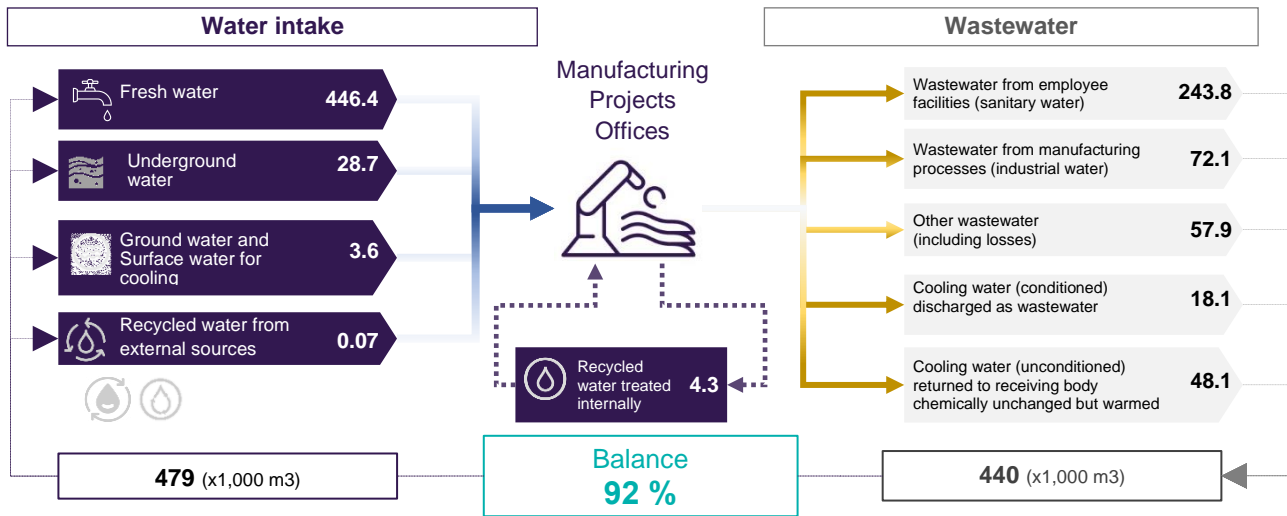


Table 43 - Environmental incidents

	FY18	FY19	FY20	FY21	FY22
Spills	-	-	1,042	861	894
Biodiversity impact	-	-	153	125	114
Environmental non-conformity	-	-	368	403	396
Fire, smoke, explosion	-	-	114	14	48
Stakeholder complaint (noise, smell, dust)	-	-	362	30	29
Weather or natural disaster (floods, winds)	-	-	524	64	153
Other	-	-	1,551	-	-
Total environmental incidents	-	-	4,114	1,497	1,634

Table 44 - Environmental benefits/savings (cumulative at fiscal year-end)

	FY18	FY19	FY20	FY21	FY22
MW installed (annual)	6,234	9,895	8,767	10,164	9,810
GW installed (cumulative)	88.8	98.7	107.5	117.7	127.5
TWh/year (cumulative)	272	303	332	355	385
NOx prevented (cumulative million tons)	1.9	2.1	2.3	2.5	2.6
SO ₂ prevented (cumulative million tons)	1.0	1.2	1.3	1.5	1.5
Tons of oil equivalent (toe) prevented (cumulative million)	23.4	26.0	28.5	30.5	33.1
CO ₂ emissions prevented (cumulative million tons)	231	257	281	301	327

Note: Conversion factors. World fossil fuel emission factor: 849grCO₂/kWh; Conversion toe/MWh (1toe=11.63 MWh): 0,0859 toe/MWh; Conversion tSO₂ avoided per MWh generated: 0,0038 t/MWh; Conversion t NOx avoided per MWh generated: 0,006875 t/MWh. Hours equivalent to group year average: 3,066.

Figure 20 - Global warming potential ¹¹⁰ (GWP-100y) during the lifecycle of Siemens Gamesa wind turbines

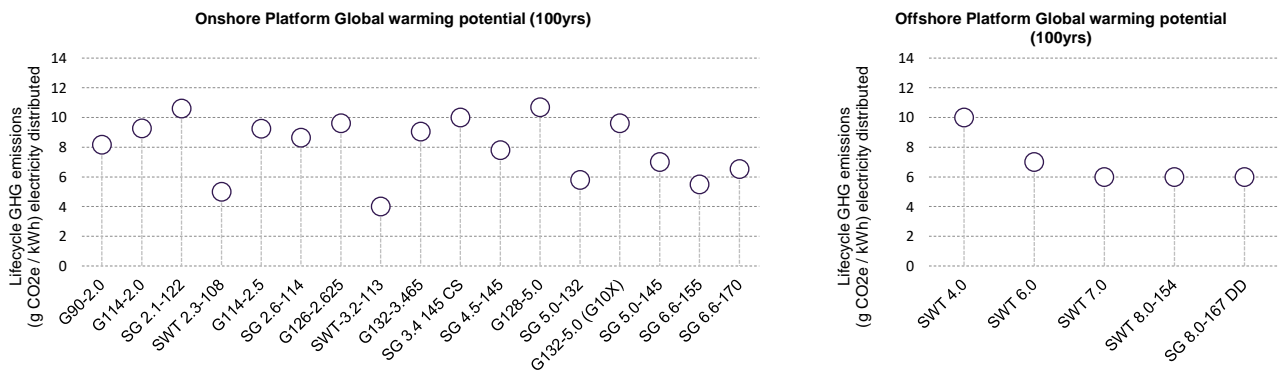


Table 45 - Environmental expenses

(€ thousand)	FY18	FY19	FY20	FY21	FY22
Energy consumption			35,257	34,386	70,006
Waste management			4,580	4,605	5,166

Note: The data was obtained from the accounting system: group accounts 603 – Energy consumption and 666 Waste disposal expenses. The historical series has been recalculated

Table 46 - Lifecycle assessments (LCA) and environmental product declarations (EPD)

	FY18	FY19	FY20	FY21	FY22
# LCAs	16	20	23	24	26
# EPDs	14	17	20	21	23

H4. Society

Table 47 - Compliance training

	FY18	FY19	FY20	FY21	FY22
Number of employees that attended the Compliance Basic Training through Sept. 30, 2022 (including prior years)	-	-	2,470	9,938	12,275
Number of active employees that completed the Business Conduct Guidelines e-learning through Sept. 30, 2022 (incl. prior years)	-	-	7,971	14,740	18,754
Number of active employees that completed the Protecting our Personal Data e-learning through Sept. 30, 2022 (Inc. prior years)	-	-	-	13,795	17,454
Number of active employees that completed the Export Control & Customs (ECC) - Global Awareness e-learning through Sept. 30, 2022 (Inc. prior years)	-	-	12,769	14,371	17,049

Table 48 - Compliance cases

	FY18	FY19	FY20	FY21	FY22
Reports received via Compliance channel (Integrity Hotline)	64	46	64	55	46
Compliance cases reported at the end of period	53	37	49	51	43
Disciplinary sanctions	6	7	26	28	174
• of which dismissals	n.a.	6	15	13	101
• of which warnings	n.a.	1	10	14	52
• of which other ¹¹¹	n.a.	0	1	1	21
Open investigations at the end of period ¹¹²	11	13	33	23	16
Investigations closed in period	11	20	21	40	25
• of which without findings	n.a.	10	6	15	10
• of which fraud	n.a.	7	8	11	7
• of which competition law	n.a.	0	1	2	1
• of which accounting issues	n.a.	1	0	0	0
• of which others	n.a.	2	6	12	7

Table 49 - Expenses on membership fees

(€million)	FY18	FY19	FY20	FY21	FY22
Membership fees	3.2	3.6	3.6	2.6	2.9

Note: The data were obtained from the accounting system: group account 6631 – Membership fees. The historical series has been recalculated

Table 50 - Purchasing volume ¹¹³

(€million)	FY18	FY19	FY20	FY21	FY22
Europe, Middle East and Africa	4,185	5,692	4,376	3,809	5,353
Americas	978	1,401	1,783	1,577	1,440
Asia, Australia	867	1,144	1,206	1,477	2,234
Purchasing volume (PVO)	6,030	8,238	7,365	6,863	9,027

In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

Table 51 - Tier-1 suppliers

	FY18	FY19	FY20	FY21	FY22
Europe, Middle East and Africa	10,162	11,340	11,481	11,618	12,834
Americas	3,506	3,542	4,042	3,837	3,242
Asia, Australia	3,383	3,571	4,014	4,494	3,766
No. tier-1 suppliers ⁽¹⁾	17,051	17,890	18,932	19,363	19,842

In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

(1) Tier-1 suppliers: Suppliers that deal directly with, and directly invoice, Siemens Gamesa.

Table 52 - Purchasing volume (PVO) under sustainability focus

(€million)	FY18	FY19	FY20	FY21	FY22
PVO of Critical tier-1 Suppliers	2,061	2,037	2,275	2,301	3,155
Europe, Middle East and Africa	1,323	1,397	990	1,076	295
Americas	300	228	320	376	1,097
Asia, Australia	438	412	965	849	1,762
PVO Sustainability high-risk suppliers	724	1,089	1,168	1,521	2,003
Europe, Middle East and Africa	262	503	348	407	1,113
Americas	83	179	244	277	326
Asia, Australia	278	407	576	837	564

In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

Table 53 - No. of suppliers under sustainability focus

	FY18	FY19	FY20	FY21	FY22
No. of Critical tier-1 Suppliers	1,061	748	1,283	1,302	2,388
Europe, Middle East and Africa	487	356	380	710	418
Americas	255	142	150	89	939
Asia, Australia	319	375	895	53	1,031
No. of Sustainability high-risk suppliers	792	480	468	823	860
Europe, Middle East and Africa	268	111	110	295	477
Americas	208	85	78	214	202
Asia, Australia	316	364	362	412	181

In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

Table 54 - Purchasing volume (PVO) covered by Supplier Code of Conduct

	FY18		FY19		FY20		FY21		FY22	
	PVO (€million)	% total PVO	PVO (€million)	% total PVO	PVO (€million)	% total PVO	PVO (€million)	% total PVO	⁽¹⁾ PVO (€million)	⁽²⁾ % total PVO
Purchasing volume (PVO)	3,949	65%	6,898	84%	6,269	85%	5,708	89%	7,559	89%
Europe, Middle East and Africa	2,927	70%	4,880	86%	3,823	87%	3,303	94%	4,466	90%
Americas	650	66%	1,115	80%	1,488	83%	1,384	90%	1,156	82%
Asia, Australia	371	43%	903	79%	958	79%	1,021	73%	1,937	90%

In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

(1) Procurement volume that has successfully completed the acceptance of the Supplier Code of Conduct, absolute figure in euros.

(2) This percentage indicates the share of the procurement value that has successfully completed the acceptance of the Code of Conduct out of the procurement volume for which this is a mandatory requirement.

Table 55 - Supplier monitoring

(number)	FY18	FY19	FY20	FY21	FY22
Sustainability Self-Assessments (CRSA)	1,104	1,132	783	444	1,863
Europe, Middle East and Africa	706	764	411	148	685
Americas	179	224	169	112	288
Asia, Australia	219	281	270	227	890
External Sustainability Audits	201	130	199	112	117
Europe, Middle East and Africa	111	86	118	68	62
Americas	48	44	54	36	10
Asia, Australia	42	35	56	24	45
Quality audits with sustainability questions	146	323	197	374	913
Europe, Middle East and Africa	83	142	90	203	590
Americas	17	88	36	83	133
Asia, Australia	46	93	71	88	190

In FY22, the regional breakdown was adapted in order to reflect the supplier region instead of the accounting region.

I. Law 11/2018 Content Index

Index of contents required by Law 11/2018, of December 28, which modifies the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing, regarding non-financial information and diversity.

	Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
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I1. General topics

I1.1 Business Model

Brief description of the Group's business model	A.1 Business model	L11G01	GRI 102-1	4	
	A.1 Business model	L11G01	GRI 102-2	4; 5	
	A.1 Business model	L11G01	GRI 102-3	4	
	A.1 Business model	L11G01	GRI 102-5	4	
	A.1 Business model	L11G01	GRI 102-7	4	
	A.1 Business model	L11G01	GRI 102-10	4	
	A.1 Business model	L11G01	GRI 102-18	4	
Markets where it operates	Markets where the company operate	L11G02	GRI 102-4	5	
	Markets where the company operate	L11G02	GRI 102-6	5	
Organizational objectives and strategies	A.1.3 Organizational objectives and strategies	L11G03	GRI 102-14	7	
	A.1.3 Organizational objectives and strategies	L11G03	GRI 102-40	7; 14	
	A.1.3 Organizational objectives and strategies	L11G03	GRI 102-44	7; 11	
Key factors and trends that could affect the future outlook	A.1.3 Organizational objectives and strategies	L11G04	GRI 102-14	7	
	A.1.3 Organizational objectives and strategies	L11G04	GRI 102-15	7; 14	

I1.2 General

Reporting framework	A.2 Reporting Framework	L11G05	GRI 102-45	10; 11	
			GRI 102-46	10; 11	
			GRI 102-47	10; 13	
			GRI 102-50	10; 10	

I1.3 Management Approach

Description of applied policies	A.3.1 Description of policies	L11G06	GRI 103-1 GRI 103-2	12	
Results of these policies	A.3.2 Results of these policies	L11G07	GRI 103-3	13	
Risks related to the aspects linked to the Group's activities	A.3.7 Risks related to aspects linked to the Group's activities	L11G08	GRI 102-15	15	

	Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
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12. Environmental matters

12.1 Environmental management

Current and foreseeable impact of the Company's activities on the environment	B.1. Environmental Management System	L11M01	GRI 102-15	16	
Environmental assessment and certification procedures	B.1. Environmental Management System	L11M02	GRI 103-2 Management approach to environment	16	
Resources devoted to environmental risk prevention	B.1. Environmental Management System	L11M03	GRI 103-2 Management approach to environment	17	
Implementation of the precautionary principle	B.1. Environmental Management System	L11M04	GRI 102-11	17	
Amount of provisions and warranties for environmental risks	B.1. Environmental Management System	L11M05	GRI 103-2 Management approach to environment	17	

12.2 Pollution

Measures to prevent, reduce or remedy carbon emissions (includes noise and light pollution)	B.2 Pollution prevention	L11M06	Internal operating framework	20	Note 1
	B.2 Pollution prevention	L11M08	Internal operating framework	20	

12.3 Circular economy and waste prevention and management

Measures related to prevention, recycling, reuse and other form of waste recovery and disposal	B.3 Circular economy and waste prevention and management	L11M07	GRI 103-2 Management approach to waste Internal operating framework	21	
Actions to avoid food waste	B.3 Circular economy and waste prevention and management	L11M09	Internal operating framework	21	

12.4 Sustainable use of resources

Water consumption and water supply in accordance with local limitations	B.4 Sustainable use of resources	L11M10	GRI 303-1	22	
Consumption of raw materials and measures to improve efficiency in use	B.4 Sustainable use of resources	L11M11	GRI 103-2 Management approach of materials Internal operating framework	23	
Consumption, direct and indirect, of energy; measures taken to improve energy efficiency and the use of renewable energies	B.4 Sustainable use of resources	L11M12	GRI 103: Management approach to energy GRI 302-1 GRI 305-4	23	
Use of renewable energies	B.4 Sustainable use of resources	L11M13	GRI 302-1	23	

12.5 Climate change

Important elements of greenhouse gas emissions generated as a result of the activities of the Company	B.5 Climate Change	L11M14	GRI 103-2 Management approach to emissions GRI 305-1 GRI 305-2 GRI 305-5	24	
Measures to adapt to climate change	B.5 Climate Change	L11M15	GRI 103-2 Management approach to emissions	25	
Voluntary medium- and long-term targets set to reduce greenhouse gas emissions and the measures implemented to that end	B.5 Climate Change	L11M16	GRI 103-2 Management approach to emissions Internal operating framework	26	

12.6 Protection of biodiversity

Measures to preserve or restore biodiversity	B.6 Protection of Biodiversity	L11M17	GRI 103-2 Management approach to biodiversity Internal operating framework	27	
Significant impacts of activities, products, and services on biodiversity	B.6 Protection of Biodiversity	L11M18	Internal operating framework	27	

	Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
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13. Social and Human Resources related matters

13.1 Employment

Total number of employees and distribution by country, gender, age and occupational classification	C.1 Employment	L11HR01	GRI 103-2 Management approach to employment GRI 102-8 GRI 405-1	28	
Total number of work contracts, and breakdown by type	C.1 Employment	L11HR02	GRI 102-8 Internal data linked to Workday- SAP system procedure	28	
Annual average no. of permanent, temporary and part-time contracts by sex, age and professional category	C.1 Employment	L11HR03	GRI 102-8 GRI 405-1	28	
Number of exits by sex, age and professional category	C.1 Employment	L11HR04	GRI 401-1	28	
Average remuneration by sex, age and professional category	C.1 Employment	L11HR05	GRI 405-2	29	
Gender pay gap, the remuneration of equal or average jobs in society	C.1 Employment	L11HR06	GRI 103-2 Management approach of employment GRI 405-2	29	
Average remuneration of directors and managers by sex	C.1 Employment	L11HR07	Internal operating framework	29	
Implementation of policies to allow employees to disconnect from work	C.1 Employment	L11HR08	Internal operating framework	29	
Number of employees with disabilities	C.1 Employment	L11HR09	Internal operating framework	30	

13.2 Work organization

Working hours organization	C.2 Work Organization	L11HR10	Internal operating framework	30	
Number of hours of absenteeism	C.2 Work Organization	L11HR11	Internal operating framework	30	
Measures to promote work-life balance and co-parenting responsibilities	C.2 Work Organization	L11HR12	GRI 103-2 Management approach of employment	30	

13.3 Health & Safety

Health & safety conditions in the workplace	C.3 Health & Safety	L11HR13	GRI 103-2 Management approach of Health & Safety	31	
Number of work accidents and occupational diseases by gender; frequency and severity rate by gender	C.3 Health & Safety	L11HR14	Internal operating framework	32	

13.4 Labor relations

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Percentage of employees covered by collective agreements, by country	C.4 Labor Relations	L11HR16	GRI 102-41	34	
Results of collective agreements, especially in the field of health and safety	C.4 Labor Relations	L11HR17	Internal operating framework	34	

13.5 Training

Training policies implemented	C.5 Training and learning	L11HR18	GRI 103-2 Management approach to learning and training	35	
Number of hours of training by professional category	C.5 Training and learning	L11HR19	GRI 404-1	36	

13.6 Accessibility

Universal accessibility for people with disabilities	C.6 Accessibility	L11HR20	GRI 103-2 Management approach of diversity, equality and no discrimination	36	
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	Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
I3.7 Equality					
Measures taken to promote equal treatment and equal opportunities for women and men	C.7 Diversity and Equal Opportunity	L11HR21	GRI 103-2 Management approach diversity, equality and no discrimination	36	
Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	C.7 Diversity and Equal Opportunity	L11HR22	GRI 103-2 Management approach diversity, equality and no discrimination	37	
Integration and universal accessibility for people with disabilities	C.7 Diversity and Equal Opportunity	L11HR23	GRI 103-2 Management approach diversity, equality and no discrimination	36	
Policy against all types of discrimination and, where appropriate, management of diversity	C.7 Diversity and Equal Opportunity	L11HR24	GRI 103-2 Management approach diversity, equality and no discrimination	36	

14. Information on respect for Human Rights

14.1 Human Rights

Application of due diligence procedures in the field of human rights, preventing the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses	D. Information on respect for Human Rights	L11H01	GRI 103: Management approach to human rights GRI 102-17	40	
Complaints about human rights violations	D. Information on respect for Human Rights	L11H02	Internal operating framework	44	
Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organization regarding freedom of association and the right to collective bargaining, the elimination of job discrimination, the elimination of forced labour and the effective abolition of child labour.	D. Information on respect for Human Rights	L11H03	GRI 103-2 Management approach to human rights GRI 407-1	40	

15. Disclosures on the fight against corruption and bribery

15.1 Corruption and bribery

Measures taken to prevent corruption and bribery	E. Disclosures on the fight against corruption and bribery	L11C01	GRI 103-2 Management approach to Compliance GRI 102-17 Internal operating framework	43	
Measures to combat money laundering	E. Disclosures on the fight against corruption and bribery	L11C02	Internal operating framework GRI 206-1	43	
Contributions to not-for-profit organizations	E. Disclosures on the fight against corruption and bribery	L11C03	Internal operating framework GRI 102-13	48	

	Section of the report	Internal Code	Reporting Criteria applied	Page in report	Reason for omission
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16. Information about society

16.1 Commitment to sustainable development

Impact of the Company's activity on employment and local development	F.1 Commitment to sustainable development	L11SO01	GRI 103-2 Management approach to local communities	46	
Impact of the Company's activity on local populations and territories	F.1 Commitment to sustainable development	L11SO02	Internal operating framework	46	
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Partnerships and sponsorship actions	F.2 Partnerships and sponsorship	L11SO04	GRI 102-13	48	

16.2 Sustainable supply chain

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Consideration of social and environmental responsibility in relations with suppliers and subcontractors	F.3 Responsible Supply Chain	L11SO06	GRI 102-9 GRI 308-1	51	
Monitoring and supervision systems and related results	F.3 Responsible Supply Chain	L11SO07	GRI 102-9 Internal operating framework	52	

16.3 Consumer relations

Measures to protect consumers' health and safety	F.4 Consumer	L11SO08	GRI 103-2 Management approach	54	
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16.4 Tax information

Profits obtained per country	F.5 Tax information	L11SO11	Internal data linked to SAP system	55	
Taxes paid on profits	F.5 Tax information	L11SO12	Internal data linked to SAP system	55	
Public subsidies received	F.5 Tax information	L11SO13	GRI 201-4 Internal data linked to SAP system	55	

17. Information about the EU Taxonomy

17.1 Eligibility disclosures

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Proportion of eligible Capex	G. EU Taxonomy as per EU Regulation 2020/852	L11EUT02	Internal data linked to SAP system	57	
Proportion of eligible Opex	G. EU Taxonomy as per EU Regulation 2020/852	L11EUT03	Internal data linked to SAP system	57	

Notes on Law 11/2018 content index:

Note 1: Light pollution is not considered a material aspect for Siemens Gamesa.

J. Publication credits

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The report is available in English and Spanish. Both versions can be downloaded from Siemens Gamesa's corporate website: www.siemensgamesa.com

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K. End notes

- 1 On May 21, 2022 Siemens Energy Global GmbH & Co. KG (hereinafter, "SIEMENS ENERGY or the "bidder") communicated its decision to launch a voluntary takeover bid over the entirety of the shares representing the issued capital of SIEMENS GAMESA not already owned by the bidder offering the holders of SIEMENS GAMESA 's shares EUR 18.05 per each share in cash, being requested its authorization to the Spanish National Securities Market Commission (hereinafter, "CNMV") on May 31, 2022. The terms and conditions of such request are available in the "Other Relevant Information" section of the CNMV website. For additional information refer to section H1 of the Annual Corporate Governance Report 2022.
- 2 See Siemens Gamesa Website. Corporate Governance section. Link: <https://www.siemensgamesa.com/en-int/investors-and-shareholders/corporate-governance>
- 3 See Regulations for the General Meeting of Shareholders of Siemens Gamesa Renewable Energy S.A. (Revised text prepared after the amendments approved by the shareholders at the General Meeting of Shareholders held on 24 March 2022). Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/internal-corporate-rules/20220324-reclamato-jga-jga-2022-eng.pdf?la=en-bz&hash=AAc94246118C8A4E46EB310C09CFA8CF7B183967>
- 4 Section C.1 of Siemens Gamesa Renewable Energy, S.A. Annual Corporate Governance Report 2022 at Link: <https://www.siemensgamesa.com/en-int/investors-and-shareholders/corporate-governance>
- 5 Subsequent to year-end 2022, on 9 November 2022, the Board of Directors took the decision to discontinue its Delegated Executive Committee and to revoke its delegated powers.
- 6 Siemens Gamesa location finder. Link: <https://www.siemensgamesa.com/en-int/about-us/location-finder>
- 7 Source: Wood Mackenzie, Global Wind Power Market Outlook Update (Q1 2022).
- 8 Siemens Gamesa Sustainability Strategy 2040. Link: <https://www.siemensgamesa.com/en-int/newsroom/2021/07/210721-siemens-gamesa-press-release-launches-new-sustainability-strategy>
- 9 Sustainability Vision towards 2040: Delivering sustainability through actions. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/sustainability-strategy-2040.pdf>
- 10 S&P Global Ratings: ESG Evaluation: Siemens Gamesa Renewable Energy S.A. Link: <https://www.spglobal.com/esg/scores/documents/186792530.pdf>
- 11 S&P Global Corporate Sustainability Assessment (CSA) site. Link: <https://www.spglobal.com/esg/scores/results?cid=5022875>
- 12 Sustainalytics Company ESG Risk Ratings. Link: <https://www.sustainalytics.com/esg-rating/siemens-gamesa-renewable-energy-s-a/1373974308>
- 13 ISS ESG Gateway for corporate ratings. Link: <https://www.issgovernance.com/esg/iss-esg-gateway/>
- 14 MSCI ESG Ratings Corporate Search Tool. Link: <https://www.msci.com/our-solutions/esg-investing/esg-ratings/esg-ratings-corporate-search-tool>
- 15 Bloomberg's 2022 Gender-Equality Index. Link: https://assets.bbbhub.io/company/sites/46/2021/01/GEI2021_MemberList_FNL.pdf
- 16 Carbon Disclosure Project (CDP) company responses. Link: <https://www.cdp.net/en/responses?utf8=%E2%9C%93&queries%5Bname%5D=siemens+gamesa>
- 17 Siemens Gamesa Website. Link: <https://www.siemensgamesa.com/en-int>
- 18 Sustainability policy. Link: [https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E](https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E)
- 19 Siemens Gamesa Diversity and Inclusion policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-diversity-and-inclusion-policy-def.pdf?la=en-bz&hash=93083E892DCB6C772F7A4CD70D0757EE9EC9F2A>
- 20 Siemens Gamesa HSE policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>
- 21 Siemens Gamesa Human Rights policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>
- 22 Siemens Gamesa Social Commitment policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/social-commitment-policy.pdf?la=en-bz&hash=1B3A106E41B35ED4030EFF6DAE434C307BA95C5F>
- 23 Siemens Gamesa Supplier Relationship policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-supplier-relationship-policy-def.pdf?la=en-bz&hash=548FF038A907E4D2E880A03A17E72037EC677E47>
- 24 Siemens Gamesa Business Conduct Guidelines (BCG). Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/business-conduct-guidelines/siemens-gamesa-business-conduct-guidelines-en.pdf?la=en-bz&hash=5BAA2860DB9116DD16BCEA68ADA062ACCF015BB6&hash=5BAA2860DB9116DD16BCEA68ADA062ACCF015BB6>
- 25 Siemens Gamesa Code of Conduct for suppliers. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/code-of-conduct/code-of-conduct-for-suppliers-and-third-party-intermediaries-en.pdf?la=en-bz&hash=D284F9974754A8848ABC85A15035AF0F1022B007>
- 26 Siemens Gamesa Booklet for Code of Conduct for suppliers and third-party intermediaries. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/suppliers/sgre-conduct-suppliers-and-third-party-intermediaries.pdf?la=en-bz&hash=D17D5001EF6FD9744633CBC0FE133C20AC0104C0>
- 27 United Nations Global Compact website. Link: <https://www.unglobalcompact.org/what-is-gc/participants/4098>
- 28 General Risk Control and management policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/general-risk-control-and-management-policy.pdf>
- 29 See Siemens Gamesa Annual Corporate Report 2022. Link: <https://www.siemensgamesa.com/en-int/investors-and-shareholders/corporate-governance>
- 30 HSE Aspect: Element of an organization's activities (products, processes or services) which interact or can interact with the environment or may result in harm or injury to people or property.
- 31 Pros and cons of Wind energy. Link: <https://www.siemensgamesa.com/explore/journal/uniting-environment-and-technology>
- 32 Sustainability Strategy. Link: <https://www.siemensgamesa.com/en-int/newsroom/2021/07/210721-siemens-gamesa-press-release-launches-new-sustainability-strategy>
- 33 Siemens Gamesa Sustainability policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>
- 34 Siemens Gamesa Policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>
- 35 Siemens Gamesa Health, Safety and Environment Policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>
- 36 Siemens Gamesa and Siemens Energy to unlock a new era of offshore green hydrogen production. Link: [Siemens Gamesa and Siemens Energy to unlock a new era of offshore green hydrogen production](https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf)
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- 38 SteelZero initiative. Link: <https://www.theclimategroup.org/steelzero-members>
- 39 Green hydrogen. Fuel for the future. Link: <https://www.siemensgamesa.com/products-and-services/hybrid-and-storage/green-hydrogen>
- 40 Hybrid power and storage. Link: [Hybrid Power and Storage | Siemens Gamesa](https://www.siemensgamesa.com/products-and-services/hybrid-and-storage/green-hydrogen)
- 41 The International EPD® System. Environmental Product Declaration according to ISO 14025. Electricity from a European onshore wind farm using SG 6.2-170 / 6.6-170 wind turbines. Link: <https://api.envirodec.com/api/v1/EPDLibrary/Files/10b9fc3d-588d-4f21-e5fb-08da53492d7b/Data>
- 42 The International EPD® System. Environmental Product Declaration according to ISO 14025. Electricity from a European onshore wind farm using SG 6.6-155 wind turbines. Link: <https://api.envirodec.com/api/v1/EPDLibrary/Files/b789cb39-ca79-46ef-e5fc-08da53492d7b/Data>
- 43 RecyclableBlade. Link: <https://www.siemensgamesa.com/newsroom/2021/09/launch-world-first-recyclable-wind-turbine-blade>
- 44 Revolutionary RecyclableBlades: Siemens Gamesa technology goes full circle at RWE's Kaskasi offshore wind power Project. Link: <https://www.siemensgamesa.com/newsroom/2021/01/210125-siemens-gamsa-press-release-decomblades-launch>
- 45 Wind industry calls for Europe-wide ban on landfilling turbine blades. Link: [https://windEurope.org/newsroom/press-releases/wind-industry-calls-for-europe-wide-ban-on-landfilling-turbine-blades/](https://www.siemensgamesa.com/newsroom/2021/01/210125-siemens-gamsa-press-release-decomblades-launch)
- 46 DecomBlades consortium. Link: <https://www.siemensgamesa.com/newsroom/2021/01/210125-siemens-gamsa-press-release-decomblades-launch>
- 47 The EU-digital DigiPrime project will develop the concept of a circular economy digital platform in order to create circular business models based on the data-enhanced recovery and reuse of functions and materials. Link: <https://www.digiprime.eu/project/>
- 48 EnergyLoop initiative: Innovation and technology for the recycling of wind turbine Blades. Link: <https://energyloop.info/en/home-en/>
- 49 Science Based Targets Initiative. Link: <https://sciencebasedtargets.org/>

- 50 American Business Act on Climate Pledge. Link: <https://obamawhitehouse.archives.gov/the-press-office/2015/12/01/white-house-announces-additional-commitments-american-business-act>
- 51 Paris Pledge for Action. Link: <http://www.parispledgeforaction.org/whos-joined/>
- 52 Sustainability policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>
- 53 Task force on climate-related financial disclosures. Link: <https://www.fsb-tcfd.org/>
- 54 Siemens Gamesa is carbon neutral. Link <https://www.siemensgamesa.com/en-int/explore/journal/2020/04/siemens-gamesa-carbon-neutrality>
- 55 Siemens Gamesa Corporate Commitment to Biodiversity. Link: [siemens-gamesa-biodiversity-commitment-2022-en.pdf](https://www.siemensgamesa.com/en-int/siemens-gamesa-biodiversity-commitment-2022-en.pdf) (siemensgamesa.com)
- 56 Offshore Coalition for Energy and Nature (OCEaN). Link: <https://offshore-coalition.eu/>
- 57 Science Based Targets Network (SBTN) tool. Link: <https://sciencebasedtargetsnetwork.org/take-action-now/take-action-as-a-company/join-the-sbtn-corporate-engagement-program/corporate-engagement-members-only/target-setting-tools-and-guidance>
- 58 Exploring Natural Capital Opportunities (ENCORE) tool. Link: <https://encore.naturalcapital.finance/en>
- 59 Annual Corporate Governance Report 2022 for further details. Link: <https://www.siemensgamesa.com/en-int/investors-and-shareholders/corporate-governance>
- 60 2022 Annual Report on Remuneration of Directors. Link: [Corporate Governance I](https://www.siemensgamesa.com/en-int/corporate-governance) Siemens Gamesa
- 61 Siemens Gamesa Policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/siemens-gamesa-policy-august-2017.pdf>
- 62 Siemens Gamesa Global Framework Agreement (GFA). Link: <http://www.industrial-union.org/industrial-renews-global-agreement-with-siemens-gamesa>
- 63 Wind University is a Siemens Gamesa department that supports the business with development of training and learning activities, and manages qualification and certification for production and site personnel.
- 64 The 70-20-10 Model for Learning and Development is a commonly used formula within the training profession to describe the optimal sources of learning by successful managers. It holds that individuals obtain 70% of their knowledge from job-related experiences, 20% from interactions with others, and 10% from formal educational events.
- 65 Group policy on Diversity and Inclusion Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/diversity-and-inclusion-policy.pdf>
- 66 Protocol of action in case of Harassment and Discrimination of Siemens Gamesa Renewable Energy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/diversity/protocol-of-action-in-case-of-harassment.pdf>
- 67 Director Selection Policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/director-selection-policy.pdf?la=en-bz&hash=695666C8AA0719446F5883C7F6480CBA66A880E>
- 68 Women Empowerment Principles (WEP) list of signatories. Link: <https://www.weps.org/companies>
- 69 United Nation's Target Gender Equality program list of signatories. Link: <https://unglobalcompact.org/take-action/target-gender-equality/participation>
- 70 American Council on Renewable Energy (ACORE). Accelerate membership program. Link: <https://acore.org/our-members/>
- 71 Spanish Diversity Charter (Fundación Diversidad). Link: <https://fundaciondiversidad.com/>
- 72 Fundación másfamilia. Link: <https://www.masfamilia.org/blog/charter-teletrabajo-2021/>
- 73 Business Network for the LGTBI Diversity and Inclusion (REDI). Link: <https://www.redi-lgbti.org/associadas>
- 74 Bloomberg's 2022 Gender-Equality Index. Link: https://assets.bbhub.io/company/sites/46/2021/01/GEI2021_MemberList_FNL.pdf
- 75 Global Framework Agreement. Link: <http://www.industrial-union.org/industrial-renews-global-agreement-with-siemens-gamesa>
- 76 Human Rights Policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>
- 77 Regulation (EU) 2016/679 of the European parliament and the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation). Link: https://ec.europa.eu/info/law/law-topic/data-protection_en
- 78 Integrity Hotline. Link: <https://www.bkms-system.net/bkwebanon/report/clientInfo?cinn=23wd4c&c=1&language=eng>
- 79 ACRPTC: Audit Compliance Related Party Transaction Committee.
- 80 Siemens Gamesa Social Commitment video #1 (Social Commitment). Link: <https://www.youtube.com/watch?v=s8-KW1hkizE&list=PL9eXvMBTYxtZ4RFLXnf4vAlU1XpYq7&index=3>
- 81 Siemens Gamesa Social Commitment platform. Link: <https://socialcommitment.siemensgamesa.com/>
- 82 Social Commitment policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/social-commitment-policy.pdf?la=en-bz&hash=1B3A106E41B35E4030EFF6DAE434C307BA95C5F>
- 83 Social Commitment Strategy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/social-commitment/siemens-gamesa-social-commitment-strategy-en.pdf>
- 84 STEM: Science, Technology, Engineering and Mathematics.
- 85 International Energy Agency (IEA). The carbon footprint of streaming video: fact-checking the headlines. Link: <https://www.iea.org/commentaries/the-carbon-footprint-of-streaming-video-fact-checking-the-headlines>
- 86 Africa-Europe Foundation. Link: <https://www.friendsofeurope.org/initiatives/africa-europe-foundation/>
- 87 US Climate Action Week. Link: <https://www.theclimategroup.org/us-climate-action-week>
- 88 GWEC: An open letter from the wind energy industry to G20 and world leaders: It's time to get serious about renewables. Link: <https://gvec.net/an-open-letter-from-the-wind-energy-industry-to-g20-and-world-leaders-its-time-to-get-serious-about-renewables>
- 89 GWEC: Global Wind Coalition for COP26. Link: <https://windareyouin.com/>
- 90 We Mean Business Coalition. Link: <https://www.wemeanbusinesscoalition.org/press-release/g20-2021/>
- 91 GWEC: Global Wind Energy Manifesto for COP26. Link: <https://gvec.net/cop26-manifesto/>
- 92 B20 Energy & Resource Efficiency Task Force. Link: <https://www.b20italy2021.org/taskforce/energy-resource-efficiency/>
- 93 Offshore wind podcast series . Link: <https://gvec.buzzsprout.com/>
- 94 Offshore Coalition. Link: <https://offshore-coalition.eu/>
- 95 Renewable Hydrogen Coalition. Link: <https://renewableh2.eu/>
- 96 European Clean Hydrogen Alliance. Link: https://ec.europa.eu/growth/industry/policy/european-clean-hydrogen-alliance_en
- 97 European Raw Materials Alliance (ERMA). Link: <https://erma.eu/>
- 98 We mean business letter to Biden Administration. Link: <https://www.wemeanbusinesscoalition.org/ambitious-u-s-2030-ndc/>
- 99 Siemens Gamesa Supplier Relationship policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-supplier-relationship-policy-def.pdf?la=en-bz&hash=548FF038A907E4D2E880A03A17E72037EC677E47>
- 100 Code of Conduct for Suppliers and Third-Party Intermediaries. Link: https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/code-of-conduct/code_of_conduct_for_suppliers_and_third_party_intermediaries_en.pdf?la=en-bz&hash=D284F9974754A8848ABC85A15035AF0F1022B007
- 101 General Purchasing Conditions. Link: https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/purchase-conditions/siemens-gamesa-gpc-002-2018-06-en_sgre-general-purchasing-conditions.pdf?la=en-bz&hash=1AAE86231AB9BD2E3918DE4EEE1DA5BB0DDC316B
- 102 Booklet for Code of Conduct for Suppliers and Third-Party Intermediaries. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/suppliers/sgre-conduct-suppliers-and-party-intermediaries.pdf?la=en-bz&hash=D17D5001EF6D9744633BC0FE133C20AC0104C0>
- 103 OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Link: <https://www.oecd.org/daf/inv/mne/mining.htm>
- 104 Siemens Gamesa Human Rights policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>
- 105 Sustainability policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-sustainability-policy-def.pdf?la=en-bz&hash=6FD106DEBA21E95AD17AFE74B70E2E1287FC525E>
- 106 Siemens Gamesa Supplier Relationship policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210916-supplier-relationship-policy-def.pdf?la=en-bz&hash=548FF038A907E4D2E880A03A17E72037EC677E47>
- 107 Responsible Minerals Sourcing at Siemens Gamesa. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/sustainability/suppliers/sgre-responsible-mineral-sourcing.pdf?la=en-bz&hash=83DA2140B2BCA35FD106F0A0B12CF42924C62155>
- 108 Siemens Gamesa Corporate Tax policy. Link: <https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/corporate-tax-policy.pdf>
- 109 AENOR. Link: <https://www.en.aenor.com/certificacion/certificado?codigo=197479>
- 110 The Global Warming Potential (GWP) metric was developed to allow comparisons of the global warming impacts of different gases. Specifically, it is a measure of how much energy the emission of 1 ton of a gas will absorb over a given period of time relative to the emission of 1 ton of carbon dioxide (CO₂). The larger the GWP, the more that a given gas warms the Earth compared to CO₂ over that time period. The time period usually used for GWPs is 100 years. GWPs provide a common unit of measurement that enables analysts to add up emission estimates for different gases and policymakers to compare emission reduction opportunities across sectors and gases. (Source: EPA.gov)
- 111 Includes loss of variable and voluntary compensation components, transfer and suspension.
- 112 Refers to cases in which the investigation was ongoing.
- 113 Notice: Purchase volume based on closed purchasing orders, not on accruals.

Independent Assurance Report on the Consolidated Non-Financial Report
for the year ended September 30, 2022

Siemens Gamesa Renewable Energy, S.A. and subsidiaries



INDEPENDENT ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL REPORT 2022

Translation of a report originally issued in Spanish. In the event of discrepancy,
the Spanish-language version prevails

To the shareholders of Siemens Gamesa Renewable Energy, S.A.:

In accordance with article 49 of the Commercial Code, we have verified, with a limited scope, the accompanying Consolidated Non-Financial Statement (hereinafter NFS) for the year ended September 30, 2022 of Siemens Gamesa Renewable Energy, S.A. and subsidiaries (hereinafter the Group), which is part of the Group's accompanying 2022 Consolidated Management Report.

The content of the NFS contains information in addition to that required by prevailing company law in respect of non-financial information that was not included in the scope of our assurance work. Consequently, our work was limited exclusively to verifying the information identified in the Epigraph I "Law 11/2018 Content Index" included in the accompanying NFS.

Responsibility of the Board of Directors

The preparation of the NFS included in the Group's Consolidated Management Report and its content is the responsibility of the directors of Siemens Gamesa Renewable Energy, S.A. The NFS has been prepared in accordance with the content established in prevailing mercantile regulations and the criteria of the selected *Sustainability Reporting Standards de Global Reporting Initiative* (GRI standards), as well as other criteria described in accordance with that indicated for each subject in the Epigraph I "Law 11/2018 Content Index", included in the aforementioned Statement.

This responsibility likewise includes the design, implementation, and maintenance of the internal control considered necessary to ensure that the NFS is free of material misstatement, due to fraud or error.

The directors of Siemens Gamesa Renewable Energy, S.A. are also responsible for defining, implementing, adapting, and maintaining the management systems from which the necessary information for preparing the NFS is obtained.

Our independence and quality control

We have complied with the independence and other Code of Ethics requirements for accounting professionals issued by the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, objectivity, professional competence, diligence as well as confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 (ISQC 1), and consequently maintains a global quality control system which includes documented policies and procedures relating to compliance with ethical requirements, professional standards, and the legal and applicable regulatory provisions.

The engagement team consisted of experts in the review of Non-Financial Information and, specifically, in information about economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report. Our review has been performed in accordance with the requirements established in prevailing International Standard on Assurance Engagements 3000 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying Non-Financial Statement, issued by the Spanish Official Register of Auditors of Accounts (ICJCE).

The procedures carried out in a limited assurance engagement vary in nature and timing and are smaller in scope than reasonable assurance engagements, and therefore, the level of assurance provided is likewise lower.

Our work consisted in making inquiries of management and of the Group’s various business units participating in the preparation of the NFS, reviewing the process for gathering and validating the information included in the NFS, and applying certain analytical procedures and sampling review tests as described below:

- ▶ Meeting with Group personnel to know the business model, policies and management approaches applied, the main risks related to these matters and obtain the necessary information for our external review.
- ▶ Analyzing the scope, relevance and integrity of the content included in the NFR based on the materiality analysis made by the Group and described in the Epigraph 2.11 “Materiality Analysis”, considering the content required by prevailing mercantile regulations.
- ▶ Analyzing the processes for gathering and validating the data included in the 2022 NFS.
- ▶ Reviewing the information on the risks, policies and management approaches applied in relation to the material aspects included in the NFS.
- ▶ Checking, through tests, based on a selection of a sample, the information related to the content of the 2022 NFS and its correct compilation from the data provided.
- ▶ Obtaining a representation letter from the Board of Directors and Management.

Paragraph of emphasis

Regulation (EU) 2020/852 of the European Parliament and the Council, June 18 2020, on the establishment of a framework to facilitate sustainable investments settles the obligation to disclose information on how and to what extent the company’s activities are associated with economic activities that are considered environmentally sustainable in relation to climate change mitigation and adaptation objectives for the first time for the financial year 2021, provided that the Non-Financial Statement is published as of January 1 2022. Consequently, comparative information on this matter has not been included in the accompanying NSF. Additionally, information has been included, for which the Board of Directors of Siemens Gamesa Renewable Energy, S.A. have chosen to apply the criteria that, in their opinion, best enable compliance with the new obligation and which are defined within the Epigraph G. “EU Taxonomy as per EU Regulation 2020/852” of the accompanying NFS. Our conclusion has not been modified in relation to this matter.

Conclusions

Based on the limited assurance procedures conducted and the evidence obtained, no matter has come to our attention that would cause us to believe that the NFS of the Group for the year ended September 30, 2022 has not been prepared, in all material respects, in accordance with the contents required by prevailing company law and the criteria of the selected GRI standards outlined in the *Global Reporting Initiative Sustainability Reporting Standards* (GRI standards) as well as other criteria described in accordance with that indicated for each subject in the Epigraph I “Law 11/2018 Content Index”, included in the aforementioned Statement.

Use and distribution

This report has been prepared as required by prevailing mercantile regulations in Spain and may not be suitable for any other purpose or jurisdiction.

ERNST & YOUNG, S.L.

(signature on the original in Spanish)

Alberto Castilla

November 30, 2022

Annual Corporate Governance Report

of Listed Companies

2022

ISSUER IDENTIFICATION DETAILS

YEAR END-DATE: 09-30-2022

Tax Identification No. A01011253

Company Name: SIEMENS GAMESA RENEWABLE ENERGY, S.A.

Registered Office: PARQUE TECNOLÓGICO DE BIZKAIA, EDIFICIO 222, 48170 ZAMUDIO (BIZKAIA)

NOTICE:

i) The present document is a translation of a duly approved document in Spanish- language, and it is only provided for informational purposes. Shall a discrepancy between the present translation and the original document in Spanish-language appear, the text of the original Spanish-language document shall always prevail.

ii) Due to rounding, numbers presented throughout this Annual Corporate Governance Report may not adjust precisely to the numbers or total amounts, or to those provided in other related documents and percentages may not precisely reflect absolute figures

Ownership Structure

A. OWNERSHIP STRUCTURE

A.1. Complete the following table on share capital and the attributed voting rights, including those corresponding to shares with a loyalty vote as of the closing date of the year, where appropriate:

Indicate whether company By-Laws contain the provision of double loyalty voting:

No

Yes General Shareholders' Meeting approval date:

Minimum period of uninterrupted ownership required by the bylaws:

Indicate whether the company has awarded votes for loyalty:

No

Yes

Date of the last modification of the share capital	Share capital	Number of shares	Number of voting rights (not including additional loyalty-attributed votes)	Number of additional attributed voting rights corresponding to shares with a loyalty vote	Total number of voting rights, including additional loyalty-attributed votes
04-03-2017	115,794,374.94	681,143,382	681,143,382	0	681,143,382

Number of shares registered in the special register pending the expiry of the loyalty period:

Indicate whether there are different classes of shares with different associated rights:

Yes

No

Class	Number of shares	Par value	Number of voting rights	Rights and obligations conferred

Ownership Structure

A.2. List the company's significant direct and indirect shareholders at year end, including directors with a significant shareholding:

Name or company name of shareholder	% of voting rights attached to the shares (including votes for loyalty)		% of voting rights through financial instruments		% of total voting rights	From the total number of voting rights attributed to the shares, indicate, where appropriate, the additional votes attributed corresponding to the shares with a loyalty vote	
	Direct	Indirect	Direct	Indirect		Direct	Indirect
SIEMENS ENERGY AKTIENGESELLSCHAFT	0.000	67.071	0.000	0.000	67.071	0.000	0.000
BLACKROCK INC	0.000	3.576	0.000	0.033	3.609	0.000	0.000
NORGES BANK	1.751	0.000	0.030	0.00	1.781	0.000	0.000
BPCE, S.A.	0.000	1.026	0.000	0.000	1.026	0.000	0.000
PAUL J. GLAZER	0.000	0.000	0.000	1.012	1.012	0.000	0.000

Breakdown of the indirect holding:

Name or company name of the indirect owner	Name or company name of the direct owner	% of voting rights attached to the shares (including votes for loyalty)	% of voting rights through financial instruments	% of total voting rights	From the total number of voting rights attributed to the shares, indicate, where appropriate, the additional votes attributed corresponding to the shares with a loyalty vote
SIEMENS ENERGY AKTIENGESELLSCHAFT	SIEMENS ENERGY GLOBAL GMBH & CO. KG (formerly named Siemens Gas & Power GmbH & Co. KG)	67.071	0.00	67.071	0.00
BLACKROCK INC	A number of entities under the control of	3.576	0.033	3.609	0.000

Ownership Structure

	Blackrock Inc				
BPCE, S.A.	NATIXIS, S.A.	1.026	0.000	1.026	0.000
PAUL J. GLAZER	A number of entities under the control of Paul J. glazer	0.000	1.012	1.012	0.000

Indicate the most significant changes in the shareholder structure during the year:

Most significant movements

On 30 September 2022, two shareholders held more than 3% of SIEMENS GAMESA RENEWABLE ENERGY's (hereinafter "SIEMENS GAMESA", the "Company" or "SGRE") total share capital (which is the threshold generally provided under Spanish regulations for a significant holding in a listed company to be disclosed), SIEMENS ENERGY AKTIENGESELLSCHAFT (67.071%), and BLACKROCK INC. (3.609%).

Notwithstanding, pursuant to article 30.6 of Royal Decree 1362/2007, in the case of a takeover bid for shares, the shareholders of the affected company that acquire securities that attribute voting rights must notify the National Securities Market Commission of said acquisition when the proportion of voting rights in his possession reaches or exceeds 1%. Therefore, NORGES BANK, BPCE, S.A., and PAUL J.GLAZER communicated to the CNMV that they exceeded the 1% threshold holding by September 30, 2022 1.781%, 1.026%, and 1.012% of the voting rights respectively, The full detail of the movements communicated is available in the CNMV's website: <http://www.cnmv.es>

A.3. Give details of the participation at the close of the financial year of the members of the board of directors who are holders of voting rights attributed to shares of the company or through financial instruments, whatever the percentage, excluding the directors who have been identified in Section A.2 above:

Name or company name of director	% voting rights attributed to shares (including loyalty votes)		% of voting rights through financial instruments		% of total voting rights	From the total % of voting rights attributed to the shares, indicate, where appropriate, the % of the additional votes attributed corresponding to the shares with a loyalty vote	
	Direct	Indirect	Direct	Indirect		Direct	Indirect
Eickholt, Jochen	0.000.	0.000	0.000	0.000	0.00	0.000	0.000
Total	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total percentage of voting rights held by the Board of Directors						0.000	

Observations

Mr Jochen Eickholt holds 850 shares of the Company as of September 30, 2022.

The shareholders acting at the Annual General Meeting of Shareholders ("AGM") of SGRE held on March 17, 2021 approved a Long-Term Incentive Plan for the period 2021-2023 (hereinafter, the LTI 2021-23 or the "LTI Plan"), which includes the delivery of Company shares linked to the achievement of certain strategic objectives, directed to the

Ownership Structure

CEO, among others. In relation to the aforementioned LTI 2021-23, the Board of Directors assigned to the CEO Mr Jochen Eickholt 70,846 stock awards for the FY2022 cycle.

Under the LTI Plan, the amount of stock awards just means the potential maximum number of shares to be awarded to the CEO in case of maximum achievement of all objectives established for such cycles, but it does not imply in any case that all or part of them will be awarded. The number of shares to be finally awarded, where applicable, will be calculated on the basis of the level of effective achievement of the objectives established for each relevant cycle.

After the end of financial year 2022, Mr Jochen Eickholt stated his intention to tender his shares in the voluntary tender offer commenced by Siemens Energy Global GmbH & Co. KG for all of the shares representing the share capital of Siemens Gamesa not already owned by it. See Section H for more information about the voluntary tender offer.

Breakdown of the indirect holding:

Name or company name of director	Name or company name of the direct owner	% voting rights attributed to shares (including loyalty votes)	% of voting rights through financial instruments	% of total voting rights	From the total % of voting rights attributed to the shares, indicate, where appropriate, the % of the additional votes attributed corresponding to the shares with a loyalty vote
N/A	N/A	N/A	N/A	N/A	N/A

List the total percentage of voting rights represented on the board:

Total percentage of voting rights held by the Board of Directors

A.4. If applicable, indicate any family, commercial, contractual or corporate relationships that exist among significant shareholders to the extent that they are known to the company, unless they are insignificant or arise in the ordinary course of business, with the exception of those reported in Section A.6:

Name or company name of related party	Nature of relationship	Brief description
N/A	N/A	N/A

A.5. If applicable, indicate any commercial, contractual or corporate relationships that exist between significant shareholders and the company and/or its group, unless they are insignificant or arise in the ordinary course of business:

Name or company name of related party	Nature of relationship	Brief description
N/A	N/A	N/A

Ownership Structure

Observations

The contractual relationships that exist between the significant shareholder and SGRE and/or its group (understood as the group of companies where SGRE is the parent company, the "SIEMENS GAMESA Group", the "SGRE Group" or the "Group") arise in the ordinary course of business and are not included in this section A.5. View section D.2. for more detail.

A.6. Unless insignificant for both parties, describe the relationships that exist between significant shareholders, shareholders represented on the Board and directors or their representatives in the case of directors that are legal persons.

Explain, if applicable, how the significant shareholders are represented. Specifically, indicate those directors appointed to represent significant shareholders, those whose appointment was proposed by significant shareholders, or who are linked to significant shareholders and/or companies in their group, specifying the nature of such relationships or ties.

Shareholders with significant interests are represented on the Board of Directors through proprietary non-executive Directors.

The Board of Directors of SGRE is currently made up of the following proprietary directors, all of them representing Siemens Energy AG:

- Ms. Maria Ferraro, appointed on an interim basis (co-option) by the Board of Directors on May 5, 2020 at the proposal of Siemens AG to replace Mr. Michael Sen, her appointment having been ratified and the director having been re-elected for the bylaw-mandated term at the Annual General Meeting of Shareholders held on July 22, 2020. Ms. Maria Ferraro is member of the Managing Board of Siemens Energy AG and member of the Managing Board of Siemens Energy Management GmbH.

- Ms. Mariel von Schumann, originally appointed at the Extraordinary General Meeting of Shareholders held on October 25, 2016 at the proposal of Siemens AG, her appointment becoming effective on April 3, 2017. At the Annual General Meeting of Shareholders held on March 17, 2021, Ms. Mariel von Schumann was re-elected as proprietary director for the bylaw-mandated term.

- Mr. Miguel Angel López Borrego, appointed on an interim basis (co-option) by the Board of Directors on October 16, 2018 effective December 1, 2018 at the proposal of Siemens AG to replace Ms. Rosa María García García, his appointment having been ratified and the director having been re-elected for the bylaw-mandated term at the Annual General Meeting of Shareholders held on March 27, 2019.

- Mr. André Clark appointed on an interim basis (co-option) by the Board of Directors on February 18, 2022 effective March 1, 2022 at the proposal of Siemens Energy to fill in the vacancy following the re-categorization of Mr Jochen Eickholt as executive director, his appointment having been ratified and the director having been re-elected for the bylaw-mandated term at the Annual General Meeting of Shareholders held on March 24, 2022.

-Dr.- Ing. Christian Bruch appointed on an interim basis (co-option) by the Board of Directors on June 24, 2022 at the proposal of Siemens Energy to replace Mr Tim Dawidowsky. The appointment will be submitted for ratification at the next General Meeting of Shareholders.

- After the financial year 2022 closing, the director Mr. Miguel Angel Lopez presented, on November 17, 2022, his voluntary resignation as member of the Board of Directors and consequently to his position as Chairman, being replaced on the position of director by Mr. Anton J. Steiger as proprietary non-executive director and being replaced by Dr.- Ing. Christian Bruch as Chairman of the Board of Directors.

In particular, mention the existence, identity and post of any directors of the listed company, or their representatives, who are in turn members or representatives of members of the Board of Directors of companies that hold significant shareholdings in the listed company or in group companies of these significant shareholders.

Name or company name of related director or representative	Name or company name of related significant shareholder	Company name of the group company of the significant shareholder	Description of relationship/post
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Ownership Structure

Bruch, Christian	SIEMENS ENERGY AG		Chairman of the Managing Board and Chief Executive Officer
Bruch, Christian	SIEMENS ENERGY AG	Siemens Energy Management GmbH	Chairman of the Managing Board and Chief Executive Officer
Bruch, Christian	SIEMENS ENERGY AG		Chief Sustainability Officer
Ferraro, Maria	SIEMENS ENERGY AG		Member of the Managing Board
Ferraro, Maria	SIEMENS ENERGY AG		Chief Financial Officer
Ferraro, Maria	SIEMENS ENERGY AG	Siemens Energy Management GmbH	Member of the Managing Board
Ferraro, Maria	SIEMENS ENERGY AG	Siemens Energy Management GmbH	Chief Financial Officer
Ferraro, Maria	SIEMENS ENERGY AG		Chief Inclusion and Diversity Officer
Clark, André	SIEMENS ENERGY AG	Siemens Energy Brasil Ltda.	General Manager
Clark, André	SIEMENS ENERGY AG		Senior Vice President for the Latin America Hub
Clark, André	SIEMENS ENERGY AG		Latam VP of Industrial Applications Division

Observations

Additionally:

- Mr. Tim Oliver Holt, member of the Board of Directors of SIEMENS GAMESA until the date of his resignation on December 31, 2021 was member of the Boards of Directors of Siemens Energy AG, Siemens Ltd. India, Siemens Energy Management GmbH, Siemens Energy W.L.L. Qatar, and Siemens Energy Saudi Arabia, as well as Chairman of the Board of Directors of Siemens Energy Inc. USA, and member of the Board of Trustees of Siemens Foundation US.
- Mr. Tim Dawidowsky, member of the Board of Directors of SIEMENS GAMESA until the date of his resignation on May 4, 2022, was Senior Vice President of Project Excellence of Siemens Energy Global GmbH & Co. K.G.

A.7. Indicate whether the company has been notified of any shareholders' agreements that may affect it, in accordance with the provisions of Articles 530 and 531 of the Spanish Companies Act. If so, describe them briefly and list the shareholders bound by the agreement:

Yes

No

Parties to the shareholders' agreement	% of share capital concerned	Brief description of the agreement	Expiry date of the agreement, if any

Indicate whether the company is aware of any concerted actions among its shareholders. If so, provide a brief description:

Ownership Structure

Yes

No X

Parties to the concerted action	% of share capital concerned	Brief description of the concerted action	Expiry date of the concert, if any

If any of the aforementioned agreements or concerted actions have been amended or terminated during the year, indicate this expressly:

A.8. Indicate whether any individual or company exercises or may exercise control over the company in accordance with Article 5 of the Securities Market Act. If so, identify them:

Yes X

No

Name or company name
SIEMENS ENERGY AG

Observations

The significant shareholder SIEMENS ENERGY AG indirectly owns shares representing 67.071% of the share capital of SGRE and therefore may exercise control over the later in accordance with Article 5 of the Securities Market Act.

A.9. Complete the following table with details of the company's treasury shares:

At the close of the year:

Number of direct shares	Number of indirect shares (*)	Total percentage of share capital
320,602	0	0.047

Observations

After the end of financial year 2022, the Board of Directors of SIEMENS GAMESA decided to tender the treasury shares in the voluntary tender offer commenced by Siemens Energy Global GmbH & Co. KG for all of the shares representing the share capital of Siemens Gamesa not already owned by it.

(*) Through:

Name or company name of direct shareholder	Number of direct shares
N/A	N/A
Total:	

Explain any significant changes during the year:

Ownership Structure

Explain significant changes

A.10. Provide a detailed description of the conditions and terms of the authority given to the Board of Directors to issue, repurchase, or dispose of treasury shares.

Trading in treasury shares was last authorized at SGRE's 2020 Annual General Meeting of Shareholders ("AGM"). The Company's AGM held on July 22, 2020, on item thirteen of its agenda, authorized the Board of Directors to acquire treasury shares of the Company. The authorization granted (see verbatim of the AGM resolution below) allows the acquisition of treasury shares provided that the shares held at any point in time do not exceed the legal limit provided for under the Spanish Companies Act (currently, 10% of SGRE's share capital). The authorization further requires that acquisitions are made at a price that is not lower than the nominal value of the shares and does not exceed the trading price in the market at the time the purchase order is placed. The authorization has been granted for five years (i.e. until July 22, 2025).

As of 30 September 2022, SGRE and its subsidiaries held 320,602 treasury shares representing 0.047% of the share capital at that date (compared to 1,075,985 shares at 30 September 2021 representing 0.158% of SGRE's share capital).

Verbatim excerpt of the resolution adopted by the 2020 AGM regarding treasury shares:

"Pursuant to the provisions of sections 146 and 509 of the Corporate Enterprises Act, to expressly authorise the Board of Directors, with express power of substitution, to engage in the derivative acquisition of shares of Siemens Gamesa Renewable Energy, Sociedad Anónima ("Siemens Gamesa" or the "Company"), on the following terms:

- (a) Acquisitions may be made directly by the Company or by any of its subsidiaries upon the same terms of this resolution.*
- (b) Acquisitions shall be made through purchase/sale, swap or any other transaction allowed by law.*
- (c) Acquisitions may be made at any time up to the maximum amount allowed by law.*
- (d) Acquisitions may not be made at a price below the nominal value of the shares or above the listing price of the shares on the market and at the time the purchase order is entered.*
- (e) This authorisation is granted for a period of five years from the adoption of this resolution.*
- (f) The acquisition of shares, including shares previously acquired by the Company or by a person acting in their own name but on the Company's behalf and held thereby, may not have the effect of reducing net assets below the amount of share capital plus reserves restricted by law or the by-laws, all as provided in letter b) of section 146.1 of the Corporate Enterprises Act.*

It is expressly stated for the record that shares acquired as a result of this authorisation may be used for subsequent disposal or retirement as well as the application of the remuneration systems contemplated in the third paragraph of letter a) of section 146.1 of the Corporate Enterprises Act, as well as for the implementation of programmes encouraging participation in the capital of the Company, such as, for example, dividend reinvestment plans, loyalty bonds or other similar instruments.

In particular, within the framework of this authorisation to acquire own shares, the Board of Directors may approve the implementation of an own share buyback programme addressed to all shareholders in accordance with article 5 of Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse and Commission Delegated Regulation (EU) No 2016/1052 of 8 March 2016 supplementing the Regulation on market abuse with regard to regulatory technical standards for the conditions applicable to buy-back programmes and stabilisation measures, or pursuant to another mechanism with a similar purpose. Said programme may be used for any of the ends provided by applicable legal provisions, including a subsequent reduction in the share capital of the Company through the retirement of the acquired shares, following approval by the shareholders at a general meeting of shareholders held after the completion of the relevant programme.

The resolution revokes and deprives of effect, to the extent of the unused amount, the authorisation for the derivative acquisition of own shares granted to the Board of Directors by the shareholders at the General Meeting of Shareholders held on 8 May 2015."

Ownership Structure

A.11. Estimated float:

	%
Estimated float	25.454

Observations

The free float is calculated by deducting the capital directly or indirectly owned by significant shareholders, directors and treasury stock by the total amount of share capital as of September 30, 2022.

A.12. Indicate whether there are any restrictions (articles of incorporation, legislative or of any other nature) placed on the transfer of shares and/or any restrictions on voting rights. In particular, indicate the existence of any type of restriction that may inhibit a takeover of the company through acquisition of its shares on the market, as well as such regimes for prior authorisation or notification that may be applicable, under sector regulations, to acquisitions or transfers of the company's financial instruments.

Yes No

Description of restrictions

There are no restrictions.

A.13. Indicate whether the general shareholders' meeting has resolved to adopt measures to neutralise a takeover bid by virtue of the provisions of Law 6/2007.

Yes No

If so, explain the measures approved and the terms under which such limitations would cease to apply:

Explain the measures approved and the terms under which such limitations would cease to apply

No resolution has been adopted by the AGM in this respect.

A.14. Indicate whether the company has issued shares that are not traded on a regulated EU market.

Yes No

If so, indicate each share class and the rights and obligations conferred.

Indicate the various share classes

The Company's shares are listed on the Spanish stock exchanges of Madrid, Barcelona, Bilbao and Valencia with trading symbol SGRE, and through the Spanish Stock Exchange Interconnection System (Continuous Market). The Company has not issued shares that are not traded on a regulated EU market. All the shares in SGRE's share capital are of the same class and series and confer the same political and economic rights. There are no different voting rights for any shareholder. There are no shares that do not represent capital.

General Shareholders' Meeting

B. GENERAL SHAREHOLDERS' MEETING

B.1. Indicate whether there are any differences between the minimum quorum regime established by the Spanish Companies Act for General Shareholders' Meetings and the quorum set by the company, and if so give details:

Yes No

	% quorum different from that established in Article 193 of the Spanish Companies Act for general matters	% quorum different from that established in Article 194 of the Spanish Companies Act for special resolutions
Quorum required at 1st call	N/A	N/A
Quorum required at 2nd call	N/A	N/A

Description of differences

There are no differences.

B.2. Indicate whether there are any differences between the company's manner of adopting corporate resolutions and the regime provided in the Spanish Companies Act and, if so, give details:

Yes No

Describe how it is different from the regime provided in the Spanish Companies Act.

Qualified majority other than that set forth in Article 201.2 of the Spanish Companies Act for matters referred to in Article 194.1 of this Act	Other matters requiring a qualified majority

General Shareholders' Meeting

% established by the company for the adoption of resolutions	N/A	N/A
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Describe the differences

There are no differences.

B.3. Indicate the rules for amending the company's articles of incorporation. In particular, indicate the majorities required for amendment of the articles of incorporation and any provisions in place to protect shareholders' rights in the event of amendments to the articles of incorporation.

The General Meeting of Shareholders (GMS) has the authority to approve any amendment of the By-Laws except for the change in the location of the registered office within Spain which may be decided by the Board of Directors.

The amendment of the By-Laws of SGRE is governed by the provisions of: (i) Articles 285 to 290 of the Spanish Companies Act; (ii) Articles 14.h) and 18 of its By-Laws and (iii) Articles 6.1.i), 26, and 31.4 of its Regulations for the General Meeting of Shareholders. The majorities required are regulated in Articles 26 of SGRE's By-Laws and Article 32 of its Regulations for the General Meeting of Shareholders which replicate those determined by the Spanish Companies Act.

The Board of Directors or, where appropriate, the shareholders who have drafted a proposed amendment to the By-Laws must write it out completely, in addition to a report justifying it; and provide them to shareholders at the time of the GSM to debate proposed amendment is announced.

The GSM notice must clearly state the items to be amended as well as the rights of all shareholders to examine the full text of a proposed amendment and the related report at SGRE's registered office, and order these documents delivered or sent to them free of charge.

If shareholders are convened to debate amendments to the By-Laws, the quorum on first call will be constituted if 50% of subscribed share capital with voting rights is present. If a sufficient quorum cannot be constituted, the general meeting will be held on second call, where 25% of subscribed share capital with voting rights must be present.

When less than 50% of subscribed share capital with voting rights are present, resolutions on amendments to the By-Laws can only be validly adopted if two-thirds of shareholders attending the meeting in person or by proxy vote for them. However, when 50% or more of subscribed share capital with voting rights is present, resolutions may validly pass with an absolute majority.

Resolutions to amend the By-Laws that involve new obligations for shareholders must be accepted by those affected.

B.4. Give details of attendance at General Shareholders' Meetings held during the reporting year and the two previous years:

Date of General Meeting	Attendance data				
	% physical presence	% present by proxy	% distance voting		Total
			Electronic voting	Other	
03-24-2022	0.27	86.62	0.00	0.00	86.89
Of which float:	0.27	16.13	0.00	0.00	16.40
03-17-2021	0.31	89.69	0.00	0.00	90.00
Of which float:	0.31	19.19	0.00	0.00	19.50
07-22-2020	0.63	86.92	0.00	0.00	87.55

General Shareholders' Meeting

Of which float:	0.63	19.85	0.00	0.00	20.48
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Observations

The free-float percentages have been calculated by dividing the shares present in person and by proxy less those belonging to significant shareholders (according to the last communication about the stake held made by them prior to the AGM) and directors participating at each AGM, according to the information available on the attendance roll, by the total number of shares outstanding on the date the Meeting is held. For these purposes, significant equity interests deposited into omnibus accounts (that are not in the name of the holders of said equity interests) have been subtracted from the shares present in person and by proxy, as the Company was aware of the participation of said significant shareholder at the Company's AGM.

At the AGM held on March 24, 2022, thirty three shareholders, holding a total of ninety one thousand four hundred and five (91,405) shares, used the electronic absentee voting platform, and two shareholders holding one hundred and twenty three (123) shares used the remote attendance platform.

B.5. Indicate whether any point on the agenda of the General Shareholders' Meetings during the year was not approved by the shareholders for any reason.

Yes No

Items on the agenda not approved

% votes against (*)

(*) If the non-approval of the point was for a reason other than the votes against, this will be explained in the text part and "N/A" will be placed in the "% votes against" column.

B.6. Indicate whether the articles of incorporation contain any restrictions requiring a minimum number of shares to attend General Shareholders' Meetings, or to vote remotely:

Yes No

Number of shares required to attend General Meetings

Number of shares required for voting remotely

B.7. Indicate whether it has been established that certain decisions, other than those established by law, entailing an acquisition, disposal or contribution to another company of essential assets or other similar corporate transactions must be submitted for approval to the General Shareholders' Meeting.

Yes No

Explain the decisions that must be submitted to the General Shareholders' Meeting, other than those established by law

Do not exist.

B.8. Indicate the address and manner of access on the company's website to information on corporate governance and other information regarding General Shareholders' Meetings that must be made available to shareholders through the company website.

Our corporate website is regulated in Article 48 of the By-Laws and includes information on corporate governance as required by law. In particular, (i) the key internal regulations of SGRE (By-Laws, Rules and regulations of the board and its consultative committees, Rules and regulations for the general meeting, etc.); (ii) information on the Board of Directors and its committees as well as directors' professional biographies (iii) information on general shareholder meetings, and (iv) communications to Spanish CNMV (IPs and OIRs). The corporate website also contains other information of interest for shareholders and investors and news relating to the Company's activities.

General Shareholders' Meeting

The address of our information on corporate governance is: <https://www.siemensgamesa.com/en-int/investors-and-shareholders> (It is included for reference purposes only. The content of our corporate website is not incorporated by reference in this report or otherwise considered part of it).

As to mandatory content, the Company seeks to continuously improve accessibility for users, particularly shareholders and investors, and this content is kept permanently updated pursuant to applicable law. Our corporate website enables an effective communication with shareholders and all our stakeholders. Its design enables SGRE to be transparent and improves the experience of users in obtaining quality information about SGRE and its Group.

Access to information on corporate governance is provided on the home page of the corporate website. This access is located in the upper part of the page under the title "Investors and shareholders" (accessible at <https://www.siemensgamesa.com/en-int/investors-and-shareholders>), where there is a drop-down list of sections. These sections can also be accessed directly at their respective addresses:

- <https://www.siemensgamesa.com/en-int/investors-and-shareholders/share-and-dividend>
- <https://www.siemensgamesa.com/en-int/investors-and-shareholders/financial-information>
- <https://www.siemensgamesa.com/en-int/investors-and-shareholders/corporate-governance>
- <https://www.siemensgamesa.com/en-int/investors-and-shareholders/communications-to-the-cnmv>
- <https://www.siemensgamesa.com/en-int/investors-and-shareholders/financial-information/ratings>
- <https://www.siemensgamesa.com/en-int/investors-and-shareholders/financial-information/esg-ratings>

Access to section "Investors and shareholders" is also available at the bottom of the website's home page.

Structure of the Company's Administration

C. STRUCTURE OF THE COMPANY'S ADMINISTRATION

C.1. Board of Directors

C.1.1. Maximum and minimum number of directors established in the articles of incorporation and the number set by the general meeting:

Maximum number of directors	15
Minimum number of directors	5
Number of directors set by the general meeting	10

Observations

On 30 September 2022, the Board of Directors was made up of ten (10) members. SGRE By-Laws allow for a Board of Directors with a minimum of five (5) and a maximum of fifteen (15) members. The AGM held on July 22, 2020 resolved to set the number of members of the Board of Directors at ten. The profile and professional background of SGRE directors is available in its corporate website (see also section C.1.3 of this report).

C.1.2. Complete the following table on Board members:

Name or company name of director	Representative	Category of director	Position on the Board	Date first appointed	Date of last appointment	Election procedure
López Borrego, Miguel Angel		External Proprietary	Chairman	12-01-2018	03-27-2019	General Meeting
Eickholt, Jochen		Executive	Chief Executive Officer and Vice Chairman	01-01-2022	03-24-2022	General Meeting
Bruch, Christian		External Proprietary	Director	06-24-2022	06-24-2022	Board of Directors co-option
Ferraro, Maria		External Proprietary	Director	05-05-2020	07-22-2020	General Meeting
Hernández García, Gloria		Independent	Director	05-12-2015	03-27-2019	General Meeting

Structure of the Company's Administration

von Heynitz, Harald	Independent	Director	02-10-2020	07-22-2020	General Meeting
Clark, André	External Proprietary	Director	03-01-2022	03-24-2022	General Meeting
Krämmmer, Rudolf	Independent	Director	02-20-2019	03-27-2019	General Meeting
Belil, Francisco	Independent	Director	02-18-2022	03-24-2022	General Meeting
von Schumann, Mariel	External Proprietary	Director	04-03-2017	03-17-2021	General Meeting

Total number of directors

10

Indicate any cessations, whether through resignation or by resolution of the general meeting, that have taken place in the Board of Directors during the reporting period:

Name or company name of director	Category of the director at the time of cessation	Date of last appointment	Date of cessation	Specialized committees of which he/she was a member	Indicate whether the director left before the end of his or her term of office
Holt, Tim Oliver	External Proprietary	07-22-2020	12-31-2021	Delegated Executive Committee	Yes
Rosenfeld, Klaus	Independent	03-17-2021	02-18-2022	Appointments and Remunerations Committee	Yes
Nauen, Andreas	Executive	07-22-2020	02-28-2022	Delegated Executive Committee	Yes
Dawidowsky, Tim	External Proprietary	03-17-2021	05-04-2022		Yes

Reason for cessation when this occurs before the end of the term of office and other observations; information on whether the director has sent a letter to the remaining members of the board and, in the case of cessation of non-executive directors, explanation or opinion of the director dismissed by the general meeting

The director Mr. Tim Oliver Holt presented on November 23, 2021, his voluntary resignation, with effectiveness as of end of 31st December 2021, as member of the Board of Directors of the Company and consequently as vice chairman and as member of the Delegated Executive Committee. This was due to internal re-assignment of tasks within Siemens Energy group.

The director Mr. Andreas Nauen presented on February 2, 2022, his irrevocable resignation as member of the Board of Directors and of the Delegated Executive Committee. His resignation, having been acknowledged by the Board of Directors, would be effective from the end of 28 February 2022.

The director Mr. Klaus Rosenfeld was appointed as member of the Supervisory Board of the company Vitesco Group AG, a German company listed on the Frankfurt Stock Exchange. Acknowledging his over-boarding situation as per SIEMENS GAMESA's corporate governance framework (director in more than 3 listed companies), Mr. Rosenfeld communicated his resignation as SGRE director with effects on the close of SGRE's AGM 2022, or earlier if the Board considered it appropriate, with Mr. Rosenfeld resignation being finally effective on February 18, 2022.

The director Mr. Tim Dawidowsky presented on May 4, 2022, his voluntary resignation as member of the Board of Directors. Said resignation was motivated by his appointment as Chief Operations Officer (COO) of Siemens Gamesa, joining the executive management of the Company.

Structure of the Company's Administration

Finally after the financial year 2022 closing, the director Mr. Miguel Angel Lopez presented, on November 17, 2022, his voluntary resignation as member of the Board of Directors and consequently to his position as Chairman. The reasons for said resignation are detailed in the letter attached to the communication of Other Relevant Information sent to the CNMV on November 17, 2022 and which is available on its website www.cnmv.es.

C.1.3. Complete the following tables on the members of the Board and their categories:

EXECUTIVE DIRECTORS

Name or company name of director	Post in organisation chart of the company	Profile
Eickholt, Jochen	Chief Executive Officer	<p>Born in Lage (Germany), he currently holds the position of Chief Executive Officer, Vice Chairman of the Board of Directors and Member of the Delegated Executive Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.</p> <p>He studied Electrical Engineering (Diplom-Ingenieur) at the RWTH Aachen University (Germany) and at the Imperial College of Science, Technology and Medicine in London (UK), and he has a Doctorate (Doctor of Engineering) at the Fraunhofer Institute for Production Technology (IPT) in Aachen (Germany).</p> <p>He has been with Siemens since 1999, holding several executive positions throughout the organization including Chief Executive Officer (CEO) of Siemens Elektropřístroje s.r.o. (Czech Republic), CEO of Siemens Home and Office Communications (2006-2009), CEO of Rail Automation Business Unit for Industry Sector (2009-2011), CEO of Rail Automation Business Unit for Infrastructure & Cities Sector (2011-2012) and CEO of Rail Systems Division for Infrastructure & Cities Sector (2012-2014). He was the CEO of the Mobility Division of Siemens AG (2014-2017) before he took over the role of Head of Siemens Alstom Integration Management (2017-2018) and most recently he served as the Chairman and Managing Partner of Siemens Portfolio Companies (2018-2020).</p> <p>Until February 2022 he was member of the Managing Board of Siemens Energy AG and member of the Managing Board of Siemens Energy Management GmbH, and responsible for the Generation and Industrial Applications businesses and for Asia-Pacific and China, and he was also Deputy Chairman of the Board of Directors of EthosEnergy Group Ltd., U.K.</p>
Total number of executive directors		1
Percentage of Board		10.00

EXTERNAL PROPRIETARY DIRECTORS

Name or company name of director	Name or company name of the significant shareholder represented by the director or that nominated the director	Profile
López Borrego, Miguel Angel	SIEMENS ENERGY AG	<p>Born in Frankfurt am Main (Germany) but of Spanish nationality, he holds the position of Chairman of the Board of Directors and Chairman of the Delegated Executive Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.</p> <p>Graduated in Business Administration Dipl. by the Berufsakademie Mannheim, Dipl. Betriebswirt (Germany) and MBA by the University of Toronto (Canada).</p>

Structure of the Company's Administration

He currently holds the position as Chairman and Chief Executive Officer of Siemens, S.A. (Spain) as well as member of the Board of Directors of Siemens Rail Automation S.A.U., member of the Board of Directors of Siemens, S.A. (Portugal), member of the Advisory Board of Siemens Healthineers, S.L.U. and since March 2021 as member of the Supervisory Board and of the Audit Committee of NORMA Group SE. In addition to this, he is also vice president of the Managing Board of the Deutsche Handelskammer für Spanien (German Chamber of Commerce for Spain) and member of the Business Advisory Council of CEOE (Confederation of employers and industries of Spain).

His professional career started as plant controller in VDO AG. Afterwards he was appointed Chief Financial Officer of VDO Instrumentos in Spain and of VDO's global Instruments Division. Within the Siemens Group he held the position as Chief Financial Officer of the Interior & Infotainment Business Unit of Siemens VDO AG, of the Low Voltage Controls & Distribution Business Unit in the Siemens Automation & Drives group, of the Industry Automation Division, of Siemens' Industry Sector, until in 2014 he was appointed CFO of Siemens Digital Factory Division. In 2017 he held the position of CFO of Siemens Gamesa Renewable Energy.

Throughout his entire professional career, he held different positions on various boards of directors around the world. As an example, he has served on Primetals Technologies' Board of Directors in Austria and Great Britain; Valeo Siemens eAutomotive or several positions in China and in other countries such as France and Portugal.

Born in Düsseldorf (Germany), holds the position of Member of the Board of Directors of SIEMENS GAMESA RENEWABLE ENERGY, S.A.

He studied Mechanical Engineering (Diplom-Ingenieur) at the Leibniz University Hannover (Germany) and at the University of Strathclyde (Glasgow, United Kingdom), and he has a Doctorate (Doctor of Engineering) at the Swiss Federal Institute of Technology of Zurich (ETH) (Switzerland).

Bruch, Christian

SIEMENS ENERGY AG

Dr.-Ing. Christian Bruch is currently President, Chief Executive Officer and Chief Sustainability Officer of Siemens Energy AG, and President and Chief Executive Officer of Siemens Energy Management GmbH. He is also member of the Supervisory Board of Lenzing AG (Austria).

He started his professional career in the RWE group in 2000, but he has developed most of his career in the Linde group (2004-2020), where he held various positions in different divisions including several management positions in the Gases division (2004-2009), Head of product area Air Separation Plants (Engineering division) (2009-2013), member of the Board of Directors of the Engineering division (2013-2015), member of the Executive Board of Linde AG, responsible for the Engineering division and for the Corporate and Support Function Technology & Innovation, Digitalization (2015-2018) and speaker of the Executive Board of Linde AG and Executive Vice President and CEO Linde Engineering in Linde plc (Dublin, Ireland) (2019-2020).

Born in Hamilton (Canada), she currently holds the position of Member of the Board of Directors and Member of the Audit, Compliance and Related Party Transactions Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.

Ferraro, Maria

SIEMENS ENERGY AG

She holds a degree in Accounting from Brock University (Canada), and she is also a certified accountant by the Canadian Institute of Chartered Accountants.

Ms. Ferraro currently holds the position of Member of the Managing Board and CFO (Chief Financial Officer) of Siemens Energy AG and of Siemens Energy Management GmbH. She is also independent Director of Capgemini since May 2022.

She previously held the post as CFO of Siemens Digital Industries

Structure of the Company's Administration

		and CDO (Chief Diversity Officer) of Siemens AG. Throughout her professional career she also held various positions within the Siemens group related to the accounting, controlling or finance departments, including CFO of Siemens UK or CFO of Siemens Canada. Ms. Maria Ferraro is member of the Advisory Board of the Technical University of Munich
		<p>Born in São Paulo (Brazil), he currently holds the position of Member of the Board of Directors and of the Delegated Executive Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.</p> <p>He holds a Degree in Chemical Engineering from São Paulo University (Escola Politecnica) (Brazil) and a Master on Business Administration with majors in Finance and Operations Management in the New York University (Leonard N. Stern School of Business) (USA).</p> <p>Currently he holds the position as General Manager of Siemens Energy Brazil, Senior Vice President for the Latin America Hub of Siemens Energy, Latam VP of Industrial Applications Division and Chairman of the Regional Board of Siemens Gamesa (Windpower). He is also a member of the Board of Trustees of the Siemens Foundation in Brazil.</p> <p>Until joining Siemens group in 2017, he held various positions in different companies related to the construction and infrastructure sectors, such as, Construções e Comércio Camargo Correa or Acciona Infraestructuras S.A. Previously he also worked in Strategy Consultancy in Strategy&/PwC and in the Pulp and Paper Industry in Votoranim Group.</p> <p>Simultaneously to his positions within Siemens group, Mr Clark serves as Board member of Comerc Participações and member of the extended Board of the Brazil Institute for Oil and Gas (IBP). He is also Board member of the Brazil China Business Council, Board member of the German-Brazilian Chamber of Commerce, Board member of the Business Council for Brazil, Russia, India and China (CEBRICS), Board member of the Latin American Business Council (CEAL), member of the Advisory Board of the Brazilian Business Council for Sustainable Development (CBEDS), Vice Chairman of the Advisory Council of the Brazilian Infrastructure Association (ABDIB), member of the Supervisory Council of the International Chamber of Commerce of Brazil, member of the Advisory Board of the Brazilian Center for International Relations (CEBRI), and member of the national board for Foreign Trade (CONEX)</p>
Clark, André	SIEMENS ENERGY AG	
		<p>Ms. von Schumann holds the position of Member of the Board of Directors and of the Appointments and Remuneration Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.</p> <p>Born in Brussels (Belgium), she graduated from ICHEC University of Brussels (Bachelor in Economics and Business Administration and Management), and from EAP-ESCP Europe with a master's in International Business Administration and Management. She completed a number of postgraduate programs, among others at INSEAD and LBS, as well as a Corporate Governance Certificate from the Deutsche Börse.</p> <p>Throughout her professional career, she has held various management posts in Product Management, Mergers and Acquisitions, Strategy and Investor Relations. At Siemens AG, she served as Head of Investor Relations until October 2013 and held the posts as Chief of Staff and Head of Governance & Markets until July 2019. She has also been on the Board of Directors for Siemens India and a member of the Board of Trustees of the Siemens Foundation (Siemens Stiftung). Since February 2021 she is on the Supervisory Board of Verti Versicherung AG, and since July 2022 in the Supervisory Board of Agora Strategy Group.</p>
von Schumann, Mariel	SIEMENS ENERGY AG	
Total number of proprietary directors		5

Structure of the Company's Administration

Percentage of Board

50.00

EXTERNAL INDEPENDENT DIRECTORS

Name or company name of director	Profile
Hernández García, Gloria	<p>Born in Madrid, she holds the position of non-executive Director and member of the Audit, Compliance and Related Party Transactions Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.</p> <p>She studied at the Complutense University of Madrid, where she obtained a degree in Economic Sciences with a specialty in Economic Theory.</p> <p>Currently she is non-executive Director and Chairwoman of the Audit Committee of NORTEGAS ENERGIA GRUPO, S.L.U., non-executive Director and Chairwoman of the Audit Committee of Parkia Iniciativas, S.L.U. and non-executive Director of Distribuidora Internacional de Alimentación, S.A. (DIA).</p> <p>From 2010 until January 2019, she held the post as Chief Financial Officer of Bankinter, S.A., managing the treasury of the bank, the balance sheet risks, the solvency, the budget control, the investor relations and the preparation of the financial information of the Group. She was member of the Steering Committee of Bankinter, S.A., Director on behalf of Bankinter of Linea Directa Aseguradora, S.A., Bankinter Consumer Finance and Bankinter Global Services. Before joining Bankinter, S.A., she served for over seven years as the Chief Financial Officer of Banco Pastor, S.A. and Director, on behalf of Banco Pastor, of Ibersuizas, a Spanish private equity company.</p> <p>Ms. Gloria Hernández García is Commercial Technician and State Economist on personal leave, and as such she worked until 2003 in different public posts connected to the Directorate General of the Treasury and Financial Policy, where she also held the position of Head of the Spanish Treasury. She also was nata Director of the CNMV and the Bank of Spain Boards.</p> <p>She has had significant international experience by being, among others, a representative member of Spain on Committees of the European Union and Director of the subsidiary of Bankinter in Luxembourg</p>
von Heynitz, Harald	<p>Born in Munich (Germany), he holds the position of Member of the Board of Directors, Chairman of the Audit, Compliance and Related Party Transactions Committee and Member of the Appointments and Remunerations Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.</p> <p>Graduated from the University of Munich (Germany) with a degree in Business Administration, he is admitted since 29 years as tax consultant (Steuerberater) and certified public accountant (Wirtschaftsprüfer) in Germany. He is also a certified public accountant in the U.S. as a member of the AICPA since 26 years.</p> <p>Mr. von Heynitz is registered in own practice since January 2020. In March 2020 he started as a member of management of WTS Advisory GmbH, Munich. He has extensive experience in accounting, auditing, financial and business advisory and worked for 33 years for KPMG in Munich and New York. In 1999 he became partner and throughout his career he served large publicly listed companies in Germany including Siemens, Airbus Group, and Linde, as Audit Lead Partner and/or Global client Lead Partner. During the last 15 years he held different leadership positions within KPMG, among others, he was the Lead Audit Partner for Siemens from 2001 to 2004, Partner in charge of the Audit function for Southern Germany from 2004 to 2007 and member of the KPMG Europe LLP Board from 2007 until 2012. Since October 2021, Mr. von Heynitz is a member of the Board of Directors of Fluence Energy, Inc., Arlington, VA, USA.</p>
Krämmer, Rudolf	<p>Born in Rosenheim (Germany), he holds the position of Member of the Board of Directors, Member of the Delegated Executive Committee, Member of the Audit, Compliance and Related Party Transactions Committee and Chairman of the Appointments and Remunerations Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.</p> <p>Graduated from the University of Munich (Germany) with a degree in Business Administration, he is admitted since more than 25 years as tax consultant (Steuerberater) and certified public accountant (Wirtschaftsprüfer) in Germany.</p> <p>Mr. Krämmer has extensive experience in accounting, auditing, financial and business advisory. He worked for almost 15 years for Arthur Andersen and Andersen Consulting in</p>

Structure of the Company's Administration

Munich, Chicago, Moscow and St. Petersburg, the last six years as partner in different leadership positions. In 2002 he joined EY Germany as partner and was lead audit partner on significant publicly listed companies in Germany including Siemens AG. Overall, he served EY for 14 years thereof almost 10 years as member of the managing board.

Currently he is registered in own practice and engaged in voluntary work in his community.

He is member of the supervisory board of Ärzte ohne Grenzen, Deutsche Sektion e.V.

Born in Barcelona (Spain), holds the position of Member of the Board of Directors and of the Appointments and Remunerations Committee of SIEMENS GAMESA RENEWABLE ENERGY, S.A.

He has an Engineering degree from the Universidad Politécnica in Barcelona (Spain) and afterwards, he studied at the University of Pittsburgh (PA, U.S.) and INSEAD (Fontainebleau, France).

Currently, he is a member of the Board of Directors and Advisory Committees of several non-profit organizations and business associations. More precisely, he is Vice President at the Bertelsmann Foundation, President of the Delegate Committee of the Board of Trustees of the Princesa de Girona Foundation, Vice President of the CEDE Foundation (Confederación Española de Directivos y Ejecutivos), Trustee at DKV Integralia Foundation and member of the Board of Directors of Patrimonio Nacional (Spain).

Belil, Francisco

Mr. Belil developed most part of his professional career in the Bayer Group, where he held for more than 20 years several responsibilities inside the company in the U.S., Mexico, Germany and Spain, such as Director of the Bayer Group in Mexico, Technical Director of Bayer Group in Spain, Chief Executive Officer of Bayer Hispania and highest responsible for Bayer Group in the Iberia Region. Later, he joined the Siemens Group and served, among others, as Vice President and CEO for Siemens Spain (2006-2008) and CEO for the Southwest Europe Region of Siemens Group (2008-2011). He was also Chairman of the Deutsche Handelskammer für Spanien (German Chamber of Commerce for Spain) and of FEIQUE (Spanish Federation of Chemical Industries).

Along his professional career he served, as an independent director, in several Board of Directors. He has been Chairman of the Audit and Control Committee and member of the Appointments, Remuneration and Corporate Governance Committee of Naturgy (2015-2022) and member of the Board of Directors of Uriach (2012-2021).

Total number of independent directors	4
Percentage of Board	40.00

Indicate whether any director classified as independent receives from the company or any company in its group any amount or benefit other than remuneration as a director, or has or has had a business relationship with the company or any company in its group during the past year, whether in his or her own name or as a significant shareholder, director or senior executive of a company that has or has had such a relationship.

If so, include a reasoned statement by the Board explaining why it believes that the director in question can perform his or her duties as an independent director.

Name or company name of director	Description of the relationship	Reasoned statement
N/A	N/A	N/A

Structure of the Company's Administration

OTHER EXTERNAL DIRECTORS

Identify the other external directors, indicate the reasons why they cannot be considered either proprietary or independent, and detail their ties with the company or its management or shareholders:

Name or company name of director	Reasons	Company, manager or shareholder to which or to whom the director is related	Profile
N/A	N/A	N/A	N/A
Total number of other external directors			0
Percentage of Board			0.00

Indicate any changes that have occurred during the period in each director's category:

Name or company name of director	Date of change	Previous category	Current category
Eickholt, Jochen	03-01-2022	Proprietary	Executive

C.1.4. Complete the following table with information relating to the number of female directors at the close of the past four years, as well as the category of each:

	Number of female directors				% of total directors for each category			
	Year n	Year n-1	Year n-2	Year n-3	Year n	Year n-1	Year n-2	Year n-3
Executive	0	0	0	0	0.00%	0.00%	0.00%	0.00%
Proprietary	2	2	2	2	40.00%	40.00%	40.00%	33.33%
Independent	1	1	1	1	25.00%	25.00%	25.00%	20.00%
Other external	0	0	0	0	0.00%	0.00%	0.00%	0.00%
Total	3	3	3	3	30.00%	30.00%	30.00%	23.08%

C.1.5. Indicate whether the company has diversity policies in relation to its Board of Directors on such questions as age, gender, disability, education and professional experience. Small and medium-sized enterprises, in accordance with the definition set out in the Spanish Auditing Act, will have to report at least the policy that they have implemented in relation to gender diversity.

Yes

No

Partial policies

If so, describe these diversity policies, their objectives, the measures and the way in which they have been applied and their results over the year. Also indicate the specific measures adopted by the Board of Directors and the appointments and remunerations committee to achieve a balanced and diverse presence of directors.

If the company does not apply a diversity policy, explain the reasons why.

Structure of the Company's Administration

Description of policies, objectives, measures and how they have been applied, and results achieved

The composition of the Board of Directors is a key element of SGRE's Corporate Governance system. A diverse Board of Directors is essential to ensure its effectiveness in a more complex, innovation-driven environment. Embracing a diversity of thinking, competencies, and backgrounds bring all together with it new viewpoints, and perspectives to a boardroom and leads ultimately to greater innovation and better decision making.

SGRE seeks a solid balance of technical skills, experiences and perspectives in its Board and it is formed by a committed, balanced and diverse group of people with a combination of capacities and experiences relevant to define and execute SGRE's strategy in an evolving market environment (see skills and diversity matrix below).

SGRE's "Board of Directors Diversity and Director Selection Policy" (available in SGRE's corporate website), which governs the selection and suitability assessment of directors, promotes diversity within the Board of Directors, including diversity of gender, culture, geographic origin, knowledge and experience with no implicit bias that may entail discrimination of any kind, and particularly that might hinder the selection of female directors.

The Regulations of the Appointments and Remunerations Committee (Art. 7.4) and of the Audit, Compliance and Related Party Transactions Committee (Art. 15.2) also promote equal diversity principles (also available in the corporate website). The Appointments and Remunerations Committee, which has a critical role in the process of selecting and assessing candidates to directors, must oversee that the selection procedures: (i) do not suffer from implicit bias that might involve any discrimination and, in particular, that might hinder the selection of female directors, and (ii) favor the diversity of the members of the Board of Directors, particularly as regards gender, professional experience, age, competencies, personal skills and sector knowledge, international experience or geographical origin (pursuant to Art. 7.4 of its Regulations). Same applies to the Audit, Compliance and Related Party Transactions Committee which, pursuant to Art. 15 of its Regulations, must seek diversity in its composition, particularly regarding gender, career experience, skills, sector-specific knowledge and geographical origin. With regard to age, there are no age limits for directors or for any position in the Board, including the Chairman and the CEO.

Regarding more specifically to gender equality, the Board of Directors and the Appointments and Remunerations Committee are aware of the importance of fostering equal opportunities between men and women. SGRE "Board of Directors Diversity and Director Selection Policy" promotes a selection of directors that includes a sufficient number of female board members to have a balanced presence of women and men. The Board already replaced the target for the minority gender (women) from 30% in 2020, already achieved, to a new ambitious gender equality target of at least 40% by 2022 without falling below 30% during the period until 2022. Female representation in SGRE Board (30%) is above the average for listed companies in Spain (standing at 29.30% in 2021 according to the CNMV Annual Corporate Governance Report).

Board of Directors skills and diversity matrix

The board's skills and diversity matrix reflects the balance of the knowledge, skills, qualifications, diversity and experience required to pursue SGRE's long-term strategy, showing our commitment to transparency in this matter. Assisted by the external consultant PricewaterhouseCoopers, SGRE has reviewed the skill and diversity matrix during 2022 updating it to the new composition of the Board of Directors.

The board's skills and diversity matrix included here below, separates the skills in two groups, general and specific, with reference to the degree of coverage of each of them by each director, and by the Board of Directors as a whole.

Together with the section related to skills, there is another section related to diversity in relation to geographical origin or international studies, women, and independence of the members of the Board of Directors.

Structure of the Company's Administration

Capacities and experiences	Director 1	Director 2	Director 3	Director 4	Director 5	Director 6	Director 7	Director 8	Director 9	Director 10
A. General										
Administration, senior management and Corporate Governance (100%)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sectorial experience incl. Engineering and Manufacturing (50%)	✓	✓	✓	✓						✓
International capacity or experience in SGRE main markets (100%)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Experience and expertise in strategy (100%)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Accounting Audit and Risk Management incl. internal Controls (80%)	✓			✓	✓	✓	✓	✓	✓	✓
Institutional, regulatory and legal/corporate governance (50%)					✓	✓	✓	✓	✓	
B. Specific										
Digitization and Information Technologies (60%)	✓	✓	✓	✓		✓				✓
Human resources, culture, talent and remuneration systems (80%)	✓	✓	✓	✓		✓	✓		✓	✓
Corporate social responsibility and sustainable development (60%)			✓	✓	✓	✓			✓	✓
<p>Geographical origin or international studies:</p> <p>80% of the directors have geographical origin or international education in Europe, 90% in North America or the United Kingdom, 10% in Latam and 20% in APAC.</p> <p>Women:</p> <p>Currently, the Board has 3 women, that make up 30% of members of the Board.</p> <p>Independence:</p> <p>When it comes to tenure, 70% of Board Directors have been in office between 0 and 4 years and 30% have been between 5 and 8 years.</p>										

Structure of the Company's Administration

- C.1.6. Describe the measures, if any, agreed upon by the appointments committee to ensure that selection procedures do not contain hidden biases which impede the selection of female directors and that the company deliberately seeks and includes women who meet the target professional profile among potential candidates, making it possible to achieve a balance between men and women. Also indicate whether these measures include encouraging the company to have a significant number of female senior executives:

Explanation of measures

As indicated in section C.1.5 above, the Policy and the Regulations of SGRE governing bodies promote diversity within the Board and the respective committees. During financial year 2022, SGRE has continued to put great emphasis on ensuring a diverse composition in the Board and its committees.

The Board of Directors' Diversity and Director Selection Policy established as one of its objectives the foster of diversity and its Article 4 reads as follows: *"The Company is aware that diversity within the organization, including its Board of Directors, is a key element within its strategy and to achieve its objectives. For this purpose, and as indicated in previous section 2, the director selection process shall promote diversity and to this end candidates, whose appointment shall promote the directors having different genders, cultures, age, geographic origins, experience, skills, etc., shall be evaluated and selection practices that might be considered to be discriminatory in these terms shall be avoided. In particular the Company sets its ambition that the number of female directors represent at least 40% of the total members of the Board of Directors by 2022 without falling below 30% during such period"*.

The purpose of this Policy is to ensure that the proposed appointments of directors of SGRE are based on a prior analysis of the needs of the Board of Directors and ensure a diversity of skills, knowledge, experience, origin, nationality, age and gender within the composition thereof.

From the analysis of SGRE's corporate governance rules, it may be clearly inferred that SGRE deliberately seeks to include women with the appropriate professional profile among potential candidates, and so did in the selection process to cover the vacancy left by the independent director Mr. Klaus Rosenfeld, in which two female candidates were shortlisted. As indicated in section C.1.5 above, SGRE had 30% of female members in the Board of Directors as September 30, 2022.

During financial year 2022, SGRE has kept stable the number of women holding top management positions and has increased by 9% the proportion of women holding senior management positions and by 6% the proportion of women holding middle management positions and proportions are expected to grow in accordance with the application of best working practices.

Moreover, the Equal Opportunities procedure approved in June 2021 is a formal statement that establishes SGRE's commitment to equality and zero tolerance against direct or indirect discrimination due to any protected characteristic, which has the effect of void or alter the equality of opportunities or treatment in employment. The Company seeks that all employment decisions are based on merit and the legitimate business needs of the organization and establishes principles so that all aspects related to employment are designed to guarantee equal treatment and a fair comparison of all persons. In this regard, the Company is committed to creating opportunities in which women can participate under equal conditions, but also actions specifically aimed at increasing women's access to management positions. To encourage applications from women and increase the number of women eligible for promotion, all necessary measures will be taken to create an environment conducive to the selection, promotion and career development of women in the company. The development of policies that allow our staff to better reconcile professional and family commitments should contribute to this process. In our recruitment and promotion processes, we will require that, wherever possible, candidate lists provide a satisfactory and gender-balanced selection of the most suitable candidates. In appointments to management positions, a final list of candidates balanced between men and women will always be required and, in principle, priority will be given to women if it is verified, after carrying out the corresponding evaluations, that the candidates have the same merits and competencies.

SGRE continues to strive forward gender balance and broader diversity and for the third consecutive year it has been included in Bloomberg Gender Equality Index 2022. In April 2022, SGRE's Diversity & Inclusion Strategy for FY23-FY24 was presented to the Appointments and Remunerations Committee. The referred strategy defines our vision and aspirations in relation to diversity, equality and inclusion- Becoming leaders in diversity and inclusion in the renewable energy sector, which means that our diverse workforce reflects society, our customer base and the communities we serve; our culture is inclusive and welcomes different perspectives; and our leaders are responsible and promote diversity and inclusion. By embracing diversity across all spectrums, including, but not limited to, gender and gender identity, ethnicity, religion, age, disability, nationality, family or marital status, or sexual orientation, SGRE is a stronger company. The Board has also approved an update of the Diversity and Inclusion Policy (publicly available in the corporate website) which establishes the principles of diversity and inclusion that must apply within the company in order to strengthen corporate ethics.

Structure of the Company's Administration

If in spite of any measures adopted there are few or no female directors or top managers, explain the reasons for this:

Explanation of reasons
N/A

C.1.7. Explain the conclusions of the appointments committee regarding verification of compliance with the policy aimed at promoting an appropriate composition of the Board of Directors.

The conclusions of the verification of compliance with the "Board of Directors Diversity and Director Selection Policy" during 2022 financial year carried out by the Appointments and Remunerations Committee are the following:

- The Appointments and Remunerations Committee confirms that the Company's processes for the ratification and re-election of directors complied during financial year 2022 with the requirements imposed by law and the Corporate Governance Rules of SIEMENS GAMESA, as well as the recommendations of the Good Governance Code.
- The Appointments and Remunerations Committee has expressly verified that the process of re-electing candidates for director during financial year 2022 complied with the "Board of Directors Diversity and Director Selection Policy of Siemens Gamesa Renewable Energy, S.A." which last version was approved by the Board of Directors on September 22, 2022.
- The Board of Directors of SIEMENS GAMESA as a company with a high level of internationalisation, has members with different geographical and national origins, who also have a wide variety of personal qualifications, knowledge and professional experience, which reflects the Company's clear commitment to diversity in the composition of its management decision-making body. The background and professional profile of the directors appointed during 2022 is a good evidence of such commitment as different areas as technical, financial, corporate governance, human resources are covered.
- With respect to gender diversity in the composition of the Board of Directors, within its continued commitment to improving the application of the good governance standards, principles and rules regarding the selection of directors, SIEMENS GAMESA will promote that such selection processes take into account the recommendations of the Good Governance Code regarding diversity.
- In this sense, until September 30, 2022 the company has maintained a 30% female composition in the Board of Directors, as established in the Policy. The company will continue striving towards achieving the percentage to 40% but doing that before the end of 2022 seems challenging.

C.1.8. If applicable, explain the reasons for the appointment of any proprietary directors at the request of shareholders with less than a 3% equity interest:

Name or company name of shareholder	Reason
N/A	N/A

Indicate whether the Board has declined any formal requests for presence on the Board from shareholders whose equity interest is equal to or greater than that of others at whose request proprietary directors have been appointed. If so, explain why the requests were not granted:

Yes

No

Name or company name of shareholder	Explanation

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C.1.9. Indicate the powers, if any, delegated by the Board of Directors, including those relating to the option of issuing or re-purchasing shares, to directors or Board committees:

Name or company name of director or committee	Brief description
Eickholt, Jochen	The Board of Directors of SGRE, in its meeting held on March 24, 2022, unanimously agreed, following a favorable report from the Appointments and Remunerations Committee, to ratify the delegation of powers to Mr. Jochen Eickholt as CEO, in the event that the shareholders at the AGM to be held on March 24, 2022 decide to ratify the Board's resolution to appoint Mr. Jochen Eickholt as a director on an interim basis (co-option) and to re-elect him for the bylaw-mandated term of four years within the category of Executive Director; delegating to him all the powers which, according to the law and the By-laws correspond to the Board of Directors, except those which cannot be delegated pursuant to the law and the By-laws. The AGM of SGRE held on March 24, 2022 approved the aforementioned ratification and re-election of Mr. Eickholt and he accepted his appointment and the ratification of the delegation of powers on the same date.
Delegated Executive Committee	The Board of Directors of SGRE unanimously agreed on August 5, 2020 to activate its Delegated Executive Committee which has been delegated part of the powers of the Board of Directors, excluding amongst other those which may not be legally delegated or the ones that cannot be delegated under the provisions of the By-Laws and of the Regulations of the Board of Directors. See the Regulations of the Delegated Executive Committee for further detail on the specific functions delegated into this Committee.

Observations

After the closing of the financial year 2022, the Board of Directors adopted on November 9, 2022, the decision to discontinue its Delegated Executive Committee, revoking its delegated powers.

C.1.10. Identify any members of the Board who are also directors, representatives of directors or managers in other companies forming part of the listed company's group:

Name or company name of director	Company name of the group entity	Position	Does the director have executive powers?
Clark, André	Siemens Gamesa Energía Renovável Ltda.	Chairman of the Regional Board	No

C.1.11. List the positions of director, administrator or representative thereof, held by directors or representatives of directors who are members of the company's board of directors in other entities, whether or not they are listed companies.

Identity of the director or representative	Company name of the listed or non-listed entity	Position
Lopez, Miguel Angel	NORMA Group SE	Member of the Supervisory Board and Member of the Audit Committee
	Cámara de Comercio Alemana en España	Member of the Managing Board (until June 2022) and Vicepresident of the Managing Board since (June 2022)
	Siemens, S.A. (Spain)	Chairman of the Board of Directors and CEO

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	Siemens Rail Automation S.A.U.	Member of the Board of Directors
	Siemens S.A. (Portugal)	Member of the Board of Directors
	Siemens Healthineers, S.L.U.	Member of the Advisory Board
	CEOE	Member of the Business Advisory Council
Bruch, Christian	Siemens Energy, A.G.	President of the Managing Board and Chief Executive Officer
	Siemens Energy Management GmbH	Chairman of the Managing and Chief Executive Officer
	Lenzing A.G.	Member of the Supervisory Board
Krämmmer, Rudolf	Ärzte ohne Grenzen, Deutsche Sektion, eV	Member of the Supervisory Board
von Schumann, Mariel	Verti Versicherung AG	Member of the Supervisory Board
	Agora Strategy Group	Member of the Supervisory Board
Ferraro, Maria	Siemens Energy AG	Member of the Managing Board
	Siemens Energy management GmbH	Member of the Managing Board
	Technical University of Munich	Member of the Advisory Board
	Capgemini SE	Member of the Board of Directors and member of the Audit & Risk Committee
Clark, André	Comerc Participações S.A.	Member of the Board of Directors
	Siemens Energy Brasil Ltda.	President of BR operations
	Siemens Foundation in Brazil	Member of the Board of Trustees
	Brazil China Business Council	Member of the Board of Directors
	Brazil Institute for Oil and Gas (IBP)	Member of the extended Board of Directors
	German-Brazilian Chamber of Commerce	Member of the Board of Directors
	Business Council for Brazil, Russia, India and China (CEBRICS)	Member of the Board of Directors
	Latin American Business Council (CEAL)	Member of the Board of Directors
	Brazilian Business Council for Sustainable Development (CBEDS)	Member of the Advisory Board

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	Brazilian Infraestructure Association (ABDIB)	Vice Chairman of the Advisory Council
	International Chamber of Commerce of Brazil	Member of the Supervisory Council
	Brazilian Center for International Relations (CEBRI)	Member of the Advisory Board
	Foreign Trade (CONEX)	Member of the National Board
Hernandez, Gloria	DISTRIBUIDORA INTERNACIONAL DE ALIMENTACIÓN, S.A. (DÍA)	Member of the Board of Directors and member of the Audit and Compliance Committee
	Nortegas Energía Grupo, S.L.U.	Member of the Board of Directors and Chairwoman of the Audit Committee
	Parkia Iniciativas, S.L.U.	Member of the Board of Directors and Chairwoman of the Audit Committee
von Heynitz, Harald	Fluence Energy, Inc.	Member of the Board of Directors and member of the Audit Committee, of the Compensation Committee and of the Nominating & Corporate Governance Committee
Belil, Francisco	Bertelsmann Foundation	Vice President
	Princesa de Girona Foundation	President of the Board of Trustees and of its Delegate Committee
	CEDE Foundation (Confederación Española de Directivos y Ejecutivos)	Vice President of the Board of Trustees
	DKV Integralia Foundation	Trustee
	Patrimonio Nacional (Spain)	Member of the Board of Directors

Observations

Mr. Miguel Angel Lopez resigned, in July 2022, as Chairman of the board of Directors of Siemens Holdings S.L.U.

Mr. Jochen Eickholt resigned in February 2022 as member of the Managing Board of Siemens Energy AG, member of the Managing Board of Siemens Energy Management GmbH, responsible for the Generation & Industrial Application Business and for Asia-Pacific and China of Siemens Energy AG, and Deputy Chairman of the Board of Directors of EthosEnergy Group Ltd. UK.

Mr. Andreas Nauen, member of the Board of directors of SIEMENS GAMESA until the date of his resignation on February 2, 2022, was member of the Supervisory Board and member of the Nomination Committee of NKT A/S and Chairman of the Board of Directors of WindEurope VZW/ABSL.

Mr. Klaus Rosenfeld, member of the Board of Directors of SIEMENS GAMESA until the date of his resignation on February 18, 2022 was Chief Executive Officer of Schaeffler AG, member of the Supervisory Board and member of the Audit Committee of Continental AG, member of the Board of Directors of Schaeffler India Ltd. (until October 2021), Member of the Supervisory Board of Vitesco Technologies Group AG, and member of the Chairmanship of the Federation of German Industries.

Mr. Tim Oliver Holt, member of the Board of Directors of SIEMENS GAMESA until the date of his resignation on December 31, 2021 was member of the Boards of Directors of Siemens Energy AG, Siemens Ltd. India, Siemens Energy Management GmbH, Siemens Energy W.L.L. Qatar, and Siemens Energy W.L.L. Qatar, as well as Chairman

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of the Board of Directors of Siemens Energy Inc. USA, member of the Board of Trustees of Siemens Foundation US., and member of the Board of Directors of the Atlantic Council.

Indicate, where appropriate, the other remunerated activities of the directors or directors' representatives, whatever their nature, other than those indicated in the previous table.

Identity of the director or representative	Other paid activities
von Heynitz, Harald	Management Member of WTS Advisory GmbH, Munich.
von Schumann, Mariel	Member of the Advisory Board of Up2Invest

Observations

C.1.12. Indicate whether the company has established rules on the maximum number of company boards on which its directors may sit, explaining if necessary and identifying where this is regulated, if applicable:

Yes

No

Explanation of the rules and identification of the document where this is regulated

Article 10 of the Regulations of the Board of Directors of SGRE rules on the maximum number of companies' boards its directors may be a part of, which establishes that directors cannot act in the position of director of more than three companies whose shares are traded in domestic or foreign securities markets. Directorships in listed companies that are part of the group of the parent company of SIEMENS GAMESA shall not be taken into account for these purposes.

C.1.13. Indicate the remuneration received by the Board of Directors as a whole for the following items:

Remuneration accruing in favour of the Board of Directors in the financial year (thousands of euros)	5,805
Funds accumulated by current directors for long-term savings systems with consolidated economic rights (thousands of euros)	0
Funds accumulated by current directors for long-term savings systems with unconsolidated economic rights (thousands of euros)	426
Pension rights accumulated by former directors (thousands of euros)	0

Observations

In addition to the information provided above it shall be mentioned that:

- Pursuant to articles 45.3 and 45.6 of the By-Laws of SGRE and as agreed by virtue of the fifteenth resolution of the agenda of the 2015 AGM, the remuneration of the Company to all non-executive directors as fixed annual remuneration and allowances for their dedication and attendance does not exceed the maximum amount of

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three million euro (€3,000,000) as established by the cited AGM, as such consideration is compatible with and independent from the remuneration received by executive directors.

- b) The remuneration of the Board of Directors includes, according to the 2022 Annual Report on Remunerations of the members of the Board, the amounts of, among others, the following recognized concepts for the previous CEO, Mr. Andreas Nauen, during the financial year 2022: severance pay, no advance notice, the non-competition clause, use of company car, housing costs and moving costs implemented at his departure from the Company. Further detail on remuneration of members of the Board of Directors can be found in the 2022 Annual Report on Remunerations available on the corporate website (www.siemensgamesa.com).
- c) The information included in this section differs from Note 19 of the Individual Report and Note 30 of the Consolidated Report, which form part of the financial statements for financial year 2022, as this section includes as remuneration the value of the shares to be delivered in cash to the former CEO (32,146 shares valued €576 thousand) under the Cycle FY2020 of the Long Term Incentive Plan 2018-2020 whilst in the financial statements such cash payment for the shares value is not considered as Compensation received until its effective delivery date. The Board of Directors of SIEMENS GAMESA has decided, on November 9, 2022, to settle Cycle FY20 in cash instead of shares in consideration of the possible delisting of SIEMENS GAMESA in the context of the announced takeover bid.

As indicated above, the cash settlement has not been paid to their beneficiaries yet. According to the Plan Regulations, it must be paid within sixty (60) calendar days from the 29 of November 2022, date on which the Company's Board of Directors has authorised for issuance the financial statements for financial year 2022, and it is subject to the applicable withholding tax, to the clawback and to the application of the rest of the conditions (continue being employed by the Group at the delivery date, except in certain cases of termination of the relationship (good leaver).

In the absence of the share price on the delivery date as the cash value of the shares of the FY2020 Cycle have not yet been delivered, in order to calculate it for this report purposes, we have taken as a reference the average daily closing price of the 20 trading days prior to the end date of the Cycle FY2020 (September 30, 2022) and the 20 trading days following that date. This price was Euro 17.93 per share. According to the Plan Regulations, this is the criteria used to measure the fulfilment of the Relative Total Shareholder Return ratio ("TSR") objective for Cycle FY2020.

Likewise, during financial year 2022, the former CEO has received the shares corresponding to the Cycle FY2019 of the Long Term Incentive Plan, which were to be delivered in this financial year. Therefore, this compensation is included in the Financial Statements (amounting €725 thousand) and not in the detailed amount under this section, because it was reported in the Annual Remunerations Report of financial year 2021, according to the instructions of the CNMV's official report, as the measurement term ended on September 30, 2021.

C.1.14. Identify members of top management who are not also executive directors and indicate their total remuneration accrued during the year:

Name or company name	Position(s)
Bartl, Jürgen	General Secretary
Becker, Marc	CEO Offshore Business Unit
Gutiérrez, Juan	CEO Service Business Unit
Immink, Marc	Internal Audit Director
<i>The position is vacant as of the September 30, 2022</i>	CEO Onshore Business Unit
Puente, Beatriz	Chief Financial Officer
Dawidowsky, Tim	Chief Operations Officer
Number of women in top management	1

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Percentage of total top management	14%
Total remuneration of top management (thousands of euros)	7,750

Observations

The list above refers to those people who are qualified as top managers according to SGRE's Corporate Governance framework, which does not necessarily imply a special labour relationship under Spanish Labor Law (RD 1382/1985).

The remuneration of the Top Management includes the remuneration corresponding to those who have been part of the Top Management during part or the whole financial year (including those in acting role). This includes the amount of severance pay and the amount due to a non-competition clause accrued by two top managers due to termination of their labor relationship

During financial year 2022 two top managers left SGRE:

- Mr. Christoph Wollny, former Chief Operations Officer stepped down from his role on December 23, 2021, being replaced by Mr. Tim Dawidowsky who assumed the position on May 5, 2022.
- Mr. Lars Bondo Krogsgaard, former CEO of Onshore Business Unit, stepped down from his role on September 22, 2022. Since such date the CEO, Mr. Jochen Eickholt, is acting as interim CEO Onshore until the appointment of the new CEO of said unit is effective.

The information included in this section differs from Note 20 of the Individual Report and Note 31 of the Consolidated Report, which form part of the financial statements for financial year 2022, as this section includes as remuneration payment of the value of the shares to be delivered in cash to the Top Management (valued in €1,097 thousand) under the Cycle FY2020 of the Long Term Incentive Plan 2018-2020 whilst in the financial statements such shares are not considered as Compensation received until its effective delivery date. The Board of Directors of SIEMENS GAMESA has decided, on November 9, 2022, to settle Cycle FY20 in cash instead of shares in consideration of the possible delisting of SIEMENS GAMESA in the context of the announced takeover bid.

As indicated above, the cash settlement has not been paid to their beneficiaries yet. According to the Plan Regulations, it must be paid within sixty (60) calendar days from the 29 of November 2022, date on which the Company's Board of Directors has authorised for issuance the financial statements for financial year 2022, and it is subject to the applicable withholding tax, to the clawback and to the application of the rest of the conditions (continue being employed by the Group at the delivery date, except in certain cases of termination of the relationship (Good Leaver).

In the absence of the share price on the delivery date as the cash value of the shares of the FY2020 Cycle has not yet been delivered, in order to calculate it for this report purposes, we have taken as a reference the average daily closing price of the 20 trading days prior to the end date of the Cycle FY2020 (September 30, 2022) and the 20 trading days following that date. This price was Euro 17.93 per share. According to the Plan Regulations, this is the criteria used to measure the fulfilment of the Relative Total Shareholder Return ratio ("TSR") objective for Cycle FY2020.

Likewise, during financial year 2022, the Top Management has received the shares corresponding to the Cycle FY2019 of the Long Term Incentive Plan, which were to be delivered in this financial year, Therefore, this compensation is included in the Financial Statements (amounting €1,151 thousand) and not in the detailed amount under this section, because it was reported in financial year 2021, according to the instructions of the CNMV's official report, as the measurement term ended on September 30, 2021.

C.1.15. Indicate whether the Board regulations were amended during the year:

Yes

No

Description of amendment(s)

The Board of Directors approved on May 4, 2022 the amendment of its Regulations to: (i) Align the Regulations to the text of the By-laws whose last modification has been approved by the General Meeting of Shareholders held on March 24, 2022 to adapt them to Law 5/2021, of April 12, promoting the long-term involvement of shareholders in

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listed companies.; and (ii) Introduce some adjustments from a purely technical and wording nature in order to maintain consistency with the referred By-laws and rest of Corporate Governance Rules of the Company.

C.1.16. Specify the procedures for selection, appointment, re-election and removal of directors. List the competent bodies, steps to follow and criteria applied in each procedure.

SGRE directors are appointed for four-year terms. Each appointment, reelection and ratification is submitted to a separate vote at the GSM.

Our internal "Board of Directors Diversity and Director Selection Policy" sets standards for selecting and appointing candidates ensuring that the proposed appointments of directors of SGRE are based on a prior analysis of the needs of the Board of Directors and ensure a diversity of skills, knowledge, experience, origin, nationality, age and gender within the composition thereof.

Shareholders appoint and re-elect directors at the GSM. If directors step down during the term of office, the board of directors may provisionally designate another director by co-option until the GSM confirms or revokes the appointment at the earliest subsequent meeting.

The Appointments and Remunerations Committee must issue a report and a reasoned opinion in advance of any proposal the board will make to shareholders to appoint, re-elect and ratify any category of director, as well as in advance of any board resolution about co-option.

Proposals must include a duly substantiated report prepared by the board containing an assessment of the qualifications, experience and merits of the proposed candidate. Re-election and ratification proposals will provide an assessment of the work and dedication to the position during the last period in which the proposed director held office. If the board disregards the nomination committee's opinion, it must explain its decision and record its reasons in meeting minutes.

It falls upon the Appointments and Remunerations Committee to propose the independent directors, as well as to report upon the proposals relating to the other categories of directors (proprietary or other external).

SGRE directors must have renowned reputation, credibility, solvency, competence and experience. Furthermore, the selection of candidates should seek a proper balance within the Board of Directors as a whole that enriches decision-making and the contribution of different viewpoints to the debate on the issues within its purview.

For more details, see section C.1.3 of this report and the 'Board skills and diversity matrix' in section C.1.5.

Directors shall cease to hold office when the term for which they were appointed ends (unless they are re-elected); when the general meeting so resolves; or when they resign.

The Regulations of the Board of Directors (Art. 16) provide a number of cases where directors must tender their resignation to the Board and formally resign if the Board, following a report from the Appointments and Remunerations Committee, deems it appropriate. These are, in general, cases that may adversely affect to the Board's functioning or to SGRE's goodstanding and reputation and, in particular, if they find themselves in any of the circumstances of ineligibility or prohibition provided by law. Proprietary non-executive directors must also tender their resignation when the shareholder they represent sells off its equity holding or revokes its representation into the relevant director.

The Board of Directors may propose the removal of an independent director before the term of his/her office only based on justified grounds to be assessed by the Board following the proposal from the Appointments and Remunerations Committee.

When a director ceases to hold office prior to the end of his or her term (i.e. by general meeting resolution or by resignation), the director shall sufficiently explain the reasons for the resignation or, in the event of non-executive directors, their opinion on the reasons for their cessation in office by the GSM general meeting in a letter to the other board members. In addition, when deemed relevant for investors, SGRE will publicly disclose the cessation in office, including sufficient information on the director's reasons or circumstances provided by the director.

Finally, succession planning for the Chair of the Board and the CEO is key to SGRE. The Appointments and Remunerations Committee and the Board prioritize succession planning of these key positions, with sound and appropriate plans in place that are regularly revisited.

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C.1.17. Explain to what extent the annual evaluation of the Board has given rise to significant changes in its internal organization and in the procedures applicable to its activities:

Description of amendment(s)

The governance bodies of SGRE are continuously improving their corporate governance systems, identifying key actions that contribute to the improvement of the operation and effectiveness of the Board of Directors and its committees.

The most important advances that the Company has achieved during financial year 2022 are the following:

- As to attendance, the overall attendance has improved compared with FY21.
- The Board of Directors held a two days Strategy Offsite on 9 and 10 December 2021.
- The Board of Directors and its Committees have made significant progress towards reducing length and complexity of the presentations as well as the coordination between the reports prepared by BUs and operational areas.
- The Audit, Compliance and Related Party Transactions and the Appointments and Remunerations Committee have carried out a half-year review of their annual work plan.
- The Audit, Compliance and Related Party Transactions Committee has improved the analysis of the Environment Social & Governance ("ESG") topics, developing an ESG dashboard to make data easy to understand. Likewise, it has enhanced the ERM process.
- Succession planning continues being a priority and the Board of Directors has reviewed the Company's succession plan for top managerial roles and has reviewed the succession protocol for the Chairman and the Chief Executive Officer.
- The Appointments and Remunerations Committee reviewed best practices in corporate's culture.
- As to skills development, the board promotes its directors' continued development through an annual Board training program defined at the beginning of each financial year with contents the Board chooses based on four key areas: (i) Strategy and supervision, (ii) Risks, (iii) Corporate Governance and remuneration, and (iv) Social Responsibility and sustainability. The Committees define also their annual training programs where contents are defined based on the specific competences of the relevant governing bodies. SGRE reports the training activities conducted within the year in its "Annual activities report of the Board of Directors and of its committees" which is provided as part of the documentation for the General Shareholders' Meeting.

Describe the evaluation process and the areas evaluated by the Board of Directors with or without the help of an external advisor, regarding the functioning and composition of the Board and its committees and any other area or aspect that has been evaluated.

Description of the evaluation process and areas evaluated

The Board of Directors of SGRE evaluates its performance on an annual basis. Thus, on August, 1, 2022 the Board of Directors approved the commencement of the process of evaluation of the Board of Directors itself, of the Delegated Executive Committee, of the Audit, Compliance and Related Party Transactions Committee, of the Appointments and Remuneration Committee and of the Chair of the Board of Directors.

The evaluation process, which has included the analysis of 178 indicators, has covered the following areas: (i) composition of the bodies, (ii) operation thereof, (iii) development of skills and performance of duties, and (iv) relations with other bodies. These areas have been analyzed from 3 perspectives: (i) compliance with internal rules and with applicable regulations; (ii) analysis of future trends in corporate governance; and finally, (iii) level of compliance with the improvement areas identified in the previous year's assessment processes. During this assessment, all directors have answered to an extensive questionnaire.

The process concluded at the meeting of the Board of Directors held on 9, November 2022, with the approval of the results of the evaluation and the Action Plan for financial year 2023.

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The conclusions of the evaluation process show a high degree of compliance with the indicators reviewed and that the operation of the Company's governance bodies continued to improve during the financial year.

The Action Plan 2023 deriving from the evaluation process focuses on certain operational aspects and on further advancing best practices, and includes among other actions, an increase of diversity and a balanced composition within the Board, further enhance relationship between ExCo and the Board by providing more opportunities to interact, and further improve the meetings' documentation.

C.1.18. Provide details, for years in which the evaluation was carried out with the help of an external advisor, of the business relationships that the external advisor or company in its group maintains with the company or any company in its group.

The annual assessment has been carried out internally this year without the assistance of external advisors.

C.1.19. Indicate the cases in which directors are obliged to resign.

The Regulations of the Board of Directors (Art. 16) provide a number of cases where directors must tender their resignation to the Board and formally resign if the Board, following a report from the Appointments and Remunerations Committee, deems it appropriate. These cases are:

- *“Concerning Proprietary Directors, whenever these or the shareholder they represent cease to be the owners of significant stocks in the Company, as well as when such shareholders revoke representation.*
- *Concerning Executive Directors, when they are removed from the executive positions associated with their appointment as Director and, in all cases, whenever the Board of Directors considers it necessary.*
- *Concerning Non-executive Directors, when they join the management of the Company or of any of the companies in the Group.*
- *When, due to circumstances beyond their control, they are involved in cases of incompatibility or prohibition as set forth by law or the Corporate Governance Standards.*
- *Whenever they are brought to trial for a supposedly criminal act or a court ruling is passed against them to open a trial for any of the offenses set forth in the provisions of the Capital Company Act related to the prohibitions on being a Director, or whenever they are involved in a sanction for a serious or very serious offense brought by supervisory authorities.*
- *Whenever they are issued a serious warning by the Board of Directors or are sanctioned for a serious or very serious offense by a public authority for having breached their duties as Directors in the Company.*
- *Whenever their continuity on the Board of Directors could put the Company's interests at risk, or whenever the reasons for their appointment have ceased to exist.*
- *When, due to acts attributable to the Director acting in his/her capacity as such, cause significant damage to the Company's assets, or the reputation of the Company, or result in the loss of the business and professional reputation and credibility required for being a Director of the Company.*
- *When there are situations that affect them, whether or not related to their conduct within the Company itself, that might harm the good standing or reputation of the Company and its Group.”*

The resignation provisions set forth under a) d) f) and g) above shall not apply when the Board of Directors believes that there are reasons that justify the director's continuance in office, without prejudice to the effect that the new supervening circumstances may have on the classification of the director.

C.1.20. Are qualified majorities other than those established by law required for any particular kind of decision?

Yes

No

If so, describe the differences.

Description of differences

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The Regulations of the Board of Directors (article 4.4) requires at least a two-third majority of the members of the Board of Directors to approve any amendments thereto (save for amendments compulsory by law, in which case a simple majority of the votes present or represented at the meeting will be required to adopt the resolution).

Article 18.3 of the Regulations of the Board of Directors stipulates that in case the position of Chair of the Board of Directors is held by an Executive Director, "*removal from the position of this director will require the absolute majority of the members of the Board of Directors.*" Likewise, pursuant to article 23.4 of the Regulations of the Board of directors, any resolution on the continuity or dissolution of the Delegated Executive committee itself shall be adopted, as the case may be, by absolute majority of the present and represented votes at the meeting.

C.1.21. Explain whether there are any specific requirements, other than those relating to directors, for being appointed as chairman of the Board of Directors.

Yes

No

Description of requirements

Do not exist.

C.1.22. Indicate whether the articles of incorporation or Board regulations establish any limit as to the age of directors:

Yes

No

	Age limit
Chairman	N/A
Managing director	N/A
Director	N/A

C.1.23. Indicate whether the articles of incorporation or the Board regulations establish any term limits for independent directors other than those required by law or any other additional requirements that are stricter than those provided by law:

Yes

No

Additional requirements and/or maximum number of years of office	N/A
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C.1.24. Indicate whether the articles of incorporation or Board regulations establish specific rules for appointing other directors as proxy to vote in Board meetings, if so the procedure for doing so and, in particular, the maximum number of proxies that a director may hold, as well as whether any limit has been established regarding the categories of director to whom votes may be delegated beyond the limits imposed by law. If so, briefly describe these rules.

Article 25.3 of the Regulations of the Board of Directors states that "*the directors must attend the meetings that are held. However, directors may cast their vote in writing or delegate in writing their representation to another director, specifically for each meeting, and the number of representations that each director can receive is not limited. Non-executive directors may only delegate representation to another Non-executive director.*"

For the purposes of delegating votes, each time a meeting of the Board of Directors is convened, the specific proxy award model for that meeting is made available to the directors so that they can confer their representation and, where applicable, voting instructions if deemed necessary by the represented director are included. All aforementioned is in compliance with article 32.2 of the By-laws of SGRE which states that "*any Director may cast his/her vote in writing or confer his/her representation to another Director, specifically for each meeting. Non-executive Directors may only do so to another Non-executive Director.*"

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C.1.25. Indicate the number of meetings held by the Board of Directors during the year. Also indicate, if applicable, the number of times the Board met without the chairman being present. Meetings where the chairman gave specific proxy instructions are to be counted as attended.

Number of Board meetings	18
Number of Board meetings held without the chairman's presence	0

Observations

Indicate the number of meetings held by the coordinating director with the other directors, where there was neither attendance nor representation of any executive director:

Number of meetings	0
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Indicate the number of meetings held by each Board committee during the year:

Number of meetings held by the Delegated Executive Committee	14
Number of meetings held by the Audit, Compliance and Related Party Transactions Committee	23
Number of meetings held by the Appointments and Remunerations Committee	12

C.1.26. Indicate the number of meetings held by the Board of Directors during the year with member attendance data:

Number of meetings at which at least 80% of the directors were present in person	18
Attendance in person as a % of total votes during the year	96.00%
Number of meetings with attendance in person or proxies given with specific instructions, by all directors	14
Votes cast in person and by proxies with specific instructions, as a % of total votes during the year	97.71%

Observations

	Board of Directors	Delegated Executive Committee	Audit, Compliance, and Related Party Transactions Committee	Appointments and Remunerations Committee
Mr. Miguel Angel Lopez	18/18	14/14	-	-
Mr. Andreas Nauen	9/9	6/6	-	-
Ms. Gloria Hernandez	18/18	-	23/23	-
Ms. Maria Ferraro	14/16	-	20/20	-
Mr. Klaus Rosenfeld	7/9	-	-	6/6
Mr. Tim Dawidowsky	12/12	-	-	-
Ms. Mariel von Schumann	18/18	-	-	12/12
Mr. Rudolf Krämmer	16/18	14/14	21/23	11/12

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Mr. Tim Oliver Holt	4/5	3/3	-	-
Mr. Harald von Heynitz	18/18	-	23/23	12/12
Mr. Jochen Eickholt	13/13	10/11	-	-
Mr. Francisco Belil	9/9	-	-	6/6
Mr. André Clark	8/8	8/8	-	-
Mr. Christian Bruch	4/4	-	-	-

During financial year, two meetings of the board of directors were held in which the proprietary directors declared that they were in a situation of potential conflict of interest. In these cases, for the purpose of accounting for the attendance of the affected directors:

- The proprietary directors who attended the corresponding meetings, were considered for the purpose of establishing a quorum and announced that they would be absent from the rest of the session, considering that they could be involved in a potential conflict of interest, have been considered as attendees.

- The proprietary directors who declared in advance to the Chairman and the Secretary their intention not to participate in these board sessions have not been considered as attending nor absent.

C.1.27. Indicate whether the individual and consolidated financial statements submitted to the Board for issue are certified in advance:

Yes

No

Identify, if applicable, the person(s) who certified the individual and consolidated financial statements of the company for issue by the Board:

Name	Position
Eickholt, Jochen	CEO
Puente, Beatriz	Chief Financial Officer
Dawidowsky, Tim	Chief Operating Officer
Serrano, Julio	Accounting Reporting and Controlling Director

Observations

The SGRE's Consolidated Financial Statements are prepared in accordance with the International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) and as adopted by the European Union.

To ensure the external financial reporting is conducted in a proper manner and to avoid or identify material misstatements therein with reasonable assurance, an accounting-related internal control system called Internal Controls over Financial Reporting (ICFR) is established, which is based on the internationally recognized "Internal Control-Integrated Framework" developed by COSO.

According to SGRE's internal certification processes, the responsible people for financial information in the different areas of the Company (including Managing Directors and Heads of Accounting of fully consolidated companies) sign a Quarterly Internal Certification for their area of responsibility, providing confirmation among others for the following topics: i) confirmation of the representations in the Representation Letter to the auditor, ii) correctness and completeness of financial reporting and related disclosures, iii) Quarterly bank account attestation, iv) Compliance with internal regulations, v) Completeness of internal certifications, vi) Independence of external auditor and vii) Adherence to the Business Conduct Guidelines. These Quarterly Internal Certifications are the basis for SGRE's Group CEO, COO, CFO and Head of Accounting to confirm the Group Consolidated Financial Statements.

C.1.28. Explain the mechanisms, if any, established by the Board of Directors to ensure that the financial statements it presents to the General Shareholders' Meeting are prepared in accordance with accounting regulations.

Structure of the Company's Administration

The Board of Directors, through the Audit, Compliance and Related Party Transactions Committee has a crucial role in the supervision of the process of preparing the financial information of the Company.

Therefore, the work of the Audit, Compliance and Related Party Transactions Committee deals with the following main topics:

A) Audit of accounts

Article 6 of the Regulations of The Audit, Compliance and Related Party Transactions Committee gives the Audit, Compliance and Related Party Transactions Committee the following powers, among others, in relation to the audit of accounts:

“e) Serve as a channel of communication between the Board of Directors and the auditor, ensuring that the Board of Directors holds an annual meeting with the auditor to be informed on the work carried out, the evolution of the accounting position and the risks,

f) Requests from the auditor on a regular basis information about the audit plan and its implementation and any other matters related to the audit process, as well as all other communications provided for in the current audit legislation.

g) Assess the results of each audit and the management team's response to its recommendations.

(...)

i) Oversee the content of audit reports before they are issued and, where applicable, the content of limited review reports on interim statements, trying that said content and the opinions expressed therein regarding the annual financial statements are issued by the auditor clearly, precisely and without limitations or exceptions and, should any exist, explaining them to the shareholders. In this sense, the Committee shall oversee the main findings of the audit work in conjunction with the auditor and, if necessary, propose adequate measures to the Board of Directors in order to remove the impairments found by the auditor.”

It should also be noted that the External Auditor appeared before the Audit, Compliance and Related Party Transactions Committee on several occasions during the financial year ended on September 30, 2022:

- on November 3, 2021 in connection with the Q4 and full year 2021 results.
- on November 22, 2021 in connection with the audit of the annual accounts for financial year 2021 and non-audit services provided by the auditor.
- on January 31, 2022 in connection with the review of the financial information for the first quarter of financial year 2022.
- on February 11, 2022 in connection with the presentation of its Management Letter Comments.
- on May 3, 2022 in connection with the limited audit review of the half-yearly financial statements at March 31, 2022 and Non-Audit Services provided by auditor during Q1 and Q2 of FY22
- on June 13, 2022 in connection with the audit plan for the FY22
- on July 29, 2022, Limited review of the Financial Information for the third quarter as of 30 June 2022.

The audit reports on the individual and consolidated annual accounts authorised for issuance by the Board of Directors have historically been issued without qualifications, as set forth in the information contained in the corporate website and in the information on SGRE contained in the website of the CNMV.

B) Supervision of the process of preparation and presentation of the mandatory financial information

It should also be noted that article 8 of said Regulations of the Audit, Compliance and Related Party Transactions Committee describes the following principal functions of said Committee regarding the process for preparing economic/financial information:

“a) Oversee the process of preparation and submission and clarity and integrity of the annual accounts and of the rest of economic and financial information relating to the Company and its consolidated Group, as well as oversee the correct consolidation perimeter of such Group, and raise the recommendations or proposals to the Board of Directors that may deem appropriate in this sense. The Committee shall perform its duty of overseeing continuously and, on an ad-hoc basis, when requested by the Board of Directors,

Structure of the Company's Administration

b) *Oversee that all periodic economic and financial information (Half-Yearly Financial Reports and the quarterly management statements) is issued under the same accounting criteria as the annual financial information and, for this purpose and where appropriate, propose to the Board of Directors that the auditor perform a limited review thereof.*

c) *Oversee compliance with legal requirements and the correct application of generally accepted accounting principles and inform the Board of any significant changes in accounting criteria.*

d) *Oversee the reasons why the Company should disclose in its public reporting certain alternative performance measures, instead of the metrics defined directly by accounting standards, the extent to which such alternative performance measures provide useful information to investors and the degree of compliance with the best practices and international recommendations in this respect.*

e) *Be informed of the significant adjustments identified by the auditor or arising from the Internal Audit Department's reviews, and management's position on such adjustments.*

f) *Address, respond to and properly take account of any requests or demands issued, in the current or in previous years, by the supervisory authority of financial reporting to ensure that the type of incident previously identified in such demands does not recur in the financial statements.*

g) *Oversee on a quarterly basis that the financial information published on the corporate website of the Company is regularly updated and matches the information authorized by the Board of Directors and published on the National Securities Market Commission website. Following the oversight, if the Committee is not satisfied with any aspect, it shall notify such aspect to the Board of Directors through its secretary."*

In turn, article 7.3 of the Regulations of the Board of Directors provide that the following competencies correspond to the Board of Directors:

"iv. Overseeing the transparency and accuracy of the information provided by the Company and approving the financial information which, as a result of its status as listed on the stock exchange, should be published regularly."

C) Supervision of the efficiency of the internal control of the Company

Article 10 of the referred Regulations of the Audit, Compliance and Related Parties Transactions Committee includes the key functions of the aforementioned Committee regarding the internal control and risk management systems:

"a) Receive regular reports from management on the functioning of existing systems and on the conclusions of any tests conducted on such systems by internal auditors or any other professional specifically engaged for this purpose, and on any significant internal control shortfall detected by the statutory auditor in the course of its statutory auditing work. As a result of this oversight the Committee may raise recommendations or proposals to the Board of Directors.

b) Oversee, at least on an annual basis, all risk policies and propose amendments thereof or the adoption of new policies to the Board of Directors.

c) Oversee that policies on the control and management of risks identify or determine at least:

i. The different types of financial and non-financial risks (financial, operational, strategic and compliance) affecting the Company and its Group, including financial or economic risks, contingent liabilities and other off-balance sheet risks

ii. The levels of risk that the Company and the Siemens Gamesa Group deem acceptable in accordance with the Corporate Governance Standards.

iii. The planned measures to mitigate the impact of identified risks, should they materialize.

iv. The information and internal control systems used to control and manage risks.

d) Oversee, at least on an annual basis, the key financial and non-financial risks and the level of tolerance established.

e) Oversee that the Risk Department participates in defining the risk strategy, in the correct functioning and effectiveness of the control systems and in mitigating the risks detected.

f) Hold, at least on an annual basis, a meeting with the officers heading up business units of the Group in order to explain the business trends and the related risks.

g) Generally, oversee that the internal control policies and systems are effectively applied in practice by receiving reports from internal control and internal audit officers and from the executive management, reaching conclusions on the standard of confidence and reliability provided by the system, coupled with proposed improvements."

Structure of the Company's Administration

In turn, article 7.3 of the Regulations of the Board of Directors provide that the following competencies correspond to the Board of Directors:

“iii. Overseeing the internal information and control systems.”

D) Internal Audit Supervision and in particular, according to Article 7 of the referred Regulations of the Audit, Compliance and Related Party Transactions Committee:

“a) Oversee the activities of the Internal Audit Department, which shall report functionally to the Committee.

b) Ensure the independence and effectiveness of the Internal Audit Department of the Company and its Group.

c) Approve the direction and annual plan of the Internal Audit Department, ensuring that it exercises its powers proactively and that its activities are mainly focused on significant risks to the Company and its Group (including reputational risks).

d) Propose to the Board of Directors the budget for the Internal Audit Department, overseeing that both the Internal Audit Department and its personnel have sufficient resources, encompassing (internal and external) human resources and financial and technological resources, to carry out its work.

e) Approve the objectives of the Internal Audit Director and assess the performance of the Internal Audit Department, for which the Committee shall seek the opinion of the chief executive officer.

The conclusions of the assessment shall be notified to the Internal Audit Department and to the Chairman of the Appointments and Remunerations Committee to be taken into account for the purpose of determining the variable components of the annual remuneration.

f) Receive regular information on the activities carried out by the Internal Audit Department of Siemens Gamesa and the companies of its Group and, particularly, on the implementation of the annual work plan, any issues found and an annual report, which shall include a summary of the activities carried out and reports issued over the year with the recommendations and action plans as well as the level of compliance with the recommendations made by the Internal Audit Department in its reports,

g) Oversee, in view of the corresponding Internal Audit Department reports, that Senior Management bears in mind the conclusions and recommendations of such reports.”

One of the main purposes of the reports prepared for the Audit, Compliance and Related Party Transactions Committee is to bring to light any aspects that might involve qualifications in the audit report of SGRE and its Group, making any appropriate recommendations in order to avoid them. Said reports are submitted to the full Board of Directors prior to the approval of the financial information.

As included later in section F (“Internal Risk Management and Control Systems related to the process of publishing financial information (ICFR)”) in this Annual Corporate Governance Report 2022, SGRE has a proper Internal Risk Management and Control system related to the process of publishing financial information (ICFRS).

C.1.29. Is the secretary of the Board also a director?

Yes

No

If the secretary is not a director, complete the following table:

Name or company name of the secretary	Representative
Garcia Fuente, Juan Antonio	N/A

C.1.30. Indicate the specific mechanisms established by the company to safeguard the independence of the external auditors, and any mechanisms to safeguard the independence of financial analysts, investment banks and rating agencies, including how legal provisions have been implemented in practice.

1. Mechanisms to preserve the independence of the auditor:

SGRE has established a procedure for this purpose, called “Protection of auditor independence (Non-audit services)”, which allows it to:

Structure of the Company's Administration

- Align the independence policies of SGRE and Siemens Energy AG about the External Auditor's services in accordance with the requirements defined by the European Union and endorsed by regulatory bodies in Spain and Germany.
- Ensure that the policy and the limits for accepting or not accepting non-audit services are aligned also at group level with Siemens Energy AG.
- Requests for services included in the pre-approved list exceeding € 5K are subject to review and approval by SGRE's Director of Internal Audit, who, prior to giving approval, must confirm that the services are acceptable and included in the pre-approved list after a statement by the external auditor to the effect that said services are permissible under all applicable independence rules and standards. These services must subsequently be approved by Siemens Energy AG for amounts over EUR 25K. SIEMENS GAMESA's Audit, Compliance and Related Party Transactions Committee to approve non-audit services twice per year.

In this regard, different approval levels are classified, specified (if there is a list of services) and defined both by the Audit, Compliance and Related Party Transactions Committee and by other departments, for the services provided by the external auditor:

- Audit services.
- Non-audit services:
 - Other verification services:
 - Reasonably related to the audit (pre-approved list).
 - Not reasonably related to the audit (individualized approval).
 - Prohibited services:
 - Tax services.
 - Other services.

SGRE's Internal Audit Department is responsible for maintaining a register of non-audit services as obtained by the External Auditor throughout the financial year, including the amounts and the percentage of the total fees received for audit services during such financial year.

External Auditor's Non-audit Services fees provided to SGRE may not exceed 30% of the External Auditor's total fees for all Audit Services provided to SGRE worldwide during the applicable financial year. However, if there is a convincing reason to hire the External Auditor for the provision of non-audit services beyond the aforementioned limit, and so long as it falls within the applicable limit under the law, said provision will be possible following individual approval by the Audit, Compliance and Related Party Transactions Committee.

Article 34 of the Regulations of the Audit, Compliance and Related Party Transactions Committee of SGRE, and section 4 of the Statutory Auditor Hiring Policy govern the relations of said Committee with the External Auditor. The full texts are available at www.siemensgamesa.com.

2. Mechanisms to preserve the independence of financial analysts, investment banks and rating agencies:

SGRE regulates this matter in its "Policy on communication of economic-financial, non-financial and corporate information via media, social media or other channels and regarding contacts and relations with shareholders, institutional investors and proxy advisors", which current version was approved by resolution of the Board of Directors on September 22, 2022, which establishes that the general principles are those of transparency, accuracy, equal treatment, promotion of ongoing information, collaboration, taking advantage of new technologies, and compliance with the provisions of law and the Corporate Governance Rules, as well as with the principles of cooperation and transparency with competent authorities, regulatory bodies and government administrations.

By application of said principles, the provision of information to financial market participants and the presentation of results and of other relevant documents issued by the Company are carried out simultaneously for all of them after submission thereof to the CNMV, always in the strictest compliance with securities market regulations.

Specifically, in compliance with the CNMV's Recommendations of December 22, 2005 on informational meetings with analysts, institutional investors and other securities market professionals, SGRE announces the meetings with analysts and investors related to quarterly and annual earnings releases and capital markets days, at least seven calendar days in advance, indicating the date and time at which the meeting is scheduled to be held and any technical means (teleconference, webcast) which any interested party can use to follow the meeting in real time.

The documentation supporting the meeting is made available on the Company's website (www.siemensgamesa.com) before the beginning thereof. Finally, a recorded broadcast of the meeting is made available to investors for one month on the Company's website.

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Furthermore, road shows are periodically carried out in the most significant countries and financial markets, where individual and group meetings are held with all these market players. Their independence is protected by the existence of a contact person specifically assigned to them, who ensures objective, equal and non-discriminatory treatment.

Finally, the Company has various channels of communication and service to analysts and investors:

- E-mail on the corporate website (info_accionista@siemensgamesa.com for minority shareholders and irsg@siemensgamesa.com for institutional shareholders and financial analysts).
- Telephone line for shareholder information (+34 944 20 93 18) and direct lines to the members of the Investor Relations team.
- Periodic publications, information relating to quarterly results, corporate transactions, business prospects and any event material for the evolution of the market value of the company.
- Live and recorded broadcasts of presentations.
- Mailing of press releases.
- Participation on industry events.

C.1.31. Indicate whether the company changed its external auditor during the year. If so, identify the incoming and outgoing auditors:

Yes

No

Observations

The GSM held on March 24, 2022, approved, under item nine of the agenda to re-elect Ernst & Young, Sociedad Limitada as statutory auditor of Siemens Gamesa Renewable Energy, Sociedad Anónima and of its consolidated Group, providing audit services during the financial year running between October 1, 2021 and September 30, 2022.

If there were any disagreements with the outgoing auditor, explain their content:

Yes

No

Explanation of disagreements

N/A

C.1.32. Indicate whether the audit firm performs any non-audit work for the company and/or its Group and, if so, state the amount of fees it received for such work and express this amount as a percentage of the total fees invoiced to the company and/or its Group for audit work:

Yes

No

	Company	Group Companies	Total
Amount invoiced for non-audit services (thousands of euros)	200	170	370
Amount invoiced for non-audit work/Amount for audit work (in %)	5.41	2.01	7.42

Observations

The audit related fees such as "other attest services" and "other audit related attest services" have been considered as non-audit fees.

Structure of the Company's Administration

C.1.33. Indicate whether the auditors' report on the financial statements for the preceding year contains a qualified opinion or reservations. If so, indicate the reasons given to shareholders at the general meeting by the chairman of the audit committee to explain the content and extent of the qualified opinion or reservations.

Yes

No

Explanation of the reasons and direct link to the document made available to the shareholders at the time that the general meeting was called in relation to this matter

N/A

C.1.34. Indicate the number of consecutive years for which the current audit firm has been auditing the company's individual and/or consolidated financial statements. Also, indicate the number of years audited by the current audit firm as a percentage of the total number of years in which the financial statements have been audited:

	Individual	Consolidated
Number of consecutive years	9	9
	Individual	Consolidated
Number of years audited by the current audit firm/number of years in which the company has been audited (in %)	28.16%	28.16%

C.1.35. Indicate whether there is a procedure for directors to be sure of having the information necessary to prepare the meetings of the governing bodies with sufficient time; provide details if applicable:

Yes

No

Details of the procedure

The call to convene the meetings of the Board of Directors is made at least six business days in advance, including the meeting agenda and best efforts are made so that the relevant information for the meeting is accompanied with the aforementioned advance of six business days. Exceptionally, information may be provided with a minimum period of at least three business days, the Board of Directors not being able to make a decision if such information has not been made available to the Directors with the aforementioned advance notice. The Directors may exceptionally adopt a decision even if the information was not made available within the aforementioned period if they consider it beneficial and no Director opposes it.

On a similar sense, the call to meetings of the Delegated Executive Committee, the Audit, Compliance, and Related Party Transactions Committee or the Appointments and Remunerations Committee *except* in the case of emergency meetings, is issued at least three days in advance and includes the agenda of the meeting.

SGRE's internal regulations set also that directors can receive external experts' support for the developments of their functions. It is so established under article 36 of the Regulations of the Board of Directors, article 24 of the Regulations of the Delegated Executive Committee, article 37 of the Regulations of the Audit, Compliance and Related Party Transactions, and article 27 of the Regulations of the Appointments and Remunerations Committee.

For supporting the procedures described above, the directors access to the documentation through a secure and efficient software tool named *Diligent Boards* tool where they can review the information deemed appropriate for preparation of the meetings of the Board of Directors and the committees thereof in accordance with each agenda. Directors have access to the call to the meetings, documentation uploaded concerning the Items of the agenda, as well as the minutes of the proceeding session.

Structure of the Company's Administration

C.1.36. Indicate whether the company has established rules obliging directors to inform the Board of any circumstances, whether or not related to their actions in the company itself, that might harm the company's standing and reputation, tendering their resignation where appropriate. If so, provide details:

Yes

No

Explain the rules

Directors must tender their resignation to the Board of Directors and formalize it, if the Board of Directors sees fit in the following cases:

- When, due to circumstances beyond their control, they are involved in cases of incompatibility or prohibition as set forth by law or the Corporate Governance Standards.
- Whenever they are brought to trial for a supposedly criminal act or a court ruling is passed against them to open a trial for any of the offenses set forth in the provisions of the Capital Company Act related to the prohibitions on being a director, or whenever they are involved in a sanction for a serious or very serious offense brought by supervisory authorities.
- Whenever they are issued a serious warning by the Board of directors or are sanctioned for a serious or very serious offense by a public authority for having breached their duties as directors in the Company.
- Whenever their continuity on the Board of Directors could put the Company's interests at risk.
- When, due to acts attributable to the director acting in his/her capacity as such, cause significant damage to the Company's assets, or the reputation of the Company, or result in the loss of the business and professional reputation and credibility required for being a Director of the Company.
- When there are situations that affect them, whether or not related to their conduct within the Company itself, that might harm the good standing or reputation of the Company and its Group.

Directors must inform the Company of any legal, administrative or any other type of proceedings that are filed against the director, and which, due to their significance or characteristics, may negatively affect the reputation of the Company. Particularly, directors must promptly inform the Company, through the Chairman, if he/she is accused in any criminal proceeding and of the occurrence of any significant procedural steps in such proceedings.

In this case, the Board of Directors, following the report by the Appointments and Remunerations Committee, will examine the case as soon as possible, and take the measures it considers the most appropriate regarding the interests of the Company, such as opening an internal investigation, requesting the resignation of the director or proposing the removal thereof.

The Company shall report the adoption of said measures in the Annual Corporate Governance Report, unless there are special circumstances that justify not doing so, which must be recorded in the minutes of the Board.

C.1.37. Indicate whether, apart from such special circumstances as may have arisen and been duly minuted, the Board of Directors has been notified or has otherwise become aware of any situation affecting a director, whether or not related to his or her actions in the company itself, that might harm the company's standing and reputation:

Yes

No

Director's name	Nature of the situation	Observations
N/A	N/A	N/A

Indicate whether the Board of Directors has examined the case. If so, explain with reasons whether, given the specific circumstances, it has adopted any measure, such as opening an internal enquiry, requesting the director's resignation or proposing his or her dismissal.

Structure of the Company's Administration

Indicate also whether the Board decision was backed up by a report from the nomination committee.

Yes <input type="checkbox"/>	No <input type="checkbox"/>
Decision/Action taken	Reasoned explanation
N/A	N/A

C.1.38. Detail any material agreements entered into by the company that come into force, are modified or are terminated in the event of a change in control of the company following a public takeover bid, and their effects.

According to the terms of the framework agreement dated December 21, 2011 (significant event 155308) (as amended on February 5, 2021) between IBERDROLA, S.A. and the subsidiary of SIEMENS GAMESA RENEWABLE ENERGY, S.A. (SIEMENS GAMESA), SIEMENS GAMESA RENEWABLE ENERGY EOLICA, S.L Sole Shareholder Company, a change of control in SIEMENS GAMESA will permit IBERDROLA, S.A. to terminate the framework agreement, with a two months prior notice period since the date when IBERDROLA receives the communication from SIEMENS GAMESA evidencing change of control event, and neither party may make any claims subsequently.

On June 17, 2016, effective April 3, 2017, SIEMENS GAMESA and Siemens AG signed a strategic alliance agreement, featuring a strategic supply contract (the "2017 Strategic Supply Agreement") by virtue of which Siemens AG became the strategic supplier of gearboxes, segments, and other products and services offered by SIEMENS Group. In anticipation of the Spin-Off (as defined below), in relation to which either party would be entitled to terminate the 2017 Strategic Supply Agreement, on May 20, 2020 entered into an Extension and Amendment Agreement to the 2017 Strategic Supply Agreement (which entered into force on the date of the Spin-Off) setting out a fixed contractual term of 4 years (+1 optional).

On August 1, 2018 (as amended), SIEMENS GAMESA and Siemens AG entered into an external services agreement for procurement area by virtue of which, during an initial period of 1 year for sourcing services, and 2 years for other procurement services, SIEMENS GAMESA Group shall benefit from the collective negotiation strength. Such agreement states that upon Siemens AG ceasing to be the mayor shareholder of SIEMENS GAMESA, either party would be entitled to terminate the agreement with a 3 months prior notice. Siemens AG ceased to be the mayor shareholder of SIEMENS GAMESA on September 25, 2020, without any party having exercised this termination right. This contract terminated upon closing of financial year 2022.

On May 30, 2018 (as amended on December 19, 2019 and extended until December 19, 2025) SIEMENS GAMESA executed a Syndicated Multi-Currency Term and Revolving Credit Facility with a group of domestic and international banks (Significant Event 266275). In the event that any person or group of persons in a concerted manner (a) hold, directly or indirectly, more than 50% of the share capital of SIEMENS GAMESA; or (b) have the right to appoint the majority of members of the Board of Directors, and therefore exercise control over the Company, each of the participating financial entities may negotiate in good faith for a period of 30 days the maintenance of its commitments derived from the contract. In the event that an agreement is not reached, the financial entity(ies) in question may cancel all or part of the commitments acquired and require full or partial prepayment of their participation in the financing.

On May 20, 2020, SIEMENS GAMESA and Siemens Energy AG ("SEAG") signed a Framework Agreement which entered into force on the date of the consummation and legal effectiveness of the Spin-Off (i.e. the separation by Siemens AG of its worldwide energy business through carve-out measures). The Framework Agreement sets out (i) certain rights and obligations and related matters concerning the relationship of the parties after the Spin-Off; (ii) certain principles applicable to the provision of services between SIEMENS GAMESA and Siemens AG after the merger; and (iii) includes mandatory items to be complied with by SIEMENS GAMESA for the purposes of meeting and complying with Siemens Energy Group Requirements. The Framework Agreement contains a termination event whereby it may be terminated by the Parties at such time that SEAG ceases to be a Controlling shareholder in SIEMENS GAMESA whereby Control is defined as SEAG holding the majority of voting rights in SIEMENS GAMESA or having the right to appoint the majority of its board members.

On May 20, 2020, SIEMENS GAMESA and Siemens AG entered into a licensing agreement ("Licensing Agreement") pursuant to which SIEMENS GAMESA is entitled to use the "Siemens" brand subject to certain conditions. This Licensing Agreement entered into force on the date of the Spin-Off. According to the Licensing Agreement, SIEMENS GAMESA and certain of its subsidiaries (by way of sub-licenses that SIEMENS GAMESA may grant under the Licensing Agreement subject to certain conditions) shall be granted the exclusive right to use the combination "Siemens Gamesa" in their corporate names (provided SIEMENS GAMESA and the respective subsidiaries conduct only such business activities covered by the Licensing Agreement) and as corporate and product brand, as well as "SGRE" as an abbreviation of the corporate name. The Licensing Agreement has an initial term of ten years and can

Structure of the Company's Administration

be extended. Siemens AG has the right to terminate the Licensing Agreement in a number of instances, including if SEAG loses control over SIEMENS GAMESA.

On August 13, 2020, SIEMENS GAMESA and SIEMENS AG entered into a preferential financing agreement (the "Financing Agreement") which provides a framework in which both parties collaborate in the development and execution of financing solutions – through Siemens Financial Services ("SFS") and related Financing Entities – towards clients which use technology and/or services from SIEMENS GAMESA. SIEMENS AG has the right to terminate the Financing Agreement under several circumstances, among others if SEAG has no longer the control over SIEMENS GAMESA or if SIEMENS ENERGY's stake owned by SIEMENS AG falls under 25%.

On November 27, 2020, SIEMENS GAMESA and Siemens Energy Global GmbH & Co KG entered into a cooperation agreement for procurement area by virtue of which during an initial term of two years, both parties will execute cooperation activities in procurement area by means of the information sharing. That agreement will remain in force while Siemens Energy Global GmbH & Co KG is majority shareholder of SIEMENS GAMESA. In case of change of control, any of both parties shall be entitled to terminate the contract immediately,

On May 11, 2022, Gamesa Electric SAU and Siemens Aktiengesellschaft Smart Infrastructure Electrification and Automation SI EA entered into a master purchase agreement by virtue of which the conditions that will govern the supply of photovoltaic inverters by part of Gamesa Electric to the companies of Siemens AG. Said agreement includes a clause that empowers Siemens AG to terminate the contract early in the event that Gamesa Electric undergoes a change of control.

Finally, it shall be pointed out that as it is customary for large electricity supply infrastructure projects, there are contracts with clients which regulate a supposed change in control, thereby providing each reciprocal power to terminate them should such a situation arise, especially in cases in which the new controlling party is the other party's competitor.

C.1.39. Identify individually as regards directors, and in aggregate form in other cases, and provide details of any agreements between the company and its directors, executives or employees containing indemnity or golden parachute clauses in the event of resignation or dismissal without due cause or termination of employment as a result of a takeover bid or any other type of transaction.

Number of beneficiaries	89
Type of beneficiary	Description of the agreement
CEO, Top Management, Managers, and Employees.	<p>CEO (1 agreement): The CEO, as executive director and in compliance with the "Policy of remuneration of directors" approved by the General Meeting of Shareholders held on March 17, 2021, has a one-year fixed salary severance pay.</p> <p>Top management (5 agreements): The policy currently applied by the Company to the Top Management recognizes the right to receive a severance pay equal to one year of fixed remuneration in case of termination of the relationship provided that it is not a result of a breach attributable thereto or solely to the desire thereof.</p> <p>Managers and Employees (81 agreements): The agreements with managers and employees of SGRE do not contain, as a general rule, specific severance payment clauses, so in case of termination of the labor relationship the general rule established under labor law shall apply. However, the Company has specific severance payment clauses agreed with some managers and employees. The severance payment amount is generally fixed depending on seniority and the remuneration and professional conditions of each of them and the reason for the termination of the manager or employee. A lot of these agreements have been agreed in jurisdictions where this severance pay is a common labor market practice. The warranty clauses of these agreements are lower than one-year fixed salary in 75% of cases.</p>

Structure of the Company's Administration

Indicate whether, beyond the cases established by legislation, these agreements have to be communicated and/or authorised by the governing bodies of the company or its Group. If so, specify the procedures, the cases concerned and the nature of the bodies responsible for their approval or communication:

	Board of Directors	General Shareholders' Meeting	
		YES	NO
Body authorising the clauses	X		
Are these clauses notified to the General Shareholders' Meeting?		X	

Observations

In relation to the information provided regarding the CEO it shall be pointed out that his contract, and as included in the Annual Report about the Remunerations of the Members of the Board, provides for a post-contractual non-competition obligation for a term of 1 year, which is remunerated with the payment of one year of his fixed remuneration payable 50% upon termination and the other 50% after the passage of six months from termination. Therefore, the total severance pay is aligned with best practices and in fulfillment of Recommendation 64 of the Good Governance Code of Listed Companies.

It is also mentioned that the Board of Directors must authorize the clauses related to the CEO and Top Management but not those related to the rest of beneficiaries.

Finally, it is pointed out that the information about these clauses is notified to the General Meeting of Shareholders with the Annual Corporate Governance Report, the Annual Report on Remunerations of Directors, and the Board of Directors Diversity and Director Selection Policy available to the shareholders when the meeting is called.

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C.2. Committees of the Board of Directors

C.2.1. Provide details of all committees of the Board of Directors, their members, and the proportion of executive, proprietary, independent and other external directors forming them:

DELEGATED EXECUTIVE COMMITTEE

Name	Position	Category
López Borrego, Miguel Angel	Chairman	Proprietary
Eickholt, Jochen	Member	Executive
Clark, André	Member	Proprietary
Krämmmer, Rudolf	Member	Independent
% of executive directors		25%
% of proprietary directors		50%
% of independent directors		25%
% of other external directors		0%

Observations

Mr. Juan Antonio García Fuente holds the position of Secretary non-member of the Delegated Executive Committee.

Furthermore, the changes occurring within the Delegated Executive Committee during the financial year are described below:

At its meeting of November 23, 2021, in accordance with notice of Other Relevant Information (*Otra Información Relevante*) (with registration number 12864) sent to the CNMV on November 23, 2021, the Board of Directors approved the interim appointment (co-option), upon a proposal from the Appointments and Remunerations Committee, and with effects on January 1, 2022, of Mr. Jochen Eickholt as proprietary Director and also approved the appointment of Mr. Jochen Eickholt as a new member of the Delegated Executive Committee.

Likewise, at its meeting of March 24, 2022, in accordance with notice of Other Relevant Information (*Otra Información Relevante*) (with registration number 15140) sent to the CNMV on March 24, 2022, the Board of Directors approved the appointment of Mr. André Clark as a new member of the Delegated Executive Committee.

Finally, after the closing of the financial year 2022, the Board of Directors of the Company adopted, on November 9, 2022, the decision to discontinue its Delegated Executive Committee, revoking its delegated powers, leaving without effects its Regulations, and removing, consequently, its members in the position of members of said Committee, maintaining their positions as members of the Board of Directors and, where appropriate, of the rest of the advisory Committees.

Explain the functions delegated or assigned to this committee, other than those that have already been described in Section C.1.9 and describe the rules and procedures for its organisation and functioning. For each of these functions, briefly describe its most important actions during the year and how it has exercised in practice each of the functions assigned to it by law, in the articles of incorporation or in other corporate resolutions.

Duties:

The Delegated Executive Committee shall not be delegated with all the powers of the Board of Directors but only with the powers specifically delegated to it by the Board of Directors. In particular, the Committee will have the functions contemplated in Chapter II of the Regulations of the Delegated Executive Committee, approved by resolution of the

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Board of Directors dated November 4, 2020, except those which cannot be delegated by law or the By-Laws at any given time.

Articles 5 to 7 of Chapter II of said Regulations of the Delegated Executive Committee establish the functions of this Committee. The full texts of the internal rules of the Company are available at www.siemensgamesa.com.

The main duties of the Delegated Executive Committee relate to monitoring and supervision of budgetary matters, business performance, corporate transactions, strategic matters and capital and liquidity as well as to preliminary analyze the proposals to the Board of Directors regarding its reserved matters. Moreover, the Delegated Executive Committee has decision-making powers in relation to such matters and mandates delegated by the Board of Directors.

Composition:

a) The Committee shall comprise a minimum of four and a maximum of eight directors, at least two of whom must be non-executive and at least one independent.

b) The Board of Directors on its own initiative based on a report from the Appointments and Remunerations Committee or at the proposal thereof, shall establish the number of members.

c) The Chairman of the Board of Directors and the Chief Executive Officer of the Company shall form part of the Committee.

d) Members of the Committee shall be appointed and removed by the Board of Directors.

e) The members of the Committee shall be appointed for a maximum term of four years and can be re-elected one or more times for terms of equal duration.

f) The appointment of the Committee members and the permanent delegation of powers thereto shall be made by the Board of Directors with the favorable vote of at least two-thirds of its members. Their re-election shall be carried out at the time, in the form and with the number decided by the Board of Directors, in accordance with the rules envisaged in the Corporate Governance Standards.

g) The Committee shall be chaired by the Chairman of the Board of Directors.

h) In his absence, one of the vice chairmen of the Board of Directors member of the Committee (if any) shall act as the Chairman and, in their absence, the director that the Committee designates at the meeting in question from among the attending members shall act as the chair.

i) The Committee's secretary shall be the secretary of the Board of Directors and, failing this, one of its vice secretaries and, failing all of them, the director that the Committee designates at the meeting in question from among the attending members shall act as the secretary.

j) Members of the Committee shall no longer hold their office when they cease to be directors of the Company or by resolution of the Board of Directors.

Functioning:

a) The Committee shall meet as often as necessary to perform its duties, at least once a month, after the Chairman convenes the meeting. Meetings shall also be held whenever at least two of the members so request.

b) The Chairman shall convene the Committee, in any case, whenever the Board of Directors so requests, and shall in any event ensure that the meetings are held sufficiently in advance of meetings of the Board of Directors, especially when matters to be decided by the Board of Directors are to be discussed.

c) The call to convene, except in the case of emergency meetings, shall be issued at least three business days in advance and include the agenda of the meeting.

d) It will not be necessary to convene the Committee when all members are present and unanimously agree to hold a meeting.

e) Resolutions shall be adopted by the absolute majority of members present at the meeting.

f) If there is an even number of Committee members and the outcome of the voting is a draw, the Chairman, or the person standing in for him at the meeting in question, shall have the casting vote.

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Most important activities:

During financial year 2022, the Delegated Executive Committee has held fourteen meetings, having been informed of all matters that are within its purview, and in this context, has satisfactorily performed the duties assigned thereto by law, the By-Laws, the Regulations of the Board of Directors and its own Regulations governing its organization and operation. Its most important activities during the financial year are included in the annual activities report of the Delegated Executive Committee, which is made available to the shareholders on the corporate website on occasion of the call to the General Meeting of Shareholders

AUDIT, COMPLIANCE AND RELATED PARTY TRANSACTIONS COMMITTEE

Name	Position	Category
von Heynitz, Harald	Chairman	Independent
Ferraro, Maria	Member	Proprietary
Hernández García, Gloria	Member	Independent
Krämmmer, Rudolf	Member	Independent
% of proprietary directors		25%
% of independent directors		75%
% of other external directors		0%

Observations

It is also stated that Mr. Juan Antonio García Fuente holds the position of Secretary non-member of the Audit, Compliance and Related Party Transactions Committee.

During financial year 2022, there have been no changes within the composition of the Audit, Compliance and Related Party Transactions Committee.

Explain the functions assigned to this committee, including where applicable those that are additional to those prescribed by law, and describe the rules and procedures for its organisation and functioning. For each of these functions, briefly describe its most important actions during the year and how it has exercised in practice each of the functions assigned to it by law, in the articles of incorporation or in other corporate resolutions.

Duties:

The Audit, Compliance and Related Party Transactions Committee of SGRE is a permanent internal body of the Board of Directors for information and consultation, entrusted with informing, advising and making recommendations.

Articles 5 to 14 of Chapter II of the Regulations of the Audit, Compliance and Related Party Transactions Committee, establish the functions of this Committee. The full texts of the internal rules of the Company are available at www.siemensgamesa.com.

The functions of the Audit, Compliance and Related Party Transactions Committee mainly relate to oversight of the Company's internal audit, review of the systems for internal control of the preparation of economic/financial and non-financial information, the audit of accounts, related party transactions and regulatory compliance upon the terms set forth in its regulations.

Composition:

a) The Committee shall comprise a minimum of three (3) and a maximum of five (5) non-executive directors, a majority of whom must be independent directors, appointed for a maximum term of four (4) years by the Board of Directors,

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upon a proposal from the Appointments and Remunerations Committee and can be re-elected one or more times for terms of equal duration.

b) The Board shall encourage the diversity of composition, especially in relation to gender, career experience, skills, sector-specific knowledge and geographical origin, and that at least one of the independent directors is appointed as accounting and audit expert taking into account his or her knowledge and experience in accounting, auditing and risk management.

Without prejudice to the foregoing, the Board of Directors and the Appointments and Remunerations Committee shall endeavor to ensure that the members of the Committee as a whole, and especially its chair, have the expertise, qualifications and experience appropriate for the duties they are called upon to perform in the area of accounting, auditing and risk management, both financial and non-financial.

c) The Committee shall choose its Chair from among the independent directors, for a maximum term of 4 years, at the end of which the director holding the position cannot be re-elected as Chair until the term of one year has elapsed from ceasing to hold this office; and a Secretary thereof, who is not required necessarily to be a director.

d) The members shall no longer hold their office: a) when they cease to be non-executive directors of the Company; b) when independent directors lose that office, if this means the number of independent directors on the Committee is less than the majority; and c) when agreed on by the Board of Directors.

e) Members of the Committee that are re-elected as directors of the Company shall continue to serve on the Committee unless the Board of Directors decides otherwise.

Functioning:

a) The Committee shall meet as often as necessary to perform its duties, at the Chair's behest and, in any case, the Committee shall have a minimum of four annual meetings. Meetings shall also be held whenever two of the members so request.

b) The Committee shall be validly constituted when more than half of its members are present or represented at the meeting.

c) Agreements shall be adopted by the absolute majority of members in attendance in person or by proxy at the meeting. In the event of a tie, the Chairman will have the casting vote.

d) When the issues to be dealt with during the Committee meetings directly affect some of its members or individuals related thereto and, in general, when this member enters into a conflict of interest, he/she must leave the meeting until the decision is made, being removed from the number of members of the Committee, to calculate the quorum and majorities related to the item in question.

Most important activities:

During financial year 2022, the Audit, Compliance and Related Party Transactions Committee has held twenty three meetings, having been informed of all matters that are within its purview, and in this context has satisfactorily performed the duties assigned thereto by law, the By-Laws, the Regulations of the Board of Directors and its own Regulations governing its organization and operation. Its most important activities during the financial year are included in the annual activities report of the Audit, Compliance and Related Party Transactions Committee, which is made available to the shareholders on the corporate website on occasion of the call to the General Meeting of Shareholders.

Identify the directors who are members of the audit committee and have been appointed taking into account their knowledge and experience in accounting or audit matters, or both, and state the date on which the Chairperson of this committee was appointed.

Names of directors with experience	von Heynitz, Harald
	Ferraro, Maria
	Hernández García, Gloria
	Krämmmer, Rudolf
Date of appointment of the chairperson	February 12, 2020

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APPOINTMENTS AND REMUNERATIONS COMMITTEE

Name	Position	Category
Krämmmer, Rudolf	Chairman	Independent
Belil, Francisco,	Member	Independent
von Heynitz, Harald	Member	Independent
von Schumann, Mariel	Member	Proprietary
% of proprietary directors		25%
% of independent directors		75%
% of other external directors		0%

Observations

It should also be pointed out that Mr. Salvador Espinosa de los Monteros Garde holds the position of Secretary non-member of the Appointments and Remunerations Committee.

Furthermore, the changes occurring within the Appointments and Remunerations Committee during the financial year are described below:

At its meeting of February 18, 2022 and in accordance with Notice of Other Relevant Information (Otra Información Relevante) (with registration number 14126) sent to the CNMV on February 18, 2022 the Board of Directors approved the appointment on an interim basis (co-option), upon a proposal from the Appointments and Remunerations Committee, of Mr. Francisco Belil as a new member of the Board of Directors, and also approved, upon a proposal from the Appointments and Remunerations Committee, the appointment of Mr. Francisco Belil as a new member of the Appointments and Remunerations Committee. At the General Meeting of Shareholders held on March 24, 2022, the shareholders ratified the appointment of Mr. Francisco Belil and approved his re-election as an independent director.

Explain the functions assigned to this committee, including where applicable those that are additional to those prescribed by law, and describe the rules and procedures for its organisation and functioning. For each of these functions, briefly describe its most important actions during the year and how it has exercised in practice each of the functions assigned to it by law, in the articles of incorporation or in other corporate resolutions.

Functions:

This committee is a permanent internal body of the Board of Directors, without executive duties, for information and consultation, entrusted with informing, advising and making recommendations on matters within its purview.

Articles 5 to 9 of Chapter II of the Regulations of the Appointments and Remunerations Committee establish the functions of this Committee. In particular, this committee has the essential function of supervising the composition and functioning as well as the evaluation of the Board of Directors, its committees and its members, and the remuneration of the Board of Directors and of the Top Management of the Company.

The full texts of the internal rules of the Company are available at www.siemensgamesa.com.

Composition:

a) The Committee shall comprise a minimum of three (3) and a maximum of five (5) Non-Executive directors, at least two of whom must be independent directors, appointed for a maximum term of four (4) years by the Board of Directors, upon a proposal from the Appointments and Remunerations Committee, and may be re-elected one or more times for terms of equal duration.

b) The Committee chooses its Chair from among the independent directors and a Secretary, who is not required necessarily to be a director.

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c) The members shall no longer hold their office: a) when they cease to be non-executive directors of the Company; b) when independent directors lose that office, if this means the number of independent directors on the Committee is less than two; and c) when agreed on by the Board of Directors.

d) Members of the Committee that are re-elected as directors of the Company shall continue to serve on the Committee unless the Board of Directors decides otherwise.

Functioning:

a) The Committee shall meet as often as necessary to perform its duties, at the Chairman's behest, at least three times per year. Meetings shall also be held whenever at least two of the members so request.

b) The Committee shall be validly constituted when more than half of its members are present or represented at the meeting.

c) Resolutions shall be adopted by the absolute majority of members present at the meeting. In the event of a tie, the Chairman will have the casting vote.

d) When the issues to be dealt with during the Committee meetings directly affect some of its members or individuals related thereto and, in general, when this member enters into a conflict of interest, he/she must leave the meeting until the decision is made, being removed from the number of members of the Committee, to calculate the quorum and majorities related to the item in question.

Most important activities:

During financial year 2022, the Appointments and Remunerations Committee has held twelve meetings, having been informed of all matters that are within its purview, and in this context has satisfactorily performed the duties assigned thereto by law, the By-Laws, the Regulations of the Board of Directors and its own Regulations governing its organization and operation. Its most important activities during the financial year are included in the annual activities report of the Appointments and Remunerations Committee, which is made available to the shareholders on the corporate website on occasion of the call to the General Meeting of Shareholders.

C.2.2. Complete the following table with information regarding the number of female directors who were members of Board committees at the close of the past four years:

	Number of female directors							
	Year n		Year n-1		Year n-2		Year n-3	
	Number	%	Number	%	Number	%	Number	%
Delegated Executive Committee	0	0.00%	0	0.00%	0	0.00%	N/A	
Audit, Compliance and Related Party Transactions Committee	2	50.00%	2	50.00%	2	50.00%	1	33.33%
Appointments and Remunerations Committee	1	25.00%	1	25.00%	1	25.00%	1	20.00%

C.2.3. Indicate, where applicable, the existence of any regulations governing Board committees, where these regulations are to be found, and any amendments made to them during the year. Also indicate whether any annual reports on the activities of each committee have been voluntarily prepared.

Delegated Executive Committee

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The Delegated Executive Committee is governed by the By-Laws, the Regulations of the Board of Directors, and its own Regulations of the Delegated Executive Committee, which are available to interested parties on the Company's website (www.siemensgamesa.com).

The Regulations of the Delegated Executive Committee were approved by resolution of the Company's Board of Directors dated November 4, 2020.

The text of the Regulations of the Delegated Executive Committee has been available in subsection "Committees of the Board" of the section "Corporate Governance" within "Investors and Shareholders" heading of the Company's website (www.siemensgamesa.com) until November 9, 2022, when the Board of Directors approved to discontinue the committee.

Audit, Compliance and Related Party Transactions Committee

The Audit, Compliance and Related Party Transactions Committee is governed by the By-Laws, the Regulations of the Board of Directors and its own Regulations of the Audit, Compliance and Related Party Transactions Committee, which are available to interested parties on the Company's website (www.siemensgamesa.com).

The Regulations of the Audit and Compliance Committee were approved by the Company's Board of Directors on September 29, 2004 and were subsequently amended on October 21, 2008; April 15, 2011; January 20, 2012; March 24, 2015; and February 22, 2017.

On April 4, 2017, the Board of Directors approved a revised version of said Regulations and changed the name of the Committee to the Audit, Compliance and Related Party Transactions Committee.

The Company's Board of Directors approved an amendment of the restated text of said Regulations on March 23, 2018 and endorsed a restated text on July 26, 2018.

Moreover, the Company's Board of Directors endorsed new restated texts of the Regulations on February 19, 2020, and August 5, 2020. The first of the aforementioned amendments of the Regulations of the Audit, Compliance and Related Party Transactions Committee, carried out during 2020 financial year was executed in order to establish that the Chair of the Committee shall have the casting vote in the event of a tie; and the second was executed in order to eliminate the restriction which impeded the members of the Delegated Executive Committee to be on the Audit, Compliance and Related Party Transactions Committee.

In 2021, the Company's Board of Directors endorsed new consolidated texts of the Regulations of the Audit, Compliance and Related Party Transactions Committee, by resolutions dated November 27, 2020 and June 14, 2021 amending the articles referred to its functions, composition and functioning, and relations with other bodies in accordance with the new Recommendations of the Good Governance Code for Listed Companies, as well as those articles regarding related party transactions, in accordance with the modifications included by the Law 5/2021, April 12, to the Spanish Companies Act.

Finally, during financial year 2022, the Company's Board of Directors endorsed the current new consolidated text of the Regulations of the Audit, Compliance and Related Party Transactions Committee, by resolution dated May 4, 2022 in order to align the Regulations to the Internal Audit Charter of SGRE which (a) establishes the SGRE Internal Audit activity's position within the organization; and (b) defines the scope of internal audit activities, and also to introduce a new article regarding the Risk Management and Internal Control Department, covering the relations between the Committee and this Department.

The current text of the Regulations of the Audit, Compliance and Related Party Transactions Committee is available in subsection "Committees of the Board" of the section "Corporate Governance" within "Investors and Shareholders" heading of the Company's website (www.siemensgamesa.com).

Appointments and Remunerations Committee

The Appointments and Remunerations Committee is governed by the By-Laws, the Regulations of the Board of Directors and its own Regulations of the Appointments and Remunerations Committee, which are available to interested parties on the Company's website (www.siemensgamesa.com).

The Regulations of the Appointments and Remunerations Committee were approved by the Company's Board of Directors on April 4, 2017 and subsequent amendments thereof were endorsed by the Board of Directors on July 26, 2018 and July 29, 2019.

Likewise, during financial year 2021, the Company's Board of Directors endorsed new consolidated texts of the Regulations of the Appointments and Remunerations Committee, by resolutions dated November 27, 2020 and April 30, 2021, amending the articles referred to its functions in accordance with the new Recommendations of the Good Governance Code for Listed Companies as well as articles related to the condition of directors and their individual

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remuneration, in accordance with the modifications included by the Law 5/2021, of April 12, to the Spanish Companies Act.

Finally, during financial year 2022, the Company's Board of Directors endorsed new consolidated text of the Regulations of the Appointments and Remunerations Committee, by resolution dated May 4, 2022, Introducing the casting vote of the Chairman in case of a tie.

The current text of the Regulations of the Appointments and Remunerations Committee is available in subsection "Committees of the Board" of the section "Corporate Governance" within "Investors and Shareholders" heading of the Company's website (www.siemensgamesa.com).

D. RELATED PARTY AND INTRAGROUP TRANSACTIONS

D.1. Explain, where appropriate, the procedure and competent bodies relating to the approval of transactions with related and intragroup parties, indicating the criteria and general internal rules of the entity that regulate the abstention obligations of the affected director or shareholders. Detail the internal information and periodic control procedures established by the Company in relation to those related-party transactions whose approval has been delegated by the Board of Directors.

Article 33 of the Regulations of the Board of Directors and the Policy regarding Related Party Transactions with Directors, Significant Shareholders and Other Related Persons of Siemen Gamesa, approved by the Board of Directors at its meeting held on June 14, 2021 (the "Policy"), regulate the related party transactions of the Company.

The Policy is included in the Corporate Governance Rules of SIEMENS GAMESA and is available on the corporate website (www.siemensgamesa.com).

According to Article 33.1 of the Regulations of the Board of Directors and to the Policy, related party transactions shall be deemed to be those transactions by the Company or its subsidiaries with Directors, shareholders holding 10% or more of the Company's voting rights or who are represented on the Company's Board of Directors, or with any other persons who should be considered related parties according to the International Accounting Standards adopted pursuant to Regulation (EC) No 1606/2002 of the European Parliament and of the Council of July 19, 2002 on the application of international accounting standards ("Related Party Transactions").

However, the following shall not be considered Related Party Transactions: (i) transactions between the Company and its direct or indirect wholly-owned subsidiaries; (ii) transactions between the Company and its subsidiaries or companies in which it holds an interest, provided that no party related to the Company has interests in said subsidiaries or companies in which the Company holds an interest; (iii) approval by the Board of the terms and conditions of contracts to be entered into between the Company and any Director who is to perform executive duties, including the CEO, or Top Managers, as well as the determination by the Board of the amounts or specific remuneration to be paid under said contracts, without prejudice to the duty of the affected Director to abstain as specified in Section 249.3 of the Spanish Companies Act.

The Board of Directors, with the support of the Audit, Compliance and Related Party Transactions Committee shall endeavor to ensure that Related Party Transactions are performed in accordance with the Company's corporate interest and at arms'-length basis. The Audit, Compliance and Related Party Transactions Committee shall endeavor to ensure the transparency of the process and observance of the principle of equal treatment of shareholders in the same conditions and applicable legal provisions.

The approval of Related Party Transactions in an amount or value equal to or greater than 10% of the total asset items according to the last annual consolidated balance sheet approved by the AGM shall be within the purview of the shareholders acting at a General Meeting of Shareholders (values reflected in the latest consolidated annual financial statements). If a General Meeting is called to decide on a Related Party Transaction, the affected shareholder shall be deprived of the right to vote except in those cases in which the proposed resolution has been approved by the Board of Directors with a majority of the independent Directors not voting against the proposal. However, when appropriate, the rule on the reversal of the burden of proof provided for in Section 190.3 of the Spanish Companies Act shall apply.

The approval of Related Party Transactions in an amount below 10% of the total asset items according to the last annual consolidated balance sheet approved by the AGM shall be within the purview of the Board of Directors, which may not delegate this power (except as specified in Article 33.4 of the Regulations of the Board of Directors). The affected Director or the Director representing or related to the affected shareholder must abstain from participating in the deliberation and vote on the corresponding resolution pursuant to Section 228.c) of the Spanish Companies Act.

Related Party and Intragroup Transactions

However, Directors who represent or are related to the parent company on the Board of Directors of SIEMENS GAMESA shall not be required to abstain, although in such cases, if their vote has been decisive for the adoption of the resolution, the rule of reversal of the burden of proof shall apply on terms similar to those specified in Section 190.3 of the Spanish Companies Act.

The approval of a Related Party Transaction by the shareholders at a General Meeting or by the Board must be the subject of a prior report of the Audit, Compliance and Related Party Transactions Committee. In its report, the Audit, Compliance and Related Party Transactions Committee must assess whether the transaction is fair and reasonable from the viewpoint of the Company and, if applicable, of shareholders other than the related party, and must disclose the assumptions upon which the evaluation is based and the methods used. The affected Directors may not participate in the preparation of the report.

However, the Board of Directors has resolved to delegate approval of the following Related Party Transactions to the CEO:

- a) transactions between companies forming part of the Group that are carried out within the ordinary course of business (which shall include transactions arising out of the implementation of a framework agreement or contract) and on arm's-length basis, provided that they need not be considered strategic or extraordinary transactions due to their high amount, special characteristics or tax risk, in which case they may not be delegated; and
- b) transactions that are conducted under contracts whose terms and conditions are standardized and apply on an across-the-board basis to a large number of customers, are conducted at prices or rates established on a general basis by the party acting as supplier of the goods or services in question, and whose amount does not exceed 0.5 per cent of the Company's net revenue.

The approval of said Related Party Transactions shall not require a prior report of the Audit Compliance and Related Party Transactions Committee unless they must be published in accordance with the applicable legal provisions.

However, according to the Policy, the delegation to the CEO shall not include:

- a) Annual or multiannual component pricing agreements entered into in the framework of the Strategic Supply Agreement with Siemens Energy AG.
- b) Those Related Party Transactions which its approval may be delegated to the CEO but that must be published in accordance with the applicable legal provisions.
- c) Such Related Party Transactions as the Audit, Compliance and Related Party Transactions Committee may freely determine based on the scope, amount or special characteristics thereof and taking into consideration the recommendations of the internal audit function.
- d) Those transactions that by decision of the Board of Directors are to be approved by the Board of Directors or the Delegated Executive Committee.

Related Party Transactions that do not need to be approved by the Board of Directors must be approved in accordance with the Company's Related Party Transactions Policy by the CEO. To be able to do this, the CEO should have established the processes and controls necessary to ensure that the Related Party Transaction approved by him are examined as thorough as the ones which need approval by the Board of Directors.

In order to allow the Board of Directors, the Audit, Compliance and Related Party Transactions Committee and the management bodies to duly monitor and oversee alignment with the principles and rules established in the Policy, all Related Party Transactions that do not require approval by the Board of Directors under the Policy must be reported to the Audit, Compliance and Related Party Transactions Committee with the frequency determined by it. Unless the Audit, Compliance and Related Party Transactions Committee sets out a different period, reporting shall be on a half-yearly basis, coinciding with the submission by SIEMENS GAMESA of its half-yearly financial statements. The information shall include a rationale for the selection of the supplier, if applicable, and the references used, with a breakdown thereof in relation to the different types of Related Party Transactions provided for in the Policy that do not require approval by the Board of Directors. The Audit, Compliance and Related Party Transactions Committee shall verify the fairness and transparency of said transactions and, if applicable, compliance with the criteria applicable to the exceptions set out in the Policy. The Audit, Compliance and Related Party Transactions Committee relies on the support of the Company's internal audit function for the performance of this work. In light of these reports, the Audit, Compliance and Related Party Transactions Committee may at any time require that reporting be more frequent or that certain transactions be reported to the Board of Directors for approval prior to being carried out.

To receive support in the performance of its duties, the Audit, Compliance and Related Party Transactions Committee may, whenever it deems appropriate, request an independent expert report on any Related Party Transaction.

Related Party and Intragroup Transactions

It shall be also pointed out that paragraph b) of article 13 of the Regulations of the Audit, Compliance and Related Party Transactions Committee states that the referred Committee shall have the following function: “report, prior to their authorization by the Board of Directors or the General Shareholders’ Meeting, as appropriate, any operations or transactions that could represent conflicts of interests:

(i) with the Company and companies of its Group;

(ii) with directors of the Company and the Group and their related parties;

(iii) with shareholders that have a holding of 10% or more or are represented on the Board of Directors and their related parties;

(iv) with senior management and other managers, except if those other managers are part of any company of the Group that has created an audit committee, in which case that committee will be in charge of elaborating the corresponding report, having to inform the Committee; as well as

(v) any other transaction with persons considered related parties for purposes of the Spanish Companies Act.

The Committee can rely on the corresponding advice of the business units or corporate functions of the Company, including the legal department, in order to issue said report, and may also request outside advice if it so deems necessary.

The Committee need not issue a report if it is not required pursuant to the provisions of law or of the Corporate Governance Rules. In particular, the prior report of the Committee will not be necessary with regards to related party transactions whose approval may be delegated under the provisions of the Regulations of the Board of Directors although the Committee will be involved in the internal reporting and control procedure established by the Board of Directors in relation with such related party transactions”.

Finally, it shall be pointed out that additional information about Related Party Transactions is included and available in the Financial Statements, this Annual Corporate Governance Report, Report on the Annual Activities of the Audit, Compliance and Related Party Transactions Committee, and in the Report of the Audit, Compliance and Related Party Transactions Committee on Related Party Transactions, all available in the corporate website (www.siemensgamesa.com).

D.2. Give individual details of operations that are significant due to their amount or of importance due to their subject matter carried out between the company or its subsidiaries and shareholders holding 10% or more of the voting rights or who are represented on the board of directors of the company, indicating which has been the competent body for its approval and if any affected shareholder or director has abstained. In the event that the board of directors has responsibility, indicate if the proposed resolution has been approved by the board without a vote against the majority of the independents:

Name or company name of the shareholder or any of its subsidiaries	% Shareholding	Name or company name of the company or entity within its group	Nature of the relationship	Type of operation and other information required for its evaluation	Amount (thousands of euros)	Approving body	Identity of the significant shareholder or director who has abstained	The proposal to the AGM, if applicable, has been approved by the board without a vote against the majority of independents
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy, Inc.	Contractual	Reception of services	9,615	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy Eolica, S.L.	Contractual	Purchases of goods finished or not	3,952	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy S.A.S.	Contractual	Purchases of goods finished or not	6,271	Board of Directors	Proprietary Directors of Siemens Energy	N/A

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Siemens Energy	67.071%	Siemens Gamesa Renewable Energy B.V.	Contractual	Reception of services	2,018	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy Limited	Contractual	Reception of services	3,256	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy A/S	Contractual	Purchases of goods finished or not	27,271	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy A/S	Contractual	Reception of services	27,994	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy S.A.	Contractual	Reception of services	4,673	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy Egypt LLC	Contractual	Reception of services	1,402	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy GmbH & Co. KG	Contractual	Reception of services	40,238	Board of Directors	Proprietary Directors of Siemens Energy	N/A
Siemens Energy	67.071%	Siemens Gamesa Renewable Energy Latam, S.L.	Contractual	Sales of goods finished or not	2,026	Board of Directors	Proprietary Directors of Siemens Energy	N/A

Observations

For the purposes of the present section D.2 only the transactions of an amount over €1,000 thousand are considered as significant. Likewise, the Related Party Transactions of the same type between the same SIEMENS GAMESA Group company and the same significant shareholder are included in this table on an aggregated basis.

The information in this section is consistent with Note 29 of the Consolidated Report which is part of the 2022 Consolidated Financial Statements of financial year 2022.

Regarding the total amount related to "Purchases and services received" of Siemens Energy Group, the difference between the amounts in Note 29 of the Consolidated Report (€133,959thousand) and this section (€126,690thousand) relate only to the fact that in this section only material transactions above 1,000 thousand euros have been considered. The amount of the transactions related to "Purchases and services received" of Siemens Energy Group included in Note 29 but not included in this section for not being material amounts to €7,269thousand.

Regarding the total amount related to "Sales and services rendered" to Siemens Energy Group, the difference between the amounts in Note 29 of the Consolidated Report (€2,368 thousand) and this section (€2,026 thousand) relate only to the fact that in this section only material transactions above 1,000 thousand euros have been considered. The amount of the transactions related to "Sales and services rendered" to Siemens Energy Group included in Note 29 but not included in this section for not being material amounts to €342 thousand.

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D.3. Give individual details of the operations that are significant due to their amount or relevant due to their subject matter carried out by the company or its subsidiaries with the administrators or managers of the company, including those operations carried out with entities that the administrator or manager controls or controls jointly, indicating the competent body for its approval and if any affected shareholder or director has abstained. In the event that the board of directors has responsibility, indicate if the proposed resolution has been approved by the board without a vote against the majority of the independents:

Name or company name of the Directors or Managers or their controlled entities or under joint control	Name or company name of the company or entity within this group	Relationship	Nature of the relationship and other information required for its evaluation	Amount (thousands of euros)	Approving body	Identity of the significant shareholder or director who has abstained	The proposal to the AGM, if applicable, has been approved by the board without a vote against the majority of independents
N/A	N/A	N/A	N/A	0			

Observations

D.4. Report individually on intra-group transactions that are significant due to their amount or relevant due to their subject matter that have been undertaken by the Company with its parent company or with other entities belonging to the parent's Group, including subsidiaries of the listed Company, except where no other related party of the listed Company has interests in these subsidiaries or that they are fully owned, directly or indirectly, by the listed Company.

In any case, report any intragroup transaction conducted with entities established in countries or territories considered as tax havens:

Company name of the entity within the Group	Brief description of the transaction	Amount (thousands of euro)
N/A	N/A	0

Observations

SGRE Group companies established in countries or territories considered to be non-cooperative jurisdictions for tax purposes (formerly named "tax havens") for being included in the list of the Decree Law 1080/1991 of July 5, 1991, and which do not fulfill the requirements to be excluded of such qualification, are operating companies and all transactions carried out by them are exclusively ordinary business activities. The table below includes the list of such companies.

SGRE has not concluded any transaction with its subsidiaries established in countries or territories that are considered non-cooperative jurisdictions.

The transactions within the SGRE Group carried out by subsidiaries of SGRE with entities established in countries or territories that are considered non-cooperative jurisdiction for tax purposes are all transactions carried out in the ordinary course of business and are eliminated within the process of drawing up the consolidated financial statements, with the detail described below.

At the end of the financial year 2022, the only two entities of SGRE Group resident in non-cooperative jurisdictions in accordance with Spanish regulations are Siemens Gamesa Renewable Energy, Ltd. (Mauritius) - 100% interest and incorporated on February 5, 2015 - and the branch Siemens Gamesa Renewable Energy Eólica SL, Jordan branch (Jordan) - incorporated on January 12, 2016 -. Both entities' main activity is the performance of wind turbine maintenance services for third-party clients who own wind farms located in said jurisdictions. The turnover of these entities compared to the total turnover of SGRE Group is not significant (EUR 0.5 million -Mauritius- and EUR 2.7million -Jordan- out of a total amount of EUR 9,814 million in the 2022 consolidated financial statements).

The income obtained by such entities is subject to the Corporate Income Tax at a nominal tax rate of 15% (Mauritius) and 20% (Jordan). In the case of Jordan, as it is a permanent establishment of a Spanish entity located in a non-cooperative

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jurisdiction for tax purposes, the profits are also included in the tax base in Spain. Therefore, the ownership of these entities does not provide any tax advantage to SGRE Group.

Company name of the entity in its Group	Brief description of the transaction	Report (thousands of euros)
Siemens Gamesa Renewable Energy Limited (Mauritius)	Intercompany financing interest	2
Siemens Gamesa Renewable Energy Limited (Mauritius)	Intercompany sales and services rendering	40
Siemens Gamesa Renewable Energy Eolica S.L. (Jordan)	Intercompany sales and services rendering	400

D.5. Give individual details of the operations that are significant due to their amount or relevant due to their subject matter carried out by the Company or its subsidiaries with other related parties pursuant to the International Accounting Standards adopted by the EU, which have not been reported in previous sections.

Company name of the related party	Brief description of the transaction	Amount (thousands of euro)
Siemens AG	Warranties and guarantees paid by Siemens Gamesa Renewable Energy GmbH & Co. KG	3,845
Siemens AG	Warranties and guarantees paid by Siemens Gamesa Renewable Energy Pty Ltd	3,148
Siemens AG	Purchases of finished goods or not by Siemens Gamesa Renewable Energy Eolica, S.L.	10,659
Siemens A/S	Purchases of finished goods or not by Siemens Gamesa Renewable Energy A/S	8,618
Siemens AG	Warranties and guarantees paid by Siemens Gamesa Renewable Energy B.V.	1,747
Siemens Financial Services Ltd.	Reception of services by Siemens Gamesa Renewable Energy Limited	1,654
Siemens AG	Warranties and guarantees paid by Siemens Gamesa Renewable Energy Limited	3,157
Siemens plc	Reception of services by Siemens Gamesa Renewable Energy Limited	14,444
Siemens Corporation	Reception of services by Siemens Gamesa Renewable Energy, Inc.	1,468
Siemens AG	Purchases of finished goods or not by Siemens Gamesa Renewable Energy, Inc.	3,923
Siemens A/S	Purchases of finished goods or not by Siemens Gamesa Renewable Energy A/S	7,162
Siemens Industry Software A/S	Licencing agreements by Siemens Gamesa Renewable Energy A/S	5,821

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Siemens Industry Software A/S	Reception of services by Siemens Gamesa Renewable Energy A/S	1,328
Siemens AG	Reception of services by Siemens Gamesa Renewable Energy S.A.	4,672
Siemens AG	Reception of services by Siemens Gamesa Renewable Energy Innovation & Technology, S.L.	4,919
Siemens Electrical Drives Ltd.	Purchases of finished goods or not by Siemens Gamesa Energia Renovável Ltda.	2,797
Siemens AG	Purchases of finished goods or not by Siemens Gamesa Energia Renovável Ltda.	4,052
Siemens AG	Purchases of finished goods or not by Siemens Gamesa Renewable Energy GmbH & Co. KG	1,814
Siemens AG	Purchases of finished goods or not by Siemens Gamesa Renewable Energy Technology (China) Co., Ltd.	3,041
Veja Mate Offshore Project GmbH	Sales of finished goods or not by Siemens Gamesa Renewable Energy GmbH & Co. KG	35,771
Stavro Vind AB	Sales of finished goods or not by Siemens Gamesa Renewable Energy AB	33,538
Galloper Wind Farm Limited	Sales of finished goods or not by Siemens Gamesa Renewable Energy Limited	17,856
Tromsø Vind A/S	Sales of finished goods or not by Siemens Gamesa Renewable Energy AS	9,469

Observations

For the purposes of the present section D.5 only the transactions above €1,000 thousand are considered as significant.

The information in this section D.5 is consistent with Note 29 of the Consolidated Report which is part of the Consolidated Financial Statements of financial year 2022.

In Note 29, the total amount of the transactions included in “Purchases and services received” of all related parties is €330,710 thousand, of which €133,959 thousand are with Siemens Energy Group (differences explained in section D.2), €99,536 thousand are with Siemens Group, €82,485 thousand are with Windar and €14,730 thousand are with Schaeffler. Therefore, the total amount included in Note 20 of transactions with Siemens Group, with Windar and with Schaeffler is €196,751 thousand. The difference between the amount in Note 29 of transactions with Siemens Group, with Windar and with Schaeffler (€196,751 thousand) with the total amount of the transactions with “other related parties” disclosed in this section D.5 (€88,269 thousand) amounts €108,482 thousand and is due to the combined effect of the following factors: **(i)** Windar Renovables, S.L. and its Group is considered a related party to SGRE according to the International Accounting Standards but is not considered as a related party under Article 529 *vicies* of the Spanish Companies Act. Therefore, the transactions with Windar Group (€82,485 thousand) are considered in Note 20 but not in this section D.5; **(ii)** Schaeffler is no longer a related party since February 18, 2022 and transactions with Schaeffler Group (€14,730 thousand) are not considered in this section D.5; and **(iii)** the remaining €11,267 thousand is due to transactions with Siemens Group not reaching the materiality threshold of €1,000 thousand and have not been considered in this section D.5.

In Note 29, the total amount of the transactions included in “Sales and services rendered” of all related parties is €99,724 thousand, of which €2,368 thousand are with Siemens Energy Group (differences explained in section D.2), €255 thousand are with Siemens Group, €88 thousand are with Windar and €97,013 thousand are with “other related parties”. Therefore, the total amount included in Note 29 of transactions with Siemens Group, with Windar and with “other related parties” is €97,356 thousand. For the same reasons explained above, the difference between the amount in Note 29 (€97,356 thousand) and the total amount of the transactions included in this section D.5 (€96,634 thousand) is €722 thousand of which: **(i)** €88 thousand euros correspond to transactions carried out with the Group

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of Windar Renovables, S.L. not considered in this section; and (ii) the remaining €634 thousand is due to transactions not reaching the materiality threshold of €1,000 thousand (€255 thousand correspond to transactions with Siemens Group and €379 thousand correspond to transactions with other related parties).

D.6. Give details of the mechanisms in place to detect, determine and resolve potential conflicts of interest between the company and/or its Group and its directors, top management, significant shareholders or other associated parties.

a) Possible conflicts of interest between the Company and/or its Group, and its Directors:

Article 31 of the Regulations of the Board of Directors regulates the conflicts of interest between the Company or any other company within its Group and its Directors. Article 31.1 defines the situations in which a Director has a conflict of interest. According to Article 31.2, persons shall be considered related to a Director as specified by law.

The following sections in this Article regulate the mechanisms for resolving situations of conflict of interest. In particular, Article 31.3 and Article 31.4 establish that any Director who incur in a situation of conflict of interest or who notices the possibility thereof shall notify it to the Board, by means of its Chairman, and shall abstain from attending and participating in the deliberations, voting, decision-making and execution of operations and matters affected by the conflict. The votes of Directors affected by the conflict and who must abstain will not be taken into account for calculating the required majority of votes to adopt a resolution. However, in intra-group related party transactions, Directors who represent or are related to the parent company shall not be required to abstain, although in such cases, if their vote has been decisive for the adoption of the resolution, the rule of reversal of the burden of proof shall apply on terms similar to those specified in Section 190.3 of the Spanish Companies Act.

Article 31.5 of the Regulations of the Board clarifies that *"in unique cases, the Board of Directors or the General Shareholders' Meeting, as appropriate and in accordance with the terms provided by law, may waive the prohibitions arising from the duty to avoid conflicts of interest"*.

Article 31.6 specifies that *"the waiver shall be preceded by the corresponding report of (a) the Audit, Compliance and Related Party Transactions Committee regarding the operation subject to a possible conflict of interest, in which it will propose the adoption of a related specific resolution, or (b) the Appointments and Remuneration Committee regarding the waiver of fulfillment of contract duties"*.

Article 31.7 states that *"the Chairman of the Board of Directors must include the transaction and the conflict of interest in question on the agenda of the next corresponding meeting of the Board of Directors so that it may adopt a resolution as soon as possible regarding the issue, on the basis of the report drawn up by the corresponding Committee, deciding to approve or not the transaction, or the alternative that may have been proposed, as well as the specific measures to be adopted."*

Finally, Article 31.8 and 31.9 state that the Annual Corporate Governance Report shall include conflict-of-interest situations involving Directors or their related persons, and that the report of the annual financial Statements will include information about any operations carried out by Directors or their related persons that have been authorized by the Board of Directors, as well as any other existing conflict of interest pursuant to the provisions of current legislation during the financial year of the financial statements.

b) Possible conflicts of interest between the Company and/or its Group, and its managers:

The Senior Management of the Company and/or of the companies constituting the SGRE Group, as well as any professional of the Company and/or of the companies constituting the referred Group who, by undertaking his/her activity in areas related to the securities markets or having regular, recurring access to Privileged Information, are classified as Affected Persons (as defined in article 6 of SGRE's Internal Regulations for Conduct in the Securities Markets (RIC)) by the Ethics and Compliance Division, will be subject to the Internal Regulations for Conduct in the Securities Markets, which most recently revised version was approved on September 25, 2019.

In this regard, according to article 20 of the RIC, managers and professionals considered to be Affected Persons must immediately inform either their supervisor or senior manager or the Ethics and Compliance Division of situations that could potentially give rise to a conflict of interest and keep such bodies permanently up to date with regard to said situations. Any concerns regarding the actual existence of a conflict of interest must be addressed with the Ethics and Compliance Division.

c) Possible conflicts of interest derived from transactions between the Company and/or its Group with directors and significant shareholders:

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Article 33 of the Regulations of the Board and the “Policy regarding Related Party Transactions with Directors, Significant Shareholders and Other Related Persons of Siemens Gamesa” regulate the transactions of the Company and its Group with Directors and shareholders, which content is detailed in Section D.1, so we refer to the same. In any case, the full text of the Regulations of the Board of Directors and of the “Policy regarding Related Party Transactions with Directors, Significant Shareholders and Other Related Persons of Siemens Gamesa” is available on the corporate website (www.siemensgamesa.com).

d) Relationships of the directors and/or significant shareholders with companies of the Group:

Article 37 of the Regulations of the Board states that *“the obligations of the Directors of the Company and of the shareholders that own a significant stake which are referred to in this Chapter will be understood as applicable, analogically, regarding their possible relations with companies of the Group.”*

The Business Conduct Guidelines of the Company approved by the Board on September 12, 2018, dedicate a paragraph to conflict of interest which is applicable to all Group professionals regardless of their hierarchical position.

D.7. Indicate whether the company is controlled by another entity in the meaning of Article 42 of the Commercial Code, whether listed or not, and whether it has, directly or through any of its subsidiaries, business relationships with said entity or any of its subsidiaries (other than the listed company) or carries out activities related to those of any of them.

Yes X

No

The significant shareholder SIEMENS ENERGY AG owns indirectly 67.071% of the share capital of SIEMENS GAMESA and therefore can exercise control over it according to article 42 of the Commerce Code. The Company has five external proprietary Directors in the Board of Directors.

Indicate whether the respective areas of activity and any business relationships between the listed company or its subsidiaries and the parent company or its subsidiaries have been defined publicly and precisely:

Yes X

No

Report covering the respective areas of activity and any business relationships between the listed company or its subsidiaries and the parent company or its subsidiaries, and identify where these aspects have been publicly reported

The information related to the business relationships between SIEMENS GAMESA and SIEMENS ENERGY AG is included in the Note 29 of the Consolidated Financial Statements of financial year 2022, and it is also described in the Framework Agreement between SIEMENS GAMESA and SIEMENS ENERGY AG, available in the corporate website.

Identify the mechanisms in place to resolve potential conflicts of interest between the parent of the listed company and the other group companies:

Mechanisms for resolving possible conflicts of interest

Pursuant to the provisions of Article 31 of the Regulations of the Board of Directors, the Director or related persons to him/her shall take the necessary measures to avoid incurring in situations of conflicts of interest, particularly refraining from undertaking the conducts stipulated in current legislation. Any Director who finds himself/herself in a situation of conflict of interest or who notices the possibility thereof, shall notify it to the Board of Directors, by means of the Chairman, and shall abstain from attending and participating in the deliberations, voting, decision-making and execution of operations and matters affected by the conflict. The votes of Directors affected by the conflict and who must abstain will not be taken into account for calculating the required majority of votes to adopt a resolution. However, in intra-group related party transactions, Directors who represent or are related to the parent company shall not be required to abstain, although in such cases, if their vote has been decisive for the adoption of the resolution, the rule of reversal of the burden of proof shall apply on terms similar to those specified in Section 190.3 of the Spanish Companies Act.

E. RISK MANAGEMENT AND CONTROL SYSTEMS

E.1. Explain the scope of the company's financial and non-financial Risk Management and Control System, including tax risk.

SIEMENS GAMESA has a **Risk Control and Management System** that is part of our internal framework that we call **ERM** (Enterprise Risk Management) and which is covered by the **Corporate Governance** rules. ERM is taken into account at the highest level, based on the guidelines established in the Regulations of the Board of Directors (Arts. 6 and 7) and in the Regulations of the Audit, Compliance and Related Party Transactions Committee (Arts. 5, 9 and 10) and also based on internationally recognized methods (COSO 2017 and ISO 31000:2018).

The **Risk Control and Management System within ERM** are promoted by the Board of Directors and Top Management and implemented throughout the organization. SIEMENS GAMESA has an Enterprise Risk Management (ERM) and Internal Control (IC) department that reports to the Chief Financial Officer. This function regularly reports to the Audit, Compliance and Related Party Transactions Committee. The company's Risk Control and Management system is managed with the support of a "RIC" (Risk and Internal Control) tool.

The **General Risk Control and Management Policy**, which establishes the foundations and general context for the key elements of ERM that are summarized below, is the foundation for these systems.

The general risk management process classifies risks in five categories:

- **Strategic:** Risks that are directly influenced by strategic decisions, arise from long-term strategies or relate to top-level objectives.
- **Operational:** Risks resulting from day-to-day activities and relating to the effectiveness and efficiency of the Company's operations, including performance and profitability targets.
- **Financial:** Risks resulting from financial transactions and from non-compliance with tax, accounting and/or reporting requirements.
- **Compliance:** Risks resulting from non-compliance with the Business Conduct Guidelines or legal, contractual or regulatory requirements.
- **Climate:** Risks arising from transition to lower-carbon economy or physical impacts of climate change (following the TCFD recommendations).

The ERM process is a continuous cycle intended to proactively manage business risks. It is based on six phases:

- **Identify:** Aims to identify significant risks and opportunities (R/Os) that could adversely or positively impact the achievement of the Company's strategic, operational, financial and compliance objectives. The identification of R/Os is a continuous process for which everyone is responsible in their day-to-day work. It is based on top-down and bottom-up approaches throughout the organization, represented by corporate, business-unit and regional **R/O-maps** supported by specific risk management systems and the necessary consistency between micro- and macro-risk.
- **Evaluate:** Evaluate and prioritize the identified R/Os in order to focus management attention and resources on the most important ones. All identified R/Os are evaluated based on their impact on the organization and the probability of occurrence, taking into account a three-year time period and different perspectives, including effects on business objectives, reputation, regulation, top management time and financial matters. Considering that some climate related risks may have implications beyond the three years' time horizon, the mid-term (3 to 5 years) and long-term (5 to 30 years) have been introduced. ERM is based on net risk, taking into account residual risks and opportunities after the implementation of existing control and mitigation measures.
- **Respond:** Focuses on the definition, approval and implementation of response plans to manage identified risks by selecting one of our general risk response strategies (avoid, transfer, accept and mitigate). Our general response strategy in relation to opportunities is to seize or take advantage of the most significant ones.

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- **Monitor:** Deals with appropriate controls and continuous supervision to permit timely notification of significant changes in the R/O situation, of progress on Key Risk Indicators and of response plans.
- **Report and scale:** Focuses on the standardized and structured reporting of identified R/Os. This process provides comprehensive information about risks and opportunities including the actions to mitigate risks to take advantage of opportunities to management.
- **Continuous improvement:** Risk management in SIEMENS GAMESA's ERM evolves based on the application of the principle of continuous improvement, audits, self-assessments, benchmarking, etc., and is based on reviews of the effectiveness of the ERM process and compliance with legal and regulatory requirements in order to ensure sustainability.

E.2. Identify the bodies within the company responsible for preparing and executing the financial and non-financial Risk Management and Control System, including tax risk.

The Board of Directors, as Company's main decision, supervision and control body, approves the investments, transactions or operations that, due to their high amount or special characteristics, are strategic or entail special fiscal risk, as well as those with directors, shareholders or related parties in the terms established by law or the Corporate Governance Standards, unless their approval corresponds to the General Shareholders' Meeting. It is also responsible for establishing the general policies and strategies, including the General Risk Control and Management Policy and the Company's tax strategy. Further it is overseeing the execution of these policies and the related control and internal reporting systems.

The Company's Risk Control and Management Systems are applied by means of **an organization structured into four levels of defence:**

1º. Ownership of risk control

As owner of the top risks, among other aspects, **the Executive Committee (ExCo)** is responsible for:

- Ensuring and promoting compliance with relevant legal requirements and internal policies.
- Applying the General Risk Control and Management Policy and the R/O management strategy as a basis for the R/O management process.
- Ensuring that risk management and control is integrated into business and decision-making processes.
- Defining and proposing the approval of the specific numerical values for the risk limits listed in the specific policies and/or in the annually established targets.
- Reporting to the Audit, Compliance and Related Party Transactions Committee on all Company-related issues relating to strategy, planning, business development, risk management, compliance and climate.

Business unit directorates: Each business unit, as the owner of the R/Os for its unit, performs a function at this level similar to that of the Executive Committee.

Regional Executive Committees: As owners of the regional R/Os, they perform a function at this level similar to that of the Executive Committee.

Financial Directorate: As established in the Investment and Finance Policy, it centralizes the management of finance-related risks for the entire SIEMENS GAMESA Group.

Tax Department: Reporting to the Financial Department, it ensures compliance with the tax policy, reporting to the control and supervisory bodies on the tax standards and policies applied during the financial year and on the control of tax risks of the entire Group.

2º. Monitoring and compliance

- **Risk and Internal Control Department (RIC):** Integrated within the Financial Department, it ensures that the executive team evaluates all matters relating to the Company's risks, including operational, technological, strategic, financial, legal, social, environmental, political and reputational risks and that the Executive team designs and executes mitigation plans for all high and major risks.

- The RIC department is also responsible for the process to test the effectiveness of the internal control systems.

- **Ethics and Compliance Directorate:** Reports functionally to the Audit, Compliance and Related Party Transactions Committee of the Board of Directors, and is in charge of applying the Business Conduct Guidelines and

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the Internal Regulations for Conduct in the Securities Markets, as well as supervising the implementation of and compliance with the Crime Prevention and Anti-Fraud Policy and Handbooks.

3º. Independent assurance

Internal Audit under direct reporting to the Board of Directors' Audit, Compliance and Related Party Transactions Committee reports to said committee and to the CEO, and is responsible for informing, advising and directly reporting on the following matters, among others:

- The Company's application of generally accepted accounting principles, as well as any significant accounting change in relation thereto.
- Risks associated with the balance sheet and with functional areas of activity, with the existing identification, measurement and control relating thereto.
- The Company's transactions with third parties if they involve a conflict of interest or are transactions with related parties.
- Financial information that is regularly or periodically issued to investors and market agents and to securities market regulatory bodies.
- Adequacy and effectiveness of internal control systems.
- Inform and advise the Committee on audit matters of a technical nature.
- Report on the material findings of its audits that occur in the execution of its annual work plan and submit an activity report at the end of each year.
- Information within its purview to be included in the Annual Corporate Governance Report prior to approval by the Board of Directors.

4º. Oversight

The Audit, Compliance and Related Party Transactions Committee supports the Board of Directors in the oversight of the system and reports to the Board of Directors about the effectiveness of the risk management and internal control systems.

The Audit, Compliance and Related Party Transactions Committee shall have the following key duties related to internal control and risk management systems:

- a) Receive regular reports from management regarding the functioning of existing systems and regarding the results of any tests conducted on such systems by internal auditors or any other professional specifically engaged for this purpose, and about any significant internal control shortfall detected by the auditor in the course of its statutory auditing work. As a result of this supervision, the Committee may raise recommendations or proposals to the Board of Directors.
- b) Oversee, at least on an annual basis, all risk policies and propose amendments thereof or the adoption of new policies to the Board of Directors.
- c) Oversee that policies related to the control and management of risks identify or determine at least:
 - i. The different types of financial and non-financial risks (financial, operational, strategic, compliance and climate) affecting the Company and its Group, including financial or economic risks, contingent liabilities and other off-balance sheet risks.
 - ii. The levels of risk that the Company and the SIEMENS GAMESA Group deem acceptable in accordance with the Corporate Governance Standards.
 - iii. The planned measures to mitigate the impact of identified risks, should they materialize.
 - iv. The information and internal control systems used to control and manage risks.
- d) Oversee, at least on an annual basis, the key financial and non-financial risks and the level of tolerance established.
- e) Oversee that the Risk Department participates in defining the risk strategy, in the correct functioning and effectiveness of the control systems and in mitigating the risks detected
- f) Hold, at least on an annual basis, a meeting with the officers heading up business units of the Group in order to explain the business trends and the related risks.

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- g) Generally oversee that the internal control policies and systems are affectively applied in practice by receiving reports from internal control and internal audit officers and from the executive management, reaching conclusions on the standard of confidence and reliability provided by the system, coupled with proposed improvements.

The Board of Directors approves the policies from which the risk levels derive that the SIEMENS GAMESA Group considers acceptable and Key Risk Indicators thresholds, which are aimed at maximizing and protecting the economic value of SIEMENS GAMESA within controlled variability.

E.3. Indicate the main financial and non-financial risks, including tax risks, as well as those deriving from corruption (with the scope of these risks as set out in Royal Decree Law 18/2017), to the extent that these are significant and may affect the achievement of business objectives.

In deploying its strategic and operational planning, SIEMENS GAMESA faces various risks inherent to the sector and the countries in which it operates. These risks can affect the achievement of business objectives.

Generally, risk is defined as a potential loss caused by an event (or a series of events) that may adversely affect the achievement of the business objectives of a company, for which reason the Risk Control and Management Systems are clearly linked to the strategic planning process and the setting of the Company's objectives.

We set out below a brief summary of the principal risks that could affect the achievement of business objectives and that have been monitored in 2022.

Strategic

- Industry and SIEMENS GAMESA operations that may be affected by **infectious diseases, health crises**, and particularly the recent **Covid-19** pandemic, both locally and globally.
- **Pressure on contribution margin and on MW volumes**, due to factors like changes in governmental political decisions, the cost of wind power compared to other sources of energy, and changes in the business model towards auctions in an increasing number of countries and strategic moves of other competitors in the market.
- The complexity of SIEMENS GAMESA's business requires the need of having high and diversified skilled employees. Therefore there is a risk of not attracting or retaining the required needed talent
- As a result of geographic diversification and the extensive base of customers and suppliers, SIEMENS GAMESA is exposed to "**country risk**", which is understood as the environment in which socio-political and security conditions may affect the local interests of SIEMENS GAMESA. Processes like, trade wars, post Brexit relationship between UK and the EU, the Russia-Ukraine war, the China-Taiwan conflict and potential risks from doing business in countries under embargoes or sanctions are also a risk for the Company.
- Reputational Risk due to performing business in certain countries, restructuring activities or related to the sustainability of the Group.

Operational and Technological

- Operational risks relating to the launch of **new products**, the set-up of our supply chain including make or buy decisions, ramp-up processes and **the quality of our products and services**.
- Risks relating to the **commitments made** in certain contracts with customers, suppliers or other stakeholders that could end up affecting cash flow or balance sheet provisions.
- Risk that the **cost reduction processes for some products do not occur as quickly as required** to offset the pressure on prices.
- Due to the complexity of the projects managed by SIEMENS GAMESA, with short deadlines and complex specifications and sometimes within difficult geographical environments, there is a **risk in project execution** that could lead to additional project cost and, hence, negative deviations in the project margins.
- **Cyberattack risks**: Like many other multinational companies, SIEMENS GAMESA is exposed to the growing threat of increasingly professionalised cybercrime, within an environment of continued improvement of information technology systems.
- **Supply chain risks**, due to the existence of critical components and services that could cause delays or cost increases in the production of SIEMENS GAMESA wind turbines or the execution of its construction projects.

Risk Management and Control Systems

- **Market price risks:** SIEMENS GAMESA is exposed to risks relating to fluctuations in the prices of raw materials, as well as duties on the import of specific products in some countries that could affect supply chain costs.

Financial

- **Risks relating** to the needs of the wind market with respect to **third party guarantees and insurances.**
- **Risks that could affect the strength of the balance sheet**, the amount and structure of working capital, results (including the continuous improvement of costs), cash flows, leverage and liquidity, including significant strategic and/or operational issues that could entail impairments of assets
- **Exchange rate risk:** SIEMENS GAMESA engages in transactions with international counterparties in the ordinary course of its business that give rise to collections and payments in currencies other than the Euro and future cash flows of entities of the SIEMENS GAMESA Group in currencies other than their functional currency, for which reason it is exposed to risks of changes in exchange rates.
- **Interest rate risk:** the risk that the fair value or future cash flows of a financial instrument fluctuate as a result of changes in interest rates. The risk occurs each time the interest terms for financial assets and liabilities are different. SIEMENS GAMESA uses external sources to finance a portion of its operations. Variable rate loans expose the Group to interest rate risks, while fixed rate loans expose the Group to the risk of interest rates at fair value. Variable rates are mainly linked to EURIBOR.
- **Inflation risk:** continuous inflation increase might impact the company in several manners like cost increases in supplies, labor costs and interest rates.
- **Tax risks** arising from local and/or global requirements and direct or indirect taxation.
- **Risk related to the implementation of new systems and changes in responsibilities (including outsourcings)** as part of the continuous growth and digitalization in the Company

Compliance

- **Risk of occurrence of severe and/or fatal accidents** with the additional effects of delays, damage to employees, subcontractors, assets and reputational damage, caused by, among other things, the high risk profile of some works, potential failures in the processes of selection, monitoring and qualification of contractors, and work in emerging market environments with a less mature culture in relation to safety, health and environmental standards.
- **Risk of regulatory uncertainty and compliance with applicable legal and contractual requirements (including the data protection act), compliance with contractual obligations, as well compliance of possible sanctions**, intellectual property rights, and controlling the risk of crimes being committed, such as fraud and corruption (including bribery, extortion, embezzlement, influence peddling and misappropriation of assets).

The Management Report of the Annual Report for financial year 2021 includes additional details regarding some of the risks associated with the activities of SIEMENS GAMESA.

Climate

- **Climate change** might generate heavy rains and floods, which potentially could affect certain Company's assets.
- Increase in the demand of environmental and sustainability requirements.

E.4. Indicate whether the entity has risk tolerance levels, including for tax risk.

Top Management establishes and Board of Directors approves the key risk indicators based on quantitative (indicators) or qualitative variables, allowing it to set the amount of risk that it is prepared to assume to achieve its objectives.

SIEMENS GAMESA uses 3 levels of risk tolerance: "risk acceptance", "risk monitoring" and "risk escalation". Tolerance is regularly updated, at least each time changes are made to the strategy and/or policies.

SIEMENS GAMESA essentially has 3 complementary ways of establishing risk tolerance levels:

- 1) By means of regularly reviewing specific policies and internal regulations, particularly including the following:
 - General Risk Control and Management Policy
 - Corporate Tax Policy

Risk Management and Control Systems

- Investment and Finance Policy (exchange rate, credit and interest rate risks)
- Health, Safety and Environmental Policy (health and safety, respect for the environment, quality and energy efficiency)
- Business Conduct Guidelines
- Crime Prevention and Anti-Fraud Policy
- Cybersecurity Policy

2) The setting of objectives on an annual basis or based on strategic regularity, for indicators that are used to monitor certain risks. These indicators include:

- EBIT pre PPA&IRR, cash conversion, net financial debt, CAPEX and working capital
- MW sold and new orders
- Sustainability
- Cyberattacks
- Frequency and severity index in relation to Health & Safety

3) A risk is considered to exceed tolerance and to require mitigation plans when it is rated as major or high as per the RIC methodology. This assessment is based on the use of various perspectives on impact according to a number of criteria combined with the probability of occurrence.

For a particular risk identified and assessed as major or high and for which a risk policy and/or limit has also been exceeded or breached, or if it is anticipated that it could be exceeded or breached, such mitigation actions must be implemented as necessary to reduce the risk below its tolerance threshold.

Once the risks (including tax-related risks) threatening achievement of objectives have been identified, the risk owners or those delegated thereby, with the support of the RIC Department and other support functions, make an assessment thereof and manage the plans for their mitigation.

E.5. Indicate which financial and non-financial risks, including tax risks, have materialized during the year.

The risk factors that have materialized during 2022 in the countries and markets in which SIEMENS GAMESA has done business have had an adverse impact on the Group's financial results, the most significant being increase of raw material prices, inflation increase, launch of new products, ramp-up costs, supply chain disruptions and, project execution.

It is noteworthy that activities in 2023 will be subject to the continuation of these same risk factors in the development of the wind market. The Group also expects to face uncertainties arising from the Ukraine-Russia conflict related to embargoes, sanctions and energy prices.

E.6. Explain the response and oversight plans for the company's main risks, including tax risks, as well as the procedures followed by the company in order to ensure that the Board of Directors responds to any new challenges that arise.

The specific response and supervision actions that apply to significant risks (including tax risks) that are regularly reported to the Board of Directors and to the Audit, Compliance and Related Party Transactions Committee (whether or not they have occurred) include:

Strategic

- Creation of a multidisciplinary team that establishes health and safety protocols (including protective equipment and testing), analyses and manages the supply chain, project execution and the inclusion of new clauses in contracts that mitigate pandemic risk and commodity risk.
- Development of new business opportunities, entry into new countries, and cost reduction programmes at all segments (Service, WTGs) to mitigate the risk of pressure on the margin and the risk of losing volume.
- SIEMENS GAMESA monitors the employee satisfaction through surveys, performs succession plans for all its key positions to grant that all positions are covered with right skilled employees and promotes the professional career of its employees with many activities including among other mentoring programs
- The possible effects of specific drops in business due to "country risk" are mitigated with a balanced diversification of sales in other countries/regions, diversification in the supply chain and a Security Model that ensures the continuity and security of the business, of people and of assets in the countries in which the Company does business, using early alerts and contingency and emergency plans.

Risk Management and Control Systems

- SGRE continuously reviews its compliance with all contracts and laws where it operates and takes ESG as a high priority. The ESG department continuously monitors the ESG situation

Operational

- New products and production centres are regularly monitored to ensure that both cost and quality are fulfilled as expected.
- Commitments to customers, suppliers or any kind of stakeholders are regularly monitored, and negotiation and product reassignment alternatives are sought.
- There is an ongoing reduction in costs through specific goal-based programmes deployed in all regions and controlled by the corporation, seeking to improve profitability in terms of cost of energy and gross margin.
- A project has been created using a multidisciplinary team to pursue best practices in order to obtain excellence in project execution. The Company also analyses its projects on a recurring basis and has defined controls within the Internal Control System to monitor the management thereof.
- A multidisciplinary Security Committee leads and continuously improves our Information Security Model that is working on preventing and mitigating the external threats of cyberattacks.
- We implemented a second source supply strategy to mitigate supply chain risks and signed long-term agreements with suppliers of critical components to ensure their availability.
- Market risk relating to the price of raw materials is mitigated in some cases by using derivatives, as well as through negotiations, including indexation of raw material pricing in sales agreements, a search for secondary sources of supply, and even the redesign of some components.

Financial

- Risks relating to the needs of the wind market regarding third party guarantees are mitigated by improving the financial strength of the Company to further obtain investment grade ratings, as well as through negotiation with customers.
- Balance sheet risks are prevented / mitigated by continuously monitoring cash flows and significant business issues that could lead to impairments of assets. Monitoring includes (among other things) the existence of procedures that specify exactly when a triggering event occurred which requires a so-called impairment test that could result in an impairment. Regarding financial leverage, the company continuously monitors its ratios and decides if changes in its capital structure are needed.
- Various actions are taken to reduce exposure to foreign exchange rate risk, including: increase in local content, hedging through the use of derivative financial instruments, monitoring of exposure to fluctuations while ensuring compliance with the Group's hedging policy that requires a minimum level of hedging, including the analysis of currency sensitivity.
- The allocation of external financing between variable and fixed rates is constantly analysed in order to optimise exposure to interest rates, and derivative financial instruments are used to reduce interest rate risk.
- The inflation risk is covered through second sourcing of suppliers, cost out measures, fixed interest rates and use of derivatives for variable rates, and continuous people management (including negotiations with unions)
- Tax risks are controlled with various mechanisms established within the Tax Risk Control and Analysis Framework, including regularly reporting to the management and supervisory bodies of the Company on compliance with good tax practices; application of the Corporate Tax Policy; and specific monitoring of compliance with legal requirements on tax matters by region.
- The possible risks coming from migrations to new systems or from reorganizations and outsourcings is covered through specific corporate functions management (including IT) and its continuous reporting to the top management. The actions include among others reviews of project status, performance indicators and resource needs.

Compliance

- The risk of serious and fatal accidents is mitigated through various actions, including: strengthening of the zero tolerance policy; specific emergency plans for each serious accident; global prevention plans for the regions with the worst results; preventive health & safety actions prior to commencing operations in a new country; health & safety plans for subcontractors and continuous training.

Risk Management and Control Systems

- SIEMENS GAMESA has a Handbook and Systems for monitoring regulatory changes and crime prevention in accordance with the legal requirements and risks associated to the Company's activities in the principal regions in which it does business. This include the corresponding specific detection and prevention controls of such risks with special focus on all forms of corruption (including bribery, extortion, embezzlement, influence peddling and misappropriation of assets).

Climate

- SIEMENS GAMESA is carbon neutral since end of 2019, its core business is the renewable energy sector and assets are safeguarded by the Real Estate department The Company does also perform scenario analysis on different climate change scenarios to prepare itself for such potential climate risk situations

- SGRE continuously reviews its compliance with the environment rules and regulations and takes ESG as a high priority. The Health Safety & Environment ("HSE") department and the ESG departments continuously monitor the environmental and ESG situation

Additional information regarding response plans and supervision is enclosed in the Management Report included in the Annual Report and in the Consolidated Financial Statements of 2022.

Continuous supervision and monitoring processes are also developed to ensure an appropriate response to the principal risks of the Company, including the following:

- Control by the heads of the business units, the regions and the Executive Committee regarding the evolution of Risks & Opportunities ("R/O") maps and mitigation plans.
- Reports to the Audit, Compliance and Related Party Transactions Committee of the Board of Directors regarding changes in the R/O maps by the head of RIC, and additionally individually by the R/O owners to deal with significant risks and opportunities.
- Insurance of operational third-party risks, with annual update and review of coverages.
- External management system certifications pursuant to ISO 45001, ISO 14001 and ISO9001.
- Aenor certificate in UNE 19602 standard related to the tax compliance management system.
- Internal certifications by Management to the effect that the ERM process, as part of the risk and internal control system, is implemented and guarantees that significant risks and opportunities are being effectively managed.
- Evaluations, including independent evaluations, by Management, by the internal audit department and by external review of the effectiveness of the risk management systems.
- Regular training sessions for managers and senior managers regarding ERM Policy and Methodology.
- Internal audits of significant risks by the Internal Audit Department.

F. INTERNAL RISK MANAGEMENT AND CONTROL SYSTEMS RELATING TO THE PROCESS OF PUBLISHING FINANCIAL INFORMATION (ICFR)

Describe the mechanisms forming your company's Internal Control over Financial Reporting (ICFR) system.

F.1. The entity's control environment

Report on at least the following, describing their principal features:

- F.1.1. The bodies and/or departments that are responsible for: (i) the existence and maintenance of an adequate and effective ICFR system; (ii) its implementation; and (iii) its supervision.

According to section 4.b of Article 529. quaterdecies of the **Spanish Companies Act**, and without prejudice to the other duties stipulated in the By-Laws or in compliance with them in addition to those set out in the board of directors' regulations, the **audit committee** shall have, as a minimum, the following duties: to oversee the effectiveness of the company's internal controls, internal audit and risk management systems, including the tax risks as well as to discuss with the external auditor any significant weaknesses in the internal control system detected in the course of the audit, without compromising its independence. To this end, and where appropriate, recommendations or proposals may be submitted to the Board of Directors and the corresponding time frame for follow-up activities.

According to Article 33.5.g of SIEMENS GAMESA's By-Laws, the **Board of Directors** has among its competencies "preparing the financial statements and the report on individual management of the Company and consolidated management reports with its subsidiaries, as well as the proposed allocation of earnings for approval, where applicable, by the Shareholders' General Meeting". Likewise, as established by Article 7.3a) of

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)

the Regulations of the Board of Directors, the Board of Directors has, among others, the competency of overseeing the internal information and control systems and the transparency and accuracy of the information provided by the Company and approving the financial information which, as a result of its status as listed on the stock exchange, should be published regularly.

The **Regulations of the Audit, Compliance and Related Party Transactions Committee** establish that it is within the responsibilities of said Committee to oversee the effectiveness of the Company's internal control system, the risk management system, including tax risks and oversight of the process of preparing and filing the regulated financial information.

In relation to the powers relating to the process of preparing the economic and financial information, the Audit, Compliance and Related Party Transactions Committee performs the following functions, among others, as defined in Article 8 of the Regulations of the Audit, Compliance and Related Party Transactions Committee:

- Oversee the process of preparation and submission and the clarity and integrity of economic and financial information relating to the Company and its consolidated Group, as well as the correct definition of the perimeter of such Group, and raise the recommendations or proposals to the Board of Directors that may deem appropriate in this sense. The Committee shall perform its duty of overseeing continuously and, on an ad-hoc basis, when requested by the Board of Directors.
- Oversee that all periodic economic and financial information (Half-Yearly Financial Reports and the quarterly management statements) is formulated under the same accounting criteria as the annual financial information and, for this purpose and where appropriate, propose to the Board of Directors that the auditor perform a limited review thereof.
- Oversee compliance with legal requirements and the correct application of generally accepted accounting principles and inform the Board of any significant changes in accounting criteria.
- Oversee the reasons why the Company should disclose in its public reporting certain alternative performance measures, instead of the metrics defined directly by accounting standards, the extent to which such alternative performance measures provide useful information to investors and the degree of compliance with the best practices and international recommendations in this respect.
- Be informed of the significant adjustments identified by the auditor or arising from Internal Audit reviews, and management's position on such adjustments.
- Address, respond to and properly take account of any requests or demands issued, in the current or in previous years, by the supervisory authority of financial reporting to ensure that the type of incident previously identified in such demands does not recur in the financial statements.
- Oversee on a quarterly basis that the financial information published on the corporate website of the Company is regularly updated and matches the information authorized by the Board of Directors and published on the National Securities Market Commission website. Following the oversight, if the Committee is not satisfied with any aspect, it shall notify such aspect to the Board of Directors through its secretary.

In relation to the internal control and risk management systems, as defined in Article 10 of said Regulations of the Audit, Compliance and Related Party Transactions Committee:

- Receive regular reports from management on the functioning of existing systems and on the conclusions of any tests conducted on such systems by internal auditors or any other professional specifically engaged for this purpose, and on any significant internal control shortfall detected by the statutory auditor in the course of its statutory auditing work. As a result of this oversight the Committee may raise recommendations or proposals to the Board of Directors.
- Oversee, at least on an annual basis, all risk policies and propose amendments thereof or the adoption of new policies to the Board of Directors.
- Oversee that policies on the control and management of risks identify or determine at least:
 - i. The different types of financial and non-financial risks (financial, operational, strategic, and compliance) affecting the Company and its Group, including financial or economic risks, contingent liabilities and other off-balance sheet risks.
 - ii. The levels of risk that the Company and the SIEMENS GAMESA Group deem acceptable in accordance with the Corporate Governance Standards.
 - iii. The planned measures to mitigate the impact of identified risks, should they materialize.
 - iv. The information and internal control systems used to control and manage risks.

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)

- Oversee, at least on an annual basis, the key financial and non-financial risks and the level of tolerance established.
- Oversee that the Risk department participates in defining the risk strategy, in the correct functioning and effectiveness of the control systems and in mitigating the risks detected.
- Hold, at least on an annual basis, a meeting with the officers heading up business units of the Group in order to explain the business trends and the related risks.
- Generally, oversee that the internal control policies and systems are effectively applied in practice by receiving reports from internal control and internal audit officers and from the executive management reaching conclusions on the standard of confidence and reliability provided by the system, coupled with proposed improvements.

The Management of SIEMENS GAMESA Group is responsible through its Risk and Internal Control department (reporting to the CFO) for the design, implementation and maintenance of Internal Control. The Risk and Internal Control ("RIC") function regularly reports to the Audit, Compliance, Related Party Transaction Committee including on the overall status of the Internal Control system, non-ICFR and ICFR specific content. The Group's internal control system is managed through a company-wide platform called "SAP GRC (Governance Risk and Compliance).

The Audit, Compliance and Related Party Transactions Committee, is supported by the Company's Internal Audit department, which functionally reports to the Audit Compliance and Related Party Transactions Committee and by executing its annual work plan reinforces controls related to the reliability of the financial information.

SIEMENS GAMESA Group's internal control system considers the core elements of COSO 'Internal Control – Integrated Framework' (2013) – the most broadly accepted control framework. The framework defines the elements of a control system and sets the benchmark for evaluating the effectiveness of the internal control system.

F.1.2. Indicate whether the following exist, especially in relation to the drawing up of financial information:

- *Departments and/or mechanisms in charge of: (i) the design and review of the organisational structure; (ii) clear definition of lines of responsibility and authority with an appropriate distribution of tasks and functions; and (iii) ensuring that adequate procedures exist for their proper dissemination throughout the entity.*

In relation to the definition of the organizational structure, the regulations of the **Board of Directors** establish that the **Appointments and Remuneration Committee** must inform the Board of Directors of the proposals for appointment and removal of Top Management and must also report on the remuneration conditions and terms and conditions of the employment contracts thereof prior to their approval by the Board of Directors.

SIEMENS GAMESA Group's **Executive Committee** is responsible for defining, designing and reviewing the organizational structure. It assigns functions and tasks, ensuring appropriate segregation of duties and that the areas of the various departments are coordinated to achieve the Company's objectives.

SIEMENS GAMESA Group has clearly defined lines of authority and responsibility for purposes of preparing the financial information. The **CFO organization** has the main responsibility for preparing the financial information. The CFO organization is responsible for the existence and proper dissemination within SIEMENS GAMESA Group of the internal policies and procedures that are necessary to ensure reliability in the process of preparing the financial information. The CFO organization also plans the key dates and reviews to be carried out by each responsible department. Additionally, the Risk & Internal Control department (reporting to the CFO) is responsible for the existence and proper dissemination within the Group of the Internal Control policies and procedures.

SIEMENS GAMESA Group has financial organizational structures that are adapted to the local needs of each region in which it operates, led by a **Managing Director Administration & Finance of the legal entities** whose duties include the following responsibilities:

- Compliance with local law & regulations
- Financial (IFRS & local GAAP) & local tax reporting: "Clean books & records"
- Internal Controls, including quarterly attestation of financials (certification letter)

Specifically, and as regards to ICFR, the existing organizational structure has resources for the proper functioning thereof, with centralized guidelines that are controlled and overseen at central SIEMENS GAMESA

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Group level and with local-level implementation in each region with the aim to ensure a harmonized execution of the processes considered key for the Company.

- *Code of conduct, the body approving this, degree of dissemination and instruction, principles and values covered (stating whether there is specific mention of record keeping and preparation of financial information), body charged with analyzing breaches and proposing corrective actions and sanctions.*

SIEMENS GAMESA Group has its own Business Conduct Guidelines, the current version of which was approved by its Board of Directors on September 12, 2018. The Business Conduct Guidelines define SIEMENS GAMESA Group's attitude in relation to the conduct of a responsible business and describe how SIEMENS GAMESA Group fulfils its responsibilities as a company, i.e. as an employer, in its markets, in society and towards the environment. This Business Conduct Guidelines are available both on the corporate website and on the internal intranet since a specific company-wide communication by the Chief Executive Officer.

Regarding its financial information, SIEMENS GAMESA Group is committed to transparent, clear, truthful, complete and consistent reporting to investors, employees, customers, institutions and governmental agencies.

More specifically, the Business Conduct Guidelines state that as an international company, SIEMENS GAMESA Group is committed to accurate and truthful reporting to investors, employees, customers, business partners, the public and all government agencies. SIEMENS GAMESA Group follows all applicable laws, regulations, standards and practices.

SIEMENS GAMESA Group ensures that its books and records are kept completely, accurately and truthfully, are prepared in time and in accordance with the applicable rules and standards (IFRS) and comply with the internal Financial Reporting Guidelines and follow internal control processes.

SIEMENS GAMESA Group provides correct and complete information for financial reporting purposes.

- *Whistleblower channel allowing notifications to the audit committee of irregularities of a financial and accounting nature, in addition to potential breaches of the code of conduct and unlawful activities undertaken in the organization, indicating whether this channel is confidential and whether anonymous notifications can be made, protecting the rights of the whistleblower and the person reported.*

Among other aspects and in relation to the Business Conduct Guidelines, the Compliance department, which reports functionally to the Audit, Compliance and Related Party Transactions Committee, is responsible for resolving doubts that may arise and for receiving any queries or complaints via the established channels that are referred to in the Business Conduct Guidelines for actions that are unethical, lack integrity or conflict with the principles included therein.

In accordance with the provisions of the Business Conduct Guidelines and of Article 11.g of the Regulations of the Audit, Compliance and Related Party Transactions Committee with respect to its duties relating to the Corporate Governance function, SIEMENS GAMESA Group has developed a Compliance Integrity Hotline that allows its internal and external stakeholders to report confidentially or anonymously any potentially significant irregularities that relate to financial or accounting irregularities that they discover within the Company.

The Audit, Compliance and Related Party Transactions Committee is responsible for establishing and overseeing the Compliance Integrity Hotline which SIEMENS GAMESA Group manages through its Compliance department according to the conditions and powers set forth in the Compliance Handbook, which form part of the internal regulations and which sets out its operation and conditions for use, access, scope and other aspects.

As established in Articles 12.b and 12.c of the Regulations of the Audit, Compliance and Related Party Transactions Committee, the Compliance department has the duty of assessing and reporting on the level of compliance with the Business Conduct Guidelines; it will submit such reports to the Audit, Compliance and Related Party Transactions Committee with information on suggestions, concerns, proposals and breaches.

It is for the Compliance department, upon receipt of a complaint that satisfies a series of requirements and minimum content, to decide whether it is appropriate to process or file such complaint.

If there is evidence of an infringement of the Business Conduct Guidelines, a confidential case file will be opened, and such actions as deemed necessary may be commenced, particularly interviews with the parties involved, witnesses or third parties considered capable of providing useful information and collection of such paper or electronic documents as required. Assistance may also be obtained from other areas of the Company if deemed suitable, as well as from independent experts (establishing an investigative team).

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Upon conclusion of the complaint procedure, the investigative team will prepare a report that will contain at least a description of the context of the investigation, its findings, the legal advice on such findings and the actions to rectify the problem.

The **Disciplinary Committee** (comprising the representatives of the Financial, Legal, Compliance and Human Resources departments) is responsible for establishing relevant disciplinary measures for cases of breach of the Business Conduct Guidelines which are proportionate to the severity of said breaches.

If the Compliance department finds evidence of unlawful conduct when processing the case and preparing the report, it will inform the Legal department to assess whether competent legal or administrative authorities must be informed.

- *Training and periodic refresher programmes for personnel involved in the preparation and revision of financial information, as well as in the assessment of the ICFR system, covering at least accounting standards, auditing, internal control and risk management.*

SIEMENS GAMESA Group has staff recruitment procedures and processes in place to identify and define selection and recruitment process milestones ensuring that new employees are qualified to perform the responsibilities associated with their position.

A main line of action for the SIEMENS GAMESA Group is managing employee knowhow through the identification, development and retention of the required talent and knowhow, in addition to ensuring the proper transfer thereof.

In this context, SIEMENS GAMESA Group has processes and tools to determine the level of performance and development needs for the people who make up its organization.

The staff directly and indirectly responsible for actions in the financial and accounting area have been subject to previously established selection and recruitment processes, and moreover, their training needs have been analyzed in internal development processes. They have the necessary professional qualifications and expertise to perform their duties, both in terms of applicable accounting standards and internal control-related principles. These staff are kept continuously up to date with applicable regulatory requirements.

Specifically, the Compliance department provides various training sessions on the Business Conduct Guidelines and the Whistle-blower channel. Also, the Risks & Internal control function in regards of the assessment of the ICFR system, conducts specific training and/or refreshing sessions among the selected assessors.

F.2. Assessment of risks in financial reporting

Report on at least the following:

F.2.1. The main characteristics of the risk identification process, including risks of error and fraud, as regards:

- *Whether the process exists and is documented.*

The Company's Internal Control System including Internal Control Over Financial Reporting (ICFR) are based on the international standards established by the Committee of Sponsoring Organizations of the Treadway Commission ("COSO").

All entities are classified into 'High', 'Medium' or 'Low' importance. This categorization primarily reflects the financial importance of the entities to SIEMENS GAMESA Group based on quantitative aspects such as previous and forecast entity revenue, income before taxes, total assets, but also based on other qualitative aspects. The whole Internal Controls setup requires a related assessment process based on the set of centrally defined Control Objectives.

Also, as part of the account scoping, significant accounts and disclosures are defined based on quantitative and qualitative criteria. Each significant account and disclosure are then linked to at least one applicable ICFR Control Objective.

Global Process Owners formulate "Control Objectives" as essentials of the Governance Framework (including Internal Controls over Financial Reporting (ICFR) and other High-risk areas). Those centrally defined Control Objectives form the basis for the annual assessments.

The overall set of Control Objectives is applicable to all entities (incl. affiliates) and subject to different degrees of assessment on a risk-based approach. To determine the minimum Assessment Approach required for each

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Control Objective, Global Process Owners consider the categorization of entities (High-Medium-Low), as well as their judgment of other qualitative aspects of the underlying control requirement.

There are three different Assessment Approaches:

- **Detailed Assessment (DA):** Detailed Assessment requires that Key Controls addressing Control Objectives are identified and documented. A Test of Design (ToD) and a Test of Operating Effectiveness (ToE) must be performed for each identified Key Control by SIEMENS GAMESA Group individuals who are independent from the control operation and who have no vested interest in the outcome of the assessment (i.e. independent Assessors). Control Objectives are rated as 'achieved' or 'not achieved' based on the outcome of the ToD and the ToE of the related Key Controls, 'control gap deficiencies' and ad-hoc deficiencies', if any.
- **Self-Assessment (SA):** Unlike a Detailed Assessment, a Self-Assessment can be performed by SIEMENS GAMESA Group individuals who are responsible for or perform the activities addressing the Control Objective. The Self-Assessment Approach requires the Assessor to provide an assessment as to whether the Control Objective is achieved, supported by a rationale describing the activities performed by the entity providing assurance that this is the case.
- **No Specific Assessment Required (NSAR):** No Specific Assessment Required releases an entity from the obligation to conduct, document and report a formal assessment. However, entity management ensures that these Control Objectives are complied with by executing adequate control activities and reporting any related deficiencies of which they are aware.

Each of the different Assessment Approaches provides distinctive levels of assurance. The minimum Assessment Approach stipulated by the Global Process Owners reflects the level of assurance required for each Control Objective, based on the entity category taking into account the potential risk exposure and corresponding level of effort required to complete the assessment. The scope of activities to be performed by each entity is different, depending on the entity's impact on the Consolidated Financial Statements of SIEMENS GAMESA Group, including the size and specific risks associated with an entity.

The basis of the Internal Control System is embedded within the Risk Control Framework (RCF) which provides a clear and consistent set of Control Objectives (COs) assisting management and staff to appropriately control the areas for which they are responsible. The Risk Control Framework has been developed as a single source and reference point for global Control Objectives resulting from relevant risks deriving from the key business processes. Control Objectives are structured into four categories: Strategic, Operations, Financial and Compliance, on the basis of the established COSO 2017 framework. This allows the organization to break down its control environment into manageable aspects and to work towards achieving its overall purpose. Control Objectives included in the RCF form the basis for the annual assessments.

The Internal Control system over Financial Reporting (ICFR) is embedded in the RCF and is a subset of control objectives specifically addressed to oversee financial reporting. The purpose of this financial reporting-related internal control system is to ensure that financial information preparation and reporting is conducted in a proper manner in order to prevent or identify material misstatements therein with reasonable assurance. ICFR is based on the internationally recognized 'Internal Control – Integrated Framework' developed by COSO and because of its importance, it receives a more detailed level of review by increasing the level of assessment required.

The key outputs of the SIEMENS GAMESA Group Internal Control System are:

- SIEMENS GAMESA Group's 'In Control' Statement.

The SIEMENS GAMESA Group 'In Control' Statement provides assurance, although not absolute assurance, that the organization's key risks are being adequately managed, for example that assets are safeguarded, financial reporting is reliable, and laws and regulations are complied with. The SIEMENS GAMESA Group 'In Control' Statement is supported by 'In Control' Certifications from the entities reporting to the organizational level issuing the 'In Control' Statement of SIEMENS GAMESA Group.

- Quarterly Internal Certification

CEO, COO, CFO and Head of Accounting of SIEMENS GAMESA Group certify that the financial statements give a true and fair view of the assets, liabilities, financial position and profit and loss of the Group and the Group Management Report includes a fair review of the development and performance of the business and the financial position of the Group.

To support the CEO, COO, CFO and Head of Accounting's external certification, a Quarterly Internal Certification process has been implemented. The result of the Quarterly Internal Certification Process is

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)

reported to CEO, COO, CFO and Head of Accounting and, if necessary, the Audit Committee of SIEMENS GAMESA Group is informed of any irregularities in the Internal Certification process.

A fraud risk assessment is a principle stipulated by the COSO framework. Every SIEMENS GAMESA Group entity in ICFR scope must assess its susceptibility to fraud through a fraud risk assessment involving appropriate levels of management such as ICFR team, experienced Accounting Managers, and the entities Managing Directors. While the extent of activities required for the evaluation of fraud risks depends on the size and complexity of a company's operations and financial reporting environment, management recognizes that the risk of material misstatement due to fraud exists in any organization, regardless of size or type.

The ICFR system of SIEMENS GAMESA Group includes programs and controls to prevent and detect fraud. Therefore, the documentation and evaluation of an entity must cover activities specifically intended to address the risks of fraud that have at least a reasonably possible likelihood of having a material effect on the Company's financial statements.

SIEMENS GAMESA Group has set up different activities to prevent and detect fraud by addressing the following elements:

- Creating a culture of honesty and high ethics;
- Evaluating antifraud processes and controls; and
- Developing an appropriate oversight process.
- *Whether the process covers all the objectives of financial reporting (existence and occurrence; completeness; valuation; presentation; disclosure and comparability; and rights and obligations), whether it is updated and if so, how often.*

SIEMENS GAMESA Group is responsible for the fair presentation of the Consolidated Financial Statements that reflect the nature and operations of the entity. In representing that the Consolidated Financial Statements are fairly presented in conformity with generally accepted accounting principles, management implicitly or explicitly makes assertions regarding the recognition, measurement, presentation and disclosure of information in the Consolidated Financial Statements. Each Significant Account or Disclosure can be linked to one or more relevant assertions.

To be able to state the effectiveness of ICFR it is necessary that through a set of Key Controls all relevant financial statement assertions per Significant Account or Disclosure are covered. Assertions are classified according to the following categories:

- Existence or Occurrence (E/O) – assets, liabilities and ownership interests exist at a specific date and recorded transactions represent events that actually occurred during a certain period;
- Completeness (C) – all transactions and other events that occurred during a specific period and should have been recognized in that period have, in fact, been recorded. There are no unrecorded assets, liabilities, transactions or events or undisclosed items (applicable to balance sheet and revenue and expense accounts and possibly disclosures);
- Rights and Obligations (R&O) – the entity holds or controls the rights to assets, and liabilities are the obligations of the entity (applicable to balance sheet accounts);
- Valuation or Assignment (V/A) – asset, liability, equity, revenue and expense components are recorded by appropriate amounts in conformity with SIEMENS GAMESA Financial Reporting Guidelines (FRG) that are in line with IFRS. Transactions are mathematically correct and appropriately summarized and recorded in the entity's books and records;
- Presentation and Disclosure (P&D) – financial information and disclosures in the statements are properly classified, described clearly and disclosed, in accordance with the SIEMENS GAMESA FRGs.
- *The existence of a process for identifying the scope of consolidation, taking into account, among other factors, the possible existence of complex corporate structures or special purpose vehicles.*

In accordance with the recommendations of the Good Governance Code for Listed Companies, Article 7.3.b.iv of the Regulations of the Board of Directors establishes the power to approve the creation or purchase of stocks in special-purpose entities or entities in countries or territories that are considered tax havens as well as any other transaction or operation of a comparable complexity, according to applicable law.

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)

Additionally, and in this context, the SIEMENS GAMESA Group's Corporate Tax Policy states that in carrying out its activities, SIEMENS GAMESA Group shall follow the principles of an orderly and diligent tax policy that materializes in the commitment to:

- Avoiding the use of artificial and/or opaque structures for tax purposes, with the latter understood as those used to keep the competent Tax Authorities from knowing the final party responsible for the activities or the ultimate owner of the property or rights involved.
- Not organizing or acquiring companies residing in tax havens in order to avoid tax obligations.

The SIEMENS GAMESA Group also maintains a continuously updated record of all the legal entities that sets forth all the equity interests it directly or indirectly holds, whatever the nature thereof, including if applicable shell companies and special-purpose entities.

For purposes of identifying the scope of consolidation, in accordance with the standards established in international accounting regulations, the Company maintains and regularly updates a database containing all the companies that make up the SIEMENS GAMESA Group.

SIEMENS GAMESA Group has an established process within the Financial Accounting & Controlling department that ensures the necessary flow of approvals in relation to changes in the scope of consolidation and updates to the database of companies. The scope of consolidation is monitored as part of the consolidation process and within the established internal control over the financial reporting system.

- *Whether the process takes into account the effects of other types of risk (operational, technological, financial, legal, tax, reputational, environmental, etc.) to the extent that they affect the financial statements.*

The Risk Control Framework (RCF) is the central reference point for all Control Objectives resulting from risks within the the key business processes and forms the basis for the Internal Control process. At the highest level the RCF is structured based on four categories of the COSO 2017 framework: Strategic, Operations, Financial and Compliance.

Furthermore, there is an Enterprise Risk Management (ERM) system implemented which is further defined in Section E of this report.

- *The governing body within the company that supervises the process.*

The process is ultimately overseen by the Audit, Compliance and Related Party Transactions Committee, which is supported by the Internal Audit department in the performance of its duties.

F.3. Control activities

Report on whether the company has at least the following, describing their main characteristics:

- F.3.1. Review and authorization procedures for financial information and a description of the ICFR, to be disclosed to the securities markets, indicating those responsible, as well as documentation describing the flow of activity and controls (including those relating to the risk of fraud) of the various types of transactions which may materially affect the financial statements, including accounting closing procedures and the specific review of significant judgements, estimates, valuations and projections.

The Board of Directors is the highest-level body responsible for overseeing the preparation and the formulation of the financial statements of the SIEMENS GAMESA Group that are submitted for approval to the AGM.

SIEMENS GAMESA Group sends information to the securities market on a quarterly basis. The Financial Accounting & Controlling department prepares said information, carrying out a series of control activities during the accounting close in order to ensure the reliability of the financial information. These controls are included within the "Consolidation and Financial Close" process in SIEMENS GAMESA Group's ICFR model.

On a monthly basis, Financial Accounting & Controlling department provides the various departments involved in the accounting closing process with plans and guidelines so that each department can prepare the financial information, as well as the date on which it must be reported.

SIEMENS GAMESA Group's financial statements are subject to the following review levels:

- Review by Financial Accounting & Controlling department.
- Oversight by the Audit, Compliance and Related Party Transactions Committee.
- Approval by the Board of Directors (half-yearly and annual).

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)

The annual accounts and interim financial statements summarized on a half-yearly basis are also subject to audit and limited review, respectively, by the statutory auditor.

As mentioned previously, on a quarterly basis, there is an internal certification process throughout SIEMENS GAMESA's Group. The Management of the different organizational levels and legal entities, backed by the confirmations from the business units' management as well as the management of the companies of the SIEMENS GAMESA Group, confirm a) the accuracy of the financial data disclosed to Corporate Management, b) regulatory and legal compliance, c) certification of the bank accounts and d) independence vis-à-vis the external auditor of SIEMENS GAMESA Group.

Also as mentioned previously, there is an assessment of the design and operational effectiveness of the implemented Internal Control System and the ICFR at the end of each financial year. The Management of the different organizational levels and legal entities, backed by the management of the companies of the SIEMENS GAMESA Group, confirms through signing the yearly 'In Control' Certification the fulfilment of its responsibility to establish and maintain an effective internal control system and ICFR. Reports are produced on the effectiveness of the internal control systems, including the addressed deficiencies that could hinder the achievement or development of the key business objectives or those with a material impact on the financial statements.

The financial statements are prepared based on a reporting calendar and delivery dates that are known to all the participants in the process, taking into account the legally established deadlines.

Judgements, estimates, valuations and relevant forecasts are made at different levels of the organization, are escalated to a higher organization level as appropriate, and are integral part of the quarterly financial statements that are confirmed by the Managing Directors and Head of Accounting of the legal entities as well as by the responsible BU management.

- F.3.2. Internal IT control policies and procedures (access security, control of changes, system operation, operational continuity and segregation of duties, among others) which support significant processes within the company relating to the preparation and publication of financial information.

IT controls are processes and procedures that provide reasonable assurance that the information technology used by SIEMENS GAMESA Group operates as intended and that data are reliable. IT General Controls (ITGCs) provide the foundation for reliance on data, reports, automated controls, and other system functionality underlying business processes. The security, integrity, and reliability of financial information relies on proper security configuration, access controls, change management, and operational controls. ICFR IT General Controls (ITGC) are pervasive controls that predominantly serve as the foundation for related IT Application Controls (ITAC) or Manual IT Dependent Controls (MITDC).

SIEMENS GAMESA Group considers information technology to be one of its most important assets to properly and efficiently provide its services and to comply with corporate objectives and laws, thus establishing ITGCs as a fundamental objective to ensure that the information processed is accurate, is only available to those who need it and is not disclosed without authorization.

Specifically, and within the scope of the Internal Control System including Internal Controls Over Financial Reporting (ICFR), SIEMENS GAMESA Group has designed and implemented an ITGC framework that is comprised of the following control activities:

- Security configuration: The key attributes of the security configuration are appropriately implemented, following Company security standards. Exceptions to the security configuration are approved by the system owner and are documented. Password and authentication parameters have been set in accordance with Company security standards.
- Access Control: A user access management process is documented, approved and implemented and covers the procedure for granting, changing and removing access to all users, including end-users, privileged users and system administrators. The use of users with administrative or privileged rights follows an authorization process and is appropriately restricted by limiting access to the minimum practical number of users.
- Segregation of Duties (SoD): An Authorization Concept has been defined, documented and implemented for all ICFR relevant applications, considering restriction on usage of system standard profiles, roles and users as well as privileged accounts, emergency users and shared/unpersonalized users. A Segregation of Duties (SoD) matrix has been defined for all relevant processes/roles, based on the Authorization Concept. SoD is monitored and conflicting access is dealt with. A review of all user authorizations to verify the adequacy of access rights based on job responsibilities is conducted and documented regularly.

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- Change management: A defined and documented IT Change Management process has been formally approved and implemented. All changes impacting ICFR relevant applications are requested, authorized, tested, implemented, approved and documented following the change management process. Traceability of the whole change management process is ensured for all changes. The productive system is locked against direct modifications (when technically feasible) and access to the production environment is appropriately restricted.
- Back up: A Backup Concept has been defined, documented and implemented for all ICFR relevant applications, considering the data to be backed up, the frequency and retention period, responsibilities and authorizations, creation of logs, etc. A process is in place to monitor that data is regularly backed-up and failures/deviations are dealt with.
- Operational monitoring and scheduled processing: A guideline regarding system logging and monitoring (critical activities, including administrators and operators) has been defined for all ICFR relevant applications. Audit logs are produced and kept for an agreed period. Deviations from scheduled processing are monitored and followed up.

F.3.3. Internal control policies and procedures for overseeing the management of activities subcontracted to third parties, as well as of those aspects of assessment, calculation or valuation entrusted to independent experts, which may materially affect financial statements.

SIEMENS GAMESA Group sub-contracts the performance of certain routine transaction processing activities with an impact on financial information (e.g. accounts payable, payroll, invoice records) to internal shared service centers or external/Group service providers. In the cases in which this sub-contracting occurs, it is backed by a services agreement on fully competitive terms that clearly indicates the service provided and the means that the provider, internal, external or Group will use to provide the services, reasonably guaranteeing the technical expertise, and competence of the sub-contracted party.

In any case, the outsourced activities are mainly different administrative processes in offices and subsidiary companies that are supported by a services agreement that clearly states the service provided and the means that the qualified external professional provider will use to provide the services, reasonably ensuring the technical qualifications, and competence of the sub-contracted party. SIEMENS GAMESA Group's Internal Control System including Internal Control Over Financial Reporting (ICFR) defines control activities for activities outsourced to third parties.

There is also an internal procedure for the procurement of services that establishes the requirement for certain levels of approval depending on the transaction value.

Such services are procured by the Heads of the corresponding functions, reasonably ensuring the competence and technical and legal qualifications of the sub-contracted parties, with the evaluations, calculations or appraisals conducted by external parties being reviewed if applicable.

F.4. Information and communication

Report on whether the company has at least the following, describing their main characteristics:

F.4.1. A specifically assigned function for defining and updating accounting policies (accounting policy area or department) and resolving doubts or conflicts arising from their interpretation, maintaining a free flow of information to those responsible for operations in the organization, as well as an up-to-date accounting policy manual distributed to the business units through which the Company operates.

The Financial Accounting & Controlling department is responsible for identifying, defining, updating and communicating the accounting policies that affect SIEMENS GAMESA Group, as well as for responding to accounting queries that may be raised by subsidiaries or the various geographic areas and business units. In this context, it maintains a close relationship with management of the various geographical areas and business units.

The Financial Accounting & Controlling department is also responsible for reporting to the Audit, Compliance and Related Party Transactions Committee and/or to any other corresponding body on specific aspects of accounting standards, the results of the application thereof and their impact on the financial statements.

The Company has an accounting manual that determines and explains the rules for preparing the financial information and how said rules should be applied to the Company's specific operations. This document is regularly updated and significant potential changes or updates are communicated to the companies to which they are applicable.

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)

In case the application of accounting standards is particularly complex, the conclusion of the accounting analysis undertaken is communicated to the external auditors that are asked for their position with respect to the conclusion reached.

The accounting policies applied by the SIEMENS GAMESA Group are described in its annual accounts and are consistent with those applicable under current rules.

In the case of regulatory changes linked to financial reporting that have an impact on the Financial Statements, the Financial Accounting & Controlling department is responsible for reviewing, analyzing and updating the accounting rules as well as for supervising the adoption of new standards or revisions from the International Financial Reporting Standards (IFRS) and those standards, changes and interpretations that have yet to come into force. The Financial Controlling & Accounting department is also responsible for communicating changes or updates to the Company's departments and the subsidiaries.

- F.4.2. Mechanisms for capturing and preparing financial information in standardized formats for application and use by all units of the entity or group, and support its main financial statements and notes, as well as disclosures concerning ICFR.

There is a centralized process for consolidating and preparing the financial information. The financial statements reported by the Group's subsidiaries in the established formats, as well as the rest of the financial information required to follow the Financial Reporting Guidelines.

The SIEMENS GAMESA Group uses a software tool that collects the individual financial statements and facilitates the process of consolidating and preparing the financial information. This tool allows the centralization within a single system of all the information resulting from the accounting of the individual companies belonging to the Group.

In this context, the Consolidation and Reporting department establishes a centralized quarterly, half-yearly and annual close plan which distributes to each of the groups and sub-groups the appropriate instructions in relation to the scope of work required, key reporting dates, standard documentation to be sent and deadlines for receipt and communication. Among other aspects, the instructions include a reporting/ consolidation package, preliminary close, inter-company invoicing, physical inventories, inter-group balance confirmation and reconciliations, final close and pending items.

The content of the aforementioned reporting is regularly reviewed in order to respond to the appropriate breakdown requirements in the annual accounts.

ICFR is a subset of the overall internal control system and is managed through a company-wide platform called SAP GRC (Governance, risk and compliance).

F.5. Supervision of the functioning of the system

Report on at least the following, describing their principal features:

- F.5.1. The activities of the audit committee in overseeing ICFR as well as whether there is an internal audit function one of the responsibilities of which is to provide support to the committee in its task of supervising the internal control system, including ICFR. Additionally, describe the scope of ICFR assessment made during the year and the procedure through which the person responsible for performing the assessment communicates its results, whether the company has an action plan detailing possible corrective measures, and whether their impact on financial reporting has been considered.

There is a regular communication between the Audit, Compliance and Related Party Transactions Committee, Top Management, the Head of the RIC, the Head of Internal Audit and the Statutory Auditors, so that the Board of Directors' Audit, Compliance and Related Party Transactions Committee has the information necessary to perform its duties relating to the oversight of the Internal Control System including Internal Control over Financial Reporting (ICFR).

Specifically, the Audit, Compliance and Related Party Transactions Committee has performed the following Internal Control over Financial Reporting (ICFR) oversight activities, among others, during the financial year:

- Oversee the preparation of the Group's annual accounts and the periodic quarterly and half-yearly financial information that the Board of Directors must provide to the capital markets and to the related regulators. Further oversee the compliance with legal requirements and the proper application of generally accepted accounting principles in the preparation of the financial statements.

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)

- As part of its work supervising the Internal Audit department, it has approved the annual audit plan and the IA budget that underpins the internal and external resources of the department.
- It has analyzed the External Auditors' audit plan, which includes the audit objectives based on the assessment of financial reporting risks, as well as the main areas of interest or significant transactions subject to the audit during the financial year.
- Together with the external auditors and Internal Audit, it has reviewed any internal control weaknesses identified in the course of the various audits and review tasks.

The Internal Control department reports on the overall Internal Control system to the Audit, Compliance and Related Party Transactions Committee after completion of the Assessment.

SIEMENS GAMESA Group has an Internal Audit department whose powers include supporting the Audit, Compliance and Related Party Transaction Committee, among others, in its work of overseeing the internal control system. The SIEMENS GAMESA Head of Internal Audit functionally reports to the Audit, Compliance and Related Party Transaction Committee and disciplinarily to the SIEMENS GAMESA Group CEO. This reporting relationship is intended to promote the independence needed to fulfill its responsibilities, comprehensive audit coverage and appropriate coordination with other activities of management and SIEMENS GAMESA Group's independent External Auditor.

In order to enable this supervision of the internal control system, the Internal Audit department responds to the requirements of the Audit, Compliance and Related Party Transaction Committee in the performance of its duties, participating regularly and whenever required in the meetings of the Board of Directors' Audit, Compliance and Related Party Transactions Committee.

The audit function provides assurance to the Audit, Compliance and Related Party Transactions Committee on the worldwide business operations and processes of SIEMENS GAMESA Group, by independently and objectively evaluating and reporting on SIEMENS GAMESA Group's effectiveness of risk management and internal control systems, and the adherence to SIEMENS GAMESA Group's compliance policies in a systematic and regular manner.

The annual internal audit plan presented and approved by the Audit, Compliance and Related Party Transaction Committee includes the performance of control reviews (including ICFRs) and establishing review priorities based on the identified risks.

The Internal Audit department has performed audits for certain significant risks in accordance with its Annual Audit Plan 2022 and has provided the corresponding reports where appropriate to the Executive Committee and to the Audit, Compliance and Related Party Transactions Committee.

- F.5.2. Whether there is a discussion procedure whereby the auditor (as defined in the Spanish Technical Audit Standards), the internal auditor and other experts can report to senior management and the audit committee or directors of the company any significant weaknesses in internal control identified during the review of the annual financial statements or any others they have been assigned. Additionally, state whether an action plan is available for correcting or mitigating any weaknesses detected.

The Audit, Compliance and Related Party Transactions Committee holds regular meetings with the external and internal auditors, the CFO, and the Head of RIC in order to discuss any relevant aspect and, if applicable, examine significant internal control deficiencies that have been identified.

SIEMENS GAMESA Group's annual accounts and the periodic financial information that the Board of Directors must supply to the markets and to the supervisory bodies thereof are reviewed at the Audit, Compliance and Related Party Transaction Committee meetings with the statutory auditors, monitoring compliance with legal requirements and the proper application of generally accepted accounting principles in the preparation thereof.

Remediation actions have been defined and are being implemented for Internal Control deficiencies identified during the year according to the mitigation plan.

F.6. Other relevant information

There is no other material and relevant information with respect to the Internal Control system including Internal Control over Financial Reporting (ICFR) that has not been included in this report.

Internal Risk Management and Control Systems Relating to the Process of Publishing Financial Information (ICFR)**F.7. External auditor's report**

Report:

- F.7.1. Whether the ICFR information sent to the markets has been subjected to review by the external auditor, in which case the entity should include the corresponding report as an attachment. If not, reasons why should be given.

SIEMENS GAMESA Group has requested the external auditor to issue a report reviewing the information relating to the ICFR included in this section F of the Annual Corporate Governance Report for financial year 2022.

Degree of Compliance with Corporate Governance Recommendations

G. DEGREE OF COMPLIANCE WITH CORPORATE GOVERNANCE RECOMMENDATIONS

Specify the company's degree of compliance with recommendations of the Good Governance Code for Listed Companies.

In the event that a recommendation is not followed or only partially followed, a detailed explanation of the reasons must be included so that shareholders, investors and the market in general have enough information to assess the company's conduct. General explanations are not acceptable.

Observations

1. That the articles of incorporation of listed companies should not limit the maximum number of votes that may be cast by one shareholder or contain other restrictions that hinder the takeover of control of the company through the acquisition of its shares on the market.

Complies X

Explain

2. That when the listed company is controlled by another entity in the meaning of Article 42 of the Commercial Code, whether listed or not, and has, directly or through its subsidiaries, business relations with said entity or any of its subsidiaries (other than the listed company) or carries out activities related to those of any of them it should make accurate public disclosures on:

a) The respective areas of activity and possible business relationships between the listed company or its subsidiaries and the parent company or its subsidiaries.

b) The mechanisms in place to resolve any conflicts of interest that may arise.

Complies X

Complies partially

Explain

Not Applicable

Degree of Compliance with Corporate Governance Recommendations

3. That, during the ordinary General Shareholders' Meeting, as a complement to the distribution of the written annual corporate governance report, the chairman of the Board of Directors should inform shareholders orally, in sufficient detail, of the most significant aspects of the company's corporate governance, and in particular:

a) Changes that have occurred since the last General Shareholders' Meeting.

b) Specific reasons why the company has not followed one or more of the recommendations of the Code of Corporate Governance and the alternative rules applied, if any.

Complies X

Complies partially

Explain

4. That the company should define and promote a policy on communication and contact with shareholders and institutional investors, within the framework of their involvement in the company, and with proxy advisors that complies in all aspects with rules against market abuse and gives equal treatment to similarly situated shareholders. And that the company should publish this policy on its website, including information on how it has been put into practice and identifying the contact persons or those responsible for implementing it.

And that, without prejudice to the legal obligations regarding dissemination of inside information and other types of regulated information, the company should also have a general policy regarding the communication of economic-financial, non-financial and corporate information through such channels as it may consider appropriate (communication media, social networks or other channels) that helps to maximise the dissemination and quality of information available to the market, investors and other stakeholders.

Complies X

Complies partially

Explain

5. That the Board of Directors should not submit to the General Shareholders' Meeting any proposal for delegation of powers allowing the issue of shares or convertible securities with the exclusion of preemptive rights in an amount exceeding 20% of the capital at the time of delegation.

And that whenever the Board of Directors approves any issue of shares or convertible securities with the exclusion of preemptive rights, the company should immediately publish the reports referred to by company law on its website.

Complies X

Complies partially

Explain

6. That listed companies that prepare the reports listed below, whether under a legal obligation or voluntarily, should publish them on their website with sufficient time before the General Shareholders' Meeting, even if their publication is not mandatory:

a) Report on the auditor's independence.

b) Reports on the workings of the audit and nomination and remuneration committees.

c) Report by the audit committee on related party transactions.

Complies X

Complies partially

Explain

7. That the company should transmit in real time, through its website, the proceedings of the General Shareholders' Meetings.

And that the company should have mechanisms in place allowing the delegation and casting of votes by means of data transmission and even, in the case of large-caps and to the extent that it is proportionate, attendance and active participation in the General Meeting to be conducted by such remote means.

Complies X

Complies partially

Explain

8. That the audit committee should ensure that the financial statements submitted to the General Shareholders' Meeting are prepared in accordance with accounting regulations. And that in cases in which the auditor has included a qualification or reservation in its audit report, the chairman of the audit committee should clearly explain to the general meeting the opinion of the audit committee on

Degree of Compliance with Corporate Governance Recommendations

its content and scope, making a summary of this opinion available to shareholders at the time when the meeting is called, alongside the other Board proposals and reports

Complies X

Complies partially Explain

9. That the company should permanently publish on its website the requirements and procedures for certification of share ownership, the right of attendance at the General Shareholders' Meetings, and the exercise of the right to vote or to issue a proxy.

And that such requirements and procedures promote attendance and the exercise of shareholder rights in a non-discriminatory fashion.

Complies X

Complies partially Explain

10. That when a duly authenticated shareholder has exercised his or her right to complete the agenda or to make new proposals for resolutions in advance of the General Shareholders' Meeting, the company:

a) Should immediately distribute such complementary points and new proposals for resolutions.

b) Should publish the attendance, proxy and remote voting card specimen with the necessary changes such that the new agenda items and alternative proposals can be voted on in the same terms as those proposed by the Board of Directors.

c) Should submit all these points or alternative proposals to a vote and apply the same voting rules to them as to those formulated by the Board of Directors including, in particular, assumptions or default positions regarding votes for or against.

d) That after the General Shareholders' Meeting, a breakdown of the voting on said additions or alternative proposals be communicated.

Complies

Complies partially X

Explain Not Applicable

Explanation:

The Company's Internal Regulations complies with sections a), b) and d) of the Recommendation.

Regarding section c), article 31.8 of the Regulations for the General Meeting of Shareholders of SIEMENS GAMESA, which states the system for determining the meaning of the votes establishes a different deduction system for voting proposals from the Board of Directors regarding items included on the agenda than for voting on proposals for resolutions regarding matters not contemplated in the agenda or formulated by the Board of Directors.

11. That if the company intends to pay premiums for attending the General Shareholders' Meeting, it should establish in advance a general policy on such premiums and this policy should be stable.

Complies Complies partially Explain

Not Applicable X

12. That the board of directors should perform its functions with a unity of purpose and independence of criterion, treating all similarly situated shareholders equally and being guided by the best interests of the company, which is understood to mean the pursuit of a profitable and sustainable business in the long term, promoting its continuity and maximising the economic value of the business.

And that in pursuit of the company's interest, in addition to complying with applicable law and rules and conducting itself on the basis of good faith, ethics and a respect for commonly accepted best practices, it should seek to reconcile its own company interests, when appropriate, with the interests of its employees, suppliers, clients and other stakeholders that may be affected, as well as the impact of its corporate activities on the communities in which it operates and on the environment.

Complies X

Complies partially Explain

13. That the Board of Directors should be of an appropriate size to perform its duties effectively and in a collegial manner, which makes it advisable for it to have between five and fifteen members.

Complies X

Explain

Degree of Compliance with Corporate Governance Recommendations

14. That the Board of Directors should approve a policy aimed at favouring an appropriate composition of the Board that:

a) is concrete and verifiable;

b) Ensures that proposals for appointment or re-election are based upon a prior analysis of the skills required by the Board of Directors; and

c) favours diversity of knowledge, experience, age and gender. For these purposes, it is considered that the measures that encourage the company to have a significant number of female senior executives favour gender diversity.

The results of the prior analysis of the skills required by the Board of Directors be contained in the supporting report from the nomination committee published upon calling the General Shareholders' Meeting to which the ratification, appointment or re-election of each director is submitted.

The nomination committee will annually verify compliance with this policy and explain its findings in the annual corporate governance report.

Complies X

Complies partially

Explain

15. That proprietary and independent directors should constitute a substantial majority of the Board of Directors and that the number of executive directors be kept to a minimum, taking into account the complexity of the corporate group and the percentage of equity participation of executive directors.

And that the number of female directors should represent at least 40% of the members of the Board of Directors before the end of 2022 and thereafter, and no less 30% prior to that date.

Complies X

Complies partially

Explain

16. That the number of proprietary directors as a percentage of the total number of non-executive directors not be greater than the proportion of the company's share capital represented by those directors and the rest of the capital.

This criterion may be relaxed:

a) In large-cap companies where very few shareholdings are legally considered significant.

b) In the case of companies where a plurality of shareholders is represented on the Board of Directors without ties among them.

Complies X

Explain

17. That the number of independent directors should represent at least half of the total number of directors.

That, however, when the company does not have a high level of market capitalisation or in the event that it is a large-cap company with one shareholder or a group of shareholders acting in concert who together control more than 30% of the company's share capital, the number of independent directors should represent at least one third of the total number of directors.

Complies X

Explain

18. That companies should publish the following information on its directors on their website, and keep it up to date:

a) Professional profile and biography.

b) Any other Boards to which the directors belong, regardless of whether or not the companies are listed, as well as any other remunerated activities engaged in, regardless of type.

c) Category of directorship, indicating, in the case of individuals who represent significant shareholders, the shareholder that they represent or to which they are connected.

d) Date of their first appointment as a director of the company's Board of Directors, and any subsequent re-elections.

e) Company shares and share options that they own.

Complies X

Complies partially

Explain

Degree of Compliance with Corporate Governance Recommendations

19. That the annual corporate governance report, after verification by the nomination committee, should explain the reasons for the appointment of any proprietary directors at the proposal of shareholders whose holding is less than 3%. It should also explain, if applicable, why formal requests from shareholders for presence on the Board were not honoured, when their shareholding was equal to or exceeded that of other shareholders whose proposal for proprietary directors was honoured.

Complies Complies partially Explain Not Applicable X

20. That proprietary directors representing significant shareholders should resign from the Board when the shareholder they represent disposes of its entire shareholding. They should also resign, in a proportional fashion, in the event that said shareholder reduces its percentage interest to a level that requires a decrease in the number of proprietary directors.

Complies X Complies partially Explain Not Applicable

21. That the board of directors should not propose the dismissal of any independent director before the completion of the director's term provided for in the articles of incorporation unless the Board of Directors finds just cause and a prior report has been prepared by the nomination committee. Specifically, just cause is considered to exist if the director takes on new duties or commits to new obligations that would interfere with his or her ability to dedicate the time necessary for attention to the duties inherent to his or her post as a director, fails to complete the tasks inherent to his or her post, or is affected by any of the circumstances which would cause the loss of independent status in accordance with applicable law.

The dismissal of independent directors may also be proposed as a result of a public takeover bid, merger or other similar corporate transaction entailing a change in the shareholder structure of the company, provided that such changes in the structure of the Board are the result of application of the proportionate representation criterion provided in Recommendation 16.

Complies X Explain

22. That companies should establish rules requiring that directors inform the Board of Directors and, where appropriate, resign from their posts, when circumstances arise which affect them, whether or not related to their actions in the company itself, and which may harm the company's standing and reputation, and in particular requiring them to inform the Board of any criminal proceedings in which they appear as suspects or defendants, as well as of how the legal proceedings subsequently unfold.

And that, if the Board is informed or becomes aware in any other manner of any of the circumstances mentioned above, it must investigate the case as quickly as possible and, depending on the specific circumstances, decide, based on a report from the nomination and remuneration committee, whether or not any measure must be adopted, such as the opening of an internal investigation, asking the director to resign or proposing that he or she be dismissed. And that these events must be reported in the annual corporate governance report, unless there are any special reasons not to do so, which must also be noted in the minutes. This without prejudice to the information that the company must disseminate, if appropriate, at the time when the corresponding measures are implemented

Complies X Complies partially Explain

23. That all directors clearly express their opposition when they consider any proposal submitted to the Board of Directors to be against the company's interests. This particularly applies to independent directors and directors who are unaffected by a potential conflict of interest if the decision could be detrimental to any shareholders not represented on the Board of Directors.

Furthermore, when the Board of Directors makes significant or repeated decisions about which the director has serious reservations, the director should draw the appropriate conclusions and, in the event the director decides to resign, explain the reasons for this decision in the letter referred to in the next recommendation.

This recommendation also applies to the secretary of the Board of Directors, even if he or she is not a director.

Complies X Complies partially Explain Not Applicable

Degree of Compliance with Corporate Governance Recommendations

24. That whenever, due to resignation or resolution of the General Shareholders' Meeting, a director leaves before the completion of his or her term of office, the director should explain the reasons for this decision, or in the case of non-executive directors, their opinion of the reasons for cessation, in a letter addressed to all members of the Board of Directors.

And that, without prejudice to all this being reported in the annual corporate governance report, insofar as it is relevant to investors, the company must publish the cessation as quickly as possible, adequately referring to the reasons or circumstances adduced by the director.

Complies X Complies partially Explain Not Applicable

25. That the nomination committee should make sure that non-executive directors have sufficient time available in order to properly perform their duties.

And that the Board regulations establish the maximum number of company Boards on which directors may sit.

Complies X Complies partially Explain

26. That the Board of Directors meet frequently enough to be able to effectively perform its duties, and at least eight times per year, following a schedule of dates and agendas established at the beginning of the year and allowing each director individually to propose other items that do not originally appear on the agenda.

Complies X Complies partially Explain

27. That director absences occur only when absolutely necessary and be quantified in the annual corporate governance report. And when absences do occur, that the director appoint a proxy with instructions.

Complies X Complies partially Explain

28. That when directors or the secretary express concern regarding a proposal or, in the case of directors, regarding the direction in which the company is headed and said concerns are not resolved by the Board of Directors, such concerns should be included in the minutes at the request of the director expressing them.

Complies X Complies partially Explain Not Applicable

29. That the company establishes adequate means for directors to obtain appropriate advice in order to properly fulfil their duties including, should circumstances warrant, external advice at the company's expense.

Complies X Complies partially Explain

30. That without regard to the knowledge necessary for directors to complete their duties, companies make refresher courses available to them when circumstances make this advisable.

Complies X Explain Not Applicable

31. That the agendas of board meetings should clearly indicate those matters on which the Board of Directors is to make a decision or adopt a resolution so that the directors may study or gather all relevant information ahead of time.

When, in exceptional circumstances, the chairman wishes to bring urgent matters for decision or resolution before the Board of Directors which do not appear on the agenda, prior express agreement of a majority of the directors shall be necessary, and said consent shall be duly recorded in the minutes.

Complies X Complies partially Explain

32. That directors be periodically informed of changes in shareholding and of the opinions of significant shareholders, investors and rating agencies of the company and its group.

Complies X Complies partially Explain

Degree of Compliance with Corporate Governance Recommendations

33. That the chairman, as the person responsible for the efficient workings of the Board of Directors, in addition to carrying out the duties assigned by law and the articles of incorporation, should prepare and submit to the Board of Directors a schedule of dates and matters to be considered; organise and coordinate the periodic evaluation of the Board as well as, if applicable, the chief executive of the company, should be responsible for leading the Board and the effectiveness of its work; ensuring that sufficient time is devoted to considering strategic issues, and approve and supervise refresher courses for each director when circumstances make this advisable.

Complies X

Complies partially Explain

34. That when there is a coordinating director, the articles of incorporation or Board regulations should confer upon him or her the following powers in addition to those conferred by law: to chair the Board of Directors in the absence of the chairman and deputy chairmen, should there be any; to reflect the concerns of non-executive directors; to liaise with investors and shareholders in order to understand their points of view and respond to their concerns, in particular as those concerns relate to corporate governance of the company; and to coordinate a succession plan for the chairman.

Complies X

Complies partially Explain Not Applicable

35. That the secretary of the Board of Directors should pay special attention to ensure that the activities and decisions of the Board of Directors take into account such recommendations regarding good governance contained in this Good Governance Code as may be applicable to the company.

Complies X

Explain

36. That the Board of Directors meet in plenary session once a year and adopt, where appropriate, an action plan to correct any deficiencies detected in the following:

a) The quality and efficiency of the Board of Directors' work.

b) The workings and composition of its committees.

c) Diversity in the composition and skills of the Board of Directors.

d) Performance of the chairman of the Board of Directors and of the chief executive officer of the company.

e) Performance and input of each director, paying special attention to those in charge of the various Board committees

In order to perform its evaluation of the various committees, the Board of Directors will take a report from the committees themselves as a starting point and for the evaluation of the Board, a report from the nomination committee.

Every three years, the Board of Directors will rely for its evaluation upon the assistance of an external advisor, whose independence shall be verified by the nomination committee.

Business relationships between the external adviser or any member of the adviser's group and the company or any company within its group must be specified in the annual corporate governance report.

The process and the areas evaluated must be described in the annual corporate governance report.

Complies

Complies partially X

Explain **Explanation:**

The evaluation of the current CEO was excluded this year due to his appointment on March 1, 2022.

37. That if there is an executive committee, it must contain at least two non-executive directors, at least one of whom must be independent, and its secretary must be the secretary of the Board.

Complies X

Complies partially Explain Not Applicable

38. That the Board of Directors must always be aware of the matters discussed and decisions taken by the executive committee and that all members of the Board of Directors receive a copy of the minutes of meetings of the executive committee.

Complies X

Complies partially Explain Not Applicable

Degree of Compliance with Corporate Governance Recommendations

39. That the members of the audit committee, in particular its chairman, be appointed in consideration of their knowledge and experience in accountancy, audit and risk management issues, both financial and non-financial.

Complies X

Complies partially Explain

40. That under the supervision of the audit committee, there should be a unit in charge of the internal audit function, which ensures that information and internal control systems operate correctly, and which reports to the non-executive chairman of the Board or of the audit committee.

Complies X

Complies partially Explain

41. That the person in charge of the unit performing the internal audit function should present an annual work plan to the audit committee, for approval by that committee or by the Board, reporting directly on its execution, including any incidents or limitations of scope, the results and monitoring of its recommendations, and present an activity report at the end of each year.

Complies X

Complies partially Explain Not Applicable

42. That in addition to the provisions of applicable law, the audit committee should be responsible for the following:

1. With regard to information systems and internal control:

a) Supervising and evaluating the process of preparation and the completeness of the financial and non-financial information, as well as the control and management systems for financial and non-financial risk relating to the company and, if applicable, the group - including operational, technological, legal, social, environmental, political and reputational risk, or risk related to corruption - reviewing compliance with regulatory requirements, the appropriate delimitation of the scope of consolidation and the correct application of accounting criteria.

b) Ensuring the independence of the unit charged with the internal audit function; proposing the selection, appointment and dismissal of the head of internal audit; proposing the budget for this service; approving or proposing its orientation and annual work plans for approval by the Board, making sure that its activity is focused primarily on material risks (including reputational risk); receiving periodic information on its activities; and verifying that senior management takes into account the conclusions and recommendations of its reports.

c) Establishing and supervising a mechanism that allows employees and other persons related to the company, such as directors, shareholders, suppliers, contractors or subcontractors, to report any potentially serious irregularities, especially those of a financial or accounting nature, that they observe in the company or its group. This mechanism must guarantee confidentiality and in any case provide for cases in which the communications can be made anonymously, respecting the rights of the whistleblower and the person reported.

d) Generally ensuring that internal control policies and systems are effectively applied in practice.

2. With regard to the external auditor:

a) In the event that the external auditor resigns, examining the circumstances leading to such resignation.

b) Ensuring that the remuneration paid to the external auditor for its work does not compromise the quality of the work or the auditor's independence.

c) Making sure that the company informs the CNMV of the change of auditor, along with a statement on any differences that arose with the outgoing auditor and, if applicable, the contents thereof.

d) Ensuring that the external auditor holds an annual meeting with the Board of Directors in plenary session in order to make a report regarding the tasks performed and the development of the company's accounting situation and risks.

e) Ensuring that the company and the external auditor comply with applicable rules regarding the provision of services other than auditing, limits on the concentration of the auditor's business, and, in general, all other rules regarding auditors' independence.

Complies X

Complies partially Explain

Degree of Compliance with Corporate Governance Recommendations

43. That the audit committee be able to require the presence of any employee or manager of the company, even stipulating that he or she appear without the presence of any other member of management.

Complies X

Complies partially Explain

44. That the audit committee be kept abreast of any corporate and structural changes planned by the company in order to perform an analysis and draw up a prior report to the Board of Directors on the economic conditions and accounting implications and, in particular, any exchange ratio involved.

Complies X

Complies partially Explain Not Applicable

45. That the risk management and control policy identify or determine, as a minimum:

a) The various types of financial and non-financial risks (including operational, technological, legal, social, environmental, political and reputational risks and risks relating to corruption) which the company faces, including among the financial or economic risks contingent liabilities and other off-balance sheet risks.

b) A risk control and management model based on different levels, which will include a specialised risk committee when sector regulations so require or the company considers it to be appropriate.

c) The level of risk that the company considers to be acceptable.

d) Measures in place to mitigate the impact of the risks identified in the event that they should materialise.

e) Internal control and information systems to be used in order to control and manage the aforementioned risks, including contingent liabilities or off-balance sheet risks.

Complies X

Complies partially Explain

46. That under the direct supervision of the audit committee or, if applicable, of a specialised committee of the Board of Directors, an internal risk control and management function should exist, performed by an internal unit or department of the company which is expressly charged with the following responsibilities:

a) Ensuring the proper functioning of risk management and control systems and, in particular, that they adequately identify, manage and quantify all material risks affecting the company.

b) Actively participating in drawing up the risk strategy and in important decisions regarding risk management.

c) Ensuring that the risk management and control systems adequately mitigate risks as defined by the policy laid down by the Board of Directors.

Complies X

Complies partially Explain

47. That in designating the members of the nomination and remuneration committee – or of the nomination committee and the remuneration committee if they are separate – care be taken to ensure that they have the knowledge, aptitudes and experience appropriate to the functions that they are called upon to perform and that the majority of said members are independent directors.

Complies X

Complies partially Explain

48. That large-cap companies have separate nomination and remuneration committees

Complies

Explain X

Not Applicable

Explanation:

The Board of Directors of SIEMENS GAMESA is composed of ten members, from which four are qualified as independent, following the recommendations of the Good Governance Code of Listed Companies. Most of the members of the Appointments and Remunerations Committee of SIEMENS GAMESA (composed of four members) hold the qualification as independent. Three of the four independent members of the Board of Directors belong to this Committee. In case it was decided to divide into two different committees the current Appointments and Remunerations Committee, the composition of both committees would be almost identical.

Degree of Compliance with Corporate Governance Recommendations

54. That the minimum functions referred to in the foregoing recommendation are the following:

a) Monitoring of compliance with the company's internal codes of conduct and corporate governance rules, also ensuring that the corporate culture is aligned with its purpose and values.

b) Monitoring the application of the general policy on communication of economic and financial information, non-financial and corporate information and communication with shareholders and investors, proxy advisors and other stakeholders. The manner in which the entity communicates and handles relations with small and medium-sized shareholders must also be monitored.

c) The periodic evaluation and review of the company's corporate governance system, and environmental and social policy, with a view to ensuring that they fulfil their purposes of promoting the interests of society and take account, as appropriate, of the legitimate interests of other stakeholders.

d) Supervision of the company's environmental and social practices to ensure they are in alignment with the established strategy and policy.

e) Supervision and evaluation of the way in which relations with the various stakeholders are handled.

Complies X

Complies partially

Explain

55. That environmental and social sustainability policies should identify and include at least the following:

a) The principles, commitments, objectives and strategy relating to shareholders, employees, clients, suppliers, social issues, the environment, diversity, tax responsibility, respect for human rights, and the prevention of corruption and other unlawful conduct

b) Means or systems for monitoring compliance with these policies, their associated risks, and management.

c) Mechanisms for supervising non-financial risk, including that relating to ethical aspects and aspects of business conduct.

d) Channels of communication, participation and dialogue with stakeholders.

e) Responsible communication practices that impede the manipulation of data and protect integrity and honour.

Complies X

Complies partially

Explain

56. That director remuneration be sufficient in order to attract and retain directors who meet the desired professional profile and to adequately compensate them for the dedication, qualifications and responsibility demanded of their posts, while not being so excessive as to compromise the independent judgement of non-executive directors.

Complies X

Explain

57. That only executive directors should receive variable remuneration linked to corporate results and personal performance, as well as remuneration in the form of shares, options or rights to shares or instruments referenced to the share price and long-term savings plans such as pension plans, retirement schemes or other provident schemes.

Consideration may be given to delivering shares to non-executive directors as remuneration providing this is conditional upon their holding them until they cease to be directors. The foregoing shall not apply to shares that the director may need to sell in order to meet the costs related to their acquisition.

Complies X

Complies partially

Explain

58. That as regards variable remuneration, remuneration policies should incorporate the necessary limits and technical safeguards to ensure that such remuneration is in line with the professional performance of its beneficiaries and not based solely on general developments in the markets or in the sector in which the company operates, or other similar circumstances.

And, in particular, variable remuneration components:

Degree of Compliance with Corporate Governance Recommendations

a) Are linked to pre-determined and measurable performance criteria and that such criteria take into account the risk incurred to achieve a given result.

b) Promote the sustainability of the company and include non-financial criteria that are geared towards creating long term value, such as compliance with the company's rules and internal operating procedures and with its risk management and control policies.

c) Are based on balancing the attainment of short-, medium- and long-term objectives, so as to allow remuneration of continuous performance over a period long enough to be able to assess its contribution to the sustainable creation of value, such that the elements used to measure performance are not associated only with one-off, occasional or extraordinary events.

Complies X Complies partially Explain Not Applicable

59. That the payment of the variable remuneration components be subject to sufficient verification that previously established performance or other conditions have effectively been met. Entities must include in their annual report on director remuneration the criteria for the time required and methods used for this verification depending on the nature and characteristics of each variable component.

That, additionally, companies consider the inclusion of a reduction ('malus') clause for the deferral of the payment of a portion of variable remuneration components that would imply their total or partial loss if an event were to occur prior to the payment date that would make this advisable.

Complies X Complies partially Explain Not Applicable

60. That remuneration related to company results should take into account any reservations that might appear in the external auditor's report and that would diminish said results

Complies X Complies partially Explain Not Applicable

61. That a material portion of executive directors' variable remuneration be linked to the delivery of shares or financial instruments referenced to the share price.

Complies X Complies partially Explain Not Applicable

62. That once shares or options or financial instruments have been allocated under remuneration schemes, executive directors be prohibited from transferring ownership or exercising options or rights until a term of at least three years has elapsed.

An exception is made in cases where the director has, at the time of the transfer or exercise of options or rights, a net economic exposure to changes in the share price for a market value equivalent to at least twice the amount of his or her fixed annual remuneration through the ownership of shares, options or other financial instruments.

The forgoing shall not apply to shares that the director may need to sell in order to meet the costs related to their acquisition or, following a favourable assessment by the nomination and remuneration committee, to deal with such extraordinary situations as may arise and so require.

Complies X Complies partially Explain Not Applicable

63. That contractual arrangements should include a clause allowing the company to demand reimbursement of the variable remuneration components in the event that payment was not in accordance with the performance conditions or when payment was made based on data subsequently shown to have been inaccurate.

Complies X Complies partially Explain Not Applicable

64. That payments for contract termination should not exceed an amount equivalent to two years of total annual remuneration and should not be paid until the company has been able to verify that the director has fulfilled all previously established criteria or conditions for payment.

For the purposes of this recommendation, payments for contractual termination will be considered to include any payments the accrual of which or the obligation to pay which arises as a consequence of or on the occasion of the termination of the contractual relationship between the director and the company, including amounts not previously vested of long-term savings schemes and amounts paid by virtue of post-contractual non-competition agreements.

Degree of Compliance with Corporate Governance Recommendations

Complies X

Complies partially

Explain

Not Applicable

H. FURTHER INFORMATION OF INTEREST

1. If there is any significant aspect regarding corporate governance in the company or other companies in the group that has not been included in other sections of this report, but which it is necessary to include in order to provide a more comprehensible and reasoned picture of the structure and governance practices in the company or its group, describe them briefly below.

On May 21, 2022 Siemens Energy Global GmbH & Co. KG (hereinafter, "SIEMENS ENERGY or the "Bidder") communicated its decision to launch a voluntary takeover bid over the entirety of the shares representing the issued capital of SIEMENS GAMESA not already owned by the bidder offering the holders of SIEMENS GAMESA 's shares EUR 18.05 per each share in cash, being requested its authorization to the Spanish National Securities Market Commission (hereinafter, "CNMV") on May 31, 2022. The terms and conditions of such request are available in the "Other Relevant Information" section of the CNMV website.

On November 7, 2022, the CNMV has authorized the voluntary takeover bid for the shares of SIEMENS GAMESA submitted by SIEMENS ENERGY on May 31, 2022, and accepted for processing at the CNMV on June 16, 2022, as the terms are deemed to comply with applicable regulations and the content of the prospectus, and its annexes are considered sufficient. All of that, pursuant to the provisions of Article 17 of Spanish Royal Decree 1066/2007, of July 27, on takeover bids.

The bid is aimed at 100% of the share capital of SIEMENS GAMESA, excluding 67,07% of the shares, which belong to SIEMENS ENERGY and which are immobilised. Thus, the bid effectively covers the acquisition of 224,291,499 SIEMENS GAMESA shares, representing 32.93% of its share capital.

The acceptance period of the bid is of 36 calendar days, counted from the trading day following the date of the announcement of the offer by SIEMENS ENERGY, and started on November 8, 2022.

At its meeting held on November 17, 2022, the Board of Directors of SIEMENS GAMESA issued a favourable opinion on the voluntary tender offer commenced by the Bidder with the unanimous vote of the four independent directors. The remaining directors, being SIEMENS ENERGY's proprietary directors and the executive director, adhered to the decision adopted by the independent directors in order to form the joint opinion of the Board of Directors. Without prejudice to the foregoing, the report includes the representations and statements of opinion and intentions regarding the Offer required from all of the directors of Siemens Gamesa on an individual basis as set out by article 24 of Royal Decree 1066/2007. In this meeting, the Board of Directors approved by unanimous vote of its members, the report in relation to the offer for all of the shares representing the share capital of SIEMENS GAMESA not already owned by the Bidder. This report is issued under article 134.4 of the consolidated text of the Spanish Securities Market Law, approved by Royal Legislative Decree 4/2015 of 23 October and article 24 of Royal Decree 1066/2007 of 27 July, on the regulation of takeover bids for securities. The report incorporates as Annexes the fairness opinions issued by KPMG and Morgan Stanley, addressed exclusively to the Board of Directors, on the fairness, from a financial point of view, on the date of issuance of the opinion, of the price of the offer to be paid to the shareholders of SIEMENS GAMESA, tendering their shares in the Offer, other than the Bidder or its affiliates or related or concerned parties.

Following the closing of the transaction, SIEMENS ENERGY intends to pursue a delisting of SIEMENS GAMESA from the Bilbao, Madrid, Barcelona, and Valencia Stock exchanges, where it currently trades as a member of the IBEX 35.

Linked to the above, as communicated to the CNMV on May 21, 2022, through Other Relevant Information notice number 16386, taking into account that the Bidder is a significant shareholder of the Company with representation in its governing body, the Board of Directors approved the constitution of a Committee for the

Further Information of Interest

monitoring of the Offer, comprising solely the independent directors Ms. Gloria Hernández, Mr. Francisco Belil, Mr. Harald von Heynitz and Mr. Rudolf Krämmer, tasked with monitoring the appropriate and fairness of the voluntary takeover bid until it becomes effective.

2. This section may also be used to provide any other information, explanation or clarification relating to previous sections of the report, so long as it is relevant and not repetitive.

Specifically, indicate whether the company is subject to any corporate governance legislation other than that of Spain and, if so, include any information required under this legislation that differs from the data required in this report.

3. The company may also indicate whether it has voluntarily subscribed to other ethical or best practice codes, whether international, sector-based, or other. In such case, name the code in question and the date on which the company subscribed to it. Specific mention must be made as to whether the company adheres to the Code of Good Tax Practices of 20 July 2010.

SIEMENS GAMESA has adhered voluntarily to various codes of ethics or codes of practice, these being the following:

a) "United Nations Global Compact", which is promoted by the United Nations and its goal is the commitment and support to promote the ten principles of human and labor rights, environmental protection and the fight against corruption. SIEMENS GAMESA voluntarily acceded, as of February 2, 2005, and annually publishes a Progress Report (COP) of review of compliance with these principles.

b) "Global Reporting Initiative (GRI)", which is promoted by the NGO Global Reporting Initiative. Its goal is to create an environment for the exchange of transparent and reliable information on sustainability through the development of an application framework common to all kinds of organizations. SIEMENS GAMESA acceded voluntarily as of December 14, 2005.

c) "Caring for Climate: The business leadership platform", promoted as an initiative of the UN Global Compact. Its goal is the involvement of businesses and governments in taking action on climate change, energy efficiency, reduction of emissions of greenhouse gases (GHGs) and positive collaboration with other public and private institutions. SIEMENS GAMESA acceded voluntarily as of June 18, 2007.

d) "Women empowerment principles", established by the UN Global Compact and UN Women, are a set of principles on how to promote gender equality and the women's empowerment in the workplace, marketplace and community. They represent a primary vehicle for corporate compliance on gender equality dimensions of the 2030 agenda and the United Nations Sustainable Development Goals. SIEMENS GAMESA acceded voluntarily as of December 22, 2010.

e) "European Diversity Charter", is an initiative by the European Commission to foster diversity and inclusion as well as to develop and implement related policies. By signing this Charter, SIEMENS GAMESA voluntarily commits to (i) include the principles on equal opportunities and respect for diversity among the values of the company; (ii) move forward in the construction of a diverse workforce promoting the inclusion of people with different profiles (regardless of their gender, sexual orientation, race, nationality, ethnic origin, religion, beliefs, age, disability, etc.); (iii) avoid any kind of discrimination (either direct or indirect) in the workplace; (iv) establish mechanisms to allow the harmonization of the work life with the family and personal life of all the employees. SIEMENS GAMESA acceded voluntarily to the "Diversity Charter" in Spain, one of the 26 charters in Europe - on behalf of the other European venues - as of November 3, 2014.

f) "Paris Pledge for Action", an inclusive initiative from the French presidency of the COP21 managed by the University of Cambridge Institute for Sustainability Leadership (CISL) that invites companies, regions, cities and investors to join together and take action to further the results of the ONU's Paris Agreement on Climate Change. Over 400 companies, 150 cities and regions, and 120 investors have currently joined this initiative. SIEMENS GAMESA voluntarily adhered to this initiative on December 4, 2015.

g) "Science Based Targets initiative" (SBTi), a joint international initiative of the Carbon Disclosure Project, the United Nations Global Compact, the World Resources Institute, the World Wide Fund for Nature and the We Mean Business coalition, with the aim of reducing carbon emissions in a measurable manner and to a sufficient level to meet the objective of not exceeding 2 degrees Celsius of global warming established in the Paris Climate Agreement. SIEMENS GAMESA voluntarily joined this initiative on September 12, 2018. In August 2020, the Science Based Targets initiative verified that SIEMENS GAMESA's emission reduction strategy is aligned with what climate science says is required to meet the 1.5°C trajectory.

h) "Global Framework Agreement on Social Responsibility", driven by the global union federation IndustriAll, promotes best labor, social and environmental practices. By signing, SIEMENS GAMESA pledged to adhere to

Further Information of Interest

the United Nation's core human rights as well as fundamental labor conventions concerning freedom of association and collective bargaining, forced labor, child labor and exploitation and discrimination, to treat unions positively and commit to constructively cooperate with workers and their representatives, as well as to promote the implementation of this agreement among its suppliers, subcontractors and business partners. The first Global Framework Agreement was signed by former Gamesa in 2015. The new agreement was signed by IndustriAll, Spanish trade unions and SIEMENS GAMESA's representatives on November 26, 2019, and remains the only one of its kind in the renewable energy industry.

i) "Business Ambition for 1.5°C – Our Only Future", a campaign led by the Science Based Targets initiative in partnership with the UN Global Compact and the We Mean Business coalition, calling on companies to commit to ambitious emissions reduction targets through the Science Based Targets initiative (SBTi) to hold off some of the worst climate impacts, and avoid irreversible damage to our societies, economies and the natural world. SIEMENS GAMESA reaffirmed its commitment to meet the United Nation's climate targets by signing the pledge during COP25 in Madrid on December 11, 2019.

j) "Target Gender Equality", is a gender equality accelerator program for participating companies of the UN Global Compact. The program is to help companies setting and reaching ambitious corporate targets for women's representation and leadership, starting with Board and Executive Management levels. Companies participating in Target Gender Equality can deepen the implementation of the UN's Women's Empowerment Principles and strengthen their contribution to Sustainable Development Goal 5.5, which calls for equal women representation, participation and leadership in business globally. SIEMENS GAMESA voluntarily joined the program on July 24, 2020. SIEMENS GAMESA has participated in the first edition of the same and has established ambitious business objectives to have a female representation of 25% of the general staff and 25% of women in management positions by 2025, as well as to adopt measures to address the barriers that hinder gender equality in the organization.

k) "Teleworking Charter" ("*Charter del Teletrabajo*"), initiative of the Foundation *Más familia* in cooperation with the Social Rights and 2030 Agenda Ministry of the Spanish Government, is a commitment letter that the companies and institutions voluntarily sign in order to promote a clear commitment with the culture of work flexibility and teleworking; the respect for environment, diversity and inclusion and the recognition of and education on the benefits of a flexible culture. SIEMENS GAMESA acceded voluntarily on April 20, 2021.

l) "Business Network for the LGTBI Diversity and Inclusion" ("*Red Empresarial por la Diversidad e Inclusión LGTBI*"), is a non-profit association that brings together more than 100 companies committed to promote an inclusive and respectful atmosphere regarding LGTBI people. SIEMENS GAMESA voluntarily joined the association on October 1, 2020.

m) "Call to Action for Shipping Decarbonization", an initiative developed by the "Getting to Zero Coalition", launched in conjunction with the UN General Assembly. The initiative calls for action for shipping decarbonization and collaboration across the maritime ecosystem, including with governments and international regulators. SIEMENS GAMESA voluntarily joined this call for action on Wednesday, September 22, 2021.

n) "UN Standards of Conduct for Business -Tackling Discrimination against LGBTI People". It is a set of global standards to support the business community in tackling discrimination against lesbian, gay, bi, trans and intersex people. Produced in partnership with the Institute for Human Rights and Business and launched in 2017, these standards build on the UN Guiding Principles on Business and Human Rights. They reflect the input of hundreds of companies across diverse sectors, featuring case studies and best practices. SIEMENS GAMESA is committed to complying with these 5 standards: a) Respect the human rights of their LGBTI workers, customers and members of the public; b) Eliminate workplace discrimination against LGBTI employees and other LGBTI people with whom the business engages; c) Provide support to LGBTI staff at work; d) Prevent discrimination and related abuses against LGBTI customers, suppliers and distributors, and insist that business partners do the same; and e) Stand up for the human rights of LGBTI people in the communities where they do business. SIEMENS GAMESA voluntarily adhered to this initiative on August 3, 2022.

o) "SteelZero", a global initiative developed by the "Climate Group" in collaboration with "ResponsibleSteel". The aim of the SteelZero initiative is to indicate the collective purchasing power of the members to signal the need for low-carbon steel in order to support the transition to a net zero steel industry. SIEMENS GAMESA voluntarily joined the initiative on June 2, 2022.

p) "Global Wind Energy Manifesto for COP27", initiative developed by "Global Wind Energy Council". The aim of the manifesto is to call on policymakers, financial institutions and other stakeholders to ensure the targets for deployment of wind power to reach the 1.5°C target. SIEMENS GAMESA voluntary joined this call for action on September 19, 2022.

Further Information of Interest

In relation to the Code of Good Tax Practices of July 20, 2010, it is stated that the Board of Directors of SIEMENS GAMESA approved its adherence thereto at its meeting of February 22, 2017, and on March 21, 2017 the Company was officially included in the list of companies adhering to the Code of Good Tax Practices. Furthermore, in compliance with the provisions of the Annex to said Code and of the Proposal for reinforcing good tax transparency practices among companies adhering to the Code of Good Tax Practices, in September, 2022 SIEMENS GAMESA voluntarily chose to submit to the Spanish Tax Authority (*Agencia Estatal de Administración Tributaria*), as part of its relationship of cooperation, the "Annual Tax Transparency Report" for the financial year running between October 1, 2020 and September 30, 2021. In the report, among others, the Company has informed that, in February 2020, SIEMENS GAMESA received the Certificate on the Spanish standard on tax compliance UNE 19602 from AENOR (well-known independent certifying firm) certifying SIEMENS GAMESA's tax compliance management system, particularly applicable in the context of the management and tax risks control systems.

Regarding the "Annual Tax Transparency Report" for the financial year running between October 1, 2019 and September 30, 2020 (filed in September, 2021), the Company met Spanish Tax Authority representatives on October 21, 2021 in order to analyze its content, confirming the suitability of all the information submitted and thanking the willingness, collaboration and transparency of the entity.

This Annual Corporate Governance Report was approved by the Board of Directors of the Company in its meeting held on November 29, 2022.

Indicate whether any director voted against or abstained from approving this report.

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Name or company name of the member of the Board of Directors who has not voted for the approval of this report	Reasons (against, abstention, non-attendance)	Explain the reasons

Auditor's report on the "Information related to the Internal Control Over the Financial Reporting (ICFR)" of SIEMENS GAMESA RENEWABLE ENERGY, S.A. for the year-ended 2022



AUDITOR'S REPORT ON INFORMATION RELATING TO THE INTERNAL CONTROL OVER FINANCIAL REPORTING (ICFR)

(Translation of a report originally issued in Spanish. in the event of discrepancy, the Spanish-language version prevails)

To the Directors of SIEMENS GAMESA RENEWABLE ENERGY, S.A.,

At the request of the Board of Siemens Gamesa Renewable Energy, S.A. (parent company) and subsidiaries (the Group), and in accordance with our proposal dated October 11, 2022, we applied certain procedures to the "Information related to the Internal Control Over the Financial Reporting (ICFR)" included in the Annual Corporate Governance Report (Section F, pages 79 a 92) of Siemens Gamesa Renewable Energy, S.A. for the fiscal year 2022, which summarizes the Group's internal control procedures in relation to annual consolidated financial information.

The Board of Directors is responsible for taking appropriate measures to reasonably ensure the implementation, maintenance, supervision, and improvement of a correct internal control system, as well as preparing and establishing the content of all the related accompanying ICFR data.

It is worth noting that, apart from the quality of design and operability of the Group's internal control system as a far as annual consolidated financial information is concerned, it only provides a reasonable, rather than absolute, degree of security regarding its objectives due to the inherent limitations to the internal control system as a whole.

Throughout the course of our audit work on the consolidated financial statements, and in conformity with Technical Auditing Standards, the sole purpose of our evaluation of the Group's internal control system was to establish the scope, nature, and timing of the audit procedures performed on its consolidated financial statements. Therefore, our internal control assessment performed for the audit of the aforementioned consolidated financial statements was not sufficiently extensive to enable us to express a specific opinion on the effectiveness of the internal control over the regulated consolidated annual financial information.

For the purpose of issuing this report, we exclusively applied the specific procedures described below and indicated in the Guidelines on the Auditors' report relating to information on the Internal Control over Financial Reporting on Listed Companies, published by the Spanish National Securities Market Commission on its website, which establishes the work to be performed, the minimum scope thereof and the content of this report. Given that the scope of the abovementioned procedures performed was limited and substantially less than that of an audit carried out in accordance with generally accepted accounting principles, we have not expressed an opinion regarding its efficacy, design, or operational effectiveness regarding the Group's consolidated financial data described in the accompanying ICFR information for the year 2022. Consequently, had we applied additional procedures to those established by the Guidelines mentioned above or had we carried out an audit or a review of the internal control over the regulated annual financial reporting information, other matters have been disclosed which would have been reported to you.

Likewise, since this special engagement does not constitute an audit of the financial statements or a review in accordance with the Spanish Audit Law, we do not express an audit opinion in the terms provided for therein.

The following procedures were applied:

1. Read and understand the information prepared by the Group in relation to the ICFR - which is provided in the Annual Corporate Governance Report disclosure information included in the Managements' Report- and assess whether such information addresses all the required information which will follow the minimum content detailed in section F, relating to the description of the ICFR, as per the IAGC model established by CNMV Circular n° 3/2013 dated June 12, 2013, and subsequent modifications, being the last one Circular n° 3/2021 dated September 28, 2021 (hereinafter, the CNMV Circulars).
2. Make inquiries of personnel in charge of preparing the information described in point 1 above in order to: (i) obtain an understanding of its preparation process; (ii) obtain information making it possible to evaluate whether the terminology employed is in line with reference framework definitions (iii) gather information regarding whether the described control procedures are implemented and functioning within the Group.
3. Review the explanatory documentation supporting the information described in section 1 above, which should basically include everything directly provided to those in charge of preparing the descriptive ICFR information. This documentation includes reports prepared by the Internal Audit Department, senior management, and other internal and external experts in their role supporting the Audit, Compliance and Related Party Transactions Committee.
4. Compare the information contained in section 1 above with the Group's ICFR knowledge obtained as a result of performing the procedures within the framework of auditing the financial statements.
5. Read the minutes of the Board Meetings, Audit, Compliance and Related Party Transactions Committee meetings, and other Group committees in order to evaluate the consistency between issues related to the ICFR and information discussed in section 1.
6. Obtain the representation letter related to the work performed, duly signed by those responsible for preparing and authorizing the information discussed in section 1.

As a result of the procedures applied on the ICFR-related information, no inconsistencies or incidents have come to our attention which might affect it.

This report was prepared exclusively within the framework of the requirements of article 540 of the consolidated text of the Spanish Companies Act and the CNMV Circulars, related to the description of the ICFR in the Corporate Governance Report.

ERNST & YOUNG, S.L.

(Signed on the original version in Spanish)

Miguel Mijangos Oleaga

November 30, 2022

Annual Report on Remuneration of Directors

of Listed Companies

2022

ISSUER IDENTIFICATION DETAILS

YEAR END-DATE: 30-09-2022

Tax Identification No. A01011253

Company name: SIEMENS GAMESA RENEWABLE ENERGY, S.A.

Registered office: PARQUE TECNOLÓGICO DE BIZKAIA, EDIFICIO 222, 48170 ZAMUDIO (BIZKAIA)

NOTICE:

i) The present document is a translation of a duly approved document in Spanish- language, and it is only provided for informational purposes. Shall a discrepancy between the present translation and the original document in Spanish-language appear, the text of the original Spanish-language document shall always prevail.

ii) Due to rounding, numbers presented throughout this Annual Report on Remuneration of Directors may not adjust precisely to the numbers or total amounts, or to those provided in other related documents and percentages may not precisely reflect absolute figures.

A. REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

- A.1.1 Explain the current director remuneration policy applicable to the year in progress. To the extent that it is relevant, certain information may be included in relation to the remuneration policy approved by the General Shareholders' Meeting, provided that these references are clear, specific and concrete.**

Such specific determinations for the current year as the board may have made in accordance with the contracts signed with the executive directors and with the remuneration policy approved by the General Shareholders' Meeting must be described, as regards directors' remuneration both in their capacity as such and for executive functions carried out.

In any case, the following aspects must be reported, as a minimum:

- a) Description of the procedures and company bodies involved in determining, approving and applying the remuneration policy and its terms and conditions.
- b) Indicate and, where applicable, explain whether comparable companies have been taken into account in order to establish the company's remuneration policy.
- c) Information on whether any external advisors took part in this process and, if so, their identity.
- d) Procedures set forth in the current remuneration policy for directors in order to apply temporary exceptions to the policy, conditions under which those exceptions can be used and components that may be subject to exceptions according to the policy.

1. Current director remuneration policy applicable to the year in progress.

The General Meeting of Shareholders of SIEMENS GAMESA RENEWABLE ENERGY, S.A. ("Siemens Gamesa", or the "Company") held on March 17, 2021 approved a new "Policy of Remunerations of Directors of Siemens Gamesa Renewable Energy, S.A. 2022-2024" (hereinafter the "Policy 2022-2024" or the "Policy of Remunerations 2022-2024") with the favourable vote of 97.75% of the share capital. This Policy 2022-2024 is aligned with the provisions of the Spanish Companies Act ("LSC") (as amended due to the transposition of Directive (EU) 2017/828 as regards the Encouragement of Long-term Shareholder Engagement Directive), and is effective for the financial years ending 30 September 2022, 30 September 2023 and 30 September 2024 (Siemens Gamesa's financial year starts on October 1st of each calendar year and ends on September 30 of the immediately following calendar year). The Policy 2022-2024 is available on our corporate website (www.siemensgamesa.com).

Remuneration Policy of the Company for the Current Financial Year

The Policy of Remunerations 2022-2024 of Siemens Gamesa is based on the following principles:

- a) Balance and prudence.
- b) Alignment with the practices required by shareholders and investors.
- c) Transparency.
- d) Competitiveness of the remuneration policy, in terms of both structure and overall amount, in order to attract, motivate and retain key professionals.
- e) Alignment with the Company's strategic objectives.
- f) Alignment with the remuneration established by comparable companies (external equity).
- g) Remuneration policies and practices guarantee non-discrimination on grounds of gender, age, culture, religion or race (internal equity).
- h) Relationship with effective dedication to position.
- i) Link with responsibility and performance of duties as directors.
- j) Maintenance of a reasonable balance among the various components of fixed remuneration (short-term) and variable remuneration (annual and long-term) reflecting an appropriate assumption of risks combined with the achievement of defined objectives, linked to the creation of long-term sustainable value.
- k) Absence of variable remuneration components for non-executive directors in order to secure their full independence.
- l) Offering an incentive without affecting the independence of directors. This takes the form of a fixed monthly allowance and an attendance fee.
- m) Consideration of the terms and conditions of Company employees in order to determine the remuneration policy.

The Policy of Remunerations 2022-2024 to be applied during financial year 2023 was approved by the General Meeting of Shareholders in 2021, containing the principles and foundations described above, which are consistent with the Company's corporate governance policy.

In the context of the voluntary takeover bid announced on 21 May 2022 (the "Takeover Bid") and made by Siemens Energy Global GmbH & CO. KG (the "Bidder") for all shares representing the share capital of Siemens Gamesa, with the Bidder's stated intention being to delist the shares of Siemens Gamesa from the Madrid, Barcelona, Bilbao and Valencia Stock Exchanges, the Company will analyse whether or not to maintain the Policy of Remunerations 2022-2024 in the event that the shares of Siemens Gamesa are ultimately delisted.

2. Specific determinations for both the remuneration of directors in their capacity as such and for the performance of executive duties.

In relation with specific determinations, both of the remuneration of directors in their capacity as such and for the performance of their executive duties, the Board of Directors and the Appointments and Remunerations Committee (the "ARC") of Siemens Gamesa will apply the provisions of the Policy of Remunerations 2022-2024 during current financial year on its terms as approved by the shareholders at the General Meeting of Shareholders.

The application of the Policy of Remunerations 2022-2024 regarding the director remuneration system of Siemens Gamesa rules that for financial year 2023:

For non-executive directors

- a) Non-executive directors will be paid a fixed annual allotment in cash for belonging to the Board of Directors and, if applicable, an additional fixed remuneration for belonging to or chairing the committees of the Board of Directors (the "Committees").

Remuneration Policy of the Company for the Current Financial Year

- b) The non-executive directors of Siemens Gamesa may receive attendance fees for attending meetings of the Board of Directors and of its Committees.
- c) In addition to the above amounts, if a lead independent director (*consejero coordinador*) (the “Lead Independent Director”) is appointed during the current financial year, this person may receive an additional cash allotment in order to suitably remunerate the additional dedication required by the position.
- d) The non-executive chair (the “Chair”) of the Board of Directors will only receive a specific fixed cash allotment, along with attendance fees for attending meetings of the Board of Directors and any meetings of its Committees.
- e) The non-executive vicechair (the “Vicechair”) of the Board of Directors will only receive a specific fixed allotment in cash, along with attendance fees for attending meetings of the Board of Directors and any meetings of its Committees.
- f) Directors may receive, as part of their fixed remuneration (i.e. for the sake of clarity, this would not be variable remuneration tied to performance metrics), shares of the Company, which may be delivered annually or at the end of the director’s term of office, said delivery being in any case subject to the shares being held until cessation in office as directors, by application of the provisions of the Good Governance Code of Listed Companies (“GGCLC”) of the Spanish Stock Market Commission (*Comisión Nacional del Mercado de Valores*) (“CNMV”). In any case, and in compliance with the requirements set forth in section 219 of the LSC, the delivery of the shares shall require a corresponding resolution of the shareholders acting at a General Meeting of Shareholders, which must include the maximum number of shares that may be assigned in each financial year to this remuneration system, the value of any shares taken as a reference and the duration of the remuneration system. The amount allocated to the share remuneration system shall in any case be included within the maximum amount of remuneration of the directors in their capacity as such, which is currently set at three (3) million euros, approved by the shareholders at the General Meeting of Shareholders, or any amount approved by the shareholders at subsequent General Meetings of Shareholders. As at the date of preparation of this Report, no decision has been submitted to approval of the General Meeting of Shareholders regarding payment in shares to Directors as part of the remuneration in their capacity as such.
- g) Non-executive directors may receive premiums paid by the Company for policies purchased from insurance companies to cover death and disability.

Pursuant to article 45.3 of the By-Laws of Siemens Gamesa (the “By-Laws”), the shareholders acting at the General Meeting of Shareholders held on 8 May 2015 approved a maximum limit of 3 million euros to be paid by the Company to the group of directors in their capacity as such, and this limit has remained unchanged since then. The Company does not consider presenting the amendment of said limit to the 2023 General Meeting of Shareholders.

For executive directors

In accordance with the Policy of Remunerations 2022-2024 and as set out in his contract, the remuneration of the Company’s CEO (*consejero delegado*) (the “CEO”) includes the following elements of remuneration: (i) fixed remuneration in cash, (ii) annual variable remuneration and long-term variable remuneration subject to clawback and malus provisions, (iii) remuneration in kind, (iv) long-term savings schemes, and (v) indemnification and post-contractual non-competition agreements. The CEO will not receive the remuneration applicable to the other directors or fees for attending meetings of the Board of Directors, so the CEO’s remuneration is limited to the items described above.

3. Description of the procedures and company bodies involved in determining, approving and applying the remuneration policy and its terms and conditions.

The governing bodies that participate in the design of the Remuneration Policy are the Board of Directors and the ARC. Pursuant to article 14 of the By-Laws of Siemens Gamesa and in accordance with applicable law, the shareholders acting at a General Meeting have the power to approve or amend the Policy of Remuneration of Directors.

As provided by the By-Laws and the current Regulations of the Board of Directors (the “Board Regulations”) and in accordance with the LSC, the Company’s Board of Directors shall make the following decisions as regards the Remuneration Policy:

Remuneration Policy of the Company for the Current Financial Year

- Decisions regarding the remuneration of directors, always within the framework of the By-Laws and the applicable Policy of Remuneration of Directors approved by the shareholders at the General Meeting.
- Approval of the terms and conditions of the contracts of directors with executive duties.
- Setting the remuneration of directors for the performance of executive duties.

Pursuant to the regulations of the ARC (the "ARC Regulations"), additionally to the duties determined by the LSC, the ARC shall have the following powers in relation to determining, approving and applying the Policy of Remuneration of Directors:

- a) Report on the Policy of Remuneration of Directors on occasion of the proposal thereof by the Board of Directors to the shareholders at the General Meeting of Shareholders.
- b) Propose to the Board of Directors the system and amount of annual remuneration of the directors (within the limit set by the shareholders at the General Meeting of Shareholders) and Top Management, as well as the individual remuneration and the other basic terms of the contracts of the executive directors, including any compensation or severance payable in the event of termination of the contractual relationship.
- c) Report, among others, on:
 - The proposal of the CEO regarding the basic terms of the contracts of Top Management, and particularly regarding the structure and amount of their remuneration, including any compensation or severance payable in the event of termination of the contractual relationship, submitting such proposal to the Board of Directors. In the assessment of the variable components the ARC will in detail evaluate the fulfilment level of the elaborated criteria and objectives for its achievement (for further detail see section A.1.6).
 - Multi-annual general incentive systems and pension supplements.
 - Remuneration systems based on the listing price of the shares or which involve the delivery of shares or of option rights therein for directors, members of Top Management and other employees of the Company.
 - Documents to be approved by the Board of Directors for general dissemination regarding information on remuneration.
- d) Endeavour to ensure compliance with the Policy of Remuneration of Directors and annually review the suitability and results thereof, reporting to the Board of Directors on the results of such review.

Additionally, the ARC proposes the Annual Report on Remuneration of Directors for approval by the Board of Directors and subsequent submission to a consultative vote of the shareholders at the General Meeting of Shareholders.

The ARC shall be composed of a minimum of three and a maximum of five non-executive directors, at least two of whom must be independent directors. The members of this Committee are appointed while endeavouring to ensure that they have the right knowledge and experience for the functions they are called on to discharge.

As at the date of preparation of this Report, the composition of the ARC is as follows:

Director	Position	Class
Mr Rudolf Krämmer	Chair	Independent
Ms Mariel von Schumann	Member	Proprietary
Mr Harald von Heynitz	Member	Independent
Mr Francisco Belil Creixell	Member	Independent

Remuneration Policy of the Company for the Current Financial Year

The CV and professional biography of the current members of the ARC is available on the corporate website (www.siemensgamesa.com).

In addition, Mr Salvador Espinosa de los Monteros Garde holds the position of non-member secretary of the ARC.

Siemens Gamesa's ARC shall meet as often as necessary to perform its duties, at the Chairman's behest, and at least three times per year. It will also meet when so requested by (i) at least two of its members, and (ii) whenever the Board of Directors so requests.

Resolutions are adopted by an absolute majority of the members present at the meeting of the ARC.

The ARC had 12 meetings during financial year 2022 and has met on 4 occasions during financial year 2023 until the date of preparation of this report.

4. Comparable companies for establishing the company's remuneration policy.

The Board of Directors shall pursue that the remuneration of its members, which must always be based on the general principles of the Remuneration Policy in force, is consistent with what is paid in the market at comparable entities.

The general principles that inspire Siemens Gamesa's remuneration policies contemplate, among other things, competitiveness in terms of both remuneration structure and amounts in order to attract, motivate and retain key professionals, and external fairness in order to achieve alignment with the remuneration established by comparable companies.

Siemens Gamesa's Policy of Remunerations 2022-2024 thus endeavours to ensure that the remuneration of its directors is consistent with the remuneration trends and benchmarks followed by companies that are comparable in size, activities or structure, such that they are aligned with best market practices.

In this regard, Siemens Gamesa has been using different remuneration studies prepared by various external consultants in order to understand trends in the remuneration of directors and members of top management for purposes of the design and subsequent application of the Company's remuneration policy. The segmentation standards used to determine the group of comparable companies of the various studies used by the Company along these lines have been the following, among others: stock market capitalisation, listed companies (i.e., Ibex-35 and European indices), business sector similar or comparable to that of Siemens Gamesa, and with an international or global scope in doing business.

Peer group used for remuneration purposes: Specifically, the companies selected as comparable companies included in the remuneration study for the CEO and for the non-executive directors are (i) all of the companies comprising the Ibex-35 (as at 30 June 2022) (except for Siemens Gamesa, Arcelormittal and Aena) and (ii) General Electric, Vestas and Nordex. The remuneration study for the members of Top Management also includes the following companies selected as comparable companies: Acciona, Atlas Copco, Centrica, Ferrovial, HeidelbergCement, Legrand, National Grid, Nexans, Osram Licht, Sandvick, Schaeffler, Schindler, Schneider Electric, Signify, Sika, SKF, Veolia Environment and Vestas Wind Systems.

5. Information on whether any external advisors took part in this process and, if so, their identity.

During financial year 2022, Garrigues has provided external advice to the Company in relation to (i) various matters related to the severance agreement with the former CEO (Mr Andreas Nauen) and the hiring of the new CEO and (ii) analysis of the Long-Term Incentive Plans 2018-2020 and 2021-2023 and the implications of the Takeover Bid for these plans, the Bidder having stated in the Takeover Bid prospectus its intention to promote the cash settlement of the Cycle FY2020 of the Long-Term Incentive Plan 2018-2020 and the early cash settlement of the Cycles FY2021 and FY2022 of the Long-Term Incentive Plan 2021-2023 if the delisting of Siemens Gamesa's shares takes place. The Company has also considered reports of the remuneration consultant Willis Towers Watson regarding the analysis of the external benchmarking in comparable industries of the total remuneration of the CEO, the non-executive directors and the Top Managers.

Remuneration Policy of the Company for the Current Financial Year**6. Procedures set forth in the current remuneration policy for directors in order to apply temporary exceptions to the policy, conditions under which those exceptions can be used and components that may be subject to exceptions according to the policy.**

As set out in Article 29.10 of the Board Regulations and in Section 11 of the Policy 2022-2024, following a proposal from the ARC, Siemens Gamesa's Board of Directors may approve the application of temporary exceptions to the remuneration policy, which shall in any event be limited to those exceptional situations in which it is necessary to disapply the policy in order to serve the long-term interests and sustainability of the Company as a whole or in order to ensure its viability. The remuneration components of the CEO referred to in sections 5.1 and 6.1 of the Policy 2022-2024 shall be the only components subject to exception and the allocation of guaranteed extraordinary remuneration shall be avoided.

The procedure to be followed by the ARC in the event of occurrence of any circumstances that justify the application of said temporary exceptions shall be to issue a report assessing the circumstances and specific types of remuneration which would be subject to modification. The ARC may obtain the opinion of an external third party in order to prepare the report. In view of the conclusions of the report, the ARC would prepare, if applicable, the proposal for exceptional application to be submitted to the Board of Directors.

In any event, the Company shall take into consideration the general principles contained in the Policy of Remunerations 2022-2024 and shall provide adequate information in the corresponding Annual Report on Remuneration of Directors regarding the exceptional situation that has led the Board of Directors to approve the application of the temporary exception, as well as the component or components that are subject to such an exception.

7. Procedures contemplated in the current policy of remuneration of directors for the hiring of new executive directors during the effective period of the policy.

It was resolved at the General Meeting of Shareholders of Siemens Gamesa held on 24 March 2022 to ratify the appointment of Mr Jochen Eickholt as a director on an interim basis (co-option) by resolution of the Board of Directors dated 23 November 2021 and effective from 1 January 2022 within the category of proprietary non-executive director, which was amended to executive director by resolution of the Board of Directors dated 2 February 2022 upon Mr Eickholt's appointment as CEO effective from 1 March 2022, and to re-elect him upon a report from the ARC for the bylaw-mandated term of four years, within the category of executive director. At its meeting on 2 February 2022 and upon a proposal from the ARC, the Board of Directors also resolved to establish the total remuneration package for Mr Eickholt for the performance of his duties as CEO, including the terms of his contract. This proposal was generally aligned with the principles and foundations of the Policy of Remunerations 2022-2024. The details of the amendments in the compensation package of the new CEO, their specific amounts and parameters, and the criteria applied and bodies involved in the decision-making process are described in the various parts of this section A and in section B of this report.

The ARC conducted a review for purposes of making a proposal to the Board of Directors regarding the remuneration of the CEO for the performance of his executive duties, in which it took into account the following factors and applied the following criteria:

- Applicable legal provisions from time to time in effect regarding the remuneration of Board members who perform executive duties.
- The provisions of the Company's By-Laws, Board Regulations and Corporate Governance Policy.
- Market data and the guidance of institutional investors and proxy advisors, as well as information received from them in the consultation process undertaken by Siemens Gamesa.
- The principles and foundations established in the Policy of Remunerations 2022-2024 approved at the General Meeting of Shareholders on 17 March 2021. In particular, the principles of competitiveness of the Directors' remuneration in terms of both remuneration structure and amounts in order to attract, motivate and retain key professionals; alignment with the remuneration established by comparable companies (external fairness); and maintaining a fair balance between the various components of fixed remuneration (short-term) and variable remuneration (annual and long-term), reflecting an appropriate assumption of risks combined with the achievement of defined objectives linked to the long-term creation of sustainable value.

Remuneration Policy of the Company for the Current Financial Year

- Consistency with the CEO's responsibility and duties and leadership within the organisation, in line with the remuneration paid in the market by comparable companies. In this regard, the wind energy industry is experiencing a period of serious disruption, with external factors that have placed extraordinary pressure on the results of all wind turbine manufacturers. In the case of Siemens Gamesa, these problems have been aggravated by internal factors that have led the Company to suffer significant losses and to deviate from its forecasts for financial year 2022 on several occasions.

The responsibility, dedication and performance of the CEO in such a demanding environment must undoubtedly be taken into consideration. In addition, the difficulties faced by the Company and the industry in general are greatly hindering the attraction and retention of the top talent. Attracting this talent hence now more than ever requires a competitive compensation package.

- The adequacy of the fixed and total remuneration to compensate the value of the contribution made by the position and the person, for both the Company and its shareholders. In this regard, Mr Eickholt's credentials clearly demonstrate his reputation, credibility, soundness and expertise.
- The analyses of the external competitiveness of the CEO's total remuneration in several peer groups, described in section A.1.1 of this report, and particularly the report prepared for Siemens Gamesa by the consultant Willis Tower Watson and the Annual Report on Remuneration of Directors of Listed Companies published by the CNMV. From the aforementioned analyses it can be concluded that the fixed remuneration established for the current CEO is aligned with the average of comparable companies (the fixed remuneration established for the former CEO was below such average). The ARC also took into account the remuneration paid by the competitor Vestas to its chief executive and Mr Eickholt's own level of remuneration and conditions in the position he held within the Siemens Energy group before his appointment as CEO of Siemens Gamesa.

In light of these considerations and upon a proposal from the ARC, the Board of Directors resolved at its meeting on 2 February 2022 to establish annual fixed remuneration for the CEO of 1.05 million euros and to guarantee annual variable remuneration of 612,500 euros as a sign-on bonus for financial year 2022 only, as described in sections A and B of this report.

The Board of Directors' decision was made pursuant to the Policy of Remunerations 2022-2024 approved at the General Meeting of Shareholders on 17 March 2021 and in exercise of the powers allocated to the Board of Directors in section 6.1 of that policy (Policy of remuneration applicable to new executive directors) in the event of new directors joining the Board of Directors to perform executive duties during the effective period of the policy. In this regard, paragraph 2 of the aforementioned section 6.1 "Policy of remuneration applicable to new directors / New executive directors" reads as follows: "*Table 2 of this remuneration policy describes the elements to consider in designing and establishing the remuneration system for new executive directors. For these purposes, after hearing the ARC's recommendation, the Board of Directors may establish different remuneration for new executive directors based on the Company's interest; in this case, it shall particularly take into account the person's remuneration level before joining the Company, the duties and responsibilities assigned thereto, his/her professional experience, market remuneration for the position and any other factors that it believes appropriate to take into account, which shall be duly reflected in the corresponding contract to be signed between the Company and the new executive director*". Siemens Gamesa considered the advice of the law firm Garrigues throughout this process, ensuring that the terms of the new CEO's remuneration are compliant with the provisions of the aforementioned Policy of Remunerations.

- A.1.2 Relative importance of variable remuneration items vis-à-vis fixed remuneration (remuneration mix) and the criteria and objectives taken into consideration in their determination and to ensure an appropriate balance between the fixed and variable components of the remuneration. In particular, indicate the actions taken by the company in relation to the remuneration system to reduce exposure to excessive risks and to align it with the long-term objectives, values and interests of the company, which will include, as the case may be, mention of the measures taken to ensure that the long-term results of the company are taken into account in the remuneration policy, the measures adopted in relation to those categories of personnel whose professional activities have a material impact on the risk profile of the company and measures in place to avoid conflicts of interest.**

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Furthermore, indicate whether the company has established any period for the accrual or vesting of certain variable remuneration items, in cash, shares or other financial instruments, any deferral period in the payment of amounts or delivery of accrued and vested financial instruments, or whether any clause has been agreed reducing the deferred remuneration not yet vested or obliging the director to return remuneration received, when such remuneration has been based on figures that have since been clearly shown to be inaccurate.

1. Relative importance of the variable items of remuneration as compared to fixed items (remuneration mix).

As provided by the Policy of Remunerations 2022-2024, only the executive directors (the CEO as of today), will participate in variable remuneration systems. This is compliant with Recommendation 57 of the GGCLC of the CNMV, pursuant to which variable remuneration should be limited to the executive directors.

The system of remuneration for the CEO contemplates a variable component intended to encourage his commitment to the Company and its strategic plan, linking his remuneration to the creation of value for shareholders as well as the sustainable achievement of strategic objectives, such that it is aligned with best remuneration practices.

The Company's intent is to design competitive remuneration packages that allow attracting and retaining top professionals, while establishing a link between remuneration, results and objectives for the Company and the Siemens Gamesa group of companies (the "Group").

The variable remuneration system for the CEO currently includes two variable components: (i) annual variable remuneration designed and reviewed on an annual basis, and (ii) the long-term variable remuneration which is designed on the basis of three-year periods. The objectives for both are set in advance and the achievement thereof is based on the results obtained and approved by the Board of Directors.

This variable remuneration system is flexible and is appropriately responsive to the results achieved. Regarding the weight of the CEO's variable remuneration in his total remuneration, depending on the target goal achievement, variable remuneration (annual and long-term) may be higher than the fixed components of remuneration. As described in more detail below, in a scenario of 100% target goal achievement overall, the weight of the fixed remuneration would represent one third, the annual variable remuneration one third and the long-term variable remuneration another one third, all of the total remuneration (fixed, annual variable and long-term variable).

The determination of the variable remuneration for the CEO is linked to the achievement of a combination of specific, predetermined and quantifiable qualitative and quantitative targets that are aligned with the corporate interest and in line with the strategic plan of Siemens Gamesa, as well as the results of the Company.

Specifically, the following is taken into account to determine the relative relevance of the variable remuneration items compared to the fixed items ("Remunerative Mix"):

- **Fixed remuneration** in cash amounting to 1,050,000 euros for 2023 (see section B.6 of this report);
- **Annual variable remuneration** (hereinafter "AVR") amounting to 1,050,000 euros for achieving 100% of the pre-established targets. The AVR of the CEO is linked to the level of achievement of pre-established targets, both financial and non-financial, defined at Group and individual levels with the possibility of increasing his AVR up to a maximum of 200% (i.e., 2,100,000 euros) in case of extraordinary performance and over-achievement of such pre-established targets. On an exceptional basis for financial year 2022, as described in section B.7 of this report and in the context of his joining the Siemens Gamesa group, the current CEO Mr Jochen Eickholt has been guaranteed an AVR equivalent to 612,500 euros as a sign-on bonus (the amount corresponding to a level of achievement of 100% of his annual variable remuneration targets for financial year 2022, reduced in proportion to the seven months of the financial year for which he has been in office). For clarification purposes and as previously stated, this is exceptional for financial year 2022 only and it does not apply to future financial years.

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- **Long-term variable remuneration:**

- long-term variable remuneration for the former CEO (Mr Andreas Nauen) as beneficiary of the **Long-Term Incentive Plan for the period of the financial years 2018 to 2020** (the “LTI Plan 2018-2020”) approved by the General Meeting of Shareholders in financial year 2018 and amended in financial year 2019. The only remaining cycle of this LTI Plan 2018-2020 is Cycle FY2020. According to the Regulations of the LTI Plan 2018-2020, the maximum number of shares to which the former CEO might be entitled in case of over-achievement of the target goals to which Cycle FY2020 is linked (the “Cycle FY2020”) is 144,200 shares. However, the number of stock awards (the “Stock Awards”) granted to the former CEO has been lower than the aforementioned maximum, 51,848 (resulting from the pro rata reduction, calculated on its departure date, of the 79,164 Stock Awards originally awarded for this Cycle FY2020), which represents the maximum potential number of shares that the former CEO could receive in case of maximum achievement of all of the pre-established targets for this Cycle FY2020. The value of the shares to be delivered to the CEO under Cycle FY2020 of this LTI Plan 2018-2020, cannot exceed in any case the lower of the following amounts: (i) three times the target Incentive assigned on this Cycle FY2020 of the Plan or (ii) the result of multiplying by 1.7 the sum of the fixed remuneration in cash, the AVR and the target Incentive assigned on this Cycle FY2020 of the Plan.
- long-term variable remuneration for both the former CEO (Mr Andreas Nauen) and the current CEO (Mr Jochen Eickholt) as beneficiaries of the **Long-Term Incentive Plan for the period of the financial years 2021 to 2023** (the “LTI Plan 2021-2023” and together with the LTI Plan 2018-2020 the “LTI Plans”) approved by the 2021 General Meeting of Shareholders. According to the Regulations of the LTI Plan 2021-2023, the maximum number of shares to which the CEO might be entitled in case of over-achievement of the objectives target goals to which are linked its three Cycles are linked is 166,218 shares (55,406 shares maximum in each of its three Cycles).

The number of Stock Awards granted to the former CEO (Mr Andreas Nauen) for Cycle FY2021 was 18,044 for the Cycle FY2021 (result of the pro rata reduction, calculated on its departure date, from the 41,438 Stock Awards originally awarded) and he has not received any Stock Awards for Cycle FY2022.

The current CEO (Mr Jochen Eickholt) has been granted 70,846 Stock Awards for Cycle FY2022. The Stock Awards represent the maximum potential number of shares that the CEO could receive in case of maximum over-achievement of all of the pre-established targets for that Cycle FY2022. All of the foregoing is without prejudice to the following limits: (i) the maximum number of shares that the CEO may receive for each Cycle of the LTI Plan 2021-2023 is 55,406 and (ii) the value of the shares to be delivered to the CEO under each Cycle cannot exceed in any case the higher of the following amounts: (a) three times the target Incentive assigned on each Cycle of the Plan or (b) the result of multiplying by 1.7 the sum of the fixed remuneration in cash, the AVR and the target Incentive assigned on each Cycle of the Plan. The CEO must hold any shares received under the LTI Plan 2021-2023 until a holding requirement equal to two times and a half his annual fixed remuneration for the three Cycles is reached.

The “target” amount for the long-term variable remuneration for each Cycle of the LTI Plans is 100% of the fixed remuneration, but this long-term variable remuneration could reach, for Cycle FY2020 of the LTI Plan 2018-2020 and for the three Cycles (FY2021, FY2022 and FY2023) of the LTI Plan 2021-2023, up to a maximum of 200% of the fixed remuneration.

For purposes of calculating the long-term variable remuneration both for the 2018-2020 and for the 2021-2023 periods, it is taken into account (i) that this remuneration is linked to a three-year measurement period, and (ii) that it is linked to the achievement of certain requirements for each of the Cycles making up the LTI Plans.

In the context of the Takeover Bid, the Bidder has stated in the prospectus that it intends to promote the cash settlement of Cycle FY2020 of the Long-Term Incentive Plan 2018-2020 and the early cash settlement of Cycles FY2021 and FY2022 of the Long-Term Incentive Plan 2021-2023 if the delisting of Siemens Gamesa’s shares would take place. In this regard and with the assistance of the law firm Garrigues, Siemens Gamesa’s Board of Directors has analysed the implications of the Takeover Bid for Cycle FY2020 of the LTI Plan 2018-2020 and for the three Cycles (FY2021, FY2022 and FY2023) of the LTI Plan 2021-2023. In this regard and based on a proposal from the ARC, Siemens Gamesa’s Board of Directors approved the following resolutions at its meeting on 9 November 2022: (i) in relation to Cycle FY2020 of the LTI Plan 2018-2020, to replace the delivery of shares resulting from the settlement of this Cycle depending on the degree of achievement of the objectives achieved with an equivalent cash payment, since the Company does not have sufficient treasury shares to settle this Cycle and in view of

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the difficulty associated with acquiring own shares and paying beneficiaries in shares during the Takeover Bid process; (ii) in relation to the LTI Plan 2021-2023 and on the terms established in its Regulations, to declare the early maturity of Cycles FY2021 and FY2022 for all beneficiaries in view of the occurrence of a “significant event”, which the potential delisting of Siemens Gamesa’s shares in the framework of the Takeover Bid process is deemed to be. Therefore, subject to and at the time of the definitive delisting of Siemens Gamesa’s shares, there will be an early cash settlement (Siemens Gamesa’s shares would no longer be listed) of the two current Cycles (FY2021 and FY2022) of the LTI Plan 2021-2023, in proportion to the time that has passed in each of those Cycles and in view of the degree of achievement of the Plan metrics established by the Board of Directors for each Cycle at the date of its settlement. The Board of Directors will not so far award any beneficiary Stock Awards for Cycle FY2023 of the LTI Plan 2021-2023 until knowing if the Company will be delisted or not. Cycle FY2023 will be cancelled in the event of the definitive delisting of Siemens Gamesa’s shares. The Board of Directors also approved the holders of shares delivered under the LTI Plan 2018-2020 subject to holding requirements being able to dispose of their shares: in the framework of the squeeze-out procedure established in Chapter X of Royal Decree 1066/2007 of 27 July on public takeover bids; or under any maintained purchase order made by the Bidder pursuant to Article 11 of the aforementioned Royal Decree 1066/2007, in both cases to enable the beneficiaries to dispose of their shares before they are delisted.

2. **Actions taken by the company in relation to the remuneration system to reduce exposure to excessive risks and to align it with the long-term objectives, values and interests of the company, accrual period and deferred payment period.**

The remunerative principles of the Policy of Remunerations 2022-2024 comply with the provisions of the LSC for capital enterprises and are in line with the principles and recommendations on director remuneration contained in the GGCLC published by the CNMV regarding alignment to the company’s size, its economic situation, comparability, profitability and sustainability, as well as the avoidance of excessive risk-taking or rewarding poor performance.

Siemens Gamesa applies the following practices in this regard:

- Regular use of external advice.
- Deferred receipt of a significant portion of remuneration of the CEO for a sufficient time to confirm effective compliance with performance or other previously established conditions.
- Delivery of a significant portion of remuneration of the CEO in shares of the Company. The shares effectively received by virtue of the long-term variable remuneration plans should be retained until a specific amount of the annual fixed remuneration is reached.
- Establishing malus and clawback clauses applicable to long-term and annual variable remuneration of the CEO so that said remuneration may ultimately amount to zero.
- Regular review of alignment of total remuneration with that of comparable companies so that the Company ensures that its directors are competitively remunerated.
- In the case of the CEO, linking of payment of a significant portion of remuneration to the pre-determined and quantifiable economic and financial results of the Company, aligned with the corporate interest and in line with the Company’s strategic plan.
- As a general rule, no advances or loans granted.
- No discrimination in terms of remuneration on grounds of gender, age, culture, religion or race. Siemens Gamesa’s professionals are remunerated based on their professional background, dedication and responsibility assumed.
- In general, no guaranteed increases in fixed remuneration or guaranteed receipt of any variable remuneration.

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The measures to determine appropriate risk management and to promote the sustainability of Siemens Gamesa's results are the following:

Annual variable remuneration:

- As a general rule, there is no right to obtain guaranteed short-term variable remuneration, since there is a threshold of minimum compliance for each objective, below which such remuneration will not be paid.
- AVR has a set maximum payment amount.
- A variable remuneration system is designed on an annual basis for the annual variable remuneration and on a three-year basis for the long-term incentive plans, based on formal procedures for determining the amounts to pay to the CEO. The payment is contingent upon the achievement of a combination of specific, pre-determined and quantifiable qualitative and quantitative targets that are aligned with the corporate interest and in line with the strategic plan of Siemens Gamesa, as well as the results of the Company.
- At the beginning of each financial year, the ARC reviews the terms of the AVR system applicable to the CEO, including the structure, achievement scales, established objectives and weight of each of them, based on the strategy of the Company and the needs and status of the business. This review is then submitted to the Board of Directors for approval.
- The Policy of Remunerations contemplates the relevant "malus" clauses for the annual variable remuneration, which will apply during the term thereof until payment, and "clawback" clauses and such "malus" and "clawback" clauses are the same as those applicable for long-term variable remuneration, which are detailed below.

Long-term variable remuneration based on long-term incentive plans:

- There is no right to obtain guaranteed long-term variable remuneration and it is contingent upon achievement of set targets. No long-term variable remuneration will be paid below a minimum level of achievement of the targets to be set for each Cycle by the Board of Directors, after a report from the ARC.
- Long-term variable remuneration has a set maximum payment amount. In addition, the value of the shares to be received by the CEO deriving from each of the Cycles of the LTI Plans cannot exceed a certain amount.
- It is linked to the achievement of a combination of specific, predetermined and quantifiable quantitative and qualitative objectives. The weightings of the objectives will be determined by the Board of Directors for each of the Cycles of the LTI Plans, following the favourable report of the ARC.
- Pursuant to Recommendation 62 of the GGCLC of the CNMV, any shares delivered to the CEO under the LTI Plans will be subject to a holding period until reaching a certain number of shares. For the LTI Plan 2018-2020, the CEO must hold: (i) two times the annual fixed remuneration for the Cycle FY2018, and (ii) two and one-half times the annual fixed remuneration for the Cycles FY2019 and FY2020. For the LTI Plan 2021-2023, the CEO must hold two and one-half times the annual fixed remuneration for each of its three Cycles.
- The LTI Plans contemplate the relevant "malus" clauses, which will apply during the term thereof until payment, and clawback clauses, which will apply for three years following the end of each Cycle of the LTI Plans.

The ARC will have the power to propose to the Board of Directors, the cancellation, reduction or return of the payment of multi-annual variable remuneration in supervening circumstances showing that the variable remuneration has accrued or been paid based on incorrect or erroneous information or data, or if it is subsequently shown that there are violations of the Company's internal rules or applicable law.

In relation to the LTI Plan 2018-2020, the application of the foregoing provisions could take place upon the occurrence of any of the following circumstances: (i) regulatory sanctions or judicial convictions on grounds attributable to the director, (ii) serious breach of internal codes of conduct or policies approved by the Company, (iii) any other circumstances resulting in a subsequent adjustment of the parameters taken into consideration in the initial evaluation of the CEO's percentage achievement of the objective, or (iv) any other situation that entails an infringement of mandatory rules of the Company.

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In relation to the LTI Plan 2021-2023, the Company has incorporated to the referred Policy of Remunerations 2022-2024 a reinforced malus and clawback clauses which entitle the Board of Directors, following the proposal from the ARC to cancel, suspend, or return the payment of the annual variable remuneration as well as of any other incentive resulting from the Long-Term Incentive Plans ("LTIP") when extraordinary circumstances arise that adversely affect the income and/or the financial position of the Company, or that would be caused by the inappropriate conduct of the Director.

The Policy of Remunerations 2022-2024 details as an example some of the circumstances under which such malus and clawback clauses may be applicable. Hence, the malus clause may be applicable, among others, under the following circumstances:

- a) Restatement of the Company's financial statements as a result of the Director's management, in relation to the financial year on which the annual variable remuneration is calculated, or to one of the years of a Cycle of a LTIP, except when the restatement is appropriate based on an amendment of accounting rules or standards.
- b) Qualified opinions appearing in the auditor's report issued for the financial year on which the annual variable remuneration is calculated, or for one of the years of a Cycle of a LTIP.
- c) If the Company has unplanned negative "net income" (adjusted by unforeseen impacts resulting from restructuring and/or mergers or acquisitions/disposals), in the financial year on which the annual variable remuneration is to be calculated, or in two consecutive years of measurement of the objectives for each Cycle of the LTIP, or in the last year of measurement of the objectives of each Cycle of a LTIP.
- d) If the Company has a significant deviation from the budgeted "net financial debt" of the year on which the annual variable remuneration is to be calculated, or of the last year of the LTIP Cycle (considering as adjustments, where applicable, payments of dividends or mergers and acquisitions).

References to "net financial debt" shall be interpreted according to the corresponding definitions of the Alternative Performance Measures used by Siemens Gamesa in its public financial reporting.

- e) Regulatory sanctions or judicial convictions on grounds attributable to the Director.
- f) Director's serious breach of internal codes of conduct or policies approved by the Company or the Group.
- g) Justified dismissal on disciplinary grounds or, in the case of commercial contracts, just for cause attributable to the Director at the Company's request.
- h) Any other situation that entails an infringement of mandatory rules of the Company by the Director

The clawback clause may be applicable, among others, under the following circumstances:

- a) Restatement of the Company's financial statements as a result of the Director's management, in relation to the year for which the variable remuneration was paid, or to one of the years of a Cycle of the LTIP, except when the restatement is appropriate based on an amendment of accounting rules or standards.
- b) When it appears that calculation and payment of annual variable remuneration or the settlement of one Cycle of a LTIP was based, in whole or in part, on information the serious inaccuracy or falsity of which is subsequently clearly demonstrated, or risks assumed during the year for which the variable remuneration was paid, or during one of the years of a Cycle of a LTIP materialise, or other exceptional circumstances not foreseen or assumed by the Company arise, that have a material adverse effect on the results of any of the years in the Look-Back Period.
- c) Negative "net income", as defined in the "malus" clause, in the three years following the payment of the annual variable remuneration or of the settlement of a Cycle of a LTIP attributable to management during the years in which the annual remuneration or the incentive were generated.
- d) Regulatory sanctions or judicial convictions on grounds attributable to the Director.
- e) Director's serious breach of internal codes of conduct or policies approved by the Company or the Group.
- f) Any other situation that entails an infringement of mandatory rules of the Company by the Director.

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The ARC may propose to the Board of Directors that adjustments be made to the elements, criteria, thresholds, and limits of variable remuneration in view of exceptional circumstances due to extraordinary internal or external factors or events. It shall be for the Board of Directors, upon a prior report from the ARC and, if applicable, from the Audit, Compliance and Related Party Transactions Committee, to determine the application of the malus and clawback clauses and the amounts and concepts on which to apply the clauses.

A.1.3 Amount and nature of fixed components that are due to be accrued during the year by directors in their capacity as such.

The shareholders acting at a General Meeting of Shareholders set the annual allotment that can be paid by the Company to all of its directors for their status as such, and the Board of Directors is responsible for distributing this amount among the various directors in the manner, time and proportion that it freely decides, and may reduce the amount if it so deems appropriate.

For these purposes, the shareholders acting at the General Meeting of Shareholders held on 8 May 2015 approved remuneration for the directors in their capacity as such, within the annual maximum limit of 3 million euros. This limit will remain in effect for so long as the shareholders do not resolve to change it. Pursuant to article 29 of the Board Regulations, the executive directors are excluded from said maximum limit. The Company does not consider proposing the amendment of said limit to the 2023 General Meeting of Shareholders.

Of such amount, the breakdown of fixed remuneration by position and responsibilities attributed to the directors approved by the Board of Directors for financial year 2023, which is unchanged from financial year 2019, is the following:

- a) Chair of the Board of Directors: 250,000 euros, along with attendance fees for attending meetings of the Board of Directors and any meetings of its Committees.
- b) Vice Chair of the Board of Directors: 150,000 euros, along with attendance fees for attending meetings of the Board of Directors and any meetings of its Committees.
- c) Non-executive directors: 80,000 euros.
- d) Lead Independent Director (none currently existing): additional 20,000 euros.
- e) Additional remuneration for belonging to the various Committees:

	Audit, Compliance and Related Party Transactions Committee	Other Committees of the Board of Directors
Chair	80,000 euros	60,000 euros
Member	60,000 euros	40,000 euros

- f) Fees for attending meetings of the Board of Directors and of its Committees:

	Board of Directors	Committees of the Board of Directors
Chair	2,000 euros per meeting	3,800 euros per meeting
Member	2,000 euros per meeting	2,000 euros per meeting

All of the amounts are established for the personal on-site or by video-conference presence of the director. In the case of attendance by approved remote means of communication, other than video-conference, the corresponding attendance fee would be 50% of the above amounts. If a proxy is granted, the right to the attendance fee would not accrue.

Remuneration Policy of the Company for the Current Financial Year

In addition, directors in their capacity as such are entitled to the remuneration in kind set forth in section A.1.5 as fixed components of their remuneration.

The amounts are accrued proportionally to the time the position is held.

According to the CNMV Report called "Remuneration Reports of directors of listed companies-Fiscal year 2021" ("CNMV Report"), the sum of the fixed remuneration, allowances, and remuneration for membership to Board's committees for non-executive directors reaches a total of 201,000 euros for the 75th percentile (100,000 euros of fixed remuneration, 37,000 euros of allowances and 64,000 euros of remuneration for membership on the Board's committees). Therefore, the remuneration of the non-executive directors of the Company is aligned with the data published by the CNMV for financial year 2021, in the 75 percentile.

Three directors of Siemens Gamesa, two of them holding positions on the Managing Board of Siemens Energy AG and the third one a position in Siemens Energy Brazil, waived the receipt of the amounts indicated above and therefore do not receive any remuneration.

A.1.4 Amount and nature of fixed components that are due to be accrued during the year for the performance of senior management functions of executive directors.

The executive directors receive annual fixed remuneration in cash for the performance of executive duties. The amount of the fixed remuneration of the executive directors is established by the Board of Directors, upon a proposal of the ARC, in a manner consistent with the level of responsibility within the organisation, trying to be competitive with other comparable entities, thus favouring the retention of key professionals, and can be revised annually taking into account the circumstances of each financial year of the Company.

The Board of Directors currently has only one executive director: the CEO (Mr Jochen Eickholt).

The annual fixed remuneration in cash of the current CEO (Mr Jochen Eickholt) will amount to 1,050,000 euros during financial year 2023, which is the same amount as in financial year 2022.

For the performance of executive duties, the Company also makes Social Security payments and he is entitled to the benefits set forth in section A.1.5.

A.1.5 Amount and nature of any component of remuneration in kind that will accrue during the year, including, but not limited to, insurance premiums paid in favour of the director.

The Policy of Remunerations 2022-2024 contemplates certain remuneration in kind for the following items:

For the CEO**i) Use of a Company vehicle:**

The Company gives the CEO the right to use a vehicle in accordance with the policy followed for top executives.

ii) Health and casualty insurance:

The CEO is the beneficiary of health and casualty insurance.

iii) Contributions for pension supplements through group life insurance:

This is a defined contribution plan that covers retirement, disability, death, dependence of the participant and exceptional liquidity situations (long-term unemployment, serious illness, etc.). The benefit consists of the right to receive cumulative contributions made on his behalf by the Company plus the returns generated as a result of the occurrence of any of the covered contingencies.

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In case of the CEO's cessation in office with the Company for reasons other than the covered contingencies, the CEO will have the right to all of the accumulated balance, unless the termination of the contractual relationship occurs for any of the following reasons: (i) criminal conviction or regulatory sanction on grounds attributable to the participant; (ii) serious breach of the internal rules of Siemens Gamesa or of the Group, and (iii) fraudulent or grossly negligent conduct of the CEO in the performance of his duties.

The receipt of any compensation to which the CEO may be entitled due to the termination of his contractual relationship with the Company does not forfeit the right to receive the accumulated balance in the long-term savings system.

For financial year 2023, the annual contribution will amount to 243,600 euros. As in previous financial years since 2018, this amount represents 23.2% of his fixed annual remuneration of the current CEO (Mr Jochen Eickholt). This amount is in the middle of the market range for this position, according to the last analysis requested by the Company for such purpose to an external consultant. However, this amount will be subject to potential updates to the extent recommended by market circumstances, so that any increase will take into account the financial status of the Company and market standards with comparable companies obtained through a comparative analysis made by specialised outside consultants.

- iv) Benefits for adaptation and stay in the host country (Spain): The CEO is entitled to certain benefits granted in concept of adaptation and stay in Spain (benefits for the current CEO (Mr Jochen Eickholt): housing for a 36-month period, security services, movement of personal effects, purchase of furniture, training in Spanish language, relocation service, travel for a 36-month period, tax advice and expenses arising from processing of work and residency permits).

For all directors

- i) Life insurance: Directors may receive premiums paid by the Company for policies purchased from insurance companies to cover death and disability benefits. Pursuant to the terms of the policy, the sum insured for each of the directors is 220,000 euros.

Without prejudice to the foregoing, the Policy of Remunerations 2022-2024 does not provide for the ability to include contributions to pension benefits systems for the non-executive directors.

- ii) Civil liability insurance: Although this is not considered remuneration from a tax law perspective (and therefore, no specific amount is reported for this concept), all Directors benefit from an insurance covering for civil liability arising from the performance of their duties, on standard market terms and provided by the Company itself.

A.1.6 Amount and nature of variable components, differentiating between those established in the short and long terms. Financial and non-financial, including social, environmental and climate change parameters selected to determine variable remuneration for the current year, explaining the extent to which these parameters are related to performance, both of the director and of the company, and to its risk profile, and the methodology, necessary period and techniques envisaged to be able to determine the effective degree of compliance, at the end of the year, with the parameters used in the design of the variable remuneration, explaining the criteria and factors applied in regard to the time required and methods of verifying that the performance or any other conditions linked to the accrual and vesting of each component of variable remuneration have effectively been met.

Indicate the range, in monetary terms, of the different variable components according to the degree of fulfilment of the objectives and parameters established, and whether any maximum monetary amounts exist in absolute terms.

The CEO is the only director with a variable component in his system of remuneration.

As mentioned in section A.1.2 above, the variable remuneration system for the CEO currently includes two variable components linked to the achievement of specific and quantifiable objectives that are aligned with the corporate interest of Siemens Gamesa.

The Board of Directors, upon a proposal of the ARC, is responsible for setting these objectives for each financial year and for evaluating the level of achievement thereof at the end of the year.

Remuneration Policy of the Company for the Current Financial Year

The specific standards and objectives set for 2023 that are taken into account for determining the annual and long-term variable remuneration are the following:

Annual variable remuneration (AVR):

The AVR of the CEO represents a percentage of his annual fixed remuneration, calculated based on the achievement of a combination of predetermined and quantifiable quantitative and qualitative objectives, and is paid entirely in cash.

This AVR is determined pursuant to an achievement scale calculated based on 100% of annual fixed remuneration (if 100% of the pre-established objectives are met) and can reach a maximum amount of 200% (in the case of extraordinary performance and maximum over-performance of the pre-established objectives). It also includes a threshold below which no incentive at all is paid. The maximum level of the AVR target in financial year 2023 therefore remains at 200% (same level as in financial year 2022) in the case of the maximum achievement of the pre-determined targets. As previously stated in section A.1.2 of this report, the current CEO (Mr Jochen Eickholt) has an exceptional and contractually guaranteed AVR of 612,500 euros as a sign-on bonus only for FY2022, which is equivalent to the proportion of time for which he has performed his duties as CEO based on a 100% achievement level of his AVR targets for financial year 2022. This guarantee does not apply to financial year 2023 or to other future financial years.

The parameters used by Siemens Gamesa for calculating AVR are based on quantitative financial indicators, just like those most frequently used by listed companies, in accordance with the CNMV Report, and a non-financial indicator in compliance with Recommendation 58 of the CNMV's GGCLC.

At the beginning of each financial year, the ARC will review the terms of the variable remuneration system of the CEO, and specifically the maximum levels of remuneration, the established objectives and the weight of each of them, based on the strategy of the Company and the needs and status of the business. This review will then be submitted for the approval of the Board of Directors.

The level of achievement is determined based on indicators for achievement of the business and financial objectives of the Company and of the Group, and of the individual objectives of the CEO.

In order to calculate the AVR for the 2023 financial year, the Board of Directors has established, on the proposal of the ARC, the following performance indicators, weighting and minimum compliance thresholds for each of them:

- **70%** of the total AVR shall be calculated on the basis of the below described Group Financial and Non-Financial indicators measured at Group level; and
- the remaining **30%** of the AVR shall be calculated on the basis of individual indicators of the CEO, that shall be assessed by the Board of Directors at the proposal of the ARC that take into account his different responsibilities. The indicators are related, among others, to the implementation of a new operating model, business continuity and business stabilisation and optimisation via the Mistral programme.

Group Financial and Non-Financial indicators (70% of the AVR)

For the purpose of calculating the payment coefficient obtained for each level of target achievement, a performance scale is determined for each metric which takes into account budgetary compliance in the case of financial indicators and which includes a minimum threshold below which no incentive is paid. In the case of 100% achievement of the target set, the target AVR will be paid and, in the case of maximum achievement of the targets, the maximum AVR (200% of the fixed remuneration) would be payable. Information is provided below in greater detail about the scales for achieving each of the targets and how the stipulated maximum is achieved:

Performance Indicator	Type of Indicator	Weighting	Pay Level % of Target			Measurement period
			Minimum	Target	Maximum	
EBIT pre PPA and I&R costs	Financial	50%	49.29%	100%	152.38%	1 Year
Free cash flow, (before interests and taxes)	Financial	20%	74.28%	100%	126.57%	1 Year
Order Intake	Financial	20%	54.78%	100%	145.21%	1 Year
Total Recordable Injury Rate	Non-Financial	10%	179.78%	100%	67.42%	1 Year

Remuneration Policy of the Company for the Current Financial Year

- The **Financial indicators** are aligned with the Group's most relevant management metrics:
 - EBIT pre PPA integration & restructuring costs (I&R): EBIT excluding integration and restructuring costs and the impact on amortization of intangibles' fair value from of the Purchase Price Allocation (PPA).
 - Free cash flow (before interests and taxes)
 - Order Intake
- The **Non-Financial indicator** is related to one of the Group's most important priorities which is Health and Safety, calculated on the basis of the Total Recordable Injury Rate (TRIR) ratio that describes the number of recordable injuries for every 1,000,000 hours during financial year 2023. Being an injury rate ratio, weighting shall be higher when TRIR is below the target and lower when above such target (i.e. if the TRIR is 179.78% above the target, no incentive will apply for this indicator).

Individual indicators (30% of the AVR)

Individual indicators of the CEO are related to the implementation of a new operating model, business continuity and business stabilisation and optimisation via the Mistral programme.

AVR shall be paid in arrears, for which reason the AVR for financial year 2023 will be paid in financial year 2024 net of taxes.

In relation to the criteria and factors applied by Siemens Gamesa in regard to the time required and methods of verifying that the performance or any other conditions linked to the accrual and vesting of each component of variable remuneration have effectively been met, following the fourth quarter of each financial year the HR Department, specifically its Compensation and Benefits area for the Group Financial and Non-Financial Indicators, and the CEO Office for the Individual Indicators, are responsible for obtaining the required information from the corresponding areas or business functions, with the purpose of preparing an achievement proposal for each indicator, which will be validated by Internal Audit function prior to the Board of Directors' final assessment and approval upon proposal from the ARC, in the same meeting in which the financial statements will be formulated.

Long-term variable remuneration:

The Company also has two Incentive Plans (LTI Plans) currently in force and linked to achievement of long-term strategic objectives in order to retain the CEO and incentivise his motivation, thus maximising the value of Siemens Gamesa on a sustained basis over time.

The first one, the **LTI Plan 2018-2020**, was approved by the General Meeting of Shareholders held on 23 March 2018 for the period of financial years 2018-2020 and amended at the General Meeting of Shareholders held on 27 March 2019 for Cycles FY2019 and FY2020.

The second one, the **LTI Plan 2021-2023**, was approved by the General Meeting of Shareholders held on March 17, 2021 for the period of financial years 2021-2023.

The general characteristics of both LTI Plans are as follows:

- Beneficiaries: include the CEO, Top Management, certain Senior Managers and employees of the Siemens Gamesa Group, directed towards a maximum of 300 beneficiaries. In accordance with the Policy 2022-2024 of the Company, no other member of the Board of Directors is a beneficiary of the LTI Plans.
- Duration, dates and terms: the LTI Plans have a duration of five years, divided into three independent Cycles, with a measurement period of three years for each Cycle (in which the level of achievement of the requirements and objectives established for the delivery of the shares will be determined):

LTI Plan 2018-2020:

- Cycle FY2018: from 1 October 2017 to 30 September 2020.

Remuneration Policy of the Company for the Current Financial Year

- Cycle FY2019: from 1 October 2018 to 30 September 2021.
- Cycle FY2020: from 1 October 2019 to 30 September 2022. This is the only remaining Cycle of this LTI Plan 2018-2020.

LTI Plan 2021-2023:

- Cycle FY2021: from 1 October 2020 to 30 September 2023.
- Cycle FY2022: from 1 October 2021 to 30 September 2024.
- Cycle FY2023: from 1 October 2022 to 30 September 2025.

Shares will be delivered, if applicable, within sixty calendar days from the date on which the Company's Board of Directors formulates the annual accounts for the financial year in order to determine the level of achievement of the objectives for each Cycle ("Delivery Date").

The LTI Plan 2018-2020 will end on the Delivery Date for the Cycle FY2020 (i.e. after the formulation of the accounts for financial year 2022) and the LTI Plan 2021-2023 will end on the Delivery Date for the Cycle FY2023 (i.e. after the formulation of the accounts for financial year 2025).

- Permanence requirement: a general requirement for collecting the incentive is the maintenance of an active relationship with the Siemens Gamesa Group on the respective Delivery Dates for each Cycle, without prejudice to each of the Plan's Regulations governing specific cases of partial interruptions in the provision of services and terminations of employment relationships for "good leavers".
- Assignment of Stock Awards: for each Cycle of the LTI Plans, the Company will allocate a certain amount to each beneficiary to serve as the basis for granting a certain number of Stock Awards that will serve as a reference to determine the final number of shares to be delivered to each beneficiary based on the level of achievement of the objectives established for each Cycle of the respective LTI Plans.

In line with the foregoing, section C.1.a).ii) of this Report provides an individualised breakdown of the Stock Awards given to the CEO during the Cycle FY2022, which would give the right, if applicable, to the delivery of a number of shares after the passage of three-year objectives measurement period.

- Objectives, weightings and levels of achievement for the **Cycle FY2020 of LTI Plan 2018-2020**:
 - TSR Ratio of Siemens Gamesa compared to the ISE Clean Edge Global Wind Energy Index, with a weighting of 40%.
 - TSR Ratio of Siemens Gamesa compared to the TSR of the company Vestas Wind System A/S, with a weighting of 40%.
 - Corporate Social Responsibility, with a weighting of 20%, which will be calculated taking into account the following three indicators, which will have an equal weighting:
 - Sustainability, linked to the position reached by the Company on the Dow Jones Sustainability Index.
 - Net Promoter Score (customer).
 - Employee Engagement.

Metrics	Level of achievement							
	% achievement	Payment	% achievement	Payment	% achievement (Target)	Payment	% achievement	Payment (Maximum)
TSR Ratio vs. Index	<=80%	0%	> 80% < 100%	> 0% < 100%	100%	100%	=>120%	200%
TSR Ratio vs. Vestas	<90%	0%	90%	50%	100%	100%	=>120%	200%

Remuneration Policy of the Company for the Current Financial Year

Metrics	Level of achievement											
	% achievement	Payment	% achievement	Payment	% achievement	Payment	% achievement (Target)	Payment	% achievement	Payment	% achievement	Payment (Maximum)
CSR (3 indicators)	No improvement in any indicator	0%	No improvement in 2 indicators and improvement or continued improvement in 1 indicator	33%	Improvement or continued improvement in 2 indicators and no improvement in 1 indicator	67%	Improvement in 2 indicators and improvement or continued improvement in 1 indicator	100%	Improvement in 1 indicator and continued improvement in 2 indicators	150%	Continued improvement in 3 indicators	200%

- Objectives, weightings and levels of achievement for the **Cycles FY2021, FY2022 and FY2023** of LTI Plan 2021-2023:
 - EPS Ratio, with a weighting of 20%.
 - TSR Ratio of Siemens Gamesa compared to the TSR of the company Vestas Wind System A/S, with a weighting of 60%.
 - Environmental, Social and Governance (“ESG”) objectives, with a weighting of 20% for Cycle FY2021, which will be calculated taking into account the following three indicators, which will have its own weighting established by the Board of Directors. For Cycles FY2022 and FY2023 the ESG metrics and the sum of the weighting of the ESG metrics shall be determined by the Board of Directors, following a favorable report from the ARC, and said sum (DJSI, NPS and EE for the Cycle FY2021) shall not exceed 30 percent:
 - Sustainability - Dow Jones Sustainability Index (“DJSI”).
 - Customer satisfaction – Net Promoter Score (“NPS”).
 - Employee engagement (“EE”).

Metrics	Level of achievement					
	% achievement	Payment	% achievement (Target)	Payment	% achievement	Payment (Maximum)
EPS Ratio	<67%	0%	100%	100%	>133%	200%
TSR Ratio vs. Vestas	<80%	0%	100%	100%	>120%	200%
ESG (3 indicators)	The Board of Directors will determine the minimum level below which no incentive associated with these metrics will be paid, as well as the maximum level from which the incentive can reach 200% of the incentive linked to them.					

- Maximum amount: at the General Meeting of Shareholders in financial year 2019, the shareholders increased the maximum number of shares allocated to the LTI Plan 2018-2020, ultimately allocating a maximum number of 7,560,000 shares, representing 1.1% of the share capital of Siemens Gamesa. In relation to the LTI Plan 2021-2023 the maximum number of shares allocated to it is 3,938,224 shares, representing 0.58% of the share capital of Siemens Gamesa.

The number of Stock Awards granted to the current CEO, Mr Eickholt, was 70,846 for Cycle FY2022 of the LTI Plan 2021-2023. This figure only reflects the maximum number of shares that could be delivered to the current CEO in the event of maximum achievement of all pre-established targets for that Cycle, but it does not mean that some or all of those shares will be delivered. The number of shares (if any) ultimately delivered will be calculated based on the level of actual achievement of the targets to which the delivery is subject and is also subject to certain maximum limits described in section A.1.2 above. See also this section A.1.2 in relation to the resolutions of the Board of Directors regarding the intended cash out of the outstanding cycles of the LTI Plan 2021-2023 subject to delisting.

Remuneration Policy of the Company for the Current Financial Year

The number of Stock Awards granted to the former CEO, Mr Nauen, was 51,848 for the Cycle FY2020 (result of the pro rata reduction, calculated on its departure date, from the 79,164 originally awarded), and 18,044 for the Cycle FY2021 (result of the pro rata reduction, calculated on its departure date, from the 41,438 originally awarded), respectively. Mr Nauen was not granted any Stock Awards for Cycle FY2022. These figures only reflect the maximum potential number of shares to be received by the former CEO in the case of maximum achievement of all the pre-established objectives for such Cycles but does not in any way mean that some or all of them will be delivered. The number of shares (if any) ultimately delivered will be calculated based on the level of actual achievement of the objectives to which the delivery is subject and is subject also to certain maximum limits described in section A.1.2 above. On 30 November 2021, as communicated to the Spanish Stock Market Commission, the former CEO received, after applying the applicable withholding tax, 15,227 shares for Cycle FY2019 of the LTI Plan 2018-2020; at the date of submission of this Report no share has been yet delivered to the current CEO or to the former CEO by virtue of any of the rest of the Cycles of the LTI Plans.

See section A.1.2 in relation to the resolutions of the Board of Directors regarding the outstanding cycles of the LTI Plans 2018-2020 and 2021-2023.

- Malus and clawback clauses: The LTI Plans include the relevant *malus* clauses, which will apply both during the term of each of the LTI Plan's Cycles and during the period of time from the end of each Cycle until the actual delivery of the shares, and claw-back clause, which will apply for three years after each of the Delivery Dates of the LTI Plans. These clauses could cause a reduction, cancellation, suspension or return of the shares to be delivered under certain circumstances, as determined by the Board of Directors from time to time according to the stipulations of each of the LTI Plans.
- Holding rules: according to the terms applicable to each of the LTI Plans, the CEO and the Top Management who are beneficiaries must hold the net shares actually received under each Cycle of the LTI Plans until reaching, for so long as they provide services within the Group, a number of shares equal to:
 - In the case of the CEO, two and one-half (2.5) times his annual fixed remuneration (two times his annual fixed remuneration for the shares corresponding to the Cycle FY2018 of the LTI Plan 2018-2020).
 - In the case of Top Management, one and one-half (1.5) times their annual fixed remuneration (one times their annual fixed remuneration for the shares corresponding to the Cycle FY2018 of the LTI Plan 2018-2020).

See section A.1.2 in relation to the resolutions of the Board of Directors regarding the LTI Plans 2018-2020 and 2021-2023 regarding the waiver of the holding periods in the context of the Takeover Bid and subject to delisting.

A.1.7 Main characteristics of long-term savings schemes. Among other information, indicate the contingencies covered by the scheme, whether it is a defined contribution or a defined benefit scheme, the annual contribution that has to be made to defined contribution schemes, the benefits to which directors are entitled in the case of defined benefit schemes, the vesting conditions of the economic rights of directors and their compatibility with any other type of payment or indemnification for early termination or dismissal, or deriving from the termination of the contractual relationship, in the terms provided, between the company and the director.

Indicate whether the accrual or vesting of any of the long-term savings plans is linked to the attainment of certain objectives or parameters relating to the director's short- or long-term performance.

The Policy of Remunerations 2022-2024 provides that the CEO may be the beneficiary of contributions to benefits systems with respect to Social Security, pensions or payments of life insurance and capitalisation premiums.

Pursuant to section A.1.5 of this Report, the CEO is entitled to receive contributions for pension supplements through group life insurance. The contributions made to this system during financial year 2022 are described in section B.9 of this Report.

Remuneration Policy of the Company for the Current Financial Year

- A.1.8 Any type of payment or indemnification for early termination or dismissal, or deriving from the termination of the contractual relationship, in the terms provided, between the company and the director, whether at the company's or the director's initiative, as well as any type of agreement reached, such as exclusivity, post-contractual non-competition, minimum contract term or loyalty, that entitles the director to any kind of remuneration.**

The Policy of Remunerations 2022-2024 does not provide for severance payments to the non-executive directors in the event of termination of their duties as director.

The contract of the CEO provides for making the severance payments explained as follows and in section A.1.9 below.

The contract of the CEO provides in certain cases for the payment of consideration for: (i) compliance with the post-contractual non-competition clause, (ii) breach of the duty of prior notice, (iii) termination of the contractual relationship with the Company due to the decision thereof, provided that it is not due to wilful or grossly negligent conduct by the CEO in the exercise of his duties that causes damage or harm to the Company, and (iv) termination of the contract by decision of the CEO based on a serious and culpable breach of the Company.

More details regarding these clauses and consideration are provided in section A.1.9 below regarding the terms of the CEO's contract, and the relevant amounts paid to the former CEO (Mr Andreas Nauen) in financial year 2022 are included in section B.10 of this report.

- A.1.9 Indicate the conditions that the contracts of executive directors performing senior management functions should contain. Among other things, information must be provided on the duration, limits on amounts of indemnification, minimum contract term clauses, notice periods and payment in lieu of these notice periods, and any other clauses relating to signing bonuses, as well as compensation or golden parachute clauses for early termination of the contractual relationship between the company and the executive director. Include, among others, the pacts or agreement on non-competition, exclusivity, minimum contract terms and loyalty, and post-contractual non-competition, unless these have been explained in the previous section.**

Pursuant to the LSC and the internal rules of the Company, the Board of Directors, upon a proposal of the ARC, is responsible for approving the main terms of the contracts of the executive directors (including any compensation or severance payments for termination) for the performance of their executive duties.

The contract governing the performance of the duties and responsibilities of the CEO is commercial in nature.

Set forth below, and in accordance with the provisions of sections 249 and 529 *octodecies* of the LSC, is a description of the main terms and conditions of the CEO's contract, which are those typically included in these types of contracts based on customary market practices, in order to protect the legitimate interests of the Company:

- a) Term: the contract has an indefinite term.
- b) Exclusivity: there are rules on exclusivity in the professional relationship unless expressly authorised by the Board of Directors after evaluating exceptional cases.
- c) Prior notice period: in case of termination both by the CEO and by the Company, the party desiring to terminate the contractual relationship must notify the other at least three months in advance of the date on which the termination is to be effective. In case of a breach of the duty to provide prior notice, the breaching party must indemnify the other in an amount corresponding to the annual fixed remuneration of the CEO approved for the financial year in question, pro-rated based on the period of the breach.
- d) Severance: in case of termination of the contractual relationship by the Company, the severance payment will be equal to one year of fixed cash remuneration of the CEO. There will be no severance payment if the termination occurs as a result of wilful or grossly negligent conduct by the CEO in the performance of his duties that cause damage or harm to the Company.

Remuneration Policy of the Company for the Current Financial Year

No severance payment is provided if the contract is terminated by the own free will of the CEO. If the CEO decides to terminate his relationship with Siemens Gamesa due to a serious and culpable breach by the Company (and such breach is declared in a final judgment by a competent Court), he shall be entitled to receive the same severance payment as that indicated for cases of termination by the Company, or the severance payment to which he is legally entitled if greater.

- e) Post-contractual non-compete: the post-contractual non-compete clause provides that after termination of the contract and for a period of one year thereafter, the CEO may not directly or indirectly provide services, whether for his own or for another's account, either himself or through third parties, to Spanish or foreign companies that involves actual or potential effective competition with the companies of the Siemens Gamesa Group.

As compensation, Siemens Gamesa undertakes to compensate the CEO with an amount equal to the annual amount of his fixed cash remuneration, payable 50% on termination of the contract with the Company and the remaining 50% upon the passage of six months from the termination.

The CEO also has an obligation not to compete with the Company in his capacity as a director of Siemens Gamesa upon the terms governing said obligation for directors of the Company in the LSC and in the Regulations of the Board.

- f) Duty of confidentiality: the contract of Siemens Gamesa's CEO includes a duty of confidentiality deriving from the duty of loyalty established by the LSC, and also covers when the director ceases to hold the position.

A.1.10 The nature and estimated amount of any other supplementary remuneration that will be accrued by directors in the current year in consideration for services rendered other than those inherent in their position.

The directors of Siemens Gamesa have not earned any supplementary remuneration for services rendered during financial year 2022 and no such supplementary remuneration is foreseen in financial year 2023.

A.1.11 Other items of remuneration such as any deriving from the company's granting the director advances, loans or guarantees or any other remuneration.

The Policy of Remunerations 2022-2024 does not provide for the provision of loans, advances or guarantees by the Company in favour of the non-executive members of the Board of Directors.

The executive directors have not earned any remuneration for this item during financial year 2022.

A.1.12 The nature and estimated amount of any other planned supplementary remuneration to be accrued by directors in the current year that is not included in the foregoing sections, whether paid by the company or by another group company.

There is no provision, for the current financial year 2023, for any supplementary remuneration to be paid by the Company or by any other entities of the Group to any of the members of the Board of Directors that have held such position during financial year 2023.

Remuneration Policy of the Company for the Current Financial Year

- A.2 Explain any significant change in the remuneration policy applicable in the current year resulting from:**
- a) A new policy or an amendment to a policy already approved by the General Meeting.**
 - b) Significant changes in the specific determinations established by the board for the current year regarding the remuneration policy in force with respect to those applied in the previous year.**
 - c) Proposals that the Board of Directors has agreed to submit to the general shareholders' meeting to which this annual report will be submitted and for which it is proposed that they be applicable to the current year.**

There were no changes in financial year 2022 to the current "Policy of Remunerations of Directors of Siemens Gamesa Renewable Energy, S.A. 2022-2024", which was approved at the General Meeting of Shareholders of Siemens Gamesa on 17 March 2021 and is applicable to the financial years ending in September 2022, September 2023, and September 2024.

- A.3 Identify the direct link to the document containing the company's current remuneration policy, which must be available on the company's website.**

<https://www.siemensgamesa.com/en-int/-/media/siemensgamesa/downloads/en/investors-and-shareholders/corporate-governance/corporate-policies/20210317-sgre-politica-de-remuneraciones-2022-2024-english-def.pdf?la=en-bz&hash=CEAC2858BD426E3FF2B971D8EF0B97A1913215E2>

- A.4 Explain, taking into account the data provided in Section B.4, how account has been taken of the voting of shareholders at the General Shareholders' Meeting to which the annual report on remuneration for the previous year was submitted on a consultative basis.**

The consultative voting of the Annual Report on Remunerations of Directors of financial year 2021 received the favourable vote of 98.27% of the votes cast at the General Meeting of Shareholders held on 24 March 2022, upon the terms set forth in section B.4.

The proposal of the Board of Directors regarding the approval of the Policy of Remuneration of Directors 2022-2024 was submitted to a binding vote at the General Meeting of Shareholders on 17 March 2021 and received the favourable vote of 97.75% of the votes cast at the aforementioned General Meeting of Shareholders.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

B. OVERALL SUMMARY OF HOW REMUNERATION POLICY WAS APPLIED DURING THE YEAR LAST ENDED

B.1.1 Explain the process followed to apply the remuneration policy and determine the individual remuneration contained in Section C of this report. This information will include the role played by the remuneration committee, the decisions taken by the Board of Directors and the identity and role of any external advisors whose services may have been used in the process of applying the remuneration policy in the year last ended.

The Policy of Remunerations applied during financial year 2022 was the "Policy of Remunerations of Directors of Siemens Gamesa Renewable Energy, S.A. 2022-2024" approved by the shareholders at the General Meeting of Shareholders on 17 March 2021, which is applicable during the financial years ending in September 2022, September 2023 and September 2024. Specifically, the process followed to apply the Policy of Remunerations 2022-2024 during financial year 2022 and to determine the individual remuneration reflected in section C of the Report is the following:

1. Executive directors: in accordance with their respective contracts and with the Policy of Remunerations 2022-2024, during financial year 2022 the current and former CEOs (Messrs Jochen Eickholt and Andreas Nauen, respectively) have earned the remuneration that is described in section B.6 of this Report.

2. Directors in their capacity as such (non-executive): the individual remuneration of the non-executive directors is described in section B.5.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

The most significant actions, issues and decisions made by the ARC and the Board of Directors during financial year 2022 in accordance with the powers described in subsection 3 of section A.1 are described below:

- As regards the remuneration package proposed for the current CEO prior to his appointment, the ARC prepared a report including the rationale and explanation for the aforementioned remuneration package for the subsequent approval of the Board of Directors. The Board of Directors' decision was made pursuant to the Policy of Remunerations 2022-2024 approved at the General Meeting of Shareholders on 17 March 2021 and in exercise of the powers allocated to the Board of Directors in section 6.1 of that policy in the event of new directors joining the Board of Directors to perform executive duties during the effective period of the policy. In this regard, paragraph 2 of the aforementioned section 6.1 "Policy of remuneration applicable to new directors / New executive directors" reads as follows: "*Table 2 of this remuneration policy describes the elements to consider in designing and establishing the remuneration system for new executive directors. For these purposes, after hearing the ARC's recommendation, the Board of Directors may establish different remuneration for new executive directors based on the Company's interest; in this case, it shall particularly take into account the person's remuneration level before joining the Company, the duties and responsibilities assigned thereto, his/her professional experience, market remuneration for the position and any other factors that it believes appropriate to take into account, which shall be duly reflected in the corresponding contract to be signed between the Company and the new executive director*".
- As regards the annual variable remuneration of the current and former CEOs: (i) the ARC proposed the annual variable remuneration of the former CEO for financial year 2021 (based on the individual level of achievement of the annual performance targets and the weightings previously established by the Board of Directors); and (ii) the ARC proposed standards for the annual variable remuneration of the current and former CEOs for financial year 2022, establishing the objectives, the weighting of the metrics and the scale to apply to the achievement of each of them. All of this was approved by the Board of Directors.
- The ARC performed the analysis of and provided a favourable report on the Annual Report on Remuneration of Directors for financial year 2021, which was subsequently approved by the Board of Directors.

The ARC met on 12 occasions during financial year 2022 in order to make the decisions described above.

During financial year 2022, Garrigues has provided external advice to the Company in relation to (i) various matters related to the severance agreement with the former CEO (Mr Andreas Nauen) and the hiring of the new CEO and (ii) analysis of the Long-Term Incentive Plans 2018-2020 and 2021-2023 and the implications of the Takeover Bid for these plans, the Bidder having stated in the Takeover Bid prospectus its intention to promote the cash settlement of the Cycle FY2020 of the Long-Term Incentive Plan 2018-2020 and the early cash settlement of the Cycles FY2021 and FY2022 of the Long-Term Incentive Plan 2021-2023 if the delisting of Siemens Gamesa's shares takes place. The Company has also considered reports of the remuneration consultant Willis Towers Watson regarding the analysis of the external benchmarking in comparable industries of the total remuneration of the CEO, the non-executive directors and the Top Managers.

B.1.2 Explain any deviation from the procedure established for the application of the remuneration policy that has occurred during the year.

No deviations have occurred from the procedure established for the application of the remuneration policy during the financial year 2022.

B.1.3 Indicate whether any temporary exception has been applied to the remuneration policy and, if so, explain the exceptional circumstances that have led to the application of these exceptions, the specific components of the remuneration policy affected and the reasons why the entity believes that these exceptions have been necessary to serve the long-term interests and sustainability of the society as a whole or to ensure its viability. Similarly, quantify the impact that the application of these exceptions has had on the remuneration of each director over the year.

No temporary exceptions have been applied to the remuneration policy during the financial year 2022.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

- B.2 Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks, aligning it with the long-term objectives, values and interests of the company, including a reference to the measures adopted to ensure that the long-term results of the company have been taken into consideration in the remuneration accrued. Ensure that an appropriate balance has been attained between the fixed and variable components of the remuneration, the measures adopted in relation to those categories of personnel whose professional activities have a material effect on the company's risk profile and the measures in place to avoid any possible conflicts of interest.**

According to the Policy of Remunerations 2022-2024, Siemens Gamesa applies the following practices to reduce exposure to excessive risks:

- Defer the receipt of a significant portion of the remuneration of the CEO.
- Deliver a significant portion of the remuneration of the CEO in shares of the Company.
- Establish malus and clawback clauses applicable to variable remuneration. Subject to the applicable law, the ARC has the power to propose to the Board of Directors the cancellation or return of the payment of the CEO's variable remuneration in, among others, supervening circumstances showing that the variable remuneration has accrued or been paid based on incorrect or erroneous information or data, or if it is subsequently shown that there are violations of the Company's internal rules or applicable law. The details of the aforementioned malus and clawback clauses are set out in section A.1.2 of this report. In this regard, as indicated in this report, given the negative results of financial year 2022, the Board of Directors of Siemens Gamesa has decided to apply the malus clause and not to pay any amount as AVR to the previous CEO (Mr. Andreas Nauen).
- Regularly review the alignment of total remuneration with that of comparable companies.
- Link the payment of a significant portion of the remuneration to the economic/financial results of the Company.

The Board of Directors, upon a proposal of the ARC, is also responsible for evaluating the level of achievement of the objectives to which the variable remuneration is linked, after validation thereof by the Internal Audit function.

Furthermore, the measures to ensure that the Policy of Remunerations 2022-2024 takes into account the long-term results of Siemens Gamesa are:

- Total compensation of the CEO is made up of different items of remuneration that mainly consist of: (i) fixed remuneration, (ii) annual variable remuneration, and (iii) long-term remuneration.
- The variable remuneration for the CEO is intended to encourage his commitment to the Company and its strategic plan, linking his remuneration to the creation of value for shareholders as well as the sustainable achievement of strategic objectives, such that it is aligned with best remuneration practices.

Furthermore, there are no guaranteed variable components to the extent that, if the metrics do not reach a minimum achievement threshold, the variable remuneration associated to such metric will be zero. Exceptionally, the current CEO, Mr. Jochen Eickholt is contractually guaranteed an AVR of 612,500 euros as a sign-on bonus agreed during his recruiting process and only for FY2022 as his first fiscal year in the company, equivalent to the proportional part corresponding to the time in which he has performed his duties as CEO, calculated based on a degree of compliance of 100% of the objectives of his ARV for the year 2022, as detailed in section B.7. This guarantee does not apply to the financial year 2023 or other future years.

The relative importance of the variable remuneration of the CEO is due to the fact that, when combined with the annual variable remuneration and long-term variable remuneration based on the level of achievement of the objectives established for the accrual thereof, they could be more significant than the fixed components of remuneration.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

- The LTI Plan 2018-2020 and the LTI Plan 2021-2023 are recorded within a multi-annual framework to ensure that the process of evaluation is based on long-term results and the achievement of the Company's strategic objective.
- Any shares delivered to the CEO under the LTI Plans are subject to holding periods as described in sections A.1.2 and A.1.6.

B.3 Explain how the remuneration accrued and consolidated over the financial year complies with the provisions of the current remuneration policy and, in particular, how it contributes to the company's long-term and sustainable performance.

Furthermore, report on the relationship between the remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, if applicable, how variations in the company's performance have influenced changes in directors' remuneration, including any accrued remuneration payment of which has been deferred, and how such remuneration contributes to the short- and long-term results of the company.

1. How the remuneration accrued and consolidated during the year complies with the provisions of the current remuneration policy and, in particular, how it contributes to the company's long-term and sustainable performance.

In accordance with the provisions of the Policy of Remunerations 2022-2024, the remuneration earned by the directors in financial year 2022 was as follows:

- During financial year 2022, the non-executive directors received the amounts determined in the Policy of Remunerations 2022-2024 and described in section B.5, both for belonging to the Board of Directors and the various Committees, and for any fees for attending meetings of the Board of Directors and its Committees.
- In addition, the insurance premiums paid to cover death and disability benefits described in section B.14 of this Report has been considered as remuneration in kind for all Directors.
- The total amount earned by all of the (non-executive) directors in their capacity as such during financial year 2022 was 1,814 thousand euros, complying with the annual total maximum limit of 3 million euros approved by the shareholders at the General Meeting of Shareholders held on 8 May 2015, and contemplated in the Policy of Remunerations 2022-2024.
- In financial year 2022, the current CEO (Mr Jochen Eickholt), appointed by the Board of Directors effective from 1 March 2022, earned: (i) a fixed component of 612,500 euros; (ii) the benefits described in section B.6; (iii) an amount in cash in relation to annual variable remuneration described in section B.7, which will be paid during financial year 2023; (iv) the pension supplement contributions by means of group life insurance pursuant to the provisions of section B.9; and (v) the amounts corresponding to the premiums paid for death and disability coverage described in section B.14. The Company has also made his Social Security payments for the performance of executive duties.

Additionally, during financial year 2022 the current CEO (Mr Jochen Eickholt) has been assigned a number of Stock Awards under the Cycle FY2022 of the LTI Plan 2021-2023, as described in section B.7 and reported in section C.1.a).ii) of this Report, that represent the total amount of Stock Awards assigned to the CEO.

In financial year 2022, the former CEO (Mr Andreas Nauen), who ceased to hold his position as CEO on 28 February 2022, earned: (i) a fixed component of 298,958.33 euros; (ii) the benefits described in section B.6; (iii) pension supplement contributions by means of group life insurance pursuant to the provisions of section B.9; and (iv) the amounts corresponding to the premiums paid for death and disability coverage described in section B.14. The Company has also made his Social Security payments for the performance of executive duties. In view of Siemens Gamesa's negative results in financial year 2022, the Board of Directors has decided not to pay to Mr Nauen any amounts in relation to the annual variable remuneration described in section B.7.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

The remuneration accrued and consolidated during the financial year 2022 is aligned with the driving principle of the Mission, Vision and Values of the Siemens Gamesa Group is its commitment to the sustainable creation of value in the performance of all of its activities for society, its professionals, its customers, its suppliers, its shareholders and other stakeholders. The vision of Siemens Gamesa is to be the global leader in the renewable energy industry, driving the transition towards a sustainable world. Our values “results orientation”, “customer focus”, “innovativeness”, “impactful leadership”, “ownership attitude” and “valuing people” are the foundation on which our culture is based. In this regard, the ultimate goal of the remuneration policy is to help develop the Mission, Vision and Values of the Siemens Gamesa Group such that the remuneration of the Company’s directors is in line with the dedication, effort and responsibility assumed, taking into consideration the Company’s desire to be a global leader.

The remuneration policy also represents the instrument that contributes to provide the leadership ecosystem that the Company needs in order to make sure that it can count on the best leaders so that it is able to fulfil the objectives of its business strategy, taking at all times into account the principles set out in the policy.

2. Relationship between remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, if applicable, how variations in the company’s performance have influenced changes in the directors’ remuneration.

The remuneration policy applicable to the Board of Directors is based, amongst other, on the principles of balance, prudence and alignment with the Company’s strategic objectives.

Another key principle in the Company’s applied Policy of Remunerations 2022-2024 is the maintenance of a reasonable balance among the various components of fixed remuneration (short-term) and variable remuneration (annual and long-term), reflecting an appropriate assumption of risks combined with the achievement of defined objectives linked to the long-term creation of sustainable value.

During financial year 2022, the remuneration structure for the CEO guaranteed an adequate mix between fixed remuneration, annual variable remuneration and long-term variable remuneration. The annual variable remuneration for the financial year 2022 used four measurement parameters based on quantitative financial, results, business and safety indicators and individual targets associated with key business milestones regarding product development and competitiveness and progress in the sustainability plans, all of them critical for achieving long term success. The specific objectives determined for each of these parameters were designed considering the Company’s 2022 budget and long-term outlook and, in this sense, support the achievement of the Company’s results and objectives in the medium and long term.

The short- and long-term variable remuneration systems include elements that consider potential variations in the results of the Company, such as:

- Defined achievement scales for each objective based on the results achieved by the Company. Therefore, any change in the short- or long-term performance of the Company will affect the level of achievement of the objectives and directly affect the amount of variable remuneration to which the CEO may be entitled. In addition, no incentive at all will be paid below a minimum level of achievement of the objectives, for which reason variable remuneration would in no case be guaranteed. Section A.1.6 provided more detail regarding the minimum thresholds of achievement of the objectives established by the Company for the short- and long-term variable remuneration systems in effect as at the date of preparation of this Report.
- The annual or long-term variable remuneration systems will only accrue once the Board of Directors, upon a proposal of the ARC, has evaluated level of achievement of the objectives to which the variable remuneration is linked, after validation thereof by the Internal Audit function.
- Furthermore, the long-term variable remuneration contemplates an obligation of the CEO to maintain ownership of a certain number of shares equal to two times his fixed remuneration for the Cycle FY2018 and two-and-a-half times his annual fixed remuneration for the Cycles FY2019 and FY2020 of LTI Plan 2018-2020, and also two-and-a-half times his fixed remuneration for the three Cycles of the LTI Plan 2021-2023. See section A.1.2 in relation to the resolutions of the Board of Directors regarding the waiver of the holding periods of the LTI Plans 2018-2020 and 2021-2023 in the context of the Takeover Bid and subject to delisting.
- All variable remuneration of the CEO is subject to malus and clawback clauses, which, if applicable, would allow the ARC, subject to the applicable law, to propose to the Board of Directors the cancellation or return of the payment thereof under certain exceptional circumstances. In view of Siemens Gamesa’s negative results in financial year 2022, the Board of Directors has decided not to pay to Mr Nauen any amounts in relation to the annual variable remuneration described in section B.7.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

B.4 Report on the result of the consultative vote at the General Shareholders' Meeting on remuneration in the previous year, indicating the number of votes in favour, votes against, abstentions and blank ballots:

	Number	% of total
Votes cast	591,518,818	86.84

	Number	% of votes cast
Votes against	9,639,321	1.63
Votes in favour	581,284,233	98.27
Blank ballots	0	0
Abstentions	595,264	0.10

B.5 Explain how the fixed components accrued and vested during the year by the directors in their capacity as such were determined, their relative proportion with regard to each director and how they changed with respect to the previous year.

The breakdown of fixed remuneration by position and responsibilities attributed to the directors in their capacity as such approved by the Board of Directors for financial year 2022 was the following:

- Chair of the Board of Directors: 250,000 euros, along with attendance fees for attending meetings of the Board of Directors and any meetings of its Committees.
- Vice Chair of the Board of Directors: 150,000 euros, along with attendance fees for attending meetings of the Board of Directors and any meetings of its Committees.
- Non-executive directors: 80,000 euros.
- Lead Independent Director (none currently existing): additional 20,000 euros.
- Additional remuneration for belonging to the various Committees:

	Audit, Compliance and Related Party Transactions Committee	Other Committees of the Board of Directors
Chair	80,000 euros	60,000 euros
Member	60,000 euros	40,000 euros

- Fees for attending meetings of the Board of Directors and of its Committees:

	Board of Directors	Committees of the Board of Directors
Chair	2,000 euros per meeting	3,800 euros per meeting
Member	2,000 euros per meeting	2,000 euros per meeting

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

All of the amounts are established for the personal on-site or by video-conference presence of the director. In the case of attendance by approved remote means of communication, other than video-conference, the corresponding attendance fee would be 50% of the above amounts. If a proxy is granted, the right to the attendance fee would not accrue.

In addition, directors in their capacity as such are entitled to the remuneration in kind foreseen in the Policy of Remunerations 2022-2024 as fixed components of their remuneration.

The amounts are accrued proportionally to the time the position is held.

The amount of individual remuneration earned by the directors in their capacity as such during financial year 2022, including the amount they receive for membership on the Committees of the Board of Directors and fees for attending the meetings of the Board of Directors and its Committees, was the following:

- Mr Miguel Ángel López Borrego: fixed remuneration of 250,000 euros in cash for chairing the Board of Directors and the Delegated Executive Committee, and 89,200 euros as fees for attending meetings of the Board of Directors and the Delegated Executive Committee.
- Ms Gloria Hernández García: fixed remuneration of 80,000 euros in cash for membership on the Board of Directors, fixed remuneration of 74,408.71 euros in cash for belonging to the Audit, Compliance and Related Party Transactions Committee and to the Committee of Independents, and 98,000 euros as fees for attending meetings of the Board of Directors, of the Committee of Independents and of the Audit, Compliance and Related Party Transactions Committee.
- Mr Harald von Heynitz: fixed remuneration of 80,000 euros in cash for membership on the Board of Directors, fixed remuneration of 141,612.95 euros in cash for chairing the Audit, Compliance and Related Party Transactions Committee and the Committee of Independents and for belonging to the ARC, and 177,800 euros as fees for attending meetings of the Board of Directors, of the Committee of Independents, of the Audit, Compliance and Related Party Transactions Committee and of the ARC.
- Mr Rudolf Krämmer: fixed remuneration of 80,000 euros in cash for membership on the Board of Directors, fixed remuneration of 174,408.59 euros in cash for being a member of the Delegated Executive Committee, of the Committee of Independents and of the Audit, Compliance and Related Party Transactions Committee, and for chairing the ARC, and 159,800 euros as fees for attending meetings of the Board of Directors, of the Delegated Executive Committee, of the Committee of Independents, of the Audit, Compliance and Related Party Transactions Committee and of the ARC.
- Mr Francisco Belil Creixell: fixed remuneration of 49,285.71 euros in cash for membership on the Board of Directors as from 18 February 2022, fixed remuneration of 39,051.44 euros in cash for membership on the Committee of Independents and on the ARC, and 46,000 euros as fees for attending meetings of the Board of Directors, of the Committee of Independents and of the ARC.
- Ms Mariel von Schumann: fixed remuneration of 80,000 euros in cash for membership on the Board of Directors, fixed remuneration of 40,000 euros in cash for membership on the ARC, and 60,000 euros as fees for attending meetings of the Board of Directors and of the ARC.
- Mr Klaus Rosenfeld: fixed remuneration of 30,952.38 euros in cash for membership on the Board of Directors, fixed remuneration of 15,476.19 euros in cash for membership on the ARC, and 26,000 euros as fees for attending meetings of the Board of Directors and of the ARC. Mr Klaus Rosenfeld resigned effective from 18 February 2022.

The relative proportion of the fixed components considered for this purpose as the fixed remuneration for membership on the Board of Directors and its Committees, has been for each of the directors in their capacity as such, the following:

- Mr. Miguel Angel López Borrego: 73%
- Ms. Gloria Hernández García: 60%
- Mr. Harald von Heynitz: 55%
- Mr. Rudolf Krämmer: 61%
- Mr. Francisco Belil Creixell: 63%
- Ms. Mariel von Schumann: 66%
- Mr. Klaus Rosenfeld: 63%

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Finally, it should be noted that two former directors of Siemens Gamesa (Mr. Tim Oliver Holt and Mr. Tim Dawidowsky) who held positions at Siemens Energy AG or at Siemens Energy Global GmbH & Co. KG waived the receipt of the amounts indicated and hence received no remuneration. Similarly, three directors of Siemens Gamesa (Mr. Christian Bruch, Ms. Maria Ferraro and Mr. André Clark) who hold positions at Siemens Energy AG or at Siemens Energy Brazil have waived the receipt of the amounts indicated and hence received no remuneration. The current CEO (Mr Jochen Eickholt) held the position of proprietary director from the effective date of his appointment (1 January 2022) until the effective date of his appointment as CEO (1 March 2022). Mr Eickholt held a position at Siemens Energy AG. He also waived the receipt of the amounts indicated during that period and hence received no remuneration.

Pursuant to the foregoing, the total amount earned by all of the directors in their capacity as such in financial year 2022 amounted to 1,813,572.33 euros.

B.6 Explain how the salaries accrued and vested by each of the executive directors over the past financial year for the performance of management duties were determined, and how they changed with respect to the previous year.

The director Mr Jochen Eickholt was appointed to replace Mr Andreas Nauen as CEO of Siemens Gamesa effective from 1 March 2022. Section 6.1 of the Policy of Remunerations 2022-2024 establishes the remuneration policy applicable to new executive directors. The remuneration system described in the Policy of Remunerations 2022-2024 for the CEO will apply to any director who joins the Board of Directors to perform executive duties during the effective period of the aforementioned policy. The table containing the CEO remuneration policy set out at section 5.1 of the Policy of Remunerations 2022-2024 describes the elements to take into account in designing and establishing the remuneration system for new executive directors. For these purposes and upon a recommendation from the ARC, the Board of Directors may establish different remuneration for new executive directors based on the corporate interest, in which case it will particularly take into account the director's remuneration prior to joining the Company, the assigned duties, the assumed responsibilities, professional expertise, levels of market remuneration for that position and any other factors that it considers appropriate to take into account, which will be duly reflected in the relevant agreement to be signed by the Company and the new executive director.

In this respect, the ARC is required to explain and give reasons for the new remuneration, taking into account factors including the following:

- Applicable legal provisions from time to time in effect regarding the remuneration of Board members who perform executive duties.
- The provisions of the Company's By-Laws, Board Regulations and Corporate Governance Policy.
- The principles applicable to executive directors established in section 2 of the Policy of Remunerations 2022-2024.
- Market data and the guidance of institutional investors and proxy advisors, as well as information received from them in the consultation process undertaken by Siemens Gamesa.
- The remuneration policy for new appointments may provide the possibility that there is more than one executive director, each one with various duties and responsibilities.

In this regard and in compliance with the aforementioned section 6.1 of the Policy of Remunerations 2022-2024 (Policy of remuneration applicable to new executive directors), the ARC, upon its proposed appointment of Mr Jochen Eickholt as CEO of Siemens Gamesa, prepared a report on the remuneration package that would be offered to Mr Eickholt in the event of his acceptance of and effective appointment to the position. This ARC report expresses the view that the remuneration package was aligned with the Policy of Remunerations 2022-2024 in virtue of its section 6.1 and was consistent with the Company's interests. The ARC took elements including those described in section A.1.1 of this report into account in arriving at this opinion.

The current CEO (Mr Jochen Eickholt) earned the following fixed remuneration during financial year 2022:

- The annual fixed remuneration of the current CEO (Mr Jochen Eickholt) during financial year 2022 and since his appointment became effective on 1 March 2022 amounted to 612,500 euros in cash, amounting its annual fixed remuneration to 1,050,000 euros. Such amount has been fixed by the Board of Directors, upon a proposal from the ARC, in accordance with the Policy of Remunerations 2022-2024, and it is justified, in comparison with the fixed remuneration of the former CEO, according to the arguments set out in the ARC report and outlined in section A.1.1 of this report.

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- The Company makes Social Security payments for the performance of executive director duties, which amounted to 7,606.13 euros during financial year 2022.
- In financial year 2022, the current CEO (Mr Jochen Eickholt) received the following benefits: the payment of medical insurance, life insurance premiums and house rental costs. The amount attributed to the CEO for these items in financial year 2022 was a total of 30,279.31 euros.

The current CEO (Mr Jochen Eickholt) earned a total amount of 650,385.44 euros in financial year 2022 for the above items. This figure cannot be compared to the amount of the previous financial year, as the current CEO (Mr Jochen Eickholt) was appointed effective from 1 March 2022 and moreover and as previously stated, the current CEO's annual fixed remuneration is 1,050,000 euros.

The former CEO (Mr Andreas Nauen) earned the following fixed remuneration in financial year 2022 (until his cessation in office on 28 February 2022):

- The annual fixed remuneration of the former CEO (Mr Andreas Nauen) during financial year 2022 amounted to 298,958.33 euros in cash.
- The Company makes Social Security payments for the performance of executive director duties, which amounted to 6,247.66 euros in financial year 2022.
- The former CEO (Mr Andreas Nauen) received 47,833.00 euros as indemnification for his accrued and unused annual leave as at the date of termination of his relationship with Siemens Gamesa.
- In financial year 2022, the former CEO (Mr Andreas Nauen) received the following benefits: the right to use a Company vehicle and the payment of life insurance premiums. The amount attributed to the former CEO (Mr Andreas Nauen) for these items during financial year 2022 was a total of 5,967.50 euros.

The former CEO (Mr Andreas Nauen) earned a total amount of 359,006.49 euros in financial year 2022 for the above items.

Additionally, the Company has made contributions for pension supplements in financial year 2022 through group life insurance, which amounted in financial year 2022 to 142,100 euros for the current CEO (Mr Jochen Eickholt) and to 68,880.82 euros for the former CEO (Mr Andreas Nauen). The amount of pension contributions (calculated on a pro rata basis for the current CEO) is based on the same percentage of 23.2% that was applied to the CEO's corresponding annual fixed remuneration in financial years 2018, 2019, 2020 and 2021.

Furthermore, as a supplement to the information supplied in section C.1.a.i), the amount attributed to the current CEO (Mr Jochen Eickholt) in the "Salary" column includes: (i) his annual fixed remuneration (612,500 euros); and (ii) the amount corresponding to the payment of Social Security (7,606.13 euros). In addition, the amount attributed to the former CEO (Mr Andreas Nauen) in the "Salary" column includes: (i) his annual fixed remuneration (298,958.33 euros); (ii) the amount corresponding to the payment of Social Security (6,247.66 euros); and (iii) the amount corresponding to his indemnification for accrued and unused annual leave as at the date of termination of his relationship with Siemens Gamesa (47,833.00 euros).

B.7 Explain the nature and the main characteristics of the variable components of the remuneration systems accrued and vested in the year last ended.

In particular:

- Identify each of the remuneration plans that determined the different types of variable remuneration accrued by each of the directors in the year last ended, including information on their scope, date of approval, date of implementation, any vesting conditions that apply, periods of accrual and validity, criteria used to evaluate performance and how this affected the establishment of the variable amount accrued, as well as the measurement criteria used and the time needed to be able to adequately measure all the conditions and criteria stipulated, explaining the criteria and factors applied in regard to the time required and the methods of verifying that the performance or any other kind of conditions linked to the accrual and vesting of each component of variable remuneration have effectively been met.
- In the case of share options and other financial instruments, the general characteristics of each plan must include information on the conditions both for acquiring unconditional ownership (vesting) of these options or financial instruments and for exercising them, including the exercise price and period.

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- c) Each director that is a beneficiary of remunerations systems or plans that include variable remuneration, and his or her category (executive director, external proprietary director, external independent director or other external director).
- d) Information is to be provided on any periods for accrual, vesting or deferment of payment of vested amounts applied and/or the periods for retention/unavailability of shares or other financial instruments, if any.

Explain the short-term variable components of the remuneration systems

As established in the Policy of Remunerations 2022-2024, only the CEO participated in variable remuneration systems during financial year 2022.

The variable remuneration system for the CEO includes two variable components:

(i) Annual variable remuneration (AVR):

Annual variable remuneration is linked to the achievement of quantitative and qualitative objectives.

In order to determine the amount to receive for AVR, a scale for achieving each objective is set that includes a minimum objective achievement level below which no incentive is paid.

The annual target variable remuneration of the CEO for an achievement level of 100% of the objectives established for financial year 2022 is equal to one year of his fixed remuneration. However, the CEO could receive two years of his fixed remuneration in the case of extraordinary performance and maximum over-performance of the pre-established objectives.

The objectives taken into account to determine the AVR of the former CEO (Mr Andreas Nauen) and the level of achievement during financial year 2022 were the following:

- EBIT pre-PPA and integration and restructuring (I&R) costs, with a weighting of 35%. The EBIT-pre PPA has been calculated over a period of two financial years (2021 and 2022). 0% achievement of the objective.
- Free cash flow (before interest and taxes) with a weighting of 14%. 0% achievement of the objective.
- Order intake, with a weighting of 14%. 155% achievement of the objective, reaching an overall achievement for this objective of 21.7% due to outperformance.
- Total recordable injury rate, with a weighting of 7%. 0% achievement of the objective.
- Individual indicators related to key business milestones related to product development and competitiveness and progress in the sustainability plans, all of them critical for achieving long term success, with a weighting of 30%. 17% achievement of the objective.

It is worth noting that none of the metrics and targets above have been modified in any manner, despite the exceptional crisis circumstances created by the covid-19 pandemic.

In view of the negative results for financial year 2022, Siemens Gamesa's Board of Directors has decided to apply the malus clause and to not pay any AVR to the former CEO (Mr Andreas Nauen) for financial year 2022.

In relation to the current CEO (Mr Jochen Eickholt), as mentioned before in this report, will receive as AVR the amount of 612,500.00 euros as a sign-on bonus only for FY2022 corresponding to the exceptional contractually guaranteed sum for his first financial year as CEO (see section A.1.1).

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Explain the long-term variable components of the remuneration systems

(ii) Long-term variable remuneration:

Deriving from his participation in the LTI Plan 2018-2020, on 30 November 2021 and after applying the relevant withholding tax, the former CEO (Mr Andreas Nauen) received 15,227 shares corresponding to Cycle FY2019, as communicated to the Spanish Stock Market Commission. No shares have yet been delivered to the former CEO or to the new CEO deriving from his participation in other LTI Plan Cycles.

The measurement period for targets corresponding to Cycle FY2020 ended on 30 September 2022 but the delivery date, as for all cycles of the LTI Plans at the end of its respective measurement period, is within sixty (60) calendar days from the date on which the Company's Board of Directors formulates the annual financial accounts of the relevant financial year in order to measure the degree of achievement of the objectives of the relevant cycle. The measurement periods for the targets for Cycles FY2021, FY2022 and FY2023 of the LTI Plan 2021-2023 will not end until 30 September 2023, 30 September 2024 and 30 September 2025, respectively.

In any case, the shareholders acting at the Company's General Meeting of Shareholders resolved that the total number of shares allocated to the LTI Plan 2018-2020 would represent 1.1% of the share capital of Siemens Gamesa and the shares allocated to the LTI Plan 2021-2023 would represent 0.58% of said share capital, thus complying in both LTI Plans with the good governance recommendations (percentage of less than 5%).

For the Cycle FY2020, following 2022 financial year-end on 30 September 2022 and based on a report from the ARC, the Board of Directors verified the degree of achievement of the objectives of the LTI Plan 2018-2020 for said cycle at its meeting on 29 November 2022. Based on the results of these multi-year performance indicators, and pursuant to the associated scales of achievement and their respective targets and weightings, the level of achievement of the different multi-year performance indicators has been as follows: (i) Relative Total Shareholder Return ratio (TSR) of Siemens Gamesa compared to the ISE Clean Edge Global Wind Energy Index, with a weighting of 40%, 200% achieved, reaching an overall weighted achievement for this indicator of 80% due to outperformance; (ii) Relative Total Shareholder Return ratio (TSR) of Siemens Gamesa compared to the TSR of the company Vestas Wind System A/S, with a weighting of 40%, 59% achieved, and a weighted achievement of 24%; and (iii) Corporate Social Responsibility ratio ("CSR"), with a weighting of 20%, 100% achieved, and a weighted achievement of 20%. This results in an overall achievement of 124%, which implies the delivery of 32,146 shares to the former CEO (Mr Andreas Nauen). The current CEO (Mr Jochen Eickholt) is not a beneficiary of the aforementioned Cycle FY2020 of the LTI Plan 2018-2020.

These shares have not yet been delivered. They would be delivered, if applicable, within sixty (60) calendar days following 29 November 2022, on which date the Company's Board of Directors formulated the financial statements for financial year 2022, subject to the applicable withholding tax, to the clawback clause and to the application of the rest of the conditions (continue being employed by the group at the delivery date, except in certain cases of termination of the relationship (good leaver)).

In relation to the LTI Plan 2021-2023, the former CEO (Mr Andreas Nauen) was granted 18,044 for the Cycle FY2021 (result of the pro rata reduction, calculated on its departure date, from the 41,438 originally awarded) as described in section A.1.6. In addition, the current CEO (Mr Jochen Eickholt) has been granted 70,846 Stock Awards as a result of his participation in Cycle FY2022 of the LTI Plan 2021-2023. This figure only reflects the maximum number of shares to potentially be received by the CEO in the case of maximum achievement of all preestablished objectives for each Cycle, without this implying in any way that all or part of them will be delivered. The number of shares to be finally delivered, when applicable, will be calculated in regard of the level of effective achievement of the objectives to which it is subject and is also subject to certain maximum limits described in section A.1.2 above.

In the context of the Takeover Bid, the Bidder has stated in the prospectus its intention to promote the cash settlement of the Cycle FY2020 of the Long-Term Incentive Plan 2018-2020 and the early cash settlement of the Cycles FY2021 and FY2022 of the Long-Term Incentive Plan 2021-2023 if the delisting of Siemens Gamesa's shares takes place. In this regard and with the assistance of the law firm Garrigues, Siemens Gamesa's Board of Directors has analysed the implications of the Takeover Bid for Cycle FY2020 of the LTI Plan 2018-2020 and for the three Cycles (FY2021, FY2022 and FY2023) of the LTI Plan 2021-2023. In this regard and based on a proposal from the ARC, Siemens Gamesa's Board of Directors approved the following resolutions at its meeting on 9 November 2022: (i) in relation to Cycle FY2020 of the LTI Plan 2018-2020, to replace the delivery of shares resulting from the settlement of this Cycle depending on the degree of achievement of the objectives achieved with an equivalent cash payment, since the Company does not have sufficient treasury shares to settle this Cycle and in view of the difficulty associated with acquiring treasury shares and paying beneficiaries in shares during the Takeover Bid process; (ii) in relation to the LTI Plan 2021-2023 and on the terms established in its Regulations, to declare the early maturity of Cycles FY2021 and FY2022 for all beneficiaries in view of the occurrence of a "significant event", which the potential delisting of

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

Siemens Gamesa's shares in the framework of the Takeover Bid process is deemed to be. Therefore, subject to and at the time of the definitive delisting of Siemens Gamesa's shares, there will be an early cash settlement (Siemens Gamesa's shares would no longer be listed) of the two current Cycles (FY2021 and FY2022) of the LTI Plan 2021-2023, in proportion to the time that has passed in each of those Cycles and in view of the degree of achievement of the Plan metrics established by the Board of Directors for each Cycle at the date of its settlement. The Board of Directors will not so far award any beneficiary Stock Awards for Cycle FY2023 of the LTI Plan 2021-2023 until knowing if the Company will be delisted or not. Cycle FY2023 will be cancelled in the event of the definitive delisting of Siemens Gamesa's shares. The Board of Directors also approved the holders of shares delivered under the LTI Plan 2018-2020 subject to vesting requirements being able to dispose of their shares: in the framework of the squeeze-out procedure established in Chapter X of Royal Decree 1066/2007, of 27 July, on public takeover bids; or under any standing purchase order made by the Bidder pursuant to Article 11 of the aforementioned Royal Decree 1066/2007, in both cases to enable the beneficiaries to dispose of their shares before they are delisted.

- B.8 Indicate whether certain accrued variable components have been reduced or clawed back when, in the former case, payment of non-vested amounts has been deferred or, in the latter case, they have vested and been paid, on the basis of data that have subsequently been clearly shown to be inaccurate. Describe the amounts reduced or clawed back through the application of the malus (reduction) or clawback clauses, why they were implemented and the years to which they refer.**

In view of Siemens Gamesa's negative results in financial year 2022, Siemens Gamesa's Board of Directors has decided not to pay any annual variable remuneration to the former CEO (Mr Andreas Nauen) for the aforementioned financial year 2022, as stated in section B.7 of this report.

- B.9 Explain the main characteristics of the long-term savings schemes where the amount or equivalent annual cost appears in the tables in Section C, including retirement and any other survivor benefit, whether financed in whole or in part by the company or through internal or external contributions, indicating the type of plan, whether it is a defined contribution or defined benefit plan, the contingencies covered, the conditions on which the economic rights vest in favour of the directors and their compatibility with any type of indemnification for early termination or cessation of the contractual relationship between the company and the director.**

The current CEO (Mr Jochen Eickholt) is entitled to receive contributions for pension supplements through group life insurance, which amounted to 142,100 euros in financial year 2022, based on the same percentage (23.2%) of the same remuneration item (annual fixed remuneration) as in previous financial years (subject to pro rata calculation in 2022, in which year he was appointed as CEO effective from 1 March 2022).

The former CEO (Mr Andreas Nauen) was also entitled to receive contributions for pension supplements through group life insurance, which amounted to 68,880.82 euros in financial year 2022.

This is a defined contribution plan that covers retirement, disability, death, dependence of the participant and other exceptional liquidity situations (long-term unemployment, serious illness, etc.).

However, in case of the CEO's cessation in office with the Company for reasons other than the covered contingencies, the CEO will have the right to all of the accumulated balance, unless the termination of the contractual relationship occurs for any of the following reasons: (i) criminal conviction or regulatory sanction on grounds attributable to the participant; (ii) serious breach of the internal rules of Siemens Gamesa or of the Group, and (iii) fraudulent or grossly negligent conduct of the CEO in the performance of his duties.

The receipt of any compensation to which the CEO may be entitled due to the termination of his contractual relationship with the Company does not forfeit the right to receive the accumulated balance of the pension contributions.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

- B.10 Explain, where applicable, the indemnification or any other type of payment deriving from the early cessation, whether at the company's or the director's initiative, or from the termination of the contract in the terms provided therein, accrued and/or received by directors during the year last ended.**

The former CEO (Mr Andreas Nauen) ceased to hold his position as the Company's CEO on 28 February 2022 being entitled to receive the following indemnification items and sums during financial year 2022: (i) indemnification for cessation in office (717,500.00 euros); (ii) indemnification under post-contractual non-compete clause (717,500.00 euros); (iii) indemnification for lack of notice (121,876.71 euros); (iv) housing costs (3,423.82 euros); (v) use of Company vehicle (1,973.00 euros); and (vi) moving costs (20,000.00 euros). The total amount of indemnification was 1,582,273.53 euros.

- B.11 Indicate whether there have been any significant changes in the contracts of persons exercising senior management functions as executive directors, and, if so, explain them. In addition, explain the main conditions of the new contracts signed with executive directors during the year, unless these have already been explained in Section A.1.**

The only Executive Director in the Company is currently the CEO. The main conditions of his contract have been described in section A.1.9 of this Report.

- B.12 Explain any supplementary remuneration accrued by directors in consideration of the provision of services other than those inherent in their position.**

The non-executive directors of Siemens Gamesa have not received any supplementary remuneration during financial year 2022.

- B.13 Explain any remuneration deriving from advances, loans or guarantees granted, indicating the interest rate, their key characteristics and any amounts returned, as well as the obligations assumed on their behalf by way of guarantee.**

There are no advance payments, loans or guarantees granted by the Company to its directors during financial year 2022.

- B.14 Itemise the remuneration in kind accrued by the directors during the year, briefly explaining the nature of the various salary components.**

In financial year 2022 the members of the Board of Directors have received remuneration in kind that corresponds to the amount of the premiums paid to cover death and disability benefits. The annual premiums amounted to 24,325.53 euros in financial year 2022.

In addition, the current CEO (Mr Jochen Eickholt) was entitled to the payment of health insurance premiums and house rental costs in financial year 2022. For his part, the former CEO (Mr Andrea Nauen) was entitled to use a Company vehicle in financial year 2022.

To supplement the information provided, it is noted that the "Other items" column in section C.1.a).i) includes the above amounts.

Although this is not considered remuneration from a tax law perspective (and therefore, no specific amount is reported since financial year 2020 for this concept), all directors benefit from insurance coverage for civil liability arising from the performance of their duties, on standard market terms and provided by the Company itself.

Finally, the CEO is entitled to receive contributions for pension supplements through group life insurance, as described in section B.9.

Overall Summary of How Remuneration Policy Was Applied During the Year Last Ended

- B.15 Explain the remuneration accrued by any director by virtue of payments made by the listed company to a third company in which the director provides services when these payments seek to remunerate the director's services to the company.**

During financial year 2022 Siemens Gamesa has not made any payments to any third company in which directors might provide services in order to remunerate the services of any relevant Director to the Company.

- B.16 Explain and detail the amounts accrued in the year in relation to any other remuneration concept other than that set forth above, whatever its nature or the group entity that pays it, including all benefits in any form, as when it is considered a related-party transaction or, especially when it significantly affects the true image of the total remuneration accrued by the director. Explain the amount granted or pending payment, the nature of the consideration received and the reasons for those that would have been considered, if applicable, that do not constitute remuneration to the director or in consideration for the performance of their executive functions and whether or not has been considered appropriate to be included among the amounts accrued under the "Other concepts" heading in Section C**

During financial year 2022, the directors have not accrued any item of remuneration in addition to those described in this Report.

Itemised Individual Remuneration Accrued by Each Director

C. ITEMISED INDIVIDUAL REMUNERATION ACCRUED BY EACH DIRECTOR

Name	Type	Period of accrual in year n
Miguel Ángel López Borrego	Proprietary	From 01/10/2021 until 30/09/2022
Jochen Eickholt	Executive	From 01/01/2022 until 30/09/2022
Christian Bruch	Proprietary	From 24/06/2022 until 30/09/2022
Maria Ferraro	Proprietary	From 01/10/2021 until 30/09/2022
Gloria Hernández García	Independent	From 01/10/2021 until 30/09/2022
Harald von Heynitz	Independent	From 01/10/2021 until 30/09/2022
André Clark	Proprietary	From 01/03/2022 until 30/09/2022
Rudolf Krämmer	Independent	From 01/10/2021 until 30/09/2022
Francisco Belil Creixell	Independent	From 18/02/2022 until 30/09/2022
Mariel von Schumann	Proprietary	From 01/10/2021 until 30/09/2022
Tim Oliver Holt	Proprietary	From 01/10/2021 to 31/12/2021
Klaus Rosenfeld	Independent	From 01/10/2021 to 18/02/2022
Andreas Nauen	Executive	From 01/10/2021 to 28/02/2022
Tim Dawidowsky	Proprietary	From 01/10/2021 to 04/05/2022

Itemised Individual Remuneration Accrued by Each Director

C.1 Complete the following tables regarding the individual remuneration of each director (including remuneration received for performing executive duties) accrued during the year.

a) Remuneration from the reporting company:

i) Remuneration accruing in cash (thousands of euros)

Name	Fixed remuneration	Attendance fees	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnification	Other items	Total year n	Total year n-1
Miguel Ángel López Borrego	250	89	0	0	0	0	0	3	342	366
Jochen Eickholt	0	0	0	620	613	0	0	30	1,263	0
Christian Bruch	0	0	0	0	0	0	0	0	0	0
Maria Ferraro	0	0	0	0	0	0	0	0	0	0
Gloria Hernández García	80	98	74	0	0	0	0	4	256	233
Harald von Heynitz	80	178	142	0	0	0	0	3	403	356
André Clark	0	0	0	0	0	0	0	0	0	0
Rudolf Krämmer	80	160	174	0	0	0	0	4	418	404
Francisco Belil Creixell	49	46	39	0	0	0	0	7	141	0
Mariel von Schumann	80	60	40	0	0	0	0	1	181	175
Tim Oliver Holt	0	0	0	0	0	0	0	0	0	0
Klaus Rosenfeld	31	26	16	0	0	0	0	0	73	158
Andreas Nauen	0	0	0	353	0	0	1,582	6	1,941	1,075
Tim Dawidowsky	0	0	0	0	0	0	0	0	0	0

Observations

In relation to the amount attributed to the current CEO (Mr Jochen Eickholt), the "Salary" column includes: (i) his annual fixed remuneration (612,500 euros); and (ii) the amount corresponding to the payment of Social Security (7,606.13 euros). In addition, in relation to the amount attributed to the former CEO (Mr Andreas Nauen), the "Salary" column includes: (i) his annual fixed remuneration (298,958.33 euros); (ii) the amount corresponding to the payment of Social Security (6,247.66 euros); and (iii) the amount corresponding to his indemnification for accrued and unused annual leave as at the date of his cessation in office (47,833.00 euros).

Itemised Individual Remuneration Accrued by Each Director

In relation to the amount attributed to the former CEO (Mr Andreas Nauen), the “Indemnification” column includes: (i) indemnification for cessation in office (717,500.00 euros); (ii) indemnification under the post-contractual non-compete clause (717,500.00 euros); (iii) indemnification for lack of notice (121,876.71 euros); (iv) housing costs (3,423.82 euros); (v) use of Company vehicle (1,973.00 euros); and (vi) moving costs (20,000.00 euros).

The column entitled “Other items” includes: (i) the amount of premiums for life insurance obtained by the Company for the benefit of all the remunerated directors including the current and former CEOs, with a total cost of 24,325.53 euros; and (ii) the remuneration in kind of the current CEO in the total amount of 30,279.31 euros and the remuneration in kind for the former CEO in the total amount of 5,967.50 euros (including 1,714.18 euros and 1,035.00 euros related to the premium for life insurance for the current and former CEO respectively, which is included in the aforementioned 24,325.53 euros).

ii) Table of changes in share-based remuneration schemes and gross profit from vested shares or financial instruments

Name	Long-Term Incentive Plan for the financial years 2021 to 2023	Financial instruments at start of year n		Financial instruments granted during year n		Financial instruments vested during the year				Instruments matured but not exercised	Financial instruments at end of year n	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent/vested shares	Price of vested shares	EBITDA from vested shares or financial instruments (thousands of euros)	No. of instruments	No. of instruments	No. of equivalent shares
Jochen Eickholt	Cycle FY2022	0	0	70,846	70,846	0	0	0	0	0	70,846	70,846

Name	Long-Term Incentive Plan for the financial years 2018 to 2020	Financial instruments at start of year n		Financial instruments granted during year n		Financial instruments vested during the year				Instruments matured but not exercised	Financial instruments at end of year n	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent/vested shares	Price of vested shares	EBITDA from vested shares or financial instruments (thousands of euros)	No. of instruments	No. of instruments	No. of equivalent shares
Andreas Nauen	Cycle FY2020	79,164	79,164	0	0	32,146	32,146	17.93	576	47,018	0	0

Name	Long-Term Incentive Plan for the financial years 2021 to 2023	Financial instruments at start of year n		Financial instruments granted during year n		Financial instruments vested during the year				Instruments matured but not exercised	Financial instruments at end of year n	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent/vested shares	Price of vested shares	EBITDA from vested shares or financial instruments (thousands of euros)	No. of instruments	No. of instruments	No. of equivalent shares
Andreas Nauen	Cycle FY2021	41,438	41,438	0	0	0	0	0	0	23,394	18,044	18,044

Observations

The current CEO (Mr Jochen Eickholt) was granted 70,846 Stock Awards for Cycle FY2022, as stated in section A.1.6 of this report.

As described in the Annual Report on Remuneration of Directors for financial year 2021, the former CEO (Mr Andreas Nauen) was granted the following Stock Awards for Cycle FY2020 of the LTI Plan 2018-2020 and for Cycle FY2021 of the LTI Plan 2021-2023, as stated in section A.1.2 of this report: (i) 51,848 for Cycle FY2020 (result of the pro rata reduction, calculated on its departure date, from the 79,164 originally awarded); and (ii) 18,044 for Cycle FY2021 (result of the pro rata reduction, calculated on its departure date, from the 41,438 originally awarded). The amount of 23,394 Stock Awards included in the table of section C.1.a) ii) (see column “*Instruments matured but not exercised*”

Itemised Individual Remuneration Accrued by Each Director

in the Cycle FY2021 row) reflects the total amount of Stock Awards deducted for such cycle after the pro rata reduction calculated at his departure date. Mr Nauen was not granted Stock Awards for Cycle FY2022. For purposes of clarity, Mr Nauen will only receive the shares resulting from the aforementioned pro rata reduction if and when they vest, in accordance with the Regulations of the Plan (i.e., subject to the achievement of all pre-established targets and to the other conditions of the Regulations of the Plan, including the clawback clause), and there has been no acceleration of this long-term remuneration as a result of his cessation in office as CEO.

On 29 November 2022 (i.e., outside financial year 2022), the Board of Directors of the Company has approved an overall achievement of 124% of the Cycle FY2020 objectives of the LTI Plan 2018-2020 (see section B.7 of this report), which will result in the delivery of 32,146 shares to the former CEO (Mr Andreas Nauen). These shares have not yet been delivered to the former CEO or the other beneficiaries. According to the Regulations of the LTI Plan 2018-2020, they must be delivered within sixty (60) calendar days following 29 November 2022, on which date the Company's Board of Directors formulated the financial statements for financial year 2022, and it is subject to the applicable withholding tax, to the clawback clause and to the application of the rest of the conditions (continue being employed by the group at the delivery date, except in certain cases of termination of the relationship (good leaver)).

In the absence of the share price on the delivery date as the shares of the Cycle FY2020 have not yet been delivered, in order to calculate their cash value, we have taken as a reference the average daily closing price of the 20 trading sessions prior to the end date of the Cycle FY2020 (30 September 2022) and the 20 trading sessions following that date. This price was 17.93 euros per share. According to the Plan Regulations, this is the criteria used to measure the fulfilment of the Relative Total Shareholder Return ratios ("TSR") objective for Cycle FY2020. At its meeting on 9 November 2022 and in compliance with the Regulations of the LTI Plan 2021-2023, Siemens Gamesa's Board of Directors resolved that the Cycle FY2020 shares under the LTI Plan 2018-2020 will ultimately be delivered in cash rather than in shares of the Company (see section A.1.2 of this report).

The information included in this section C.1.a) ii) regarding the Cycle FY2020 shares to be awarded to the former CEO (Mr Andreas Nauen) differs from Note 19 of the Individual Report and Note 30 of the Consolidated Report, which form part of the financial statements for financial year 2022, as these shares were not delivered yet to its beneficiaries and therefore they cannot be considered Compensation received.

Note 19 of the Individual Report and Note 30 of the Consolidated Report for financial year 2022 also differ from this section C.1.a) ii) as they include the market value at the delivery date of the shares of the Cycle FY2019 delivered to the CEO during financial year 2022 (23.38 euros per share, amounting a total of 725 thousand euros) and this information is not included in this Report as those shares were already accrued, although not delivered, in financial year 2021 and therefore they were included in the Annual Remuneration Report for Directors of financial year 2021 but with an amount of 687 thousand euros, calculated at that time with an estimated price per share of 22.17 euros based on the criteria used to measure compliance of the TSR target for the Cycle FY2019 as no share price on the delivery date was then available. The difference between both figures (38 thousand euros) is therefore exclusively based on the different share price used for its calculation.

The number of Stock Awards granted for Cycles FY2021 and FY2022 of the LTI Plan 2021-2023 indicates the maximum potential number of shares to be received by the current CEO (Mr Jochen Eickholt) for Cycle FY2022 and by the former CEO (Mr Andreas Nauen) for Cycle FY2021, in case of maximum achievement of all of the pre-established objectives for these Cycles (200%). The number of shares to be delivered for aforementioned Cycles FY2021 and FY2022 will ultimately depend on the level of achievement of the objectives of the LTI Plan 2021-2023.

In the context of the Takeover Bid, the Bidder has stated in the prospectus its intention to promote the cash settlement of the Cycle FY2020 of the Long-Term Incentive Plan 2018-2020 and the early cash settlement of the Cycles FY2021 and FY2022 of the Long-Term Incentive Plan 2021-2023 if the delisting of Siemens Gamesa's shares takes place. In this regard and with the assistance of the law firm Garrigues, Siemens Gamesa's Board of Directors has analysed the implications of the Takeover Bid for Cycle FY2020 of the LTI Plan 2018-2020 and for the three Cycles (FY2021, FY2022 and FY2023) of the LTI Plan 2021-2023. In this regard and based on a proposal from the ARC, Siemens Gamesa's Board of Directors approved the following resolutions at its meeting on 9 November 2022: (i) in relation to Cycle FY2020 of the LTI Plan 2018-2020, to replace the delivery of shares resulting from the settlement of this Cycle depending on the degree of achievement of the objectives achieved with an equivalent cash payment, since the Company does not have sufficient treasury shares to settle this Cycle and in view of the difficulty associated with acquiring own shares and paying beneficiaries in shares during the Takeover Bid process; (ii) in relation to the LTI Plan 2021-2023 and on the terms established in its Regulations, to declare the early maturity of Cycles FY2021 and FY2022 for all beneficiaries in view of the occurrence of a "significant event", which the potential delisting of Siemens Gamesa's shares in the framework of the Takeover Bid process is deemed to be. Therefore, subject to and at the time of the definitive delisting of Siemens Gamesa's shares, there will be an early cash settlement (Siemens Gamesa's shares would no longer be listed) of the two current Cycles (FY2021 and FY2022) of the LTI Plan 2021-2023, in proportion to the time that has passed in each of those Cycles and in view of the degree of achievement of the Plan metrics established by the Board of Directors for each Cycle at the date of its settlement. The Board of Directors will not so far award any beneficiary Stock Awards for Cycle FY2023 of the LTI Plan 2021-2023 until knowing if the Company will be delisted or not. Cycle FY2023 will be cancelled in the event of the definitive delisting of Siemens

Itemised Individual Remuneration Accrued by Each Director

Gamesa's shares. The Board of Directors also approved the holders of shares delivered under the LTI Plan 2018-2020 subject to vesting requirements being able to dispose of their shares: in the framework of the squeeze-out procedure established in Chapter X of Royal Decree 1066/2007 of 27 July on public takeover bids; or under any standing purchase order made by the Bidder pursuant to Article 11 of the aforementioned Royal Decree 1066/2007, in both cases to enable the beneficiaries to dispose of their shares before they are delisted.

iii) Long-term saving schemes

Remuneration from vesting of rights to savings schemes								
Director 1								
Name	Contribution for the year by the company (thousands of euros)				Amount of accrued funds (thousands of euros)			
	Savings schemes with vested economic rights		Savings schemes with non-vested economic rights		Year n		Year n-1	
	Year n	Year n-1	Year n	Year n-1	Schemes with vested economic rights	Schemes with non-vested economic rights	Schemes with vested economic rights	Schemes with non-vested economic rights
Jochen Eickholt	0	0	142	0	0	142	0	0
Andreas Nauen	0	0	69	167	0	284	0	167

Observations

The amount of the Company's contribution to the savings schemes with vested economic rights for the current CEO (Mr Jochen Eickholt) has been calculated on a pro rata basis for the period following 1 March 2022, the effective date of his appointment as CEO.

Itemised Individual Remuneration Accrued by Each Director

iv) Details of other items

Name	Concept	Amount of remuneration (thousands of euros)
Miguel Ángel López Borrego	Life insurance premiums	3
	Life insurance premiums	1
Jochen Eickholt	Health and casualty insurance	5
	House rental	24
Christian Bruch	Life insurance premiums	0
Maria Ferraro	Life insurance premiums	0
Gloria Hernández García	Life insurance premiums	4
Harald von Heynitz	Life insurance premiums	3
André Clark	Life insurance premiums	0
Rudolf Krämmer	Life insurance premiums	4
Francisco Belil Creixell	Life insurance premiums	7
Mariel von Schumann	Life insurance premiums	1
Tim Oliver Holt	Life insurance premiums	0
Klaus Rosenfeld	Life insurance premiums	0
Andreas Nauen	Life insurance premiums	1
	Vehicle	5
Tim Dawidowsky	Life insurance premiums	0

Observations

Mr Klaus Rosenfeld received an amount of 822.34 euros as contributions to life insurance premiums but the figure is 0 euros in the above table due to rounding.

Itemised Individual Remuneration Accrued by Each Director

b) Remuneration of directors of the listed company for seats on the boards of other subsidiary companies:

i) Remuneration accruing in cash (thousands of euros)

Name	Fixed remuneration	Attendance fees	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnification	Other items	Total year n	Total year n-1
Director 1										

ii) Table of changes in share-based remuneration schemes and gross profit from vested shares or financial instruments

Name	Financial instruments at start of year n		Financial instruments granted during year n		Financial instruments vested during the year			EBITDA from vested shares or financial instruments (thousands of euros)	Instruments matured but not exercised	Financial instruments at end of year n	
	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent/vested shares	Price of vested shares			No. of instruments	No. of instruments
Director 1											
Director 1											

Itemised Individual Remuneration Accrued by Each Director

iii) Long-term savings schemes

Remuneration from vesting of rights to savings schemes									
Director 1									
Contribution for the year by the company (thousands of euros)					Amount of accrued funds (thousands of euros)				
Savings schemes with vested economic rights		Savings schemes with non-vested economic rights			Year n		Year n-1		
Name	Year n	Year n-1	Year n	Year n-1	Schemes with vested economic rights	Schemes with non-vested economic rights	Schemes with vested economic rights	Schemes with non-vested economic rights	
Director 1									

iv) Details of other items

Name	Concept	Amount of remuneration
Director 1		

Itemised Individual Remuneration Accrued by Each Director

c) Summary of remuneration (thousands of euros):

This summary must include the amounts corresponding to all the remuneration items included in this report that have accrued to each director, in thousands of euros.

Name	Remuneration accruing in the Company					Remuneration accruing in group companies					
	Total cash remuneration	EBITDA from vested shares or financial instruments	Remuneration by way of savings systems	Other items of remuneration	Total in year n company	Total cash remuneration	Gross benefit of vested shares or financial instruments	Remuneration by way of savings systems	Other items of remuneration	Total in year n group	Total in year n, company + group
Miguel Ángel López Borrego	342	0	0	0	342	0	0	0	0	0	342
Jochen Eickholt	1,263	0	142	0	1,405	0	0	0	0	0	1,405
Christian Bruch	0	0	0	0	0	0	0	0	0	0	0
Maria Ferraro	0	0	0	0	0	0	0	0	0	0	0
Gloria Hernández García	256	0	0	0	256	0	0	0	0	0	256
Harald von Heynitz	403	0	0	0	403	0	0	0	0	0	403
André Clark	0	0	0	0	0	0	0	0	0	0	0
Rudolf Krämmer	418	0	0	0	418	0	0	0	0	0	418
Francisco Belil Creixell	141	0	0	0	141	0	0	0	0	0	141
Mariel von Schumann	181	0	0	0	181	0	0	0	0	0	181
Tim Oliver Holt	0	0	0	0	0	0	0	0	0	0	0
Klaus Rosenfeld	73	0	0	0	73	0	0	0	0	0	73
Andreas Nauen	1,941	576	69	0	2,586	0	0	0	0	0	2,586
Tim Dawidowsky	0	0	0	0	0	0	0	0	0	0	0
Total:	5,018	576	211	0	5,805	0	0	0	0	0	5,805

Observations

The amount corresponding to "EBITDA from vested shares or financial instruments" (576 thousand euros) assigned to the former CEO (Mr Andreas Nauen) reflects the value of the 32,146 shares referred in section C.1.a). ii) "Table of changes in share-based remuneration schemes and gross profit from vested shares or financial instruments" corresponding to the Cycle FY2020 of the LTI Plan 2018-2020. Said shares of Cycle FY2020 have not yet been delivered, and therefore, in absence of a share price on the delivery date, the calculation has been conducted as indicated in the referred section C.1.a). ii) of this report. Same section details the Siemens Gamesa's Board of Directors resolution in relation to Cycle FY2020 of the LTI Plan 2018-2020 to replace the delivery of shares resulting from the settlement of this Cycle with an equivalent cash payment.

Itemised Individual Remuneration Accrued by Each Director

C.2 Indicate the evolution in the last five years of the amount and percentage variation of the remuneration accrued by each of the directors of the listed company who have held this position during the year, the consolidated results of the company and the average remuneration on an equivalent basis with regard to full-time employees of the company and its subsidiaries that are not directors of the listed company.

Total amounts accrued and % annual variation									
	Year n	% variation n/n-1	Year n-1	% variation n-1/n-2	Year n-2	% variation n-2/n-3	Year n-3	% variation n-3/n-4	Year n-4
Executive directors	-	-	-	-	-	-	-	-	-
Jochen Eickholt	1,405	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Andreas Nauen	2,586	34%	1,929	146%	783	N/A	N/A	N/A	N/A
External directors	-	-	-	-	-	-	-	-	-
Miguel Ángel López Borrego	342	-7%	366	24%	295	22%	241	N/A	N/A
Christian Bruch	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
María Ferraro	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gloria Hernández García	256	10%	233	7%	218	-15%	255	5%	243
Harald von Heynitz	403	13%	356	83%	195	N/A	N/A	N/A	N/A
André Clark	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rudolf Krämmer	418	3%	404	28%	315	78%	177	N/A	N/A
Francisco Belil Creixell	141	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mariel von Schumann	181	3%	175	3%	170	5%	162	32%	123
Tim Oliver Holt	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Klaus Rosenfeld	73	-54%	158	1%	156	3%	151	3%	147
Tim Dawidowsky	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Consolidated results of the company	-939,262	-70%	-553,453	46%	-1,018,713	-	190,428	13%	167,787
Average employee remuneration	60	2%	59	2%	58	0%	58	0%	58

Observations

To calculate the amounts included in the “Average employee remuneration” row of the table, the “Wages and Salaries” amounts set out under “Staff Costs” in the Company’s annual consolidated accounts for each financial year have been taken as a reference point to incorporate the remuneration accrued by staff in each financial year.

Other Information of Interest

D. OTHER INFORMATION OF INTEREST

If there are any significant issues relating to directors' remuneration that it has not been possible to include in the foregoing sections of this report, but which it is necessary to include in order to provide more comprehensive and reasoned information on the remuneration structure and practices of the company with regard to its directors, list them briefly.

This annual remuneration report was approved by the Board of Directors of the company at its meeting on 29 November 2022.

Indicate whether any director voted against or abstained from approving this report.

Yes

No

Name or company name of any member of the Board of Directors not voting in favour of the approval of this report	Reasons (against, abstention, non- attendance)	Explain the reasons

MR. JUAN ANTONIO GARCÍA FUENTE, WITH NATIONAL IDENTITY CARD NUMBER 22747928-P, SECRETARY OF THE BOARD OF DIRECTORS OF "SIEMENS GAMESA RENEWABLE ENERGY, S.A." WITH REGISTERED OFFICE IN ZAMUDIO (BIZKAIA), AT PARQUE TECNOLÓGICO DE BIZKAIA, BUILDING 222 WITH EMPLOYER IDENTIFICATION NUMBER A-01011253.

HEREBY CERTIFY:

That the text of the consolidated management report for 2022 of SIEMENS GAMESA RENEWABLE ENERGY, S.A., authorized for issue by the Board of Directors at its meeting held on November 29, 2022, is the content of the preceding 297 sheets of unstamped paper, on the obverse only, and for authentication purposes, bear the signature of the Chairman and the Secretary of the Board of Directors on its first sheet and the stamp of the Company in the total remaining sheets.

The Directors listed below hereby so ratify by signing below, in conformity with Article 253 of the Spanish Limited Liability Companies Law.

Mr. Christian Bruch
Chairman

Mr. Jochen Eickholt
CEO

Ms. Mariel von Schumann
Member of the Board of Directors

Ms. Gloria Hernández García
Member of the Board of Directors

Mr. Francisco Belil Creixell
Member of the Board of Directors

Mr. André Clark
Member of the Board of Directors

Mr. Harald von Heynitz
Member of the Board of Directors

Ms. Maria Ferraro
Member of the Board of Directors

Mr. Rudolf Krämmer
Member of the Board of Directors

Mr. Anton Steiger
Member of the Board of Directors

The Secretary non-member of the Board of Directors states for the records that the Directors, Ms. Maria Ferraro and Mr. Rudolf Krämmer, do not stamp their signature on this document because they attended the meeting by telematic means. The Chairman of the Board of Directors, Mr. Christian Bruch, and the Director, Mr. Harald von Heynitz, respectively, sign it on their respective behalf, under the express instructions given for this purpose by the aforementioned Directors.

Zamudio, November 29, 2022. In witness whereof.

Approval of the Chairman

Mr. Christian Bruch
Chairman

Mr. Juan Antonio García Fuente
Secretary of the Board of Directors

ANNUAL FINANCIAL REPORT STATEMENT OF RESPONSIBILITY

The members of the Board of Directors of SIEMENS GAMESA RENEWABLE ENERGY, S.A. state that, to the best of their knowledge, the individual annual accounts and the consolidated annual accounts for the financial year ending on September 30, 2022, issued at its meeting of November 29, 2022, and prepared in accordance with applicable accounting standards, present a fair view of the assets, financial conditions and the results of operations of Siemens Gamesa Renewable Energy, S.A. as well as of the subsidiaries included within scope of consolidation, taken as a whole, and that the management report supplementing contains a fair assessment of performance and results and the position of SIEMENS GAMESA RENEWABLE ENERGY, S.A. and of the subsidiaries included within its scope of consolidation, taken a whole, as well as a description of the principal risks and uncertainties facing them.

In Zamudio, November 29, 2022.

Mr. Christian Bruch
Chairman

Mr. Jochen Eickholt
CEO

Ms. Mariel von Schumann
Member of the Board of Directors

Ms. Gloria Hernández García
Member of the Board of Directors

Mr. Francisco Belil Creixell
Member of the Board of Directors

Mr. André Clark
Member of the Board of Directors

Mr. Harald von Heynitz
Member of the Board of Directors

Ms. Maria Ferraro
Member of the Board of Directors

Mr. Rudolf Krämmer
Member of the Board of Directors

Mr. Anton Steiger
Member of the Board of Directors

The Secretary non-member of the Board of Directors states for the records that the Directors, Ms. Maria Ferraro and Mr. Rudolf Krämmer, do not stamp their signature on this document because they attended the meeting by telematic means. The Chairman of the Board of Directors, Mr. Christian Bruch, and the Director, Mr. Harald von Heynitz, respectively, sign it on their respective behalf, under the express instructions given for this purpose by the aforementioned Directors.

Mr. Juan Antonio García Fuente
Secretary of the Board of Directors