SUSTAINABILITY REPORT 2024

ENERCON

SUSTAINABILITY REPORT 2024

CONTENT

FOREWORD
FROM THE CEO

ENERCON CEO Udo Bauer

Dear readers,

2024 was a year of renewed momentum and innovation for ENERCON. Despite persistent economic challenges and rising geopolitical uncertainty, we achieved significant progress that further strengthened our position as a leading provider of onshore wind energy solutions. Once again, we demonstrated that we are ready, together with our customers and partners, to shape the next stage of the global energy transition.

Sustainability has always been at the core of ENERCON's identity and this year it was evident in our technology and our actions. Our turbines are engineered to support the global shift to renewable energy, offering high efficiency, long-term performance, and real environmental benefits. Through continuous improvements and close collaboration with our partners, we are reducing the carbon footprint of production and installation, while increasing energy output across the lifecycle of our products.

The momentum we built in 2024 translated into measurable results. We installed 2,595 MW of new turbines — an increase over the previous year — which, based on current forecasts, could help to avoid more than 82 million tonnes of CO_2e emissions over their operational lifetime. We also launched the E-175 EP5, our new top-of-the-range model, with the installation of the first prototype, setting a new standard for performance and efficiency. These achievements are not just technical milestones; they reflect our close dialogue with customers and our commitment to delivering solutions that align with their priorities.

This year also marked a meaningful moment in our history, ENERCON's 40th anniversary. Over four decades, sustainability has not merely been a goal, it has been a guiding principle. In 2024, we advanced this legacy by further integrating carbon emissions and circularity considerations into our product design and procurement practices. We deepened our commitments to the Science Based Targets initiative (SBTi) and to the WindEurope composite waste landfill ban.

At ENERCON, sustainability also means caring for people. In 2024, we enhanced health and safety across our operations through targeted training and awareness efforts, while continuing to foster a more inclusive and equitable workplace. Initiatives like our Women's Network, supported by the full Management Board, reflect our belief that diversity and equal opportunity are essential to innovation and long-term success.

We also strengthened partnerships across our supply chain by embedding sustainability into procurement and supporting better working conditions throughout our value chain. These relationships are essential to delivering solutions that are effective but also ethical and environmentally sound.

As we reflect on the last forty years, we are proud of how far we have come and we are even more energised by the opportunities ahead. Sustainability has been ENERCON's guiding purpose since day one and it continues to be embedded in every decision we make. Our Sustainability Strategy serves as our guiding compass for the road ahead. I want to thank our employees, partners and stakeholders for their continued trust and dedication. Together, we are building the future of wind energy and accelerating the global transition to a more sustainable energy system.

Yours sincerely,

Udo Bauer
Chief Executive Officer

ABOUT **ENERCON**

GRI 2-1, 2-2, 2-6, 2-7, 2-9, 2-12

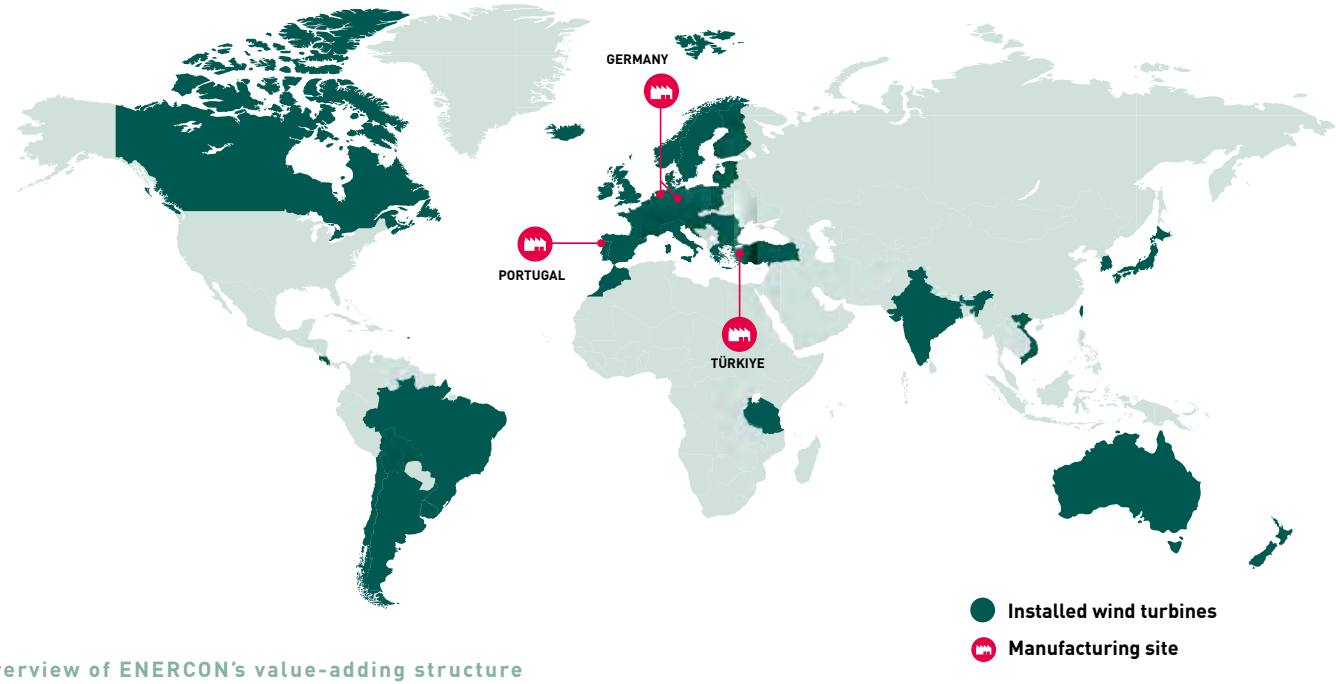
ENERCON is privately held and wholly owned by the Aloys Wobben Stiftung (Trust) and headquartered in Aurich, Germany. The sole shareholder of ENERCON appoints, monitors and governs the company's Management Board. It also determines ENERCON's business goals, which are operationalised by the Management Board into strategic and operational targets and measures. The Management Board is responsible for decision-making on economic, environmental and social topics in alignment with the overall business strategy.

At the core of our business, ENERCON develops, manufactures, installs and services onshore wind turbines. As an active enabler within the green energy ecosystem ENERCON also supports its cutomers with holistic solutions along the entire project lifecycle. Our wind turbines are renowned for their high-quality standards, innovative, reliable technology, low maintenance requirements and long service life. Over the years, we have consistently enhanced our wind turbine technology to better meet customer needs and deliver increased value. Supported by a customer focused service model, our wind turbines operate with a technical availability of at least 97% when the wind is blowing.

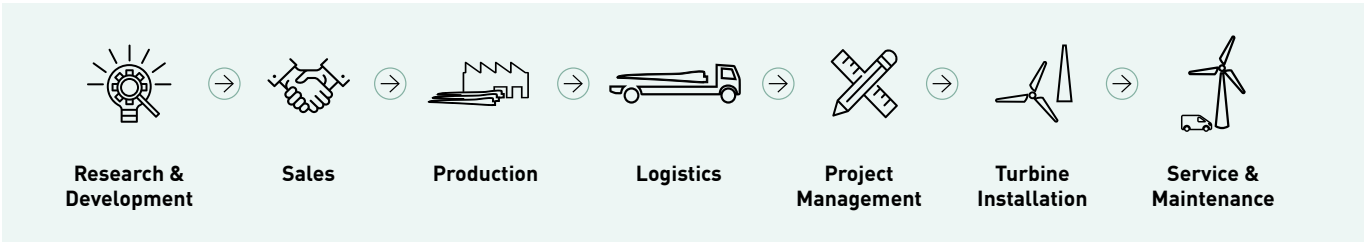
Built on the principle of 'people and success', ENERCON combines economic performance with a strong, values-based corporate culture. ENERCON stands for quality leadership and customer-specific solutions with strong technology at its basis.

As a pioneer in onshore wind turbine technology, ENERCON has shaped the onshore wind sector with its innovative products for forty years. Our guiding vision – Energy for the World – drives our innovation and impact. Onshore wind remains one of the most cost-effective ways to generate energy, protect the environment and reduce dependency on imports.

Today, ENERCON[1] has established a global footprint, with wind turbines installed in approximately 50 countries, supported by more than 370 service stations. Our team of more than 13,300 people spans across research and development, manufacturing, administration, sales, project management, logistics, installation management, as well as the service and maintenance of wind turbines. Today, we go far beyond the turbine: Our holistic solution approach ensures that every project unfolds its full value. Through holistic development, we accompany customers from early planning to implementation; with connected operation, we enable intelligent integration of turbines, storage and grid management; and by smart optimisation, we continuously enhance efficiency, reliability and lifetime extension. Our expertise also covers grid integration and hybrid energy concepts including storage. By collaborating closely with our customers, we support developing commercial frameworks, manage risks, and ensure profitability in a rapidly evolving energy landscape.



Overview of ENERCON's value-adding structure



[1] As of 31.12.2023, the ENERCON UEE Holding SE & Co. KG comprised over 100 companies across the world and is defined as ENERCON in this document.

ENERCON in 2024

By the end of 2024, ENERCON installed more than 33,000 wind turbines worldwide with a total capacity of 64 GW serving a range of customers, including project developers and power utilities. Our current product range includes wind turbines with a power range of 2.0 to 7.0 MW with various specifications for optimum wind utilisation under different conditions.

In 2024, we installed the first turbine of the new top-of-the-range wind turbine E-175 EP5. This model marks an important milestone in our technology roadmap towards a sustained reduction of the levelised cost of energy. This launch further strengthens our offering of innovative, cost-effective energy solutions.

As one of the world's leading wind turbine manufacturers, we enable and realise important steps towards a sustainable future and a better quality of life. Our innovations continue to set new benchmarks in technological design and our operations are guided by high standards of responsibility, independence, long-term vision, quality technology and valued partnerships.

2024 I PERFORMANCE

- Across the wind energy sector, the global new installations of onshore wind turbines accounted for 110.4 (103.3 GW in 2023) with ENERCON holding a 2% global market share of new onshore installations.
- ENERCON's market share of European onshore installations amounted to 10% (11.9% in 2023).
- In the highly competitive German onshore market, ENERCON turbines represented 29% of newly installed capacity in 2024 (24.3% in 2023).

33,148
Installed wind turbines since 1984

> 370
Service stations in 2024

> 13,300
Employees worldwide in 2024

ENERCON management board

ABOUT **THIS REPORT**

GRI 2-3

In our pursuit of addressing the pressing need for a global energy transition, ENERCON places transparency and accountability at the forefront of our sustainability efforts. This report reflects an important step for ENERCON as it provides an in-depth look at our strategic initiatives and progress in embedding sustainable practices within our operations. It details our actions, impacts, and performance across key Environmental, Social, and Governance (ESG) dimensions.

Covering the period from January 1st to December 31st 2024, this report outlines the activities of the privately held ENERCON group of companies, under the parent company UEE Holding SE & Co. KG, based in Aurich, Germany. Unless otherwise specified, it includes our global core functions such as research and development, administration, commercial operations, project management, logistics, installation, and service in the countries where we operate. It also encompasses the manufacturing facilities we owned and operated during the reporting period.

This sustainability report is prepared with reference to the GRI Standards 2021. From 2025 onwards, ENERCON will report in accordance with to the EU Sustainability Reporting Directive (CSRD), with the drafts of the European Sustainability Reporting Standards (ESRS) already beeing incorporated into our our transparency efforts.

Based on our latest stakeholder engagement and materiality assessment in 2023, this report identifies ENERCON's most critical ESG topics. It illustrates our contributions to reducing global environmental impact and reinforces our commitment to employee well-being. The chapters on Environment, Social, and Governance offer a comprehensive overview of our goals, management systems, measures, and achievements in relation to our global focus topics for the reporting year.

2024 | HIGHLIGHTS

In 2024, we continued to make tangible progress across all pillars of our Sustainability Strategy — environmental stewardship, social responsibility, and sound governance. From committing to science-based decarbonisation targets and advancing waste reduction efforts, to strengthening workplace safety, equal opportunities, and supply chain transparency, each initiative reflects our commitment to embedding sustainability more deeply into our operations. These actions support our goal of building a more resilient, responsible business that contributes to a sustainable future.

Environment

CLIMATE ACTION

- **Our commitment to SBTi**
  Aligned with our global Sustainability Strategy, we signed the official declaration of commitment to setting science-based emission reduction targets.

ENVIRONMENTAL PROTECTION

- **Our commitment to WindEurope landfill ban**
  We made a formal commitment to the WindEurope landfill ban for composite material waste. Adhering to the waste hierarchy, we are pursuing alternative methods for reuse, recovery, and recycling of these materials.

Social

OUR WORKFORCE

- **High health and safety standards**
  Through a series of workshops we strengthened our shared understanding of ENERCON rules and principles for occupational safety. In Manufacturing and Service, we increased the average number of training hours per employee by over 8 hours compared to the previous year to enhance employee health and safety. Building on this foundation will enable us to achieve even greater and more sustainable success as a united team.

- **Awareness, motivation, and structures for equal opportunities for all**
  The international rollout of our Women's Network and related events marked important milestones in our efforts to increase diversity and equal opportunities at ENERCON. These initiatives are part of a broader commitment to fostering an inclusive work environment across all dimensions of diversity. In 2024, the number of nationalities[2] represented within our workforce increased from 92 to 100 reflecting our ongoing efforts to build an inclusive working environment.

WORKERS IN THE VALUE CHAIN

- **Increasing transparency and collaboration for sustainable supply chains**
  We made progresses in deepening our collaboration with our suppliers through sustainability screenings, on-site visits, open exchanges on expectations and provided support regarding our sustainability goals.

Governance

RESPONSIBLE BUSINESS CONDUCT

- **Advancing ESG governance**
  We continued to build internal processes and governance structures to support responsible business practices. Increased transparency and collaboration with partners are helping us to better monitor ESG progress and continue to improve our sustainable business practices.

[2] The citizenship recorded as the main nationality is counted for each employee. Any secondary citizenships are not included in this count.

ANNIVERSARY – 40 YEARS ENERCON

This year we proudly marked 40 years of ENERCON – four decades of contributing to the global green energy transition through advanced wind turbine engineering, innovative services and a passion for quality. Above all, our journey has been shaped by the trust and collaboration of our employees, customers and partners.

To commemorate this milestone, we held celebrations around the world, bringing together colleagues, their families, and friends to honour our shared achievements and the people behind them.

40 years
1984 - 2024
MORE THAN 60 GW

1984

ENERCON GmbH founded by Dr Aloys Wobben

E-15/16
55 kW

1988

E-17
80 kW

E-32
300 kW

1993

E-40
500 kW

1995

E-66
1.5 MW

2012

Foundation of Aloys Wobben Stiftung

2018

E-126 EP3
3.5 MW

Strategic cooperation with Lagerwey

2019

E-138 EP3
3,5 MW

Start ENERCON Turnaround

2020

E-160 EP5
4.6 MW

E-138 EP3
4.2 MW

2022

E-160 EP5 E3
5.56 MW

First E-Nacelle

E-138 EP3 E3
4.26 MW

2023

E-175 EP5 E1
6.0 MW

2024

E-175 EP5 E2
7.0 MW

SUSTAINABILITY MANAGEMENT AT ENERCON

Sustainability governance and strategy
Partnering for sustainable success

SUSTAINABILITY MANAGEMENT AT ENERCON

GRI 2-22

Sustainability at ENERCON — our purpose since day one
ENERCON was established with a clear purpose to develop technologies that serve people and the planet. Our founding principle is closely intertwined with a sense of responsibility for our environment, its resources and society. Over the past four decades, our wind turbines have laid the foundation for clean and decentralised energy generation from wind. In this way, we contribute to ensuring that our increasing energy demands, fundamental to our prosperity, are met in tandem with the protection of climate and the environment. This ongoing contribution remains a source of pride and motivation of the entire ENERCON team.

E-138 EP3 E3 | Petrul, Austria

Sustainability governance and strategy

SUSTAINABILITY GOVERNANCE

GRI 2-9, 2-12, 2-13, 2-17

The **Global Health, Safety, Environment & Sustainability function** (HSES) pools all relevant resources to manage and advance all issues, associated with Health, Safety, Environment and Sustainability-related topics across ENERCON's operations. The departments Global Health, Global Safety and Global Environment steer and monitor respective measures globally and are responsible for policy development, performance monitoring, and target setting. Local implementation is overseen by regional HSE directors and HSE specialists within each region and respective countries. Similarly, HSE specialists in Global Production and Global Logistics ensure successful implementation and improvements. Operational HSE roles work in close collaboration with the global counterparts to deploy strategy and report monthly on metrics and progress against targets. Global HSE & Sustainability then analyses and reports the aggregated health, safety, and environment data which is regularly reported to the board.

The **Global Sustainability department**, part of the Global HSES, oversees internal and external processes to meet stakeholder requirements regarding sustainability. The department develops the corporate Sustainability Strategy in collaboration with and under the mandate of the Management Board and is responsible for managing and coordinating its implementation.

It also conducts the annual corporate carbon footprint analysis and monitors and supports other departments in preparing for compliance with upcoming international regulations such as the European Corporate Sustainability Reporting Directive (CSRD), Emission Trading System (ETS) and Carbon Border Adjustment Mechanism (CBAM). Progress on strategy implementation is reported by Global Sustainability department, which reports directly to the Chief Executive Officer on a quarterly basis.

Our company-wide **Global Sustainability Network** is an important driver for implementing the Sustainability Strategy and coordinating cross-departmental sustainability initiatives. The network consists of two important groups: Sustainability Council and Sustainability Ambassador Exchange.

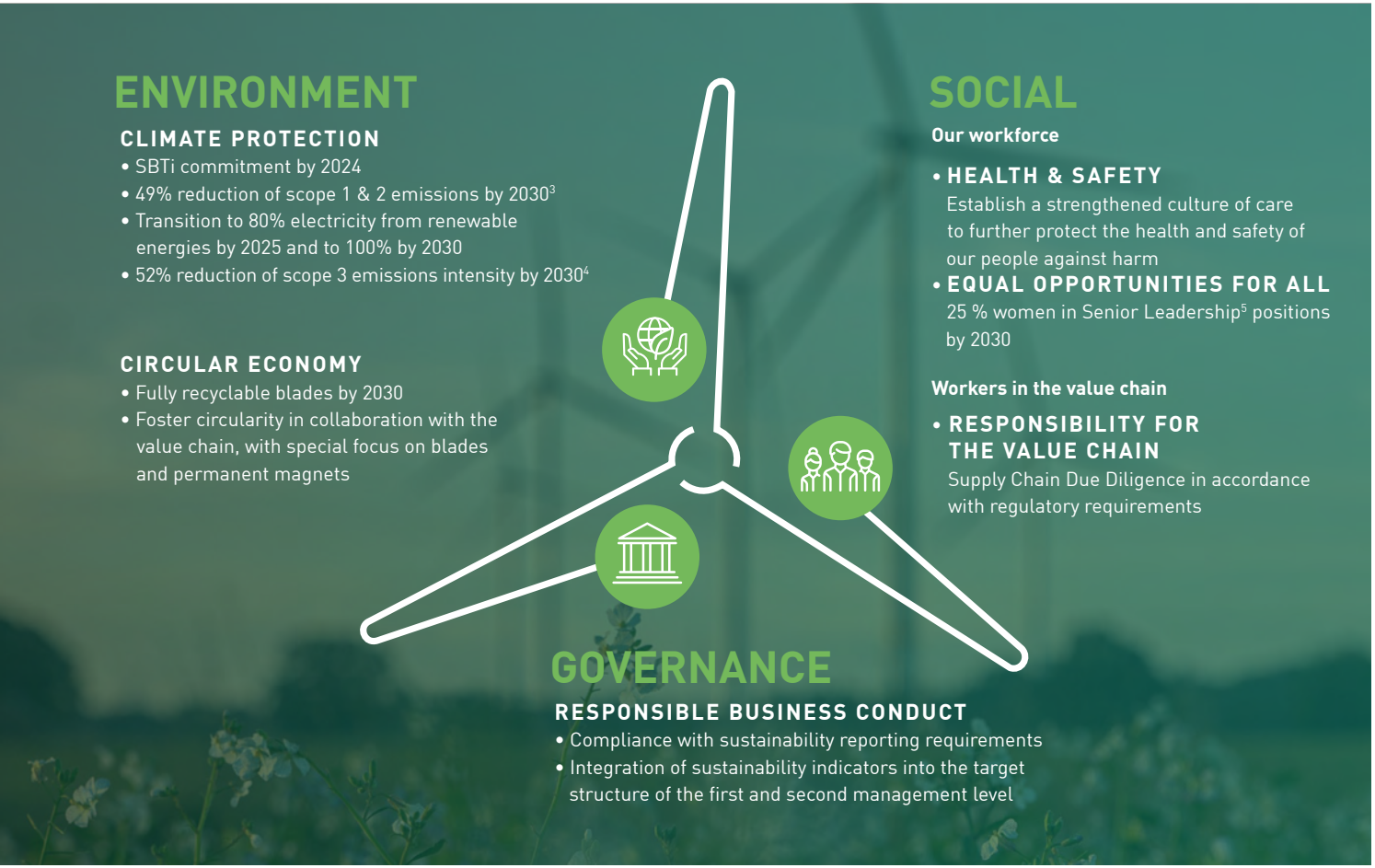
The **Sustainability Council** brings together designated project managers responsible for initiatives that support our Sustainability Strategy. The Council enables the exchange of information and monitoring of progress on defined targets and measures across global sustainability topics.

In response to strong interest to contribute to sustainability topics and additional initiatives across a wide range of regions and corporate and global functions, we established a **Global Sustainability Ambassador Exchange**. This Ambassador Exchange is intended to bring together all interested and motivated colleagues to expand knowledge sharing and the scope of local projects with positive impact on sustainability topics.

All employees have access to internal documents, trainings and news about Sustainability at ENERCON via the intranet. New colleagues are introduced to our Sustainability Strategy, our targets and initiatives during the Global Welcome Days. All team members have the opportunity to participate in the Global Sustainability Ambassador Exchange. This exchange format enables colleagues from different countries and departments to actively contribute to environmental and social impact in line with their interests and capabilities and make a positive contribution to the environment and society. In addition to globally accessible training and exchange formats on sustainability topics, several local initiatives also supporting knowledge transfer, for example, 'Climate Fresk', a workshop designed to increase understanding of the causes and effects of climate change. After establishing it in France, it was successfully expanded to several other countries in Western Europe.

SUSTAINABILITY STRATEGY

The new global ENERCON Sustainability Strategy acts as our compass providing a clear direction for integrating sustainability into our economic actions in a more systematic and impactful way. With its clearly defined goals and measures, it guides our decision-making, ensuring that sustainability is embedded at every level of our operations. By establishing concrete metrics, it allows us to track and measure our progress, helping us to remain accountable to both our stakeholders and the environment. This strategy reinforces our commitment to driving long-term, sustainable growth while minimising our environmental footprint.



[3] Compared to base year 2021.
[4] Scope 3 emissions intensity is defined as indirect emissions per GWh produced over turbine lifetime compared to base year 2021.
[5] Senior Leadership in the ENERCON group is defined as the sum of employees in management levels 'Management Board', 'Top Executive' and 'Senior Management'.

SUSTAINABILITY - OUR PURPOSE SINCE DAY ONE

Material sustainability topics
GRI 2-22, 3-1, 3-2

To identify the most significant sustainability topics, we conducted a comprehensive stakeholder analysis with key internal and external stakeholders in alignment with the European Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS). In addition to questionnaires for customers, suppliers and our worker's council, we conducted interviews to discuss the status quo and target state of ENERCON's sustainability performance across all ESG pillars.

Interviews with our management and technical experts provided deeper insights into the diverse interests and priorities across stakeholder groups, covering an extensive list of ESG topics. Drawing on the survey and interview results, we created a shortlist of important ESG topics for ENERCON and its stakeholders. This shortlist was analysed by internal and external experts to assess ENERCON's actual and potential positive and negative impacts on the environment and society as well as related business risks and opportunities. As a result, we defined the baseline of our Sustainability Strategy and reporting: our sustainability focus topics at ENERCON.

The Sustainability Report 2024 is structured accordingly into the chapters Environment, Social and Governance. It provides a comprehensive overview of our material topics along with corresponding objectives, management systems, measures and successes in the reporting year. Our Sustainability Strategy defines the focus topics and targets highlighted to the left.

Guided by the leadership of our Management Board
GRI 2-9

Our commitment to sustainability is deeply rooted in the vision and leadership of our Management Board. Their consistent support and strategic guidance are instrumental in driving and shaping ENERCON's sustainability efforts.

UDO BAUER
CHIEF EXECUTIVE OFFICER

Sustainability defines what we design, manufacture and install, how we work and who we partner with. It's been part of ENERCON's purpose from day one.

HEIKO B. JURITZ
CHIEF OPERATING OFFICER

Sustainability is a shared responsibility. By working closely with our partners across the value chain we can drive meaningful progress in environmental, social and governance practices from production to procurement to logistics.

JÖRG SCHOLLE
CHIEF TECHNOLOGY OFFICER

For us, sustainability goes beyond a pure product requirement. Material and design decisions significantly affect our products' environmental performance, emissions, recyclability, and safety of employees and partners during installation and service.

ULRICH SCHULZE SÜDHOFF
CHIEF COMMERCIAL OFFICER

Our customers expect high standards in safety, human rights, climate protection and circularity. Performance and transparency in these areas builds their trust and confirms ENERCON as the right partner.

DR. MICHAEL JAXY
CHIEF FINANCIAL OFFICER

Our corporate success relies on decisions guided by both financial and sustainability indicators. Investing in sustainability pays off for ENERCON and for the generations that follow.

Strategy implementation overview

Our sustainability strategy contains global targets for each of our focus topics, accompanied by a comprehensive roadmap to achieve them. The following chapters describe in detail our targets, initiatives and progress made up to 2024 in detail. The following table summarises our global targets and the key milestones we have achieved.

Sustainability is an integral part of all operations and driven by passionate employees worldwide. We want to further expand targeted cooperation in order to realise measurable progress and a lasting, positive impact.

EVA LOTTA SCHMIDT
HEAD OF GLOBAL SUSTAINABILITY

Focus Topic	Target	Implementation status 2024 (achieved)
Environment		
Climate protection	SBTi commitment by 2024	
	49% reduction of scope 1 & 2 emissions by 2030[6]	
	Transition to 80% electricity from renewable energies by 2025 and to 100% by 2030	
	52% reduction of scope 3 emissions intensity by 2030[7]	
Circular economy	Fully recyclable blades by 2030	
	Foster circularity in collaboration with the value chain, with special focus on blades and permanent magnets	
Social		
Our workforce		
Health & safety	Establish strengthened culture of care to further protect the health and safety of our people against harm	
Equal opportunities for all	25% women in Senior Leadership positions by 2030	
Workers in the value chain		
Responsibility for the value chain	Supply Chain Due Diligence in accordance with regulatory requirements	
Governance		
Responsible business conduct	Compliance with (new European) sustainability reporting requirements	
	Integration of sustainability indicators into the target structure	

[6] Compared to base year 2021.
[7] Scope 3 emissions intensity is defined as indirect emissions per GWh produced over turbine lifetime. ENERCON's scope 3 intensity target includes a reduction of GHG emissions from purchased goods and services, upstream transportation and distribution, waste generated in operations and end-of-life treatment of sold products by 51.6% from a base year 2021.

Sustainable Development Goals

OUR CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Tackling global challenges such as climate change, resource scarcity, and social inequality requires coordinated action across sectors, industries, and borders. Sustainability is a shared obligation that depends on collaboration between governments, businesses, civil society, and citizens. In 2015, the United Nations adopted the 2030 Agenda, which defines 17 global Sustainable Development Goals (SDGs) for socially, economically and ecologically sustainable development. The agenda offers a common framework for the future that enables people all over the world to live in dignity and promotes the responsible use of natural resources.

ENERCON is committed to the goal of sustainable development and actively contributes to the SDG's. Through our business model, we are supporting SDG (7) 'Affordable and clean energy' and SDG (13) 'Climate action'. Beyond that, we see potential to contribute meaningfully through our operational practices, particularly in the area of SDG (5) 'Gender equality', SDG (8) 'Decent work and economic growth' and SDG (12) 'Responsible consumption and production'.

OUR COMMITMENT

13 | Climate action

Our products accelerate the generation of renewable energy globally. We reached 64 GW installed capacity in 2024. The annual calculation of our corporate carbon footprint helps us to effectively and efficiently monitor developments and drive reductions. In 2024, we signed the commitment to the Science-based target initiative (SBTi) and developed near-term targets in line with the 1.5°C target ambitions, which will be reviewed by SBTi in 2025.

OUR CORE BUSINESS

7 | Affordable and clean energy

As a supplier of state-of-the-art onshore wind turbines, we contribute to the increasing availability of renewable energy worldwide. Our turbines ensure a reliable supply of green energy in over 45 countries worldwide. Each ENERCON wind turbine helps to reduce electricity prices for households and businesses. The increasing installed capacity and expanding number of countries we supply underscore ENERCON's important role in providing affordable and clean energy to communities worldwide.

THE WAY WE WORK

5 | Gender equality

We respect and value diversity in all its forms, including age, disability, gender, sexual identity, marriage and civil partnership, pregnancy and parenthood, skin colour, ethnic or national origin, religion, or belief is central to our values. We are dedicated to promoting gender equality and empowering women across all levels of our organisation. We strive to create an inclusive work environment that offers equal opportunities for all employees. By integrating these principles into our operations, we aim to contribute to a more equitable and just society.

8 | Decent work and economic growth

With more than 13,000 employees globally, ENERCON recognises its responsibility to ensure safe and decent working conditions across all our locations. We contribute to sustainable economic growth by creating employment opportunities, including through our operating service stations in countries such as Taiwan. We create jobs for the local population in mature and emerging markets underpinned by a consistent commitment to human rights and by promoting a healthy, safe and diverse working environment. In addition, we are continually improving our guidelines and training programmes to ensure an inclusive and equity-based company culture while complying with all relevant national and international labour standards and regulations.

12 | Responsible consumption and production

Our aim is to substantially reduce waste generation through prevention, reduction, recycling and reuse. Through environmentally sound waste management practices, we want to reduce the release of harmful substances into air, water and soil to minimise the potential adverse impacts on human health and environment. We are also actively contributing to the development of the circular economy within the wind industry. This includes the conscious design of our products, through the reuse and recycling of system components and intensive exchanges in internal and external networks.

Partnering for sustainable success

GRI 2-6, GRI 2-29

Strong stakeholder relationships and partnerships are essential to delivering meaningful sustainability outcomes. We value ongoing dialog with our stakeholders and recognise the significant potential of collaboration in advancing our sustainability goals. Constructive engagement enables us to align expectations, build trust and foster transparency across the value chain.

Sustainable engagement with customers and suppliers

We actively welcome fruitful exchange with customers and suppliers. At trade fairs and events for customers and suppliers, we present our strategic sustainability topics and invite discussion on shared challenges and explore opportunities for joint initiatives. We also gather feedback to inform our approach and ensure our strategy remains relevant and responsive to evolving stakeholder needs. This open and solution-focused exchange is an essential part of how we continue to integrate sustainability into our operations and decision-making processes.

Customer events:

- Global customer events 'E-175 EP5 - Made in Germany' (Portugal, Germany),
- CNE customer event (Aurich, Germany),
- CNE customer event – Service (Lichtenau, Germany)

Selected trade show participations:

- WindEurope (Spain),
- WindEnergy Hamburg (Germany),
- Wind Expo 2024 (Japan),
- ICCI 2024 (Turkey),
- 2024 Green Economy Forum and Exhibition (Vietnam),
- Key – The Energy Transition Expo (Italy)

Pioneering research partnerships

Cutting-edge research to enhance the efficiency, reliability and sustainability of its products: ENERCON has established and maintained long-standing connections with various research institutions and universities through joint research projects. This cooperation is crucial for advancing technological innovations and ensuring the highest standards in wind energy solutions. By partnering with renowned institutes such as the German Aerospace Center (DLR), the Institute of Aerodynamics and Gas Dynamics at the University of Stuttgart, and the Fraunhofer Institute, ENERCON leverages cutting-edge research to enhance the efficiency, reliability and sustainability of its products all while contributing to the German research landscape. Such alliances enable ENERCON to remain at the forefront of the wind energy industry, driving progress and contributing to a sustainable future:

- German Aerospace Center (DLR), Cologne
- Institute of Aerodynamics and Gas Dynamics at the University of Stuttgart
- Institute of Meteorology and Climatology at the Leibniz University Hannover
- Chair of Wind Energy at the Technical University of Munich
- Institute of Physics at the Carl von Ossietzky University of Oldenburg
- Fraunhofer Institute

Collaborative engagement with associations

GRI 2-28

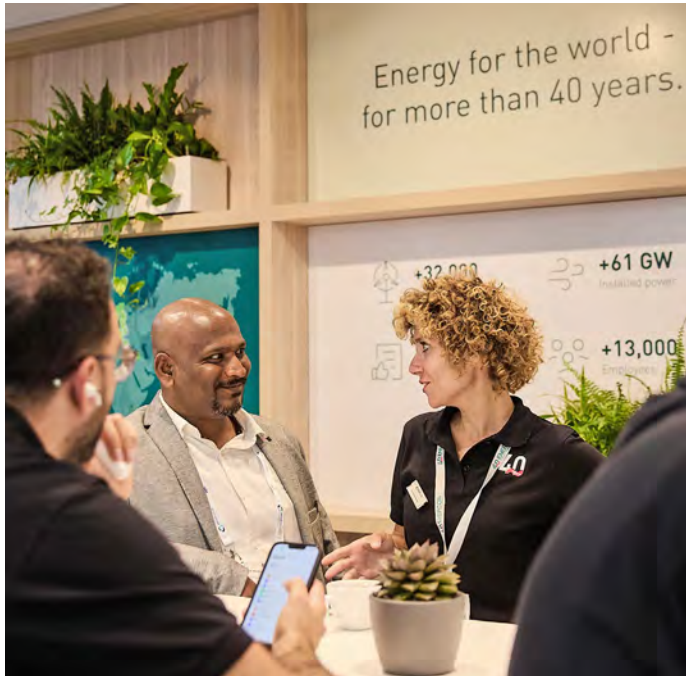
To accelerate the global transition to renewable energy, we are actively involved in more than 65 international and national associations. This engagement aligns with our broader commitment to collaboration and leadership in driving sustainable change across the industry. Some of these associations include:

- WindEurope
- VDMA PS (Specialist Power Systems Association of the Mechanical Engineering Industry Association)
- Global Wind Energy Council (GWEC)
- World Energy Council
- And national wind industry associations, such as for example Associazione Nazionale Energia del Vento, France Renouvelables, Turkish Wind Energy Association, German Bundesverband Wind Energy, Canadian Renewable Energy Association and European Chamber of Commerce Taiwan.

ENERCON's commitment to these associations includes actively participating in working groups, advancing industry issues, and fostering the development of common standards within the wind sector.

In 2024, we contributed to advancing industry dialogue through our participation in the WindEurope sustainability working group. Key topics of focus included supply chain sustainability and due diligence, blade recycling and industry-reporting on blade waste, as well as the use of rare earths and permanent magnets. Looking ahead to 2025, the working group will focus on sustainable sourcing of critical raw materials and sustainable decommissioning of wind energy infrastructure.

In parallel, ENERCON is actively involved in a dedicated working group with VDMA Power Systems to create an international technology roadmap for rotor blade recycling. Together with other machine and system manufacturers, recyclers, and research institutes, this initiative addresses the growing challenge of disposing of composite wind turbine rotor blades at the end of their life cycle. The resulting roadmap will provide strategic guidance for the development of sustainable recycling solutions and promote greater collaboration across the supply chain.



ENVIRONMENT

Climate action
Environmental protection

ENVIRONMENT

Protecting the environment is central to ENERCON's mission. Beyond advancing the energy transition with our technologies, we aim to further improve our environmental impact through climate action and circular economy principles. We are focused on increasing resource efficiency and minimising greenhouse gas emissions and waste across all areas of our operations.

Our environmental sustainability initiatives are primarily steered by our Global Health, Safety, Environment and Sustainability (HSE&S) function, with key leadership from the Global Environment and Global Sustainability unit. Responsibility for implementation rests with the operational HSE roles and the associated sites and service stations worldwide.

Our certified Integrated Management System sets the minimum standards for quality and environmental management in line with ISO 9001 and ISO 14001.

Inauguration of new charging stations for electric vehicles in France

Climate action

GRI 3-3

Through our innovative wind turbines, we are making a meaningful contribution to the global energy supply by advancing the use of renewable energies — today and in the years to come. Recognising the urgent need for global decarbonisation, ENERCON strives to minimise greenhouse gas emissions within our sphere of influence. Establishing and pursuing effective targets and measures to reduce CO_2 emissions is a central element of our Sustainability Strategy.

Our corporate carbon footprint

A corporate carbon footprint encompasses all greenhouse gas emissions, both direct and indirect, generated by a company's operations throughout its entire value chain. These emissions are measured using carbon dioxide equivalent (CO_2e)[10], which includes the greenhouse gases mandated for consideration under the Greenhouse Gas Protocol (GHG Protocol). ENERCON's 2024 corporate carbon footprint includes all administration, installation, service and manufacturing sites as well as upstream and downstream supply chain emissions. The Global Sustainability department is responsible for calculating our corporate carbon footprint annually and coordinates internal working groups focused on advancing decarbonisation efforts across the company.

OUR TARGETS FOR
CORPORATE CARBON FOOTPRINT REDUCTION

- **Commitment to set near-term company-wide emission reductions in line with climate science with the SBTi (Science-Based Targets initiative) by 2024**
- **49% reduction of scope 1 & 2 emissions by 2030[8]**
- **Transition to 80% electricity from renewable energy by 2025 and to 100% by 2030**
- **52% reduction of scope 3 emissions intensity by 2030[9]**

[8] Compared to base year 2021.
[9] Scope 3 emissions intensity is defined as indirect emissions per GWh produced over turbine lifetime. ENERCON's scope 3 intensity target includes a reduction of GHG emissions from purchased goods and services, upstream transportation and distribution, waste generated in operations and end-of-life treatment of sold products by 51.6% from a base year 2021.
[10] CO_2e means CO_2 equivalent and accounts for the global warming potential of all 6 greenhouse gases mandated for consideration under the GHG Protocol namely, carbon dioxide (CO_2), methane (CH4), nitrous oxide (N_2O); hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF6).

Carbon footprint reduction
In 2024, ENERCON committed to near-term science-based emission reduction targets under the Science-Based Targets initiative ensuring that our ambitious company-wide greenhouse gas emission reduction targets are aligned with the latest climate science. A roadmap with a wide range of measures has been developed for the impactful implementation of the emission reduction targets which include direct emissions in scope 1 and 2 and indirect emissions in scope 3.

SCOPE 1 - DIRECT EMISSIONS

Scope 1 emissions are defined as direct emissions that occur from sources directly owned or controlled by a company. ENERCON's scope 1 emissions primarily result from fuel consumption by stationary equipment, company-owned vehicles, and the cargo vessel E-Ship 1, with additional smaller amounts arising from industrial processes and fugitive gas leaks.

In 2024, ENERCON's Scope 1 reduction measures included the broader integration of the electric vehicle fleet, the corresponding charging infrastructure and the continued sustainable optimisation of ship transport.

Electrification of the fleet
As part of our strategy to meet emission reduction targets, ENERCON is advancing the electrification of our fleet. By 2030, 80% of our incentive car fleet and 70% of our service car fleet will be electrically powered. In 2024, we initiated the implementation phase and began the global roll-out. Numerous charging stations have already been installed at ENERCON offices and service stations in Canada and France, facilitating an increase in electric vehicles within the company fleet in these regions. In 2025, we will further increase the number of electric vehicles across all ENERCON regions and further develop the charging infrastructure accordingly.

ENERCON E-Ship 1

Sustainable maritime transport with the E-Ship 1
ENERCON's emission reduction measures also encompass maritime transport. The E-Ship 1, designed and owned by ENERCON, is a cargo vessel engineered specifically to transport large turbine components worldwide. Its innovative propulsion system and the unique design for our large product components enable reduced CO_2e emissions in our maritime transport.

The E-Ship 1 is powered by Flettner rotors in combination with a marine diesel engine, classifying it a rotor ship. Thanks to the Flettner rotors along with further design optimisations to the hull and the rudder system, the E-Ship 1 can achieve fuel savings of up to 30 % compared to conventional cargo vessels.

To further enhance the sustainability advantage of our E-Ship 1, we started to evaluate a full conversion to biofuels. A successful trial run with biofuels was completed in the summer of 2024. Additional emission-reducing measures are planned for the coming year, including the use of 'silicon paint', which allows the ship glide more easily through the water, thereby enhancing fuel-efficiency.

SCOPE 2 - INDIRECT EMISSIONS FROM PURCHASED ENERGY

Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling. ENERCON calculates market-based scope 2 emissions from purchased electricity using supplier-specific emission factors and residual mix emission factors. Location-based scope 2 emissions from electricity consumption are calculated according to the location specific production mix. Initiatives to reduce scope 2 emissions include the transition to the exclusive use of renewables and measures to enhance energy efficiency across the company.

Energy management

GRI 302-1, 302-4

As a key player in the energy transition, ENERCON enhances energy efficiency and promotes renewable energy use within its operations. Effective performance management involves comprehensive energy monitoring across global manufacturing facilities and prominent administration and service locations. Monitoring covers direct energy consumption and indirect energy such as purchased electricity, district heating and steam. These monitoring insights support ENERCON's ongoing efforts to improve energy efficiency and increase renewable energy use across our operational footprint. Initial implementations of systematic energy management at key manufacturing sites are laying the groundwork for a broader, multi-year optimisation initiative planned across the company.

In 2024, our total energy consumption amounted to 261,950 MWh. ENERCON's energy consumption is largely driven by direct consumption of energy by both stationary and mobile machinery and equipment. The largest portion of ENERCON's consumption of fuel by stationary equipment came from natural gas. The total energy consumption amounted to 37,580 MWh.

Energy consumption by ENERCON's company fleet totalled to 80,242 MWh in 2024, making up more than half (59%) of the total energy consumption by mobile equipment in 2024. The E-Ship 1 is also a significant driver of our mobile energy consumption. In 2024 the E-Ship 1 consumed 56,262 MWh of energy. This consumption consisted primarily of marine gas oil. A small amount of hydrotreated vegetable oil was also consumed during a trial run with biofuels.

Measures to promote energy efficiency in our manufacturing sites included, for example, the conversion to LED lights in Magdeburg, Germany and the installation of intelligent high-performance lights and high-speed doors for minimal heat loss in Aurich, Germany. Even more detailed energy monitoring and the roll-out of the mentioned measures to other production sites are planned for 2025.

We will finalise the implementation of the ISO 50001 energy management system at our main production plants in Germany in 2025, enabling us to manage energy consumption more effectively, while identifying further efficiency potentials.

Energy consumption in 2024 in MWh
GRI 302-1

Energy consumption	MWh
Direct energy consumption - stationary	
Natural gas	37,580
LPG	8,508
Diesel	6,824
Other[11]	10,203
Total direct energy consumption - stationary equipment	**63,115**
Direct energy consumption - mobile equipment	
Logistics (trucks, cranes and other machinery	5,565
Internal fleet	80,424
E-Ship 1	56,262
Total direct energy consumption - mobile equipment	142,251
Indirect energy consumption	
Purchased electricity	41,562
District heating	15,021
Total indirect energy consumption	**56,583**
Total energy consumption (direct and indirect)	**261,950**

[11] Other fuels included in this total are gasoline/petrol, propane, kerosene, fuel oil and liquid petroleum gas.

Our total amount of purchased electricity decreased from 41,647MWh in 2023 to 41,561MWh in 2024. The decline in electricity consumption, despite a higher production output, is a result of energy efficiency improvements. The proportion of renewable energy used increased from 67% in 2023 to 74% in the reporting year. We aim at further strengthening these positive trends with targeted measures in the coming years, such as switching directly purchased electricity to renewable energy in our production and service sites.

Electricity consumption in MWh:

MWh	2021	2022	2023	2024
Total electricity consumption	**75,113**	**71,910**	**41,647**	**41,562**
Electricity (certified green electricity product from 100% renewable energy)	60,164	58,123	27,972	30,780
Electricity (conventional electricity product)	14,950	13,788	13,676	10,782

SCOPE 3 - INDIRECT EMISSIONS IN THE UPSTREAM AND DOWNSTREAM VALUE CHAIN

According to the GHG-Protocol, scope 3 covers emissions caused in the upstream and downstream value chain. Our carbon accounting covers the following scope 3 emission categories: purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generation in operations, business travel as well as upstream leased assets and end-of-life treatment of sold products.

Reducing the carbon footprint of ENERCON's carbon footprint product and service portfolio remains one of the most significant levers in our decarbonisation strategy. In 2024, we prioritised this goal and made significant progress across different working groups, particularly in the areas of product development and life cycle assessment. In parallel, additional projects and initiatives were launched to reduce scope 3 emissions such as waste reduction and further evaluation of options to recycle, reuse and repurpose rotor blades.

Lower emission product portfolio

ENERCON is continuously working to reduce the environmental impact of its products across their life cycle. A lower emission product portfolio refers to the development of products designed and manufactured with a reduced carbon footprint, from raw material sourcing through to end-of-life. Step-by-step we are broadening this portfolio by integrating decarbonisation and circularity considerations early in our development process. Current projects are focusing on lower emission steel towers and use of refurbished components.

One of the developments within this lower emission product portfolio is the integration of lower-emission steel towers in 2025. Emission-reduced steel, often referred to as 'green steel', makes a significant contribution to further improving the environmental footprint of wind turbines. The installation of the first ENERCON turbine E-138 EP3 with a lower emission steel tower is planned for summer 2025, marking a step forward in aligning product innovation with climate goals.

Life cycle assessment

As part of ENERCON's commitment to sustainable product development, life cycle assessments (LCAs) are used to ensure a comprehensive understanding of environmental impacts across each stage of a product's life. ENERCON uses LCAs as a key tool to comprehensively evaluate the environmental impacts of our products across their entire lifecycle and to identify key areas for improvement. Following the successful completion of several existing LCA projects in 2024, the focus for 2025 will be to finalise the life cycle assessments covering our entire current wind turbine portfolio. This ongoing work provides valuable data to support sustainable design decisions and enhance the overall environmental performance of our technology. LCAs also contribute to transparency in environmental reporting and provide a solid basis for identifying and advancing emission reduction measures across the value chain.

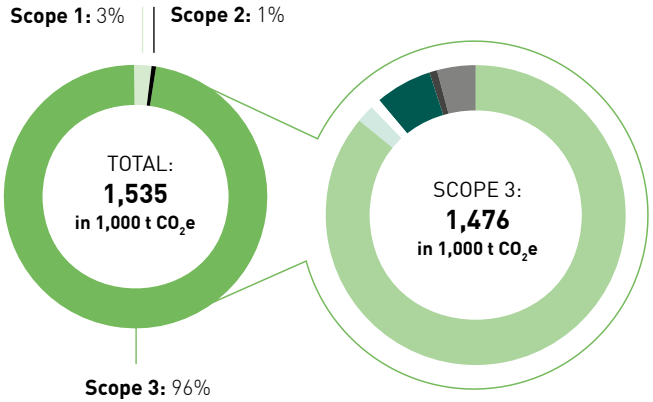
E-138 EP3 E2 | Luxembourg

Carbon footprint analysis in 2024

In 2024, ENERCON's total calculated emissions under scope 1, scope 2 and scope 3 amounted 1,534,866 tonnes of CO_2e. Scope 3 represented 96% (1,475,852t of CO_2e) of our total corporate carbon footprint. Within scope 3, 86% (1,267,900t CO_2e) of our emissions were attributable to purchased goods and services.

The largest portion of our scope 1 and scope 2 emissions comes from the combustion of fuels by mobile sources (60%). This category includes emissions resulting from the combustion of marine gas oil by the E-Ship 1, as well as fuel used by ENERCON trucks, machinery and fleet vehicles. Fuel consumption by stationary equipment accounted for 24% of scope 1 and scope 2 emissions, while electricity consumption accounted for 13% of emissions here.[12]

ENERCON'S CARBON FOOTPRINT



Greenhouse Gas Emissions 2024 in t CO_2e
GRI 305-1, 305-2

	1,000 t CO_2e
Scope 1	51
Scope 2 (market-based)	8
Scope 2 (location-based)	18

Categories of Scope 3
GRI 305-3

		1,000 t CO_2e
	Purchased goods and services	1,268
	Capital goods	22
	Fuel- and energy-related activities	12
	Upstream transportation and distribution	86
	Waste generated in operations	4
	Business travel	16
	Upstream leased assets	3
	End-of-life treatment of sold products	65
	Total	**1,476**

[12] Market based scope 2 emissions totals applied throughout these figures

AVOIDED EMISSIONS

Contribution of ENERCON wind turbines to emission reductions in 2024

Addressing the climate crisis requires large-scale reductions in greenhouse gas emissions, a goal ENERCON contributes to by enabling clean energy production through its onshore wind turbines. By replacing conventional energy sources around the world, our turbines help to avoid substantial emissions over their operational lifetime. We estimate that ENERCON wind turbines installed in 2024 will result in expected avoided emissions of 82 million tonnes CO_2e. This is more than 1.5 times of the total GHG emissions of Ireland in 2024 (54 million tonnes CO_2e).[13]

The calculation of expected avoided emissions by new installations was completed based on the following information: Expected annual energy production of ENERCON turbines installed in 2024 of 8,127 GWh, expected lifetime of the installed turbine models of approximately 23 years on average and the global average emissions intensity of electricity according to the International Energy Agency (IEA).

E-138 EP3 / Schildberg, Austria

Expected CO_2e avoided over the lifetime of the capacity produced in 2024:

Expected annual electricty production of turbines installed in 2024 (kWh) × **Expected lifetime of installed turbines** (years) × **Emission intesity of electricity** (tCO_2e/kWh)[14] = **82 million tonnes expected CO_2e avoided**

[13] Irish EPA (Environmental Protection Agency)
[14] The 2024 global average emissions intensity of electricity was calculated as 445 gCO2e/kWh.

Environmental protection

GRI 3-3, 306-3

Sustainable stewardship of resources is central to ENERCON's commitment to environmental responsibility. We recognise the critical need to manage materials efficiently and minimise waste at every stage of our value chain. Accordingly, we are dedicated to advancing sustainable resource use in line with circular economy principles.

Our Global Environment department is steering global environmental goals and principles, which are implemented locally under HSE responsibilities. Simultaneously, our Research and Development (R&D) function focuses on minimising composite material use. Additionally, departments like Global Service lead initiatives focused on extending the repair, refurbishment and recycling of turbine components throughout and beyond their expected operational lifetimes.

RESOURCE USE AND CIRCULAR ECONOMY

GRI 2-23

Our aspiration is to use resources efficiently, guided by a vision to realise a circular economy. A circular economy is an economic system designed to eliminate waste and promote the continual use of new resources. Within this framework, products and materials are kept in use for as long as possible. We aim to make a significant contribution to the development of a circular economy within the wind energy sector, addressing resource scarcity and limiting the burden on the environment.

We are committed to minimising our waste generation as much as possible. In case of unavoidable waste, we want to return resources back to the material cycle at their highest value. Implemented measures include:

- **Repair:** Restoring parts such as single electronic components to full functionality
- **Refurbishment:** Returning components such as nacelles and hubs, to an almost new condition
- **Recycling:** Converting materials into new products for reuse for example foundation materials reused in road works during repowering projects or by surrounding municipalities

ENERCON turbines are recognised for their high quality and durability. Our ambitions to further extend the lifetime of wind turbines and their components will enhance ecological and economic efficiency. From the initial design phase of our wind turbines, we prioritise modular component architecture to facilitate efficient maintenance, end-of-life disassembly and support material reuse.

We are continuously working to reduce the use of virgin materials and are actively exploring measures to increase the reuse and recycling of waste, both during production and at the end of a turbine's operational life. One of our key targets is to design fully recyclable rotor blades and close material loops for permanent magnets. To achieve this, we are participating in research and development projects by providing blade materials for testing and expert knowledge on material composition.

OUR TARGETS FOR CONTRIBUTING TO CIRCULAR ECONOMY WITHIN THE WIND INDUSTRY

- **Fully recyclable blades by 2030**
- **Foster circularity in collaboration with the value chain, with special focus on blades and permanent magnets**

Additional measures include:

- Development of material passports for rotor blades to facilitate recycling
- Establishment of a rotor blade recycling network in core countries[15]
- Identification of opportunities for the circular economy in the field of permanent magnets

To develop large-scale recycling and repurposing processes and foster innovative solutions for circularity, we rely on strong partnerships such as those with universities and industry associations. Further details on these collaborations can be found in the chapter Partnering for sustainable success.

[15] An external network of recyclers will provide recycling options on a regional and local level.

Waste recovery and disposal strategy
Effective waste management is a key pillar of ENERCON's environmental strategy, supporting our commitment to circularity, regulatory compliance, and continuous improvement across the turbine lifecycle. Our waste strategy prioritises recovery over disposal, adhering strictly to the waste hierarchy and internal standards.

- **Prevention & recovery:**
  Thorough segregation enables high-quality material recycling and continuous process analysis drives reduction efforts. Our life cycle assessments enable us to closely examine material impacts across the turbine lifecycle. These insights will allow us to identify opportunities to propose alternative materials with improved environmental profiles or greater circularity. Our 2024 data collection indicates strong company-wide efforts to align with the waste hierarchy, with repair and refurbishment prioritised over recycling or disposal. A specific project initiated in 2024 analysed primary waste streams at production sites to identify opportunities for resource reduction.

- **Partnerships & traceability:**
  We exclusively engage certified and licensed waste management partners who ensure legally compliant treatment procedures and provide full traceability of waste streams.

- **Landfill ban commitment:**
  In 2024, ENERCON formally committed to participate in Wind Europe´s composite waste landfill ban for blades. Part of the commitment is an annual wind industry reporting initiative on composite material waste. In line with our global zero landfill guideline, non-recoverable composite material waste streams during operational life of a turbine undergo final treatment processes, such as incineration with energy recovery or specialised chemical or physical treatments, managed by our certified partners.
  While the end-of-life treatment of turbine components, including composite materials, remains the responsibility of our customers, ENERCON supports them in identifying suitable and sustainable solutions, even where this lies outside our direct operational scope.

Waste management
Waste management is fundamental to advancing a circular economy, where one of the main goals is to prevent waste. By implementing effective waste management practices, the volume of waste that is sent to landfill or incineration without energy recovery can be significantly reduced. ENERCON is driving efforts to minimise waste and enhance circularity. Accordingly, responsible waste management that adheres to global legal requirements and follows the waste hierarchy — prioritising prevention, reuse, recycling — is integral to our operations. Our waste management goals are:

- Increase recyclability rate
- Reduction of hazardous materials in our products and processes

Waste generation in 2024
In 2024, our operations generated 32,371 tonnes of waste. With a total of 1,519 tonnes, 5% of the overall waste volume was identified as hazardous and was handled with appropriate care during storage and disposal. Our waste recycling rate increased to 76.2%, up from 58.8% in 2023. Our objective remains to reduce the volume of each waste type while continually increasing the proportion of waste that is recycled.

Waste generation in t
GRI 306-3

	2024
Total waste	32,371
Non-hazardous waste	30,851
Hazardous waste	1,519

Waste management infrastructure and processes
Dedicated waste management areas at our global manufacturing sites enable structured collection, segregation, and preparation of waste fractions for off-site transport, ensuring logistical efficiency and compliance. A notable example is the central waste yard at our headquarters' production site Mechatronics Centre of Excellence, which operates with approval under stringent local environmental legislation.[16] This yard incorporates specialised infrastructure, including a dedicated hazardous waste storage facility equipped with extraction and air treatment systems for enhanced environmental protection and occupational safety. It also allows for on-site waste pre-treatment activities, including further sorting and compaction. Such pre-treatment enhances the quality of materials destined for recovery pathways and reduces transport volumes and associated emissions.

Hazardous waste storage and handling
Managing hazardous waste responsibly is essential for protecting both the environment and human health. ENERCON's approach to hazardous waste handling complies with stringent global regulations. Approved, specialised containers - selected through risk assessments - are used for storage, including ex-rated or double-walled designs where appropriate. These are typically housed within secondary containment systems to prevent leaks and environmental contamination. Storage areas are equipped with impermeable surfaces and containment structures in line with regulatory requirements. Regular inspections and verification processes ensure continued compliance and safe operation.

	2023	2024
Recycled waste in %	58.5	76.2

[16] Specifically, the German Federal Immission Control Act – BimSchG

E-160 EP5 / Albringhausen, Germany

Water stewardship

GRI 303-1, 303-3

Responsible water stewardship is integral to ENERCON's environmental policy. We proactively address water-related risks throughout our value chain, recognising the increasing pressures on water resources due to climate change impacts. Our direct manufacturing processes are characterised by low water consumption.

In 2024, ENERCON monitored water withdrawal, consumption and discharge across all operations. Our total water withdrawal amounted to 87,033m³. The water consumption recorded at 49,072m³ was primarily driven by turbine foundation construction. Manufacturing sites used water mainly for sanitation and cleaning. A total of 37,961m³ was discharged responsibly.

A key element contributing to water protection is our gearless direct drive turbine technology. This design inherently minimises the volume of potentially water-polluting fluids, such as large quantities of gear oil, required during operation and over the service life compared to conventional gearbox technology. This significantly reduces the risk of spills and potential environmental contamination. Consequently, our turbines have proven highly suitable and reliable even when deployed in water-sensitive environments, including protected water catchment areas. We collaborate closely with project developers to ensure compliance with specific local water protection regulations during project implementation. Furthermore, the careful selection of all consumables used within our turbines is guided by the principle of minimising potential environmental risks.

Sustainable site design

At ENERCON, we have various measures to reduce water withdrawal through rainwater usage. At larger sites, such as Viana do Castelo (Portugal) and Aurich (Germany), rainwater is collected and used for sanitary facilities, irrigation of green areas and for fire extinguishing tanks.

Water withdrawal in 1000l

GRI 303-3, 303-4, 303-5

	2024
Water withdrawal	87,033
Water consumption	49,072
Water discharge	37,961

Environmental compatibility and species protection

ENERCON does not operate facilities in or near protected areas or areas with high biodiversity value. However, we are aware that our activities may still impact local flora and fauna irrespective of the prevailing biodiversity value. As such we actively seek to identify measures that can support preserving biodiversity. An example of this is the diverse green spaces at our locations in Aurich, Germany, as well as green roofs, which provide habitat and food sources for animals such as birds, bees and other insects.

We are deeply committed to ensuring the environmental compatibility of our wind turbines and safeguarding species. To actively contribute to environmental protection, we integrate specialised expertise in species protection, radar and aviation and shadow shutoff as a fundamental part of our product management.

E-115 EP3 / Krummendeich, Germany
© DLR

Through comprehensive customer support, we can, according to customer preference, support and implement effective measures across all project stages:

- **Planning:**
  During the planning and consulting phase, we support our customers by identifying and fulfilling environmental and aeronautical requirements and finding the best technology and measures for their projects.

- **Installation and operation:**
  Throughout the installation and operation phases, we help our customers by setting up and monitoring systems to ensure they meet species protection standards. Our service technicians support customers with the installation and operation of species protection devices in the field, which are often non-standardised and specific to building density, ecosystems, species and legislation.

For over a decade, we have collaborated with independent researchers and participated in government-funded research projects to ensure our decisions are guided by the latest scientific findings that effectively strengthen environmental and species protection. As a technical partner, we are currently involved in a project led by the German Federal Agency for Nature Conservation, studying the impact of wind turbines on bats using tower-mounted microphones. Activities of animals, such as bats, can be related to precipitation. Therefore, an investigation has been conducted at the same wind farm to examine the types and extent of precipitation sensors that can be utilised on wind turbines for species protection. As a result, the sensor with the highest measurement quality has been identified and is going to be implemented into our product portfolio. Additionally, we are participating in a research initiative by the German Aerospace Center to find effective mitigation measures for the impact of wind turbines on weather radar systems.

Repowering project Lorup, Germany

Repowering
In 2024, ENERCON successfully executed several repowering projects, reaffirming our commitment to advancing the energy transition while protecting the environment. By using the latest technologies and optimising existing wind farms, we actively contribute to reducing the ecological footprint of the onshore wind industry and promoting a sustainable future. Selected advantages of repowering are:

1. **Increased energy production:**
   By replacing old wind turbines with modern, more powerful models, energy output is significantly increased. New turbines are more efficient and can generate more green electricity, maximising the use of renewable energy.

2. **Reduced land use:**
   Modern wind turbines are more powerful and require less space. This means fewer turbines are needed to produce the same or even a higher amount of electricity, minimising the impact on nature.

3. **Minimised environmental impact:**
   Since repowering uses existing infrastructure, the environmental impact remains minimal. No new land needs to be developed, or landscapes altered, supporting the protection of local ecosystems.

SOCIAL

Our workforce
Workers in the value chain

SOCIAL

Ensuring safe, equitable, and respectful working environments is fundamental to our approach to responsible business. Together with our partners we work to protect human rights and reduce environmental harm across all stages of the supply chain.

At ENERCON, we place great importance on the health and safety of our employees and promote equal opportunities for all. Through comprehensive programmes, we ensure that our working environment meets the highest standards and supports the overall well-being of our teams. Beyond our own offices and manufacturing sites, we also advocate for employment standards across our value chain. By working closely with our suppliers and partners, we ensure that ethical and social standards are met and that are maintained to. We want to contribute to the establishment of high standards of fair working conditions worldwide. As everybody should have working conditions that uphold health, safety, and dignity.

Our workforce

GRI 2-7, 405-1

ENERCON's workforce is comprised of a global team of renewable energy enthusiasts united in their dedication to shaping the future of the energy transition. We promote a sustainable, motivating, and forward-looking corporate culture grounded in teamwork, purpose, responsibility, transparency, and integrity. Above all, we prioritise the health, safety, and professional development of our employees.

As of December 31st, 2024, ENERCON employed 13,356[17] people (12,371 in 2023). Our international workforce is predominantly based in Europe (90%), with additional members in the Americas (5%), Asia (4%). In 2024, we observed a modest increase in the proportion of newly hired individuals under the age of 30 (43.7%) compared to the previous year (41.8% in 2023). Our team represents people from 100 different nationalities (92 in 2023). Further details can be found in the chapter 'Employee numbers and development'.

[17] This number includes the number of employees directly employed by ENERCON (12,826) and the number of temporary agency workers (530).

ENERCON Training centre in Lichtenau, Germany

Continuous learning and development

GRI 404-1, 404-2

We believe that continuous learning is key to empowering our employees and supporting their professional growth. We provide a range of accessible training opportunities designed to enhance both technical and interpersonal skills. Since 2021, we have significantly expanded our online training programs. In 2024, we achieved a balanced mix of flexible training options, available both in-person and online, tailored to the topics and needs of our evolving workforce.

To ensure that training aligns with personal and professional development goals, we conduct annual development discussions where we assess individual learning needs and recommend appropriate courses. We also offer learning courses such as 'Women in management positions,' as one method to promote diversity and inclusion. This year, we also developed additional courses on intercultural cooperation and mixed-age team dynamics, which will be rolled out in 2025.

In 2024, we provided 365,797[18] training hours to our staff, up from 298,329 hours in 2023. This equates to an average of 18.91 training hours per person for employees in management, administration, engineering, and project management and 37.04 training hours per person for employees in Manufacturing and Service roles. In addition, we organised targeted external courses, local training sessions, and teambuilding programmes. Our training efforts are complemented by professional development initiatives in each country where we operate, along with ongoing technical training through various international facilities.

Positive Leadership at ENERCON

The development of our managers in the areas of positive leadership and a collaborative workplace culture remain key priorities. In 2024, we continued to invest in developing future-oriented leadership skills through training sessions, workshops, management talks, team challenges and coaching. While traditional management often focuses on strategy and processes, Positive Leadership emphasises culture, communication, cooperation and appreciation. We support our managers in understanding our leadership principles, embedding them in daily practice and sharing them within their teams.

ENERCON Ireland celebrated 'Great Place to Work' certification

[18] Beyond these centrally recorded training hours, additional training formats are offered.

Employee groups by gender

GRI 2-7, 2-8

	2022				2023				2024			
	Female [%]	Male [%]	Not disclosed [%]	Total	Female [%]	Male [%]	Not disclosed [%]	Total	Female [%]	Male [%]	Not disclosed [%]	Total
Total employees (headcount)	**15.8**	**83.4**	**0.8**	**12,215**	**16.9**	**82.8**	**0.3**	**11,938**	**16.6**	**83.3**	**0.1**	**12,826**[19]
Permanent employees	16.0	83.3	0.7	10,424	17.0	82.6	0.3	10,926	16.6	83.2	0.2	11,996
Temporary employees	14.6	83.9	1.5	1,791	15.4	84.6	0.0	1,012	15.7	84.2	0.1	830
Full-time employees	13.0	86.1	0.9	11,592	13.9	85.7	0.3	11,243	13.5	86.3	0.2	12,024
Part-time employees	68.1	31.9	0.0	623	64.9	35.1	0.0	695	62.0	38.0	0.0	802
Temporary agency workers	14.9	83.9	1.2	658	19.4	79.2	1.4	433	15.7	83.8	0.6	530

[19] The total number of ENERCON employees in 2024 is 13,356 consisting of 12,826 direct employed workers and 530 temporary agency workers.

Employee groups by region

GRI 2-7, 2-8

	2022				2023				2024			
	Europe & Africa[20] [%]	Americas [%]	Asia Pacific [%]	Total	Europe & Africa [%]	Americas [%]	Asia Pacific [%]	Total	Europe & Africa [%]	Americas [%]	Asia Pacific [%]	Total
Total employees (headcount)	**90.9**	**5.2**	**3.9**	**12,215**	**90.1**	**5.5**	**4.4**	**11,938**	**90.4**	**5.2**	**4.4**	**12,826[20]**
Permanent employees	91.4	5.7	2.9	10,424	90.2	5.9	3.9	10,926	90.5	5.5	4.0	11,996
Temporary employees	87.9	2.2	9.8	1,791	89.7	0.7	9.6	1,012	88.7	0.5	10.8	830
Full-time employees	90.5	5.4	4.1	11,592	89.5	5.8	4.6	11,243	89.8	5.5	4.7	12,024
Part-time employees	98.6	1.4	0.0	623	99.7	0.3	0.0	695	99.8	0.2	0.0	802
Temporary agency workers	98.2	8.4	2.4	658	86.6	11.8	1.6	433	90.0	8.7	1.3	530

Hiring by gender and age group

GRI 401-1

	2022		2023		2024	
Gender	**%**	**Total**	**%**	**Total**	**%**	**Total**
Female	16.5	296	17.6	330	16.7	260
Male	80.3	1,439	80.4	1,502	82,2	12,80
Not disclosed	3.2	57	2.0	37	1.1	17

	2022	2023	2024
Age	**%**	**%**	**%**
< 30	38.9	41.8	43.7
30 - 50	53.4	51.9	49.4
> 50	7.7	6.3	6.9

[20] The total number of ENERCON employees in 2024 is 13,356 consisting of 12,826 direct employed workers and 530 temporary agency workers. As Africa accounted for less than 0.01% of ENERCON's workforce between 2022 and 2024, the regions have been merged to enhance clarity and readability.

HEALTH AND SAFETY

GRI 3-3, 403-1

Our people remain central to our long-term success. At ENERCON, health and safety are embedded in the corporate culture and reflected in day-to-day operations. Our goal is to establish a strengthened culture of care to enhance protection of our workforce and partners from harm. This includes our employees and those of our business partners, subcontractors and suppliers. We will continue to implement comprehensive health and safety programs to raise safety culture maturity with focus on prevention to reduce harm.

In 2024, our occupational health and safety management system received recertification under ISO 45001, with a special emphasis on emergency preparedness, alongside other relevant topics such as training and competence, employee engagement, awareness and communication.

OUR TARGET TO ENSURE
HEALTH AND SAFETY FOR ALL

Establish a strengthened culture of care to further protect the health and safety of our people against harm

Health

GRI 403-3, 403-4, 403-6

Our Global Health department leads various initiatives designed to protect the health of employees, ensuring compliance with legal requirements and going beyond them. These programmes are implemented in collaboration with the HSE directors across ENERCON's regions and HSE specialists in the respective countries and manufacturing sites. To raise awareness and support proactive health management, the Global Health department provides helpful health information in the form of articles, videos and impulse seminars. In addition, Global Health continuously analyses internal and external available health data to identify effective measures for improvement.

ENERCON offers competitive working conditions based on each regional market's environment, striving for allowing a healthy work-life balance. Our offerings include flexible working hours and parttime models, company pension plans, health insurance, disability insurance and health management programmes. Company childcare is available at our headquarters, and we offer bike leasing as of 2023 in Germany and Austria to encourage active and sustainable commuting modes.

Annual health campaigns

In 2024, our Global Health department successfully launched an international health campaign 'Healthy together', focussing on mental health. Each month, ENERCON colleagues across the globe engaged with and discussed scientifically sound facts and practical tips in various formats. A series of online events on the theme 'Mentally strong' were offered to all employees and covered a variety of topics including recognising mental stress, relaxation methods and the power of habit.

ENERCON Teamfit Challenge 2024

In 2024, we continued the annual global Teamfit Challenge. More than 2,000 colleagues from over 25 countries participated in the four-week sports event in May and raised funds for environmental protection. A total of 250 teams competed in 122 different sports. While cycling, walking, and running were the most common activities, there were also exotic sports such as paragliding, handbiking and diving.

Cycling race in France

Sport events 2024

Teamwork is essential to our success, which is reflected in our active participation in regional sports events. By engaging as a team, we strengthen our connections and boost our collective spirit. In 2024, we engaged in:

- **Football** | 'FootÉolien', France
- **Basketball** | ENERCON Basketball Tournament, Turkey
- **Running** | 'Ossiloop', Germany
- **Running** | 'EEZ donation run', Germany
- **Running** | 'Sparkassen company run', Germany
- **Running** | 'Business Race', Spain
- **Cycling** | 'Renewable Energies World Race', France

Safety

GRI 2-23, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5

We continuously strive to maintain a safe work environment for all our staff. Our global safety management system, which spans all operations, ensures consistent safety standards are upheld across our workforce. The Global Safety department oversees employee safety and collaborates closely with local teams in all our manufacturing sites and countries where we operate to implement these standards.

Vision Zero

By building a strong prevention culture, we want to eliminate the causes of work-related accidents, harm and occupational diseases. 'Vision Zero' is our transformative approach to prevention that integrates the three dimensions of safety, health and well-being across all levels of work.

Our mission is to sustainably improve ENERCON's global HSE performance and create a global 'zero harm' culture. Working closely with regional teams, functions and manufacturing sites, the Safety department develops and implements various supporting measures and initiatives to improve safety and prevent accidents. All technicians regularly complete mandatory safety training relevant to their tasks, such as working at heights and manual handling (e.g., lifting objects). Additionally, they have access to further training options. These additional regular training measures aim to minimise accident risks and incidents.

Our most important safety guidelines to proactively avoid dangerous situations are the'ENERCON 7 Safety Principles' and the 'ENERCON Golden Rules of Safety':

SAFETY GUIDELINES AND STANDARDS

- **ENERCON 7 Safety Principles**
  The 'ENERCON Safety Principles' are the foundations of how we do our work. The principles underpin the Golden Rules by providing a strong foundation in the form of setting out the behaviours we expect from every individual within ENERCON. They guide us in working safely without compromise, ensuring that safety remains at the forefront of our decisions and actions. In various formats, the Safety Principles were introduced and discussed throughout the organisation, including at training sessions, in workshops and at local events.

- **ENERCON Golden Rules of Safety**
  The Golden Rules represent the minimum safety standard for work conducted at ENERCON across all countries where the company operates. They focus on reducing risks that are most likely to result in serious incidents during our operations. By implementing a concise set of key control measures for specific activities and risks, we ensure that tasks can be performed safely.

Cultural change for safety

A key objective of our overarching 'Cultural Change Program for Safety' launched in 2024 is to further strengthen the safety environment across ENERCON. In addition to an enhanced risk management system and improved safety management indicators, it also includes the introduction of effective safety leadership practices.

Beyond our established standards for safe working at ENERCON, we apply policies and guidelines for consistent and effective procedures for site visits, risk management, reporting and case management related to workplace safety. Building on this foundation, the safety program introduced new safety routines with leadership trainings, coaching and regular 'Safety GEMBA Walks' performed by leadership. Further measures will be implemented in 2025, with a particular focus on production and service colleagues.

Safety GEMBA walk in Japan

- **Safety GEMBA Walks**
  Understanding the situation is the prerequisite for improvement. The Japanese term 'Gemba' means 'place of action'. The primary purpose of a 'Safety GEMBA Walk' is to observe work processes directly where they happen 'on the shop floor', engage with employees, and gain deeper insights into operations. It allows leaders to understand the work, identify areas for improvement, gain a clearer understanding of why incidents have happened and foster open communication between employees. The goal is to promote problem-solving and continuous improvement while building stronger relationships within the organisation. The 'Safety GEMBA Walk' is carried out directly in the production facilities, construction sites, warehouses, service stations, maintenance works, logistic places, etc.

- **Hand and foot campaign**
  Hand and foot injuries are the most common in the wind industry, and ENERCON is committed to reducing these risks. Our Hand and Foot Campaign aims to remind employees and subcontractors of safety measures to prevent such injuries. The first part of this campaign started in 2024, and a second part will follow in 2025. By analysing the most severe incidents from the past five years, we have identified six key areas to focus on. Over eight weeks, the campaign provided exercises, quizzes, and lessons learned to enhance awareness and promote safe practices.

Safety performance

Safety performance is tracked across all areas of our business to identify causes, contributing factors and corrective and preventative actions. In 2024, safety maturity assessments were rolled out and a unified global reporting tool was put in place to replace local systems for reporting incidents, near misses and hazardous observations that arise during day-to-day operations. Centrally recorded safety data are regularly reviewed by the management teams of the respective business units and reported monthly to the top management. We are proud to be able to report a reduction of 37% on lost time incidents compared to the previous year and an improvement in the incident reporting and case management including thorough reviews of serious accidents and high potential events.

- **Just culture**
  We aim to establish a 'Just Culture,' which can be considered a trusting environment where all colleagues feel comfortable and are positively recognised for sharing important safety data. In 2024, our 'Global Just Culture and Accountability' standard had been finalised. This standard is pivotal in our drive to continue improving our safety culture. It establishes clear principles that promote open reporting of all incidents, ensure fair treatment for those sharing information or concerns, and consistently balance safety and accountability.

Our shared goal and responsibility is to ensure every colleague, business partner, and subcontractor returns home safely at the end of each day. Our progress toward the highest safety standards comes from continuous improvement, collaboration and innovation.

SIMONE SANTOS
GLOBAL HEAD OF HSE & SUSTAINABILTY

Health & safety events 2024

Regular safety courses allow us to train, validate processes and prepare for the worst-case scenarios. In 2024, several training sessions and workshops focused on implementing the Golden Rules and 7 Safety Principles. Additionally, special events in 2024 included:

1 | Health & safety day in April

The whole company celebrated the global health & safety day with different actions, site visits and activities with employees and subcontractors. Installation teams from France, Portugal, Luxembourg and Belgium organised creative individual actions to raise awareness of safety as top priority above all.

2 | Safety day at the Mechanic Centre of Excellence

Our 'Golden Rules of Safety' were distributed to all departments for implementation in various formats. At the Mechanic Centre of Excellence in Aurich, Germany, all production employees had the opportunity to choose which rule they wanted to engage with more closely. They visualised selected aspects of each safety rule on posters. This activity supported them in identifying with the rules, familiarising themselves with them and increasing their motivation to adhere to them. The self-designed posters depict situations from their daily work, accompanied by the corresponding rule that must be applied.

3 | HSE week in Izmir and Istanbul

Colleagues from Izmir and Istanbul celebrated a HSE week and hosted a Safety Taboo Game, which provided an enjoyable way to learn and reinforce HSE definitions, the 7 Safety Principles and ENERCON Golden Rules of Safety. These activities raised HSES awareness, strengthened team spirit, and emphasised the importance of our common safety rules and principles.

1 | French colleagues during warm-up exercises to minimise the risk of injury

2 | Colleagues with their self-created posters, which are displayed at the workplaces and serve as daily reminders to adhere to the rules

3 | The winning team out of a total of 20 competing teams in the Safety Taboo game

EQUAL OPPORTUNITIES FOR ALL

GRI 2-23, 3-3

ENERCON aims to ensure equal opportunities across its workforce. Diversity and inclusion are recognised as key enablers of innovation and performance. We continue to implement targeted measures and programmes that support a respectful and inclusive work environment, where all employees can access opportunities equally and develop their full potential.

Our claim to equal treatment and equal opportunities is:
All employees are treated fairly and with respect, regardless of whether their employment is fixed-term, part-time, full-time or temporary. Selection for employment, training, promotion, assessment, apprenticeship or other performance shall be made based on aptitude and ability and not on criteria such as age, gender, sexual identity, marriage or civil partnership, pregnancy or parenting, (dis)ability, skin colour or ethnic origin, nationality, religion or belief or other personal characteristics.

We prioritise diverse perspectives and inclusive decision-making as drivers of innovation and operational resilience. As a first step in strengthening diversity and equal opportunities, ENERCON is focussing on promoting equal rights for women at all levels.

As part of our new Sustainability Strategy, we set a target to increase the proportion of women in Senior Leadership positions to 25% by 2030.[21] This ambition is supported by a range of initiatives. In 2024, we introduced a comprehensive global policy on diversity and inclusion which replaced existing regional policies and established a consistent framework across all locations.

OUR TARGET TO ENSURE
EQUAL OPPORTUNITIES FOR ALL

**25% women in
Senior Leadership positions by 2030**

Furthermore, we continue to raise awareness for respectful cooperation, equal treatment and equal opportunities. Additional initiatives support improved work-life balance. In the years ahead, we will further develop our recruitment and nomination processes to promote fairness and inclusivity. To better track our progress, we plan to introduce a diversity index, which addresses diversity in leadership in terms of gender and nationality.

[21] Senior leadership in the ENERCON Group is defined as the sum of employees in management levels 'Management Board', 'Top Executive' and 'Senior Management'.

Each employee's unique perspective and expertise are key to building our sustained success and meeting the challenges of the future.

LEA-MARIA SANDKER
VICE PRESIDENT
GLOBAL HUMAN RESOURCES &
ORGANISATIONAL DEVELOPMENT

- **Women's Network**
  In 2024, our Women's Network was fully launched and grew to more than 600 members by the end of the year. The Women's Network is a platform to connect, share experiences, and support each other to create a strong network that promotes women's professional and personal development. While the overarching mission is to communicate the importance of diversity across ENERCON, the initial focus is on the advancement of women. Within the following workstreams, colleagues from all over the world benefit from valuable insights and exchange:

  - Anti-Discrimination and Equality
  - Career Development
  - Networking & Events
  - Work-Life Balance

- **Celebrating International Women's Day**
  ENERCON marked International Women's Day by highlighting the importance of recognising and valuing women's contributions to both society and the company's success. In some regions, this day was used as an opportunity to celebrate female colleagues and enhance their visibility within the organisation.

Workers in the value chain

RESPONSIBILITY FOR THE SUPPLY CHAIN

GRI 2-6, 2-23, 3-3, 414-1, 414-2

In 2024, we worked with thousands of suppliers worldwide to ensure product quality and reliability in every region. Our procurement approach relies on multi-sourcing strategies and local sub-supply chains built around key suppliers and our factories. Global Procurement and Global Logistics oversee supply chain risks and opportunities, with growing emphasis on sustainability. Together with our suppliers, we aim to ensure responsible and sustainable procurement practices.

Our responsible procurement efforts are steered by our Global Procurement function. A centrally established global purchasing strategy guides operations in all regions, supported by local purchasing teams where applicable. We have a certified quality management system under ISO 9001. To accurately evaluate and manage our environmental and social impacts effectively, we assess our suppliers and procurement process to source the goods and services needed to produce, install and service our wind turbines.

OUR TARGET TO TAKE RESPONSIBILITY FOR THE VALUE CHAIN

SUPPLY CHAIN DUE DILIGENCE IN ACCORDANCE WITH REGULATORY REQUIREMENTS

Our suppliers

Our main suppliers are headquartered in Germany and Turkey and deliver mainly towers, blades and generators. However, in 2024, we actively collaborated with close to 7,600 suppliers. Most of our spending continued to be concentrated on suppliers headquartered in Europe at 77%, with 17% in the Americas and 6% in Asia, reflecting our regional presence and sourcing strategy.[22]

Supplier's country of origin

- **Europe:** 77%
- **Asia:** 6%
- **Americas:** 17%

Rotor blade transport

[22] The regions represent the headquarters of the suppliers, not the production location.

Our sustainable supply chain management
Our goal is to increase and leverage our influence through environmentally sustainable procurement practices and, above all, ensure respect for human rights throughout our supply chain. To make our supply chains socially and ecologically sustainable, we will increase the transparency of conditions through regular supplier sustainability evaluations, risk assessments, on-site audits and collaborations for optimisation.

Supplier screening
ENERCON is committed to ensuring that purchased goods and services meet the required sustainability criteria. Our environmental and social expectations are outlined in the Supplier Code of Conduct, which suppliers must comply with as a prerequisite for doing business with us. The operational implementation of due diligence obligations is managed by the Global Procurement department.

Automatic blade flange bolting system for hub production

Our supplier management includes a risk-based screening process using an external tool applied to both new and existing suppliers, resulting in sustainability ratings. Based on identified risks and supplier criticality, further assessments may be conducted. Critical suppliers — defined as direct suppliers providing key materials and components — undergo further assessment. Suppliers failing to meet the required thresholds undergo on-site audits focused on Sustainability, Compliance, Health & Safety, and Labor & Human Rights. Findings contribute to supplier development through corrective actions and preventive measures.

A risk management system ensures annual risk analysis, targeted supplier engagement, and periodic reviews of preventive measures. If significant risks arise in the upstream supply chain, they are incorporated into the overall analysis.

To strengthen sustainable procurement practices, training is provided to employees from Global Procurement who directly interact with suppliers. In 2024, 77% of the invited participants completed the required courses, covering key sustainable procurement topics.

Procurement of permanent magnets
Our EP5 turbines are equipped with permanent magnet generators, enhancing renewable energy yield. Although we do not directly purchase rare earth metals, we source permanent magnets that contain light rare earth elements. These magnets are obtained from suppliers who undergo rigorous screening processes. To minimise exploitation of people and the environment, we exclusively source magnets free of heavy rare earth elements. All our magnet suppliers must pass a sustainability rating and audits conducted by our Global Procurement function. Additionally, we are actively exploring ways to improve the circularity of permanent magnets.

Main materials, products and services purchased by ENERCON:

GRI 2-6, 204-1

Direct materials:

Hub, nacelle, E-module, generator, rotor blades, steel towers, concrete towers, bearings & drives, cabinets, cables and accessories

Indirect materials:

Tools, equipment and ancillaries

Services:

Logistics services (land, sea and air transport), Installation services (cranes, manpower services)

GOVERNANCE

Responsible business conduct

GOVERNANCE

RESPONSIBILE BUSINESS CONDUCT

GRI 2-27

At ENERCON, we recognise that robust governance is the cornerstone of sustainable business practices. Our commitment to Environmental, Social, and Governance (ESG) principles is reflected in our governance framework, which ensures transparency, integrity, accountability and ethical conduct across all levels of our organisation.

The Corporate Governance function ensures that business operations are conducted in compliance with internal policies and external regulatory requirements. ENERCON's Code of Conduct and Supplier Code of Conduct set clear expectations for ethical and responsible behaviour, guiding employees and suppliers in advancing shared ecological and social improvements.

We are committed to acting with full awareness of our legal, social, environmental and economic responsibilities within our business operation and across our supply chain. Our Corporate Governance function oversees global governance practices to ensure responsible business conduct, including adherence to business ethics and compliance; and supports responsible procurement in accordance with existing and forthcoming regulations.

As part of our governance framework, we continue to improve our ESG reporting and transparency. This enables us to assess our progress against key ESG criteria and effectively address issues.

OUR TARGETS FOR
RESPONSIBLE BUSINESS CONDUCT

- **Compliance with sustainability reporting requirements**
- **Integration of sustainability indicators into the target structure**[23]

E-160 EP5 / Königshain-Wiederau, Germany

ESG governance

ESG governance at ENERCON encompasses a wide range of practices designed to uphold our values and drive long-term success. This includes:

- **ESG reporting and disclosure:** Transparent reporting practices enable us to communicate our ESG performance and progress effectively.
- **Business ethics and conduct:** We adhere to the highest standards of integrity, ensuring that our operations are conducted ethically and responsibly.
- **Executive compensation:** Our compensation policies incentivise responsible leadership and performance and will increasingly include sustainability targets.

Through these initiatives, ENERCON is dedicated to creating value for our stakeholders while contributing positively to the environment and society.

ESG reporting and disclosure

Against the backdrop of increasing regulation, we will continue to ensure compliance with best business practices and legally compliant reporting, for example in accordance with the European Corporate Sustainability Reporting Directive (CSRD).

We are advancing sustainable business practices through several measures. These include developing a governance model, processes and systems to meet various disclosure obligations, as well as establishing risk adjustment and mitigation processes for sustainability. In addition, we are developing sustainability indicators for an extended target structure. Since autumn 2024, progress reports on all sustainability topics have been presented to the CEO quarterly.

[23] First and second management level

Business ethics and conduct

GRI 2-6, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3

Adhering to the law is the basis for building trustworthy partnerships and achieving sustainable success. We collaborate respectfully with all business partners and stakeholders. Our business decisions and activities are rooted in strict compliance with the laws and regulations of the countries where we operate. The following policies define our common values, principles and behaviours that guide our actions:

Business conduct policies

- **ENERCON Code of Conduct:**
  The ENERCON Code of Conduct serves as the primary regulatory framework for all business activities and is binding for all employees, supervisors and the Management Board of the UEE Holding SE & Co. KG and its subsidiaries. We aim to conduct all our business dealings responsibly and to generate economic, environmental and social value. The ENERCON Code of Conduct serves as an important guideline for ethically sound conduct across the company. Our organisation's rules and principles reflect the core values of our corporate culture: courage, performance, responsibility, respect, integrity and transparency.

- **Supplier Code of Conduct:**
  As our suppliers and business partners play a key role in our success, our Supplier Code of Conduct serves as our ethical compass that guides this shared responsibility. It sets out minimum requirements as binding rules for environmentally, ethically and socially responsible business practices. We require our suppliers to commit to the requirements of this Code of Conduct and act accordingly. In addition, we expect them to extend these requirements to their business partners within the supply chain and encourage them to go beyond compliance and strive for higher sustainability standards.

E-175 EP5 | **Germany**

- **Human Rights Policy:**
  Human rights violations are serious global challenges that require a collective effort from both governments and businesses to address them effectively. We want to lead by example, taking a clear stance and making a meaningful contribution. Our business dealings are aligned with international agreements and standards and our Policy on Human Rights outlines our commitment to fulfilling our due diligence obligations in terms of human rights.

Trusting partnerships are key to sustainable success. ESG governance promotes transparency and drives trust, innovation, and growth.

JULIANE KANITZ
SENIOR DIRECTOR
CORPORATE GOVERNANCE

E-115 EP3 | Netherlands

Prevention and detection of corruption and bribery

GRI 2-23, 2-25, 2-26, 205-1, 205-2

- **Anti-Corruption Policy:**
  We are dedicated to preventing all forms of corruption and bribery. Responsible management and decision-making require adherence to compliant processes. Our Anti-Corruption Policy sets binding rules and clear instructions to minimise corruption risks. Every employee is responsible for acting accordingly, and we expect the same from all business partners.

- **Antitrust and Competitive Behaviour Policy:**
  At ENERCON, we are committed to conducting business with integrity and fair competition. Our Antitrust and Competitive Behaviour Policy ensures that all employees understand and comply with the laws governing competition.

- **Anti-Money Laundering and Terrorism Financing Policy:**
  ENERCON's Anti-Money Laundering and Terrorism Financing Policy outlines clear guidelines and due diligence processes to detect and avoid any involvement in illegal financial activities. By adhering to these principles, we mitigate risks, support global efforts against money laundering and terrorism financing, and safeguard the integrity of our financial operations.

Progress in 2024

GRI 406-1

In 2024, a compliance risk assessment was conducted for 100% of ENERCON companies considering both country-specific and activity-based risks. ENERCON takes corruption risks seriously and actively provides thorough communication and training to employees regularly and conscientiously. Our anti-corruption policies and procedures were communicated to the entire Management Board. Mandatory e-learning courses on anti-corruption are provided to all white-collar employees, complemented by in-depth team training sessions for high-risk functions such as Sales, Procurement, Project Management, and Logistics. Approximately 75% of all white-collar employees completed the annual compliance e-learning. These efforts reinforce ENERCON's proactive approach to minimising legal and reputational risks.

Our Anti-Bribery and Corruption Policy and global news updates via the intranet provides clear guidance on handling gifts and invitations, particularly during the holiday season. Regular reporting from Corporate Governance to the Management Board on compliance matters ensures transparency and continuous monitoring.

In 2024, ENERCON recorded zero confirmed incidents of corruption. There were no recorded incidents in which employees were dismissed or disciplined, nor were any business partnerships terminated or not renewed due to corruption. In addition, no public legal cases related to corruption were brought against the organisation.

Whistleblower system

Addressing mistakes and shortcomings openly is part of our corporate culture. To enhance transparency and accountability and to foster our speak-up culture, we established a company-wide whistleblower system. This platform enables all employees, business partners and other affected parties to confidentially and anonymously report possible compliance violations and misconduct. The system accepts reports for all kinds of compliance and ethical violations within our business practices. That means it covers all forms of ethical misconduct, including any violations of our internal policies like, e.g. ENERCON Code of Conduct, labour and human rights policy and data protection policies. Other relevant issues which are to be reported and recorded via the Whistleblower system include all forms of discrimination, sexual harassment and psychological harassment. All cases and suspected cases should be reported so that these behaviours can be completely eradicated.

FURTHER INFORMATION

GRI Index

ENERCON has reported the information cited in this GRI content index for the period January 1st, 2024 to December 31st, 2024 with reference to the Global Reporting Initiative Standards.

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Global presence
List of countries where our turbines are installed and offices are located.

	Countries with ENERCON offices or service station	Countries with ENERCON turbines installed
Antarctica		✓
Argentina	✓	✓
Australia		✓
Austria	✓	✓
Belgium	✓	✓
Bolivia		✓
Brazil	✓	✓
Bulgaria	✓	✓
Canada	✓	✓
Chile	✓	✓
Costa Rica		✓
Croatia	✓	✓
Cyprus		✓
Czech Republic		✓
Denmark		✓
Estonia	✓	✓
Finland	✓	✓
France	✓	✓
Germany	✓	✓
Greece	✓	✓
Hungary		✓
Iceland		✓
India	✓	
Ireland	✓	✓
Italy	✓	✓
Japan	✓	✓
Latvia	✓	✓
Lithunia	✓	✓
Luxembourg		✓
Netherlands	✓	✓
New Zealand		✓
Norway	✓	✓
Poland	✓	✓
Portugal	✓	✓
Romania	✓	✓
Slovenia		✓
South Korea	✓	✓
Spain	✓	✓
Sweden	✓	✓
Switzerland		✓
Taiwan	✓	✓
Tanzania		
Turkey	✓	✓
United Kingdom	✓	✓
Uruguay	✓	✓
Vietnam	✓	✓

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Please contact **sustainability@enercon.de**
for questions regarding ENERCON's Sustainability Report 2024.

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ENERCON