

DIVERSITY AND INCLUSION POLICY

OF SIEMENS GAMESA RENEWABLE ENERGY, S.A.

(Text approved by resolution of the Board of Directors dated September 16, 2021)

DIVERSITY AND INCLUSION POLICY

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

The Diversity and Inclusion Policy of Siemens Gamesa establishes the principles of diversity and inclusion that must govern within the Company and within the Siemens Gamesa Group in order to strengthen corporate ethics.

1. PRINCIPLES STATEMENT

The Board of Directors of Siemens Gamesa recognizes that its employees represent a large variety of cultures, ethnicities, beliefs and languages. This wealth of diversity is what makes the Siemens Gamesa Group more innovative, creative, sensitive and committed to society. We believe that the commitment and performance of our employees is key to the success of our business.

The Siemens Gamesa Group believes that we all have the right to be treated with dignity and respect in the workplace regardless of our race, nationality, ethnicity, religion, beliefs, sex, sexual orientation, gender, circumstances of pregnancy or maternity, age, disability or marital status. Along these lines, the Siemens Gamesa Group, led by the Board of Directors and the management team, is committed to promoting equality and diversity in all facets of activities and business and to remunerate our employees on the basis of their merits and contributions. Diversity and inclusion are promoted at the highest level of the organization by our CEO and the Executive Committee.

In compliance with the Global Corporate Social Responsibility Policy, the Siemens Gamesa Group aims to create a culture that respects and values differences, that promotes dignity, equality, inclusion and diversity, and that allows people to contribute with their maximum potential to the global success of the company. Our commitment is to create an environment in which every employee is able to develop their potential and maximize their contribution. We recognize and value the creativity that people with different backgrounds and abilities bring to their work. The Siemens Gamesa Group is committed to the principle of hiring and maintaining teams that fully reflect the local community in which it does business.

2. PURPOSE

The purpose of this Diversity and Inclusion Policy is to promote respect for the law, equality and inclusion for our employees in order to ensure that there is no discrimination by reason of race, gender, marital status, ideology, political opinions, nationality, religion or any other

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personal, physical or social condition. In order to achieve this objective, the Siemens Gamesa Group undertakes to:

1. Encourage and support diversity and inclusion in the company.
2. Promote a working environment in which employees recognize the value contributed by a diverse and inclusive workforce.
3. Make ourselves known as a company with positive diversity and inclusion practices.

Employee selection, promotion, training and any other benefit shall be based on the specific merits and skills required in each case.

3. PRINCIPLES

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

1. Provide a work environment that promotes **dignity and respect** for all. No form of intimidation or harassment will be tolerated.
2. Ensure that the policies and practices of selection, hiring, remuneration, training, promotion and termination **avoid any discriminatory bias**.
3. Foster a motivational and creative working environment, where **opportunities** for hiring, training, development and promotion are available for all based on the knowledge, attitudes, abilities and skills required for the various positions.
4. Foster understanding of **gender identity**.
5. Support employees who make use of **reconciliation measures**, provided they are permitted by the demands of work and applicable law.
6. Break down barriers to **promote the professional development of women** at the highest levels of the company.
7. Cultivate a culture that encourages collaboration, flexibility and fairness so that the whole workforce can contribute with its **maximum potential**.
8. Provide all reasonable adjustments for **persons with disabilities**.
9. Promote **understanding between cultures** and equip our staff with the tools necessary for the development of a global mentality and to work effectively within all cultures, virtually or in person.
10. Offer **information and training** to the entire workforce so that it has the necessary tools and resources to create an appropriate workplace.
11. Develop a **diversity and inclusion plan** in order to ensure the implementation of this policy.
12. Ensure that this policy has the **full commitment of all levels** of the organization, especially the executive team.
13. **Review** this policy regularly in order to ensure the continuous improvement hereof.

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4. IMPLEMENTATION

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

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

5. RESPONSIBILITIES

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

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

The Global Head of Diversity and Inclusion (Head of D&I) is also responsible for reviewing and updating the policy on an annual basis, establishing priorities in support of the diversity strategy of Siemens Gamesa, and implementing the goals of this Policy throughout the Company.

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

6. DIVERSITY AND INCLUSION GOVERNANCE MODEL

6.1. Diversity and Inclusion Governance Model

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

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

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

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6.2. Diversity and Inclusion Governance Board

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

6.3. The Global Head of Diversity and Inclusion

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

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

6.4. The Diversity and Inclusion Regional Councils

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

6.5. The executive and senior management team

Siemens Gamesa's executive and senior management team have the responsibility to build the company's culture of trust and inclusion. They lead diversity and inclusion by example because they embed them in their daily activities, and they are accountable for change.

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