

GLOBAL CORPORATE SOCIAL RESPONSIBILITY POLICY
OF SIEMENS GAMESA RENEWABLE ENERGY, S.A.

(Text approved by resolution of the Board of Directors dated November 4, 2020)

GLOBAL CORPORATE SOCIAL RESPONSIBILITY POLICY

Pursuant to the provisions of section 529 *ter* of the Companies Act (*Ley de Sociedades de Capital*) and articles 33 of the By-Laws and 6, 7.3 and 38 of the Regulations of the Board of Directors, the Board of Directors of Siemens Gamesa Renewable Energy, S.A (hereinafter “**Siemens Gamesa**” or the “**Company**”) and the group of companies of which Siemens Gamesa is the controlling company (the “**Siemens Gamesa Group**”) hereby approves this Global Corporate Social Responsibility Policy, which is included within its Corporate Governance Rules.

1. **STATEMENT OF PRINCIPLES**

Being aware of Siemens Gamesa’s responsibility to society as a whole, the Board of Directors commits to ensuring that its activities are conducted in accordance with a set of values, principles, standards and attitudes designed to achieve the sustained creation of value for shareholders, employees, customers and for society at large.

To honour this commitment, this global policy establishes the basic principles and the general framework for conduct in the management of the corporate social responsibility practices endorsed by the Siemens Gamesa Group.

This policy applies to all the companies making up the Siemens Gamesa Group, which must comply in good faith with the principles of conduct in the area of corporate social responsibility described below.

The Board of Directors of the Company is responsible for coordinating the management policies, strategies and guidelines of the Siemens Gamesa Group, acting for the common benefit and in the interest of the Company and the Siemens Gamesa Group.

Pursuant to the foregoing, the Board of Directors of the Company shall promote compliance by the Siemens Gamesa Group with the basic principles set forth in section 2 below, as well as with such other principles as may hereafter be included in this policy.

2. **PRINCIPLES OF CONDUCT**

In line with the mission, vision and values of the Company, for Siemens Gamesa, corporate social responsibility translates into the conduct of responsible corporate activities taking future generations into account and contributing to the creation of a sustainable world. To that end, the Company adopts the following principles and commitments:

Principle 1. Comply with applicable law in the countries in which it does business and ensure ethical behaviour, adopting international standards and guidelines and fostering and promoting the integration of the principles of the United Nations Global Compact.

- Ensure corporate integrity, adopting the ethical and compliance values, principles and guidelines of Siemens Gamesa, articulated in the Company’s Business Conduct Guidelines.
- Respect internationally recognised human rights and avoid, prevent and mitigate any negative impact on human rights that might result from its own activities or from its commercial relations with third parties.

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- Contribute to the United Nations 2030 Agenda for Sustainable Development, with a direct impact on the Sustainable Development Goals (SDGs) relating to the Company's products and solutions.

Principle 2. Ensure responsible governance and the transparency necessary to convey trust and credibility to stakeholders.

- Adopt good governance practices and recommendations generally recognised in international markets, based on corporate transparency and mutual trust with shareholders and investors.
- Foster communication and dialogue with stakeholders and the transmission of knowledge on issues that are significant to them.
- Disseminate relevant, truthful and regular information concerning the activities of the Company based on reliability and continuous improvement.

Principle 3. Achieve a work culture based on safe and healthy work, equal opportunity and motivation.

- Endeavour to ensure a safe and healthy work environment within the of the Siemens Gamesa Group and within its areas of influence.
- Foster a framework of labour relations based on equal opportunity, non-discrimination and respect for diversity.
- Keep persons motivated and committed to a culture of high performance, continuous learning during one's entire working life and possibilities for professional development.

Principle 4. Contribute to sustainable development by reducing the environmental impact of the Company's activities and generating new solutions through innovation.

- Contribute to the fight against climate change, playing a leading role in the renewable energy sector.
- Contribute to the circular economy, both from the standpoint of rational use of resources and of responsible waste management.
- Respect the natural environment, protect biodiversity and minimise impacts on ecosystems.

Principle 5. Develop a responsible supply chain, ensuring responsible management through transparent, objective and impartial procedures with suppliers and providing customers with all relevant information on the services and products sold.

- Maintain an ethical, honest and fair relationship with the supply chain.
- Establish long-term relationships with key suppliers, creating technological partners and contributing to common development.

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Principle 6. Promote socially responsible actions within the of the Siemens Gamesa Group to achieve harmony between corporate values and social expectations.

- Foster the economic and social development of the communities in which the Company has a presence, promoting higher levels of well-being through actions to cooperate with local development.

3. FURTHER DEVELOPMENT AND COMPLIANCE

The Audit, Compliance and Related Party Transactions Committee is responsible for knowing, promoting, guiding and supervising corporate social responsibility strategy and practices and for evaluating the level of compliance therewith and for supervising the Company's Corporate Social Responsibility Policy.

In order to report on the actions carried out by the Company in this area, the Board of Directors shall prepare a Consolidated Non-Financial Statement with the frequency it deems appropriate, following a report from the Audit, Compliance and Related Party Transactions Committee and the Appointments and Remuneration Committee on the matters within their respective purview.

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