

**FAVOURABLE REPORT OF THE APPOINTMENTS AND REMUNERATIONS COMMITTEE
OF SIEMENS GAMESA RENEWABLE ENERGY, S.A. ON THE RE-ELECTION OF MS
MARIEL VON SCHUMANN AS A PROPRIETARY NON-EXECUTIVE DIRECTOR OF THE
COMPANY**

In Zamudio (Biscay), on January 21, 2021, the Appointments and Remunerations Committee (the “**Committee**”) of Siemens Gamesa Renewable Energy, S.A. (the “**Company**”) unanimously resolves to issue and submit to the Board of Directors this favourable report on the re-election of Ms Mariel von Schumann as a director of the Company with the classification of proprietary non-executive director for submission thereof to the shareholders at the Company’s General Meeting of Shareholders (the “**Meeting**”).

1. OBJECT AND REGULATORY FRAMEWORK

In accordance with section 529 *decies.6* of the *Corporate Enterprises Act (Ley de Sociedades de Capital)*, article 13.2. and 15 of the *Regulations of the Board of Directors* and article 6.2.a) of the *Regulations of the Appointments and Remuneration Committee*, the appointment, re-election or removal of proprietary directors for their appointment by co-option or for their submission to the decision of the General Meeting of Shareholders must be preceded by a favourable report from the Committee. Additionally, it is for this Committee to report on the maintenance of the classification allocated to each director in the case of re-election.

This report is hence issued in compliance with the aforementioned regulation.

**2. THE CANDIDATE: NOTEWORTHY EXPERIENCE FOR THE PERFORMANCE OF THE
CANDIDATE’S POSITION IN THE COMPANY**

Since April 3, 2017 (the date on which became effective her acceptance to the position to which she was appointed by the shareholders at the Company’s Extraordinary General Meeting of Shareholders held on October 25, 2016), Ms Mariel von Schumann, of Brussels (Belgium), has held the position of Member of the Board of Directors.

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.

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. Currently, she is also on the Board of Directors for Siemens India and for the Siemens Foundation (Siemens Stiftung).

3. RATIONALE FOR THIS FAVOURABLE REPORT

In the opinion of the Committee, Ms Mariel von Schumann meets the requirements established by law and in the Company’s Corporate Governance Rules to be re-elected as proprietary non-executive director of the Company; specifically, in the opinion of the Committee, the candidate meets the requirements of recognized respectability, capability, expertise, competence and experience established in the aforementioned Corporate Governance Rules.

The Committee has also confirmed that the candidate is not directly or indirectly subject to any of the grounds of disqualification, prohibition or conflict of interest with the corporate interest established in generally applicable provisions or in the Company’s Corporate Governance Rules.

In the preparation of this report, the alignment of Ms Mariel von Schumann's professional background and her in-depth knowledge of the specific business and the industry in which the Company does business, as well as the assurance that her continuity to perform the duties of director represents for the Company have also been taken into account.

In the Committee's opinion, the re-election of Ms Mariel von Schumann complies with the provisions of Recommendation 15 of the *Good Governance Code of Listed Companies* and of the Company's Corporate Governance Rules as regards the required proportion of executive and non-executive directors, since if she were re-elected, the ratio of executive to non-executive directors would not change (1 to 9), with the latter representing a large majority on the Board.

Likewise, for issuing the present report the Committee has taken into account the performance, by Ms. Mariel von Schumann, of her duties as member of the Board of Directors of the Company since her appointment until the present date, performance to be valued positively.

After the re-election of Ms. Mariel von Schumann, 10% of the Board would be made up of executive directors and 90% would be made up of non-executive directors (50% proprietary directors and 40% independent directors).

The ratio of independent directors would hence comply with the wording of Recommendation 17 of the Good Governance Code of Listed Companies, which establishes that for companies with a shareholder that controls more than 30% of their share capital, independent directors should represent at least one third of the members of the Board of Directors. This percentage of 40% would hence be higher than the recommendation of one third.

4. CLASSIFICATION

In accordance with section 529 *duodecies.3* of the *Corporate Enterprises Act*, the Committee reports that in its opinion, the classification of Ms. Mariel von Schumann, if re-elected as a member of the Board of Directors, should continue to be "**proprietary non-executive**", since all the requirements established therefore in the *Corporate Enterprises Act* and in Siemens Gamesa's Corporate Governance Rules are met.

In light of all of the foregoing, the Committee unanimously resolves to submit to the Board this favourable report on the re-election of Ms. Mariel von Schumann as a member of the Company's Board of Directors with the classification of proprietary non-executive director.

* * *