

## IMS POLICY - INTEGRATED MANAGEMENT SYSTEM

As an internationally active company and reliable partner in the renewable energies sector, we stand by our global challenges and responsibilities. In line with our company vision 'Energy for the world', it is our mission to develop sustainable, leading-edge and future-ready solutions for renewable energy generation to meet the growing global energy demand. Our core processes of developing, producing, selling and servicing onshore wind energy converters therefore make a valuable contribution to climate protection.

The resulting company policies and performance expectations have been applied at ENERCON for more than 40 years. They are the foundation of ENERCON's success and at the same time the precept for corporate decision-making. Together with the Integrated Management System, our policies and expectations affect all company processes as a whole throughout the entire product life cycle, from development to the end of life.

Based on these company policies and performance expectations, ENERCON commits to actively applying and evolving occupational health and safety as well as environmental, energy and quality management.

- We assign clear responsibilities and define actions for every employee to take. All managers and employees thus use their daily work to actively and consciously play their part.
- We effectively fulfil the requirements of our customers, partners and other interested parties as well as externally and internally binding obligations in our processes.
- We encourage a learning culture and work out preventive and corrective measures against non-conformities and incidents in collaboration with our employees, customers and partners.
- We make our performance in the areas of quality, environment, energy, occupational health and safety and health protection measurable and controllable using concrete targets and indicators.
- We work for the long term and invest in well-qualified employees by training, promoting health and providing modern workplaces.
- We use top-quality raw materials and operate with a commitment to quality leadership in order to supply a sophisticated and high-quality product.
- We strive for competitive, reliable, mature and long-lasting technology that permanently keeps us one step ahead.

Aurich, December 2025

Udo Bauer  
CEO

Heiko Juritz  
COO

Dr. Michael Jaxy  
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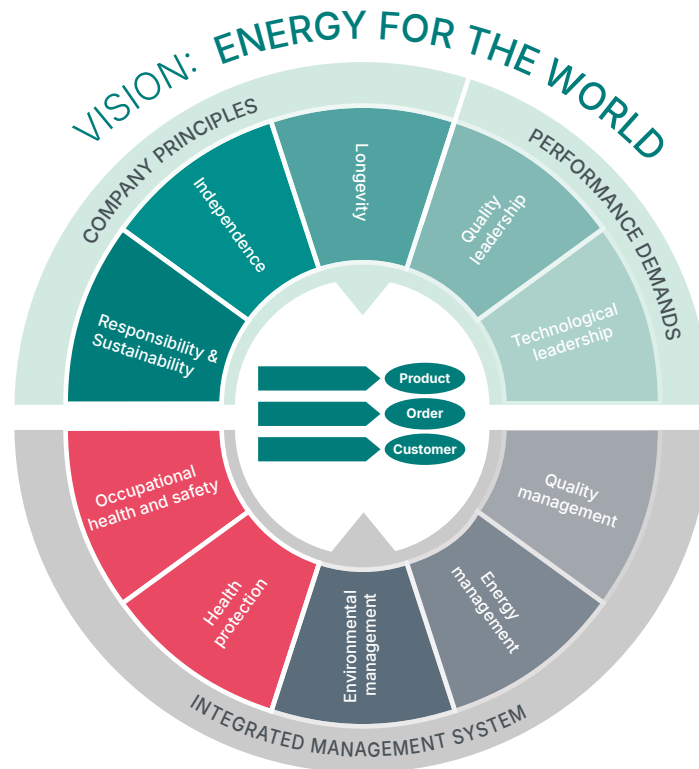
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CTO

Applicable annexes:

I Occupational Health and Safety Policy; II Environmental Policy; III Energy Policy; IV Quality Policy

ENERCON

# ANNEX I OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY



Our vision: "ENERCON – Our contribution for safe work, good health and sustainable business"

Through our products, services, operations and community involvement, we contribute to create safe and healthy workplaces as essential part of our sustainable business.

Occupational Health and Safety is a core value critical to the success of our business. We will maintain a culture that is in full support of the employee's well-being and the prevention of injuries. The only acceptable level of safety performance is one that prevents employee injury and accidents. Safety is a responsibility that will be shared equally and without exception by everyone within the organization and supervision and management will be held accountable for the safety and health of the employees for whom they are responsible.

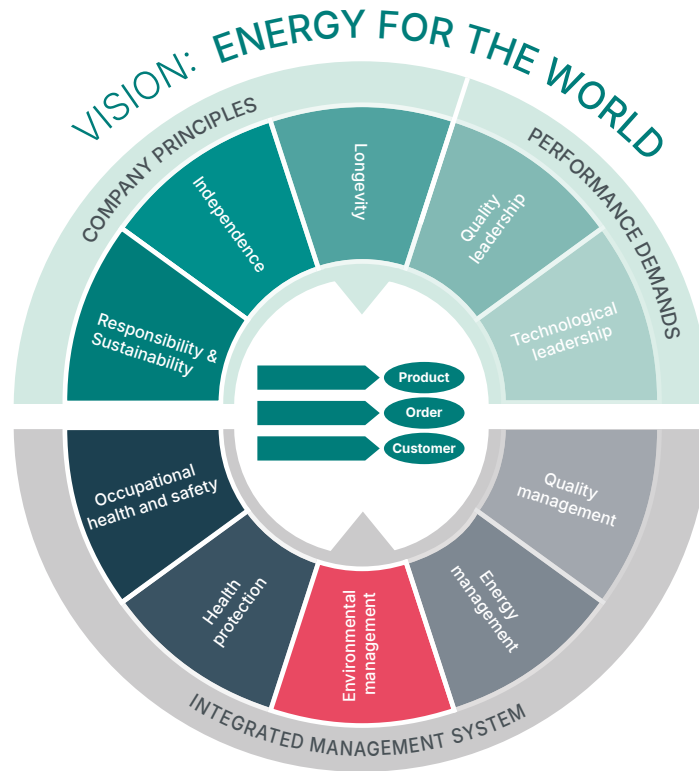
We are committed to adopting sustainable OHS practices, preventing work-related injuries and illnesses, and we work on continuous improvement in all areas of business. We will achieve this by:

- All employees comply with our Safety Rules and especially with the requirements to wear required Personal Protective Equipment following the type of activity and hazards. We apply consequences for not respecting our rules.
- Conducting all activities in compliance with OHS legislation, recognized good practice and other applicable requirements
- Identifying and managing risks associated with its products and not manufacture or sell products when it is not possible through proper design, procedures, and practices to provide an appropriate level of safety for people and the environment;
- Continual and effective improvement of performance through the identification of significant OHS aspects and the setting and review of OHS objectives and targets
- Focusing on all workplace incidents; including near miss occurrences, incidents to our subcontractors and any other incidents occurring in the workplace
- Monitoring suppliers and subcontractors' OHS performance and placing more of our business with suppliers and subcontractors who have a strong OHS culture
- Using both leading and lagging performance metrics to measure our OHS performance
- Documenting, monitoring, reviewing and continually improving our OHS Management System

As a condition of employment, each individual within the organization will be expected to conduct their daily activities in a manner that is consistent with the philosophy and objectives in this policy.

# ANNEX II

## ENVIRONMENTAL POLICY

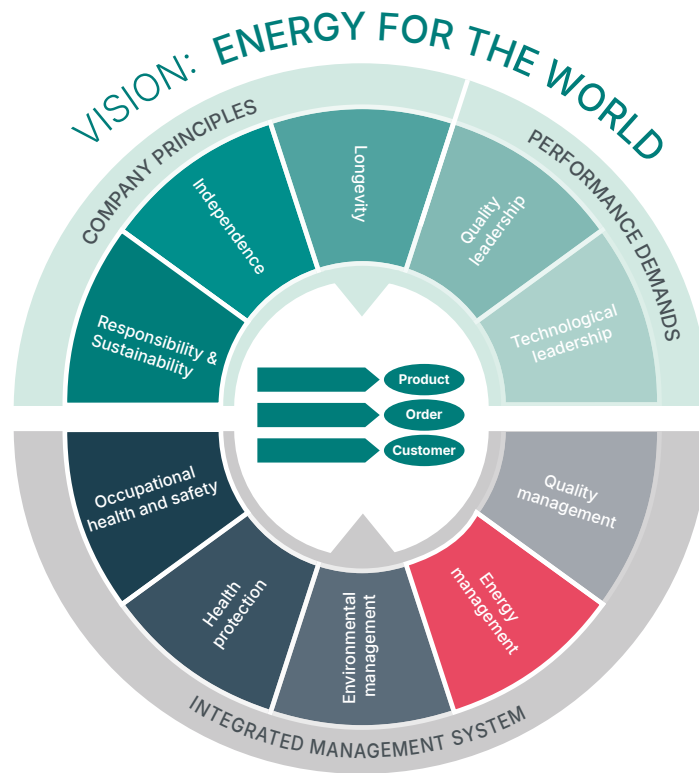


The Environmental Management as an elementary pillar of sustainability guarantees the constant improvement of our environmental performance, as well as the efficient use and conservation of natural resources. A risk-and-opportunity-based approach is applied to identify the significant environmental aspects to prevent impacts and incidents. Objectives for environmental improvement are defined in compliance with relevant requirements. We practice our Environmental and Energy Management System in all our business units.

- **Low carbon future:** We are striving to identify and reduce our greenhouse gas emissions. The Life Cycle Assessment evaluates the product-related environmental impacts, aiming for optimization in all life cycle phases. We are supporting a climate-neutral economy and aligning ourselves with the climate neutrality approach.
- **Biodiversity:** We are assessing interventions in landscape and ecosystems in compliance with the legal regulations and strive to avoid negative interference. We support initiatives for the scientific analysis of the influence of wind turbines on biodiversity, striving to reduce significant impacts.
- **Water resources:** We aim to minimise the unnecessary usage of water during the entire life cycle. We are seeking to encounter all identified risks caused by water hazardous substances or by possible accidents. We are focusing on sustainable and efficient water management.
- **Circular Economy:** We approach to prevent waste in accordance with the waste hierarchy. We aim to use materials efficiently and transfer the used materials into available high-value recovery processes. We commit to a constant evolution of our wind energy converters for a high product recyclability
- **Sustainable Supply Chain:** We assume our responsibility within our supply chain related to environmental and social aspects. Contract suppliers are selected according to sustainability criteria. The aim is to cooperate systematically with all involved partners in order to face the impact on people and planet.

We pursue our sustainability strategy in all our businesses and commit to communicate our sustainability efforts and challenges to present developments transparently.

# ANNEX III ENERGY POLICY



We are committed to continuously monitoring and systematically improving the energy performance of our company. This includes identifying energy-saving potential, implementing efficiency measures, and regularly reviewing and adjusting our strategy.

A central element of our energy policy is the continuous improvement of energy efficiency. We actively work to optimize energy consumption across all our processes, systems, and operations, achieving sustainable savings.

When procuring equipment, products, and services, we ensure that energy-efficient solutions are prioritized. Through the targeted selection of sustainable and efficient alternatives, we contribute to reducing energy consumption throughout our entire value chain. This also applies to the new acquisition and design of machines, facilities, and systems.

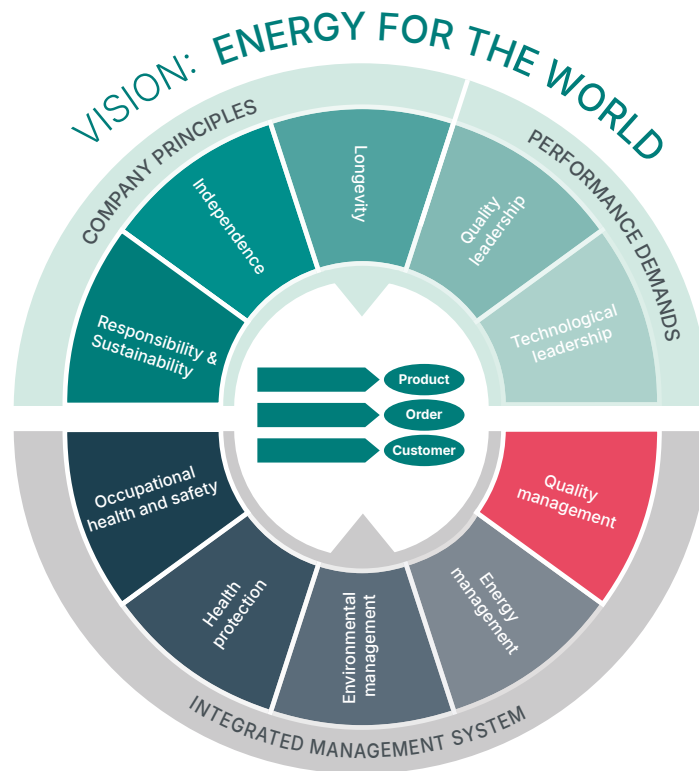
Already in the design and planning phase of new equipment, buildings, or processes, we consider energy-efficient designs. By integrating energy efficiency measures early on, we ensure that long-term savings potential is fully utilized.

For our energy management system, we will provide the necessary information and resources on an economic basis to achieve our energy targets. In this context, we also commit to complying with legal, regulatory, and normative requirements, as well as the needs of our customers.

Our commitment to energy efficiency extends to all levels of the company and is supported by regular training, internal audits, and targeted investments in modern technologies.

# ANNEX IV

## QUALITY POLICY



### Our vision:

ENERCON commits to Quality for all relevant operations and processes and continuously develops its products, processes and employees. To create a valuable quality program, including strategy and goals, we defined our common consensus and the key elements for quality.

- **We are committed to quality** – We are pioneers in the area of quality and performance. For this, we design, optimise and put into practice our quality processes, which are based on the requirements of the quality standard. Our processes effectively implement the organisation's strategy and ensure that our targets are achieved.
- **We celebrate market success** – We know and fulfil the expectations of our customers around the world. Through our actions, we promote the rapid introduction of new technology and engineering of the highest standard and support the establishment and expansion of technological leadership.
- **We cooperate closely** – Through efficient cooperation within and between the company divisions, we identify potential quality risks at an early stage, take preventive measures and react effectively to quality non-conformities. We reduce all types of defects and continuously improve our quality.
- **Right first time (RFT)** – We understand 'Right First Time' as a commitment to our internal and external customers to always deliver our results without error for immediate use. Our understanding goes further in our approach. The following applies at ENERCON: 'Right first time, every time'.
- **On time in full (OTIF)** – Our supply chain is the biggest challenge. In order to meet this challenge together, the 'on time in full' approach applies. Our customers can expect all our internal and external deliveries on time and in full. We see this as an essential performance requirement for the future of ENERCON.
- **Make it happen (MIH)** – We know our strengths and weaknesses and know where to start in order to improve. We want to do this together. We will set ourselves realistic goals for this. Everyone needs to understand the goals, plan their resources for them and realise successful implementation.

ENERCON's Quality Management according to ISO9001 focuses on reliable, technologically mature and long-lasting technology as well as full customer satisfaction. In this manner, we ensure the sustainability of the company and contribute actively to the improvement of environmental performance.