

Sustainability Highlight Report 2025





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CEO Message

Dear readers,

As electricity demand continues to rise – driven by decarbonisation, the expansion of data infrastructure and electrified mobility – it reinforces one fundamental insight: affordability, security and sustainability can no longer be treated in isolation. Instead, they must be advanced together to build resilient energy systems capable of supporting economic stability and climate goals over the long term. The cost-effectiveness, scalability and flexibility of onshore wind make this renewable energy one of the most impactful levers for strengthening energy independence and advancing climate protection.

Sustainability and long-term value creation are important drivers for what we do at ENERCON. Guided by our vision of “Energy for the World,” we will continue to support the expansion of reliable and sustainable energy systems, as outlined in the following. In 2025, we installed turbines expected to help avoid 105 million tonnes of CO₂e emissions over their operational lifetime. While our robust turbine technology remains at the core of our offering, we are increasingly evolving beyond turbine supply towards integrated solutions that

enhance the performance, flexibility and therefore long-term value of renewable energy assets. By combining technological innovation with close collaboration with customers and partners, we aim to ensure that wind energy projects remain reliable, adaptable and economically viable throughout their lifecycle. Our technology is designed to support long service life, reliable operations and continuous optimisation over the operating phase.

A key milestone in 2025 reflecting this integrated approach was the expansion of our innovation-driven portfolio with hybrid energy systems. By combining a high-performance wind farm with modern battery energy storage systems and an intelligent hybrid controller, these solutions enable a more stable and continuous supply of renewable electricity. In doing so, they increase system flexibility, enhance grid integration and significantly raise the overall system value of onshore wind – marking an important step forward in making renewable energy more accessible, resilient and economically viable.

Our operational performance further demonstrates the strength of this approach. We progressed turbine deliveries across key markets and continued to

« Affordability, security and sustainability can no longer be treated in isolation. Instead, they must be advanced together to build resilient energy systems capable of supporting economic stability and climate goals over the long term. »

strengthen our service performance. Order intake reached close to 5 GW in 2025, reflecting sustained customer trust and confidence in ENERCON's technology and execution capabilities. As electrification accelerates and demand for renewable electricity continues to grow, ENERCON is well positioned to support this development as a long-term partner to its customers. As per our commitment, sustainability remains a central element of our strategy and is increasingly embedded across our entire value chain. In 2025, our near-term emissions reduction targets were approved by the Science Based Targets initiative, confirming the credibility of our 2030 decarbonisation pathway. We also continued to advance practical measures to lower our operational footprint, including installing our first lower-emission steel tower, expanding onsite renewable power generation with a photovoltaic installation at our manufacturing site in Portugal and strengthening low-emission logistics through the introduction of our first electric truck in Germany and the further expansion of our electric service fleet. Together, these initiatives reflect our continued effort to reduce emissions across scope 1, 2 and 3 in line with our strategic decarbonisation roadmap.

Our progress in 2025 was also driven by the commitment and capabilities of our people. We continued to invest in our people and in our organisational culture.

Programmes on unconscious bias were introduced for colleagues in leadership roles, the ENERCON Women's Network continued its monthly webinar series, and a mentoring pilot for women was launched in Germany. These initiatives reflect our ambition to foster diverse, opportunity-driven teams that strengthen innovation, decision-making culture and long-term success across the organisation.

Transparency and accountable leadership remain fundamental to how we manage sustainability at ENERCON. In 2025, we took an important step forward by publishing our first voluntary CSRD-compliant sustainability report, supported by limited assurance on sustainability information. This milestone reflects our commitment to strengthening governance structures, improving the quality and consistency of our sustainability data and providing stakeholders with clear and credible insights into our performance and progress. The report underlines that sustainability is not just an afterthought for us, but a principle that guides our technology development, operations, leadership and governance, and how we support our people.

We are proud of the progress achieved in 2025 and grateful for the continued trust of our customers, partners, and employees. As the energy transition advances and electricity demand continues to

grow, we remain committed to supporting our customers in realising and operating renewable energy projects successfully.

At the same time, we will continue to reduce emissions, empower our people and contribute to building resilient energy systems for the future. Thank you for your continued trust and partnership.



Udo Bauer
ENERCON Chief Executive Officer

About this report

This Sustainability Highlight Report provides a concise overview of ENERCON's key sustainability achievements, milestones and selected performance indicators for the year 2025.

It is designed as a compact, accessible complement to our fully CSRD-compliant sustainability report and focuses on the progress that matters most to our stakeholders. It highlights how we translate our sustainability strategy into measurable action.



ENERCON's CSRD Report 2025

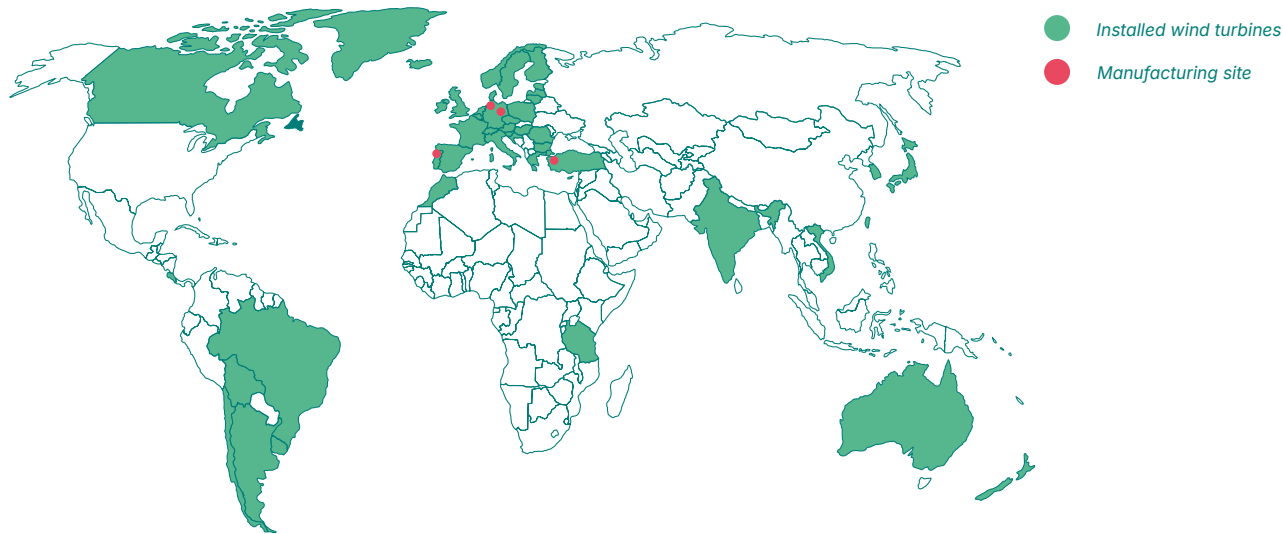


Sustainability – our purpose since day one

Our onshore wind technologies and comprehensive solutions enable reliable, affordable renewable power for both communities and industry. Our sustainability initiatives are guided by a double materiality assessment and are aligned with defined sustainability objectives as outlined in our sustainability strategy. This ensures that progress remains measurable, comparable and meaningful for our stakeholders.



Facts and figures 2025



3,131 MW
Installed capacity

13,300+
Total number of employees³

15 %
Emission reduction in our own operations¹

16.6 %
Share of women in our workforce

105 million tCO₂e
Avoided emissions 2025²

100+
Number of nationalities working at ENERCON

¹ Emissions in scope 1 and 2 compared to previous year 2024.

² Emissions avoided compared to conventional energy sources. Further information provided in chapter *Climate action*.

³ This number represents employees directly employed by ENERCON and temporary agency workers.

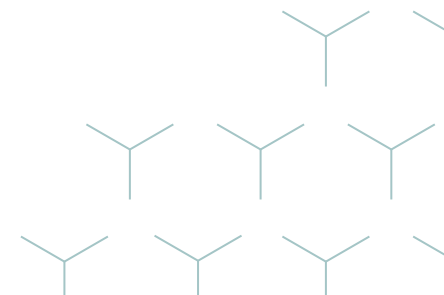
Sustainability highlights 2025

DECARBONISATION

- + First installation of a lower-emission steel tower
- + Launch of the first fully electric truck
- + Pilot solar trucks at installation sites
- + Solar PV systems commissioned at manufacturing site

GOVERNANCE & TRANSPARENCY

- + First voluntary CSRD-compliant sustainability report with external assurance
- + First EU-Taxonomy assessment completed





Sustainability Management

- Sustainability strategy
- Sustainable solutions



ENERCON's GSRD Report 2025
Section 1.3. Strategy





Sustainability Strategy

Our global Sustainability Strategy demonstrates our dedication to creating responsible long-term value. It is built on three pillars – Environment, Social and Governance – and the underlying focus topics were determined through an extensive double materiality assessment in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) standards.

By 2030, we aim to deliver measurable progress in decarbonisation, resource efficiency and circular economy, a culture of care and diversity and responsible sourcing across our value chain.

SUSTAINABILITY - OUR PURPOSE SINCE DAY ONE

Our global sustainability targets

Environment

CLIMATE ACTION

- 49% reduction of scope 1 & 2 emissions by 2030⁴
- 80% renewable energy consumption by 2025 and to 100% by 2030
- 52% reduction of scope 3 emissions intensity by 2030⁴

RESOURCE USE AND CIRCULAR ECONOMY

- Develop recyclable blades by 2030
- Foster circularity with special focus on blades and permanent magnets

Social

HEALTH & SAFETY

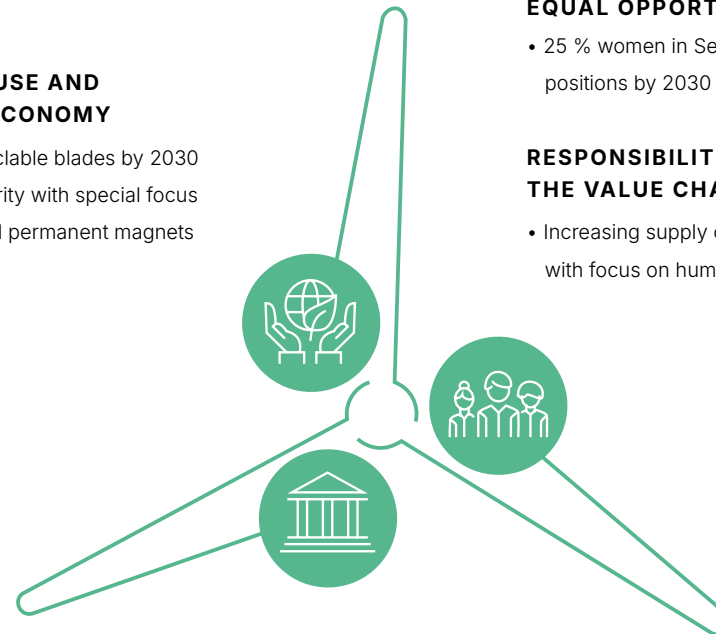
- Establish a strengthened culture of care to further protect the health and safety of our people against harm

EQUAL OPPORTUNITIES FOR ALL

- 25 % women in Senior Leadership positions by 2030

RESPONSIBILITY FOR THE VALUE CHAIN

- Increasing supply chain due diligence with focus on human rights



Governance















RESPONSIBLE BUSINESS CONDUCT

- High-quality and transparent sustainability reporting
- Integration of sustainability indicators into the target structure



Strategy implementation status

Each of our strategic focus areas is supported by a defined roadmap that guides us toward achieving our 2030 objectives. The table below outlines our focus topics, their respective targets and the implementation status as of the end of 2025. The subsequent sections of this highlight report offer deeper insights into the progress achieved within each area.

FOCUS TOPIC	TARGET	IMPLEMENTATION STATUS 2025
 ENVIRONMENT		
Climate action	SBTi-validation ⁵ of GHG reduction targets by 2030	
	49% reduction of scope 1 & 2 emissions by 2030	
	80% renewable energy consumption by 2025 and to 100% by 2030	
	52% reduction of scope 3 emissions intensity by 2030 ⁶	
Resource use and circular economy	Development of 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 ⁷	
Workers in the value chain		
Responsibility for the value chain	Increasing supply chain due diligence with focus on human rights	
 GOVERNANCE		
Responsible business conduct	High-quality and transparent sustainability reporting	
	Integration sustainability indicators into the target structure	



⁵ SBTi = Science-Based Targets Initiative, Science-based climate targets.

⁶ 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.

⁷ Management Board, Top Executive Management und Senior Management based on the core job classification



Sustainable Solutions

Our onshore wind technologies and solutions contribute to the generation of renewable energy and are continuously developed to reduce environmental impacts across their lifecycle. We focus on improving emission intensity, resource efficiency and circularity – from materials and manufacturing to logistics and end-of-life considerations. These improvements help our customers reduce project-related emissions while maintaining high technical and economic performance.

Environmental balance embedded in our solution portfolio:

SF₆-free switchgears

Medium-voltage switchgears for our wind turbines are available without SF₆. Eliminating these climate-impacting greenhouse gases reduces environmental and compliance risks.

Lower-emission steel tower

Modern, energy-efficient manufacturing methods and the incorporation of recycled materials enable us to reduce CO₂ emissions from our steel tower components by more than 70% compared to conventional steel production, upon request.

Lower-emission foundations

The concrete utilised for foundation construction contains cement with reduced clinker content and includes fly ash, a byproduct of power generation. This approach achieves up to 65% CO₂ savings in concrete production relative to industry standards.

VATTENFALL

« We highly value our constructive and forward-looking dialogue with ENERCON, which enables us to jointly accelerate sustainable and innovative solutions. We are keen to further strengthen our partnership, including advancing lower-emission steel and other initiatives that reduce project emissions while enhancing overall project economics. »

Arthur Besse

Vattenfall, Head of Procurement - Strategy & Partnerships

WESTWIND

« With ENERCON, we rely on an innovative solution provider that takes sustainability seriously. ENERCON's first wind turbine featuring an emission-reduced steel tower in our wind farm is, for us, a powerful sign of real, tangible progress. »

Gerard Meindertsma

CEO WestWind





Environment

- Climate action
- Resource use and circular economy



ENERCON's CSR Report 2025
Section 2. Environment



Environment

Climate action

As a company whose core business is enabling renewable energy generation, taking responsibility for our planet is an inherent part of who we are and what we do. We continuously aim to further improve our environmental impact within and beyond our products and solutions. In 2025, we reached important milestones in reducing greenhouse gas emissions throughout our operations. Our near-term emissions reduction targets were validated by the Science Based Targets initiative (SBTi) and we realised meaningful progress towards real emissions reductions, especially in energy supply and logistics.



SBTi VALIDATION OF OUR SHORT-TERM EMISSION REDUCTION TARGETS

- 49% reduction of scope 1 & 2 emissions by 2030⁸
- 80% electricity from renewable sources by 2025, increasing to 100% by 2030
- 52% reduction of scope 3 emissions intensity by 2030⁸

Milestones for decarbonisation in 2025



First lower emission steel tower installed

- ENERCON built its first lower-emission steel tower – one of the first onshore turbines in Europe and the first in Germany
- The lower-emission steel tower is available upon request and has the potential to reduce CO₂ emissions by up to 70%⁹



New solar PV panels in Portugal at our manufacturing site

- Solar PV system in Viana do Castelo (Portugal) went into operation supplying renewable electricity directly to our manufacturing site and reducing energy consumption from the grid



First solar PV truck pilots on installation sites in Northern Europe

- First solar-powered trucks increased the use of renewable energy on construction sites, thereby reducing diesel consumption and enabling higher emission reductions and energy-efficient site operations



Launch of the first fully electric truck

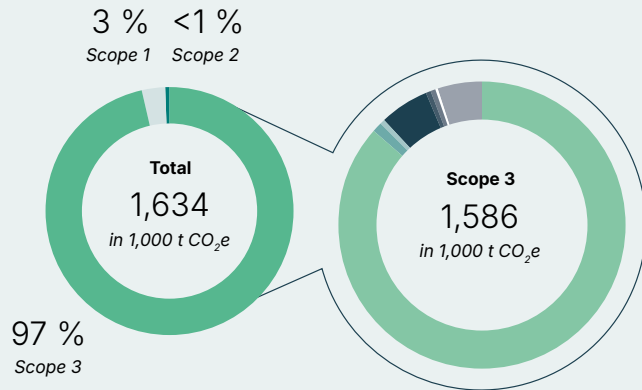
- ENERCON is dedicated to decarbonising its transport logistics operations
- First E-Truck marks a key step in the gradual integration of electric vehicles into the fleet

⁸ Compared to base year 2021.

⁹ The emission data is benchmarked against conventional steel segments. Emission reductions are achieved using recycled materials and renewable energy sources in the production process.



OUR CORPORATE CARBON FOOTPRINT 2025



In 2025, ENERCON's total calculated emissions under scope 1, scope 2 and scope 3 amounted to 1,634,413 tonnes of CO₂e. Scope 1 and 2 reflect emissions from our own operations and purchased energy. Scope 3 covers emissions caused in the upstream and downstream value chain.

ENERCON's CSRD Report 2025
Section 2.1. Climate change

Greenhouse Gas Emissions 2025 in t CO₂e

	1,000 t CO ₂ e
Scope 1	42
Scope 2 (market-based)	6
Scope 2 (location-based)	12

Categories of Scope 3

	1,000 t CO ₂ e
Purchased goods and services	1,371
Capital goods	20
Fuel- and energy-related activities	7
Upstream transportation and distribution	90
Waste generated in operations	5
Business travel	12
Upstream leased assets	1
End-of-life treatment of sold products	79
Total	1,586

ENERGY CONSUMPTION AND DECARBONISATION



Our total energy consumption in 2025, a decrease of 6%



Increase of our renewable electricity consumption (2024: 74 %)



Electric service vehicles in use

AVOIDED EMISSIONS IN 2025

Expected CO₂e avoided over the lifetime of the turbines installed in 2025:

Expected annual electricity production of turbines installed in 2025 (kWh)



Expected lifetime of installed turbines (years)



Emission intensity of electricity (tCO₂e/kWh)¹⁰



105 million tonnes expected CO₂e avoided by replacing conventional energy sources

¹⁰ The IEA projected global average emissions intensity of 429 gCO₂e/kWh for 2025.



Resource use and circular economy

Responsible resource use forms the foundation for preserving our planet and is becoming increasingly important as we strive to secure a sustainable future for generations to come. In 2025, we improved our resource efficiency as a key part of our environmental efforts. We have moved forward to use materials in our products more thoughtfully, refurbish more components, reduce operational waste and support recycling as well as a circular economy.

Waste generation in 2025

WASTE TYPE	AMOUNT IN TONNES
Non-hazardous waste	27,290
Hazardous waste	1,548
Total waste 2025	28,838

OUR ACTIVITIES TO ADVANCE CIRCULAR ECONOMY

- Increasing refurbishment of major components and spare parts
- Development of material passports for rotor blades to facilitate recycling
- New circularity collaborations initiated, with special focus on blades and permanent magnets

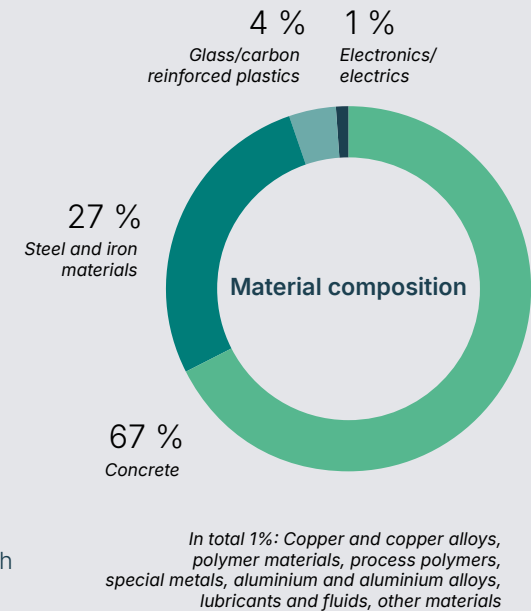


28,838 tonnes

Our waste generation in 2025
(in total)



More details and LCA's on our website

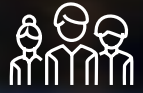


Life cycle assessment E-175 EP5 E1

Nominal power: 6,000 kW
Service life: 25 years
Hub height: 162 m
Wind class: SA
Annual Energy Production: 22,881 MWh
Tower type: Hybrid

Environmental indicators

Carbon footprint	Energy payback time	Return on energy	Recyclability
474 tCO _{2,e} /MW	6.64 months	45.2 times	89.6 %



Social

- Our workforce
- Workers in the value chain



ENERCON's CSRD Report 2025
Section 3. Social





Social

Our workforce

In 2025, we strengthened health, safety and inclusion across regions from global health initiatives and leadership training to expanded safety programmes at our sites. These actions aim to ensure that everyone can work safely, grow fairly and contribute fully.

HEALTH & SAFETY

Health & Wellbeing

Continuously improving health standards through global initiatives:

- + Global health initiatives, including daily *Health Moments* and seminar weeks, focusing on social health and prevention
- + Annual global *ENERCON Teamfit Challenge* to support sport routines and team spirit

GERMAN PILOT INITIATIVES LEAD BY EXAMPLE:

- Implementation of employee and leadership training for addiction prevention
- New inclusion agreement in Germany: binding frameworks to actively support and integrate people with disabilities into our working environment on equal terms



ENERCON Teamfit Challenge 2025

> 1,900 colleagues
> 200 teams across
the globe

SAFETY

Cultural change programme for safety

We are strengthening a safety culture in which everyone feels responsible for working safely - supported by clear processes, strong leadership and everyday safety routines that help prevent incidents.

Safety training programme

- **Safety leadership trainings:** Over 200 people¹¹ trained on how managerial behaviour shapes our safety culture and team standards
 - **Safety coaches:** To embed safety routines into daily practices on site, coaches at manufacturing sites were trained and certified
 - **Safety trainings for technicians:** > 400 courses were held in service and installation operations in 2025 with a focus on working safely at height
 - **Safety GEMBA Walks:** Regular site visits were conducted with managers assessing operational risks and discussing safety improvements¹²
- #### *Safety campaigns*
- **Focus topics *Hand & Foot and Stop the Drop:*** Campaigns raised awareness and encouraged personal responsibility
 - **Global safety weeks:** Local safety initiatives were held across manufacturing, installation and administration sites

¹¹ The term 'people leader' encompasses team leads, department leads, area leads and managing directors.

¹² Gemba' is a Japanese term for 'place of action'. A 'Safety GEMBA Walk' focuses on observing work processes on the shop floor and engaging with employees to gain operational insights.

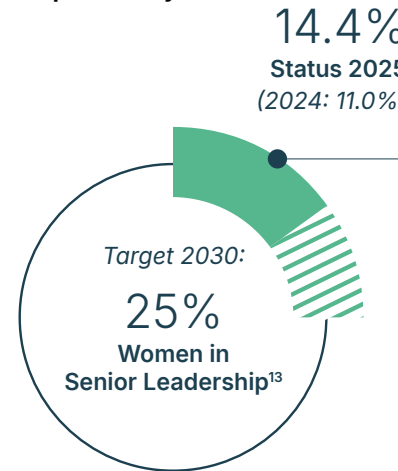


EQUAL OPPORTUNITIES FOR ALL

Our workforce in numbers

NUMBER OF	2024	2025
Employees directly employed by ENERCON	12,826	12,795
Temporary agency workers	530	583
Total	13,356	13,378

Leadership diversity



2025 INITIATIVES TO PROMOTE DIVERSITY AND EQUAL OPPORTUNITIES

- Start of a worldwide standardised performance management process to ensure employee development on all levels in an aligned approach
- Unconscious bias and positive leadership training programmes for employees in leadership roles
- Monthly webinar series organised by the ENERCON Women's Network
- Women's mentoring program pilot launched in Germany



Share of women in 2025
(2024: 15.8 %)



Number of nationalities in 2025
(2024: 100)



Annual training hours per employee per year¹⁴
(2024: 28.5)

¹³ Senior leadership includes the Management Board, the Top Executives and Senior Management.

¹⁴ Beyond these centrally recorded training hours, additional training formats are offered.

Workers in the value chain

RESPONSIBLE SOURCING

ENERCON places great value on dependable partnerships and common goals focused on quality and sustainability, which are central to how we operate. We deeply value the collaborative efforts with our partners, recognising that mutual trust and openness drive progress. As we move forward, we are committed to strengthening transparency and fostering greater exchange, paving the way towards more responsible sourcing and sustainable practices for everyone involved.

Driving sustainable partnerships in the value chain

Supplier code of conduct

- Sets standards for integrity, labour rights, environment, sustainability and governance
- Serves as the basis for supplier collaboration and qualification

Supplier management

- Sustainability is embedded as one of four mandatory strategic evaluation criteria for suppliers
- ESG risk assessment of suppliers via EcoVadis

Trainings for responsible sourcing

- Training on sustainable procurement practices for employees within Global Procurement who have direct interactions with suppliers

EU DR (European Deforestation Regulation)

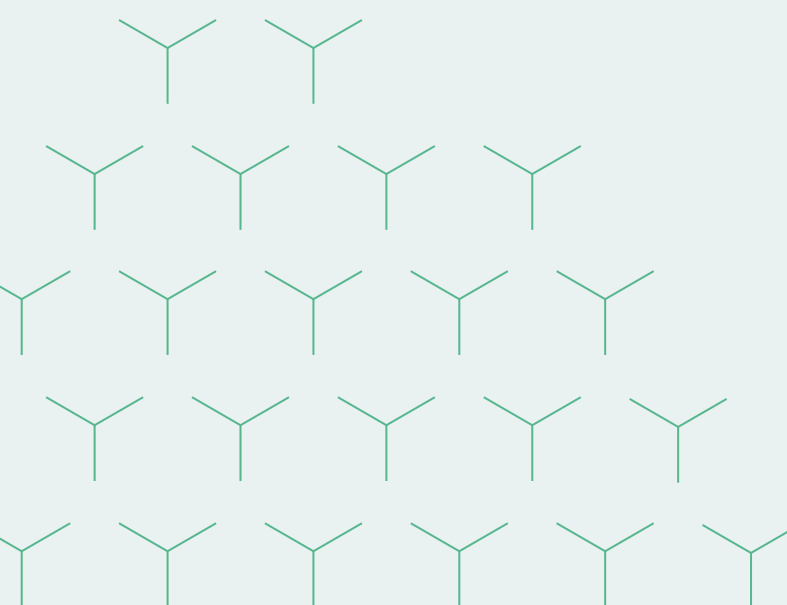
- In close collaboration with our suppliers, we strengthen traceability and due-diligence for wood-based materials in our global value chain to minimise deforestation and forest degradation

Global supplier network



81 %

of sourcing expenditures are allocated to suppliers with headquarter or production in Europe



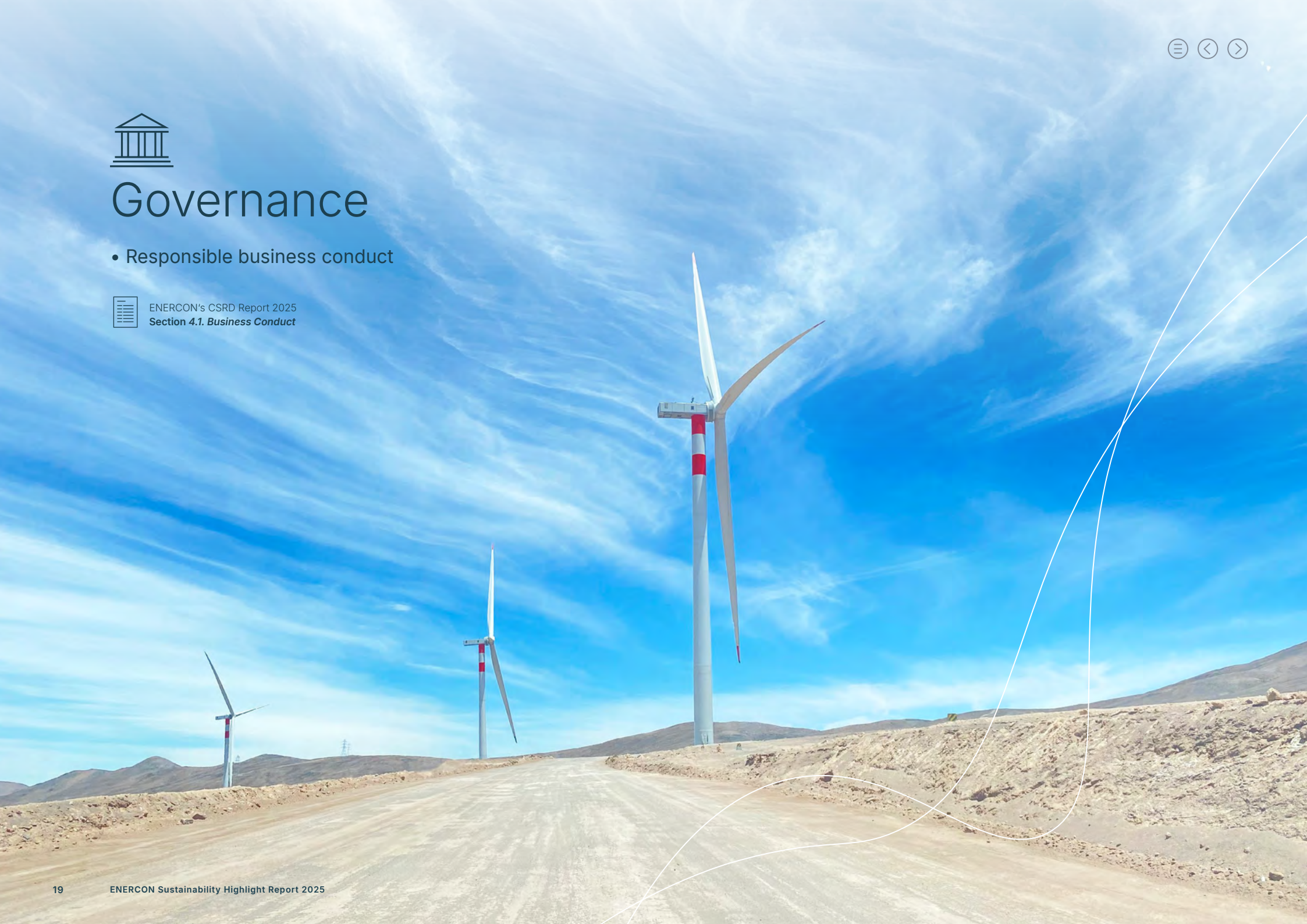


Governance

- Responsible business conduct



ENERCON's CSRD Report 2025
Section 4.1. *Business Conduct*





Governance

Responsible business conduct

Responsible business conduct is fundamental to ENERCON's operations, underpinning our commitment to ethical practices, transparency and integrity. As a leading manufacturer with a significant presence in Europe, we recognise the importance of robust governance and compliance, requiring all employees and management to adhere to the highest standards.



Trainings

Ethics & compliance capacity building

- Binding for all employees, including management at all levels
- E-learning available for all

Corruption prevention

- Annual essential e-learning for all white-collar employees
- Advanced training for at-risk functions and Management Board

BUSINESS ETHICS, COMPLIANCE AND INTEGRITY



Whistleblowing system

- Digital whistleblower platform *ENERCON Integrityline* accessible for internal and external stakeholders via: ***enercon.integrityline.com***
- Higher awareness and trust in reporting channels led to an increase in compliance inquiries compared to 2024

¹⁵ Top executives include Vice Presidents, Regional Heads, Global Heads, Senior Directors



Responsible leadership

- Since 2025, variable remuneration for the Management Board and top executives¹⁵ is linked to performance and sustainability objectives, including targets for emission reduction and increasing the representation of women in senior leadership positions

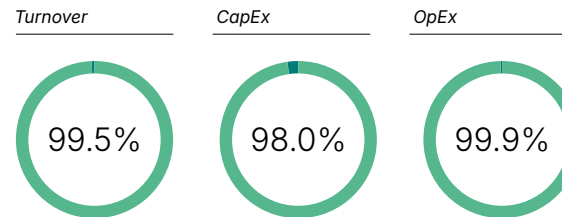
ESG reporting and disclosure

- Annual sustainability reporting on progress towards strategic targets
- Voluntary preparation of CSRD compliant report for 2025 incl. external assurance audit
- Initial EU-Taxonomy evaluation: The European Union’s framework for identifying environmentally sustainable economic activities in a consistent way across industries

- Development, manufacturing and construction of renewable energy technologies (Activity 3.1: ‚Manufacture of renewable energy technologies‘)
- Provision of repair and maintenance services to enable and support generation of electricity from wind power (Activity 4.3: ‚Electricity generation from wind power‘).

The displayed KPIs show that a significant share of ENERCON’s sales, investments and operating costs is linked to environmentally sustainable activities in the context of the European Green Deal.

EU Taxonomy eligibility and alignment 2025



Climate change mitigation is a fundamental aspect of our organisational activities. In 2025, 99.5% of our revenue, 98.0% of our capital expenses (CapEx) and 99.9% of our operational expenses (OpEx) were aligned.

ENERCON's CSRD Report 2025
Section 2.4. EU Taxonomy Report



EU TAXONOMY

The EU Taxonomy for sustainable activities defines to which extent a company’s activities are environmentally sustainable. In accordance with the established classification system, they need to substantially support environmental objectives, avoid significant harm and meet social safeguards.

ENERCON's core business activities substantially contribute to climate change mitigation – and are thus eligible and also aligned in accordance with the EU Taxonomy Regulation. This alignment is demonstrated in following key areas:

Partnering for sustainable success

To facilitate the worldwide shift toward renewable energy, we actively participate in numerous international and national organisations. These collaborative efforts are instrumental in promoting sustainable progress throughout the industry and broader sectors. Our strategic alliances include, among others:



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ENERCON's Sustainability Highlight Report 2025.**

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Further information
in our CSRD report

 **ENERCON**