

Annual Report 2021

Diversity and Inclusion



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Where we stand



Diversity at Siemens Gamesa

Diversity and inclusion are central to our culture and growth strategy. We have more than 26,000 employees spanning nearly 60 countries. Operating at this scale brings an elevated level of responsibility to everything we do.

Over the last year we've seen progress in a number of areas. We have set targets for women's empowerment; we have developed company policies and practices that enable all individuals to benefit from a healthy work-life balance (e.g. Smart Working and digital disconnection guidelines); we have analyzed the obstacles that underrepresented groups face in accessing employment; and we have obtained external recognition by being included in Bloomberg Gender equality Index for second consecutive year.

However looking at our own internal data as well as external data, we know we have work to do to increase underrepresented talent in our workforce. Representation of women in the workforce and in executive levels, and other diverse groups in general, remains relatively steady.

We know that companies that fail to take inclusion and diversity issues seriously cannot fully understand the forces shaping their business, the economy and the world. Inclusion and diversity are therefore not just a values-based focus, but instead a meaningful investment consideration. Our recent improvements signal that we're moving in the right direction, but we must keep doing more to accelerate progress.

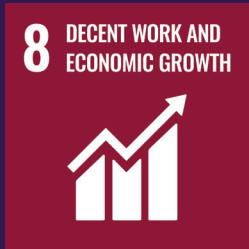
Contribution to the UN's Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) drive the Sustainability agenda 2040 for Siemens Gamesa as they provide insights on how to create economic, social and environmental value for investors and other stakeholders.



Siemens Gamesa supports the Sustainable Development Goals

SDGs supported by our diversity and inclusion agenda



How ●.....● Commitments

Cultivating a **diverse** workforce

25% of employees are women in FY25

Pursuing **improvements** in people’s quality of life

Empowering and motivating all employees with an exciting and **inclusive culture** in which all of us are treated with respect and dignity

25% of senior managers are women in FY25

Creating an outstanding place to work by supporting differences and providing **equal conditions** for everyone

Smart Working to better balance work and life



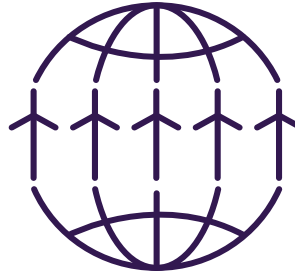
Key Figures FY21



26 k
Employees



40
Average age



108
Nationalities



26 k
Employees



19%
Women in
the workforce



13%
Women in senior
management
positions



12%
Women in
engineering



18%
Women in
new hires



In support of

WOMEN'S EMPOWERMENT PRINCIPLES

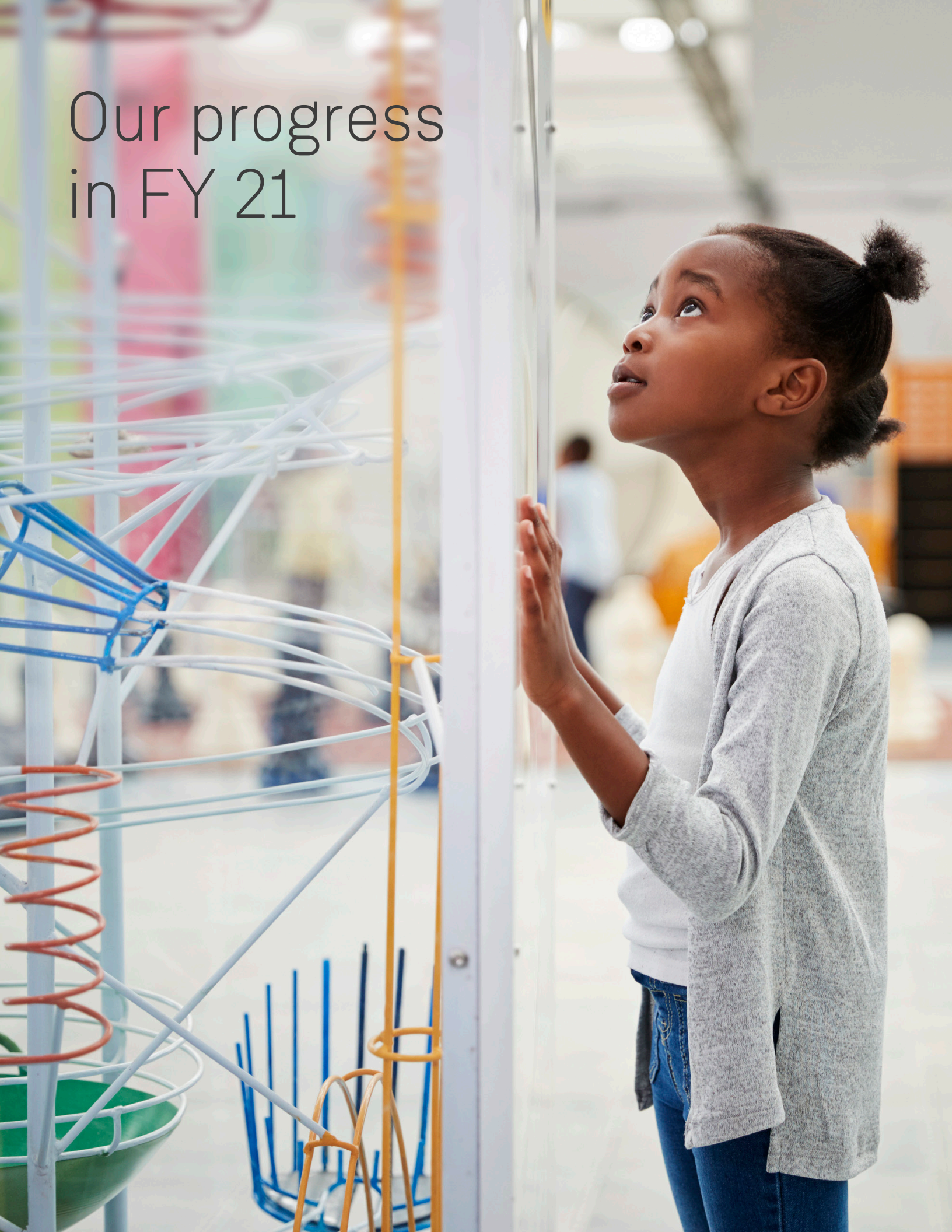
Established by UN Women and the
UN Global Compact Office



RED EMPRESARIAL POR LA
DIVERSIDAD E INCLUSIÓN LGBTI



Our progress
in FY 21



Our Diversity & Inclusion Strategy for 2021-22 supports our vision of becoming a diverse leader and it is built on three pillars.

Diversity

We draw strength from our differences. By embracing diversity across all spectrums we are a stronger company and culture.



Inclusion and Belonging

We value openness and tolerance and treat each other with respect and dignity. Thus, we are dedicated to fostering an inclusive company culture that welcomes different perspectives and allows for every employee to have a full sense of belonging within our organization.



Equal Opportunities

We believe that the future workforce is an equal one that sets bold goals. Thus, Siemens Gamesa is committed to equal opportunities for all our employee, because it is the abilities and potential within people themselves that count.



By embracing
Diversity we
are a stronger
company and
culture







Diversity

We pay close attention to how we attract talent at every step of the recruitment and hiring process. One way we've done this is to advertise all roles internally to widen the pool of candidates. Our job offers contain a D&I statement enhancing our diverse, inclusive and flexible culture.

- The D&I Governance Board sets the tone and direction and the Regional Councils set the benchmark for how a community can power an inclusive culture across markets.
- We have set targets for women's empowerment and inclusion to grow percentage of women in the workforce and in senior management to 25 per cent by the end of 2025 and 30 per cent by the end of 2030.
- We have developed a reporting system with key social indicators that is reviewed by the Executive Committee on regular basis.
- We analyzed the gender pay gap in our relevant locations and have included this metric into our reporting system.
- Our efforts have been recognized by Bloomberg Gender Equality Index 2021 for the second year in a row and by being included in TOP30 Spanish Companies with best practices in Diversity and Inclusion.

#CelebratingDiversity

Our Diversity & Inclusion Calendar promotes our diverse and inclusive culture through awareness and action.

These 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.

Women
and Girls in
Science

Chinese New
Year
Wishing you health
and success in the
Year of the Ox.

Zero
Discrimination
Day



Women's
Day



Easter

Ramadan

Eid al-Fitr
Mubarak
to all Muslims
عيد مبارك سعيد.

Pride Month



Day for
Tolerance



Hanukka

Day for
Persons with
Disabilities



An Inclusive
culture helps
build a sense
of belonging





Inclusion and belonging

When a company succeeds in cultivating a diverse and inclusive workplace, the organization is rewarded with better decisions, creative collaboration, motivated employees, and improved individual, team and organizational performance.

- LGBTI and Allies @SGRE, is an employee affinity group, which focuses on LGBTI people issues. The network has permanent representation on the company's D&I Governance Board as well as active support from the top management.
- We have developed the first edition of our Communications Toolkit with inclusive language guidelines as a powerful way to fight stereotypes, prejudices and bias.
- We have trained more than 200 senior managers in Inclusive Leadership.
- We have offered targeted career development programs, which provide coaching, community-building, classic and reverse mentorship, and advocacy to help early career leaders to advance their careers. In the last year 342 leaders have participated in these programs, 25% of whom were women.





Inclusive language

The Communication Toolkit enables employees to communicate across the business with respect for all colleagues. Employees can find examples of language or expressions that should be avoided and examples of more inclusive language.

Six Principles of inclusive Language at Siemens Gamesa:

- Put the Person first. Focus on the Person and not on their physical characteristics;
- Challenge Stereotypes;
- Use neutral language;
- Choose language that is welcoming to everyone;
- Avoid highlighting a person's characteristic to show their diversity. This is excluding; and
- Practice makes perfect, so keep trying.

Equal Opportunity
is for everyone, but
it mainly concerns
members of
underrepresented
groups





Equal Opportunities

Our Equal Opportunities Procedure and action plan aims at increasing the representation of underrepresented groups in our workforce.

- When we look at hiring, we require that whenever possible the shortlists offer a satisfactory gender balanced choice of candidates and priority is given to women if finding, after conducting an assessment, that candidates are of equal merit and competences.
- No posts are reserved for nationals of any specific country to ensure a fair spread of ethnicities and nationalities within the workforce and at all levels of the organization.
- We encourage our internal and external hiring managers to continue their collaboration with schools, partnerships and organizations designed to bring diverse talent and thus broaden our talent pool.
- We have reinforced our focus on Smart Working, digital disconnection and family-friendly policies that enable our staff to better reconcile professional and personal commitments, and therefore to engage and advance in employment on equal terms.



Our Digital Disconnection Guidelines recognize the right of employees to disconnect from their work and to feel as though they do not have to answer any work-related emails, calls, or messages outside of normal working hours.

Manage your emails effectively

Avoid sending work-related emails, calls, or messages outside of normal working hours

Be inclusive

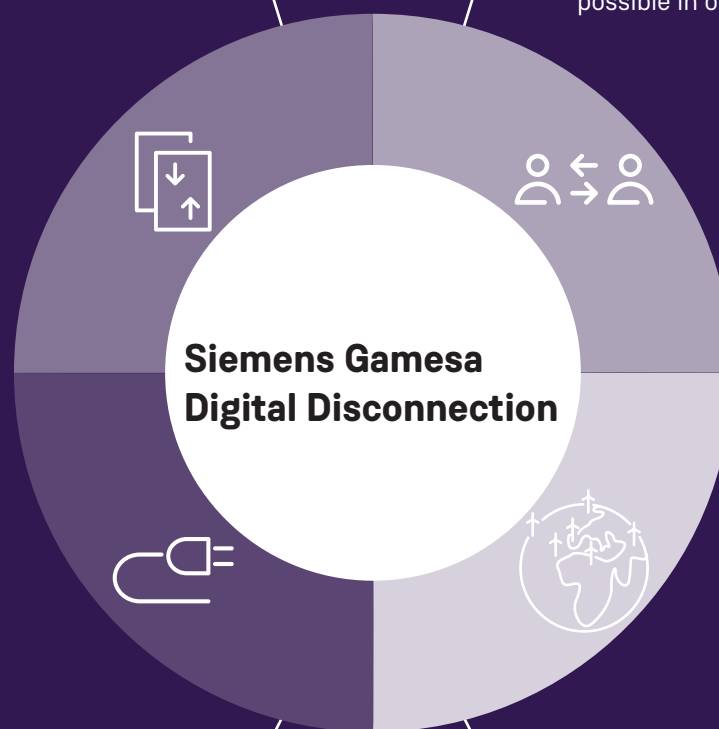
Be inclusive and remember that everyone has different circumstances. Be patient with one another during email, text and video conversations. Try to be as clear as possible in online conversations.

Disconnect intentionally and regularly

Keep informal track of your working hours to avoid excessive work days, and establish the time you want to make available for your daily breaks, e.g. block your lunch break on your calendar.

Be respectful with other people's time

Consider the diversity that enriches our company. Respect your colleagues' time zone when calling or arranging a meeting, and recognize that weekend days, summer holiday periods and religious observances may differ from yours.



Fueled by our
employees



Employee passion and participation

Siemens Gamesa has a real advantage, which is the passion of over 800 employees participating in employee affinity groups that provide mentoring and networking as well as a safe space for people with common interests and issues to come together.

The Women's Network with almost 600 members all across SGRE provides a dedicated forum to drive the strategically important aspect of increasing inclusion and equality for women.

The very recent LGBTI's Network brings our LGBTI community and allies together for networking, mentoring and information sharing.

In addition, almost 100 employees are members of our Regional Councils which are designed to support the implementation of the company's diversity strategy.



Employee affinity groups' activity

The employee affinity groups help build lasting relationships with the communities around us, locally and globally.

Some examples of their activities in fiscal year 2021 are:

Women's Network

- Informal Networking sessions
- Impact and Gravitas training
- Several activities, workshops and talks during International Women's Week
- Audience with Lindsay McQuade – CEO Scottish Power
- Interview with Claire Birkinshaw about how women can maximise their potential and flourish in the workplace
- Sharing best practices with Ørsted on how to attract, engage, and encourage women in the workplace

LGTBI and Allies' Network

- Founded in June 2021, it has more than 200 members
- Inspirational talks and articles
- Unconscious bias session
- Panel with SGRE top management sharing views of LGBTI+ initiatives

Regional Councils' activity

Our Regional D&I Councils widen SGRE's world view. With their activity they help ensure we are a workplace where differences are celebrated and everyone has a voice at the table. Some examples of their activities in fiscal year 2021 are:

- Inclusive job descriptions using a gender bias decoder tool
- Enhanced US and Brazil Parental Leave Policy
- DE&I Baseline Survey across Americas
- Diversity Week across Americas
- Official Partner to the ACORE Accelerate membership program, designed to provide development and networking opportunities to small, minority, and women-owned businesses
- Intentional Diversity in Summer Intern Program (45% female, 27% ethnic minorities); and in Rotational Development Program (50% female, 33% ethnic minorities)
- Supplier Diversity program and training
- Pay equity analysis
- Americas HR Dashboard which measures diversity KPIs
- Articles and inspirational talks
- Hiring Manager Training



Looking ahead



Continuing to evolve

Our approach is to continuously build on our progress, evolve and improve on what we have done before.

As the clean energy sector continues to grow and evolve, competitiveness relies on the ability to attract and retain a diverse pool of talent capable of bringing fresh perspectives.

Cultivating an inclusive culture, free of harassment and unlawful discrimination, where everyone feels respected and valued; inclusive leadership teams that drives the cultural change and provide all employees with opportunities to grow and advance on equal terms; and company policies and practices that enable all individuals to benefit from a healthy work-life balance are key for improving inclusion in energy.

Talent acquisition continues to be an important part of the company's growth. We will make sure that our talent systems use the principles of inclusive design, meaning all talent groups are equally represented and nobody is excluded because of their differences, and we will continue delivering training to help managers to take inclusive actions and decisions.

There is a strong business case to be made for workplace flexibility. We know that especially for diverse talents— whether it's gender, whether it's home life situation, whether it's generation— it's key that they're able to work with more internal flexibility and with more inclusion and more trust.

Priorities in FY22

Inclusive Culture

An environment where everyone feels respected and valued

Fair Management

Inclusive leaders foster a diverse and inclusive work environment

Career Development

Providing all employees with opportunities to grow and advance on equal terms

Workplace Flexibility

Enabling all individuals to benefit from a healthy work-life balance

Workplace Safety

Cultivating a work environment that is free from harassment and unlawful discrimination

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11/2021