



Siemens Gamesa Renewable Energy, S.A.U. and its subsidiaries

Independent Assurance Report on the
Consolidated Supplementary Statement of Non-
Financial Information

September 30, 2025



KPMG Auditores, S.L.
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Independent Assurance Report on the Consolidated Supplementary Non-Financial Information Statement of Siemens Gamesa Renewable Energy, S.A.U. and its subsidiaries, for the year ended 30 September 2025

(Translation from the original in Spanish. In case of discrepancy, the Spanish language version prevails.)

To the sole shareholder of Siemens Gamesa Renewable Energy, S.A.U.:

We have performed a limited assurance review of the accompanying Consolidated Supplementary Non-Financial Information Statement (hereinafter NFIS) of Siemens Gamesa Renewable Energy, S.A.U., (hereinafter the Parent company) and its subsidiaries (hereinafter the Group), for the year ended 30 September 2025, which forms part of the Directors' Report of the Parent Company for the year ended 30 September 2025.

As indicated in Note "A.1.2 Information framework", the Parent Company has availed itself of the exemption provided for in Article 49.6 of the Commercial Code by including part of its non-financial information in the "Annual Report 2025" of the Siemens Energy Group based in Germany, to which it belongs. The Company has prepared the attached supplementary NFIS, which includes, in accordance with the analysis performed by the Company described in section "F. Index of contents of Spanish Law 11/2018", the supplementary information required by Article 49.6 of the Commercial Code compared to that required by Articles 19. Bis 1 and 29. Bis1 of Directive 2013/34/EU. Our work has been limited exclusively to the verification, based on the aforementioned analysis of the contents, of the attached supplementary NFIS, without having carried out any verification procedure on the information included in the "Annual Report 2025" of the Siemens Energy Group.

Directors' Responsibility

The formulation of the supplementary NFIS included in the Parent's Company Management Report, as well as its content, is the responsibility of the Parent's Company sole director. The supplementary NFIS has been prepared in accordance with the contents included in the prevailing mercantile regulations and following the contents of the Sustainability Reporting Standards of the Global Reporting Initiative (GRI standards) selected in accordance with what is mentioned for each subject in table "F. Index of contents of Law 11/2018" of the aforementioned supplementary NFIS.



This responsibility also encompasses the design, implementation and maintenance of internal control deemed necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.

The sole director of the Parent Company is also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the supplementary NFIS is obtained.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including international independence standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 (ISQM1), which requires us to design, implement and maintain a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team was comprised of professionals specialised in reviews of non-financial information and, specifically, in information on economic, social and environmental performance.

Our Responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our review engagement in accordance with the requirements of the Revised International Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised), issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines for assurance engagements on the Non-Financial Information Statement issued by the Spanish Institute of Registered Auditors (ICJCE).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement, and consequently, the level of assurance provided is also lower.

Our work consisted of making inquiries of management, as well as of the different units and areas of the Group that participated in the preparation of the Supplementary NFIS, reviewing the processes for compiling and validating the information presented in the Supplementary NFIS and applying certain analytical procedures and sample review tests, which are described below:

- Meetings with the Group's personnel to learn about the business model, the management policies and approaches applied, the main risks related to these matters and to obtain the necessary information for the external review.
- Analysis of the scope, relevance and completeness of the content of the Supplementary NFIS for the year ended September 30, 2025 based on the materiality analysis performed by the Company and described in section "A.1.4 Materiality analysis", considering the content required by current commercial legislation.



- Analysis of the preparation and validation processes of the data presented in the Supplementary NFIS for the year ended September 30, 2025.
- Review of the information relating to the risks, policies and management approaches applied in relation to the material aspects presented in the Supplementary NFIS for the year ended September 30, 2025.
- Corroboration, through sample testing, of the information related to the content of the Supplementary NFIS for the year ended September 30, 2025 and whether it has been adequately compiled based on the data provided by the sources of information.
- Obtaining a representation letter from the Directors and management.

Basis for the Qualified Conclusion

The attached supplementary NFIS does not disclose the information required by Law 11/2018, of December 28, concerning non-financial and diversity information, specifically regarding the average remuneration of directors and executives, disaggregated by gender.

Conclusion

Based on the procedures performed in our audit and the evidence we have obtained, except for the effect of the issue described in paragraph "Basis for qualified conclusion," nothing has come to our attention that causes us to believe that the contents of the consolidated supplementary NFIS of Siemens Gamesa Renewable Energy, S. A.U. and its subsidiaries for the year ended September 30, 2025, have not been prepared, in all material respects, in accordance with the requirements of the prevailing mercantile regulations and following the criteria of the GRI standards selected in accordance with the specifications for each subject in table "F. Index of contents of Spanish Law 11/2018" of the aforementioned consolidated supplementary NFIS. The content of consolidated the supplementary NFIS has been determined by Siemens Gamesa Renewable Energy, S.A.U. in accordance with the analysis carried out by comparison between the non-financial information required by Article 49.6 of the Commercial Code and that provided for in Articles 19. Bis1 and 29. Bis 1 of Directive 2014/95/EU. Siemens Gamesa Renewable Energy, S.A.U. has determined that this information will be included in the "Annual Report 2025" of the Siemens Energy Group based in Germany to which it belongs, so that the attached supplementary NFIS does not include all the content required by prevailing mercantile regulations.

Use and Distribution

This report has been prepared in response to the requirement established in prevailing mercantile legislation in Spain, and thus may not be suitable for other purposes and jurisdictions.

KPMG Auditores, S.L.

**Siemens Gamesa Renewable Energy S.A.U. and
subsidiaries composing the SIEMENS GAMESA Group**

Complementary Consolidated
Non-Financial
Statement 2025

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A. General Topics

A.1 Reporting framework

A.1.1 Perimeter

This Complementary Consolidated Non-Financial Statement (hereinafter, "CCNFS") presents the complementary non-financial information of Siemens Gamesa Renewable, S.A.U. (hereinafter, "SGRE", "Siemens Gamesa" or the "Company") and its subsidiaries (hereinafter, "Siemens Gamesa Group" or "the Group"). The list of the companies in the Siemens Gamesa Group is included in Section E of this report [[See Table 12 – List of companies in the Siemens Gamesa Group - 09/30/2025](#)].

Siemens Gamesa is wholly owned by Siemens Energy AG (a company of the Siemens Energy Group based in Germany).

A.1.2 Reporting Framework

The CCNFS has been prepared on a voluntary basis, taking into account the requirements of Spanish Law 11/2018, of 28 December, on Non-Financial Information and Diversity [[See the section F. Spanish Law 11/2018 Content Index](#)]. The CCNFS has been prepared solely to provide exemption to Spanish companies, as there are no consolidated financial statements for this group, since it is included in the consolidation scope of Siemens Energy AG.

The information contained in this statement has been prepared with reference to the selected Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter "GRI Standards"), an international reporting framework, as described in GRI 1: Fundamentals 2021. The Company has made use of the exemption provided for in Article 49.6 of the Commercial Code by including part of its non-financial information in the Annual Report of the Siemens Energy Group for the fiscal year 2025 (hereinafter, "FY25"). Therefore, Siemens Gamesa has prepared this CCNFS, which provides the additional information required by Law 11/2018, compared to that included in the Siemens Energy Group's Annual Report for FY25, which is available on the Siemens Energy website. The Group presents all the voluntary information in this Annex II - Complementary Consolidated Non-Financial Statement, of the Management Report.

This CCNFS is prepared by Siemens Gamesa and is subject to external independent review by KPMG. The Independent Assurance Report on the CCNFS report as of FY25, issued by KPMG, is attached to this document.

A.1.3 Reporting period

The information contained in this CCNFS reflects the state of affairs in the period between October 1, 2024 and September 30, 2025 (hereinafter, "the reporting period", "fiscal year 2025" or "FY25"). The information for the fiscal year 2024 (hereinafter, "FY24") included in this report is for comparative purposes only. Some of the social and tax FY24 figures have been adjusted due to changes in the consolidation scope.

A.1.4 Materiality analysis

The results of the double materiality analysis are covered in Siemens Energy Group's Sustainability Statement, which is publicly available and includes Siemens Gamesa in its scope [[See Siemens Energy Annual Report FY25](#)].

In addition to these material topics, Siemens Gamesa reports on supplementary aspects required by the Spanish Non-Financial Reporting Law [[See the section F. Spanish Law 11/2018 Content Index](#)].

A.2 Business Model

A.2.1 Brief description of the Group's business model and markets where the company operates

Our Wind Power business Siemens Gamesa, with presence in more than 80 countries across five continents, focuses on the development of wind turbines and comprehensive solutions for the engineering, design, production and sale of wind turbines, as well as offering technologically advanced services in the renewable energy sector. With a focus on onshore and offshore wind turbines for various wind conditions, SGRE plays a key role in the global transition to renewable energy. SGRE creates value through the execution of wind farm projects and long-term operations and maintenance contracts. Its value proposition includes high-efficiency turbine technology, digital performance tools, and predictive analytics that maximize energy output and minimize downtime. SGRE also offers lifecycle services such as logistics, grid integration, and remote diagnostics.

In the upstream value chain, SGRE sources a wide range of specialized components required for the design and manufacturing of onshore and offshore wind turbines. SGRE predominantly sources precision-engineered components to assemble nacelles, manufacture blades and install towers. These components are mainly manufactured with steel, iron, copper, aluminum, fibers and resins. Logistics partners facilitate the transport of oversized components to global project sites, often under complex regulatory and environmental conditions.

Downstream, SGRE's customer base includes primarily large utilities and independent power producers, as well as renewable energy developers and entities involved in the development of onshore and offshore wind projects. The Business Area also engages with stakeholders involved in permitting, grid connection, and lifecycle asset management.

A.2.2 Organizational objectives and strategies

Siemens Energy's business model is designed to support the global energy transition by contributing to a reliable, affordable and sustainable energy system. Our strategy is designed to enhance resilience, improve accessibility and energy efficiency, and transform energy infrastructure. To implement this strategy, we have defined five strategic levers that guide product development, investment decisions, and our relationships with customers and suppliers [\[See Siemens Energy Annual Report FY25\]](#).

One of these levers is directly linked to Siemens Gamesa: Accelerate renewable power. Wind power is an important component of the global energy transition and decarbonization agenda. Through our Wind Power business Siemens Gamesa, the focus is on stabilizing operations and enhancing the performance of our onshore and offshore wind turbine portfolio.

A.2.3 Key factors and trends that could affect the future outlook

The long-term prospects for wind demand continue to strengthen year after year. The twin challenges of ensuring secure and affordable energy supplies and meeting climate targets have propelled wind power development into a new phase of faster growth.

Total installed wind power capacity connected to power grids reached 1,136 GW globally in 2024. The Global Wind Energy Council (GWEC) expects that 981 GW of new wind capacity will be installed globally by 2030, of which 156 GW will be offshore. This equals more than 164 GW of new installations per year until 2030.

Onshore wind expected average annual installations are 138 GW, with a total of 827 GW likely to be built in 2024-2028. Europe and China will be the backbone of global onshore wind development, altogether representing more than 73% of total additional capacity to build during 2025-2030.

The global offshore wind market is expected to grow from 8 GW in 2024 to 34 GW in 2030, bringing its share of total new global installations from today's 7% to 18% by the end of the decade. In total, 156 GW of offshore wind is expected to be added worldwide in 2025-2030, with expected average annual installations of nearly 26 GW.

Due to the impressive growth of wind energy and the immense potential that lies ahead, the wind industry stands ready to triple its growth to meet the ambitious COP28 goal of tripling renewable energy capacity by 2030.

This outlook is based in the Global Wind Report 2025 published by GWEC on April 23, 2025. Therefore, it does not include any subsequent changes in connection with legal and regulatory matters.

B. Social and Human Resources related matters

B.1 Employment

B.1.1 Total number of employees and distribution by country, sex, age, and occupational classification

The figures by country, sex, age and occupational classification of Siemens Gamesa are as follows:

Table 1 - Employee breakdown by country

Country	09.30.2025	09.30.2024
Denmark	6,099	5,992
Spain	4,880	5,111
Germany	3,237	3,051
United Kingdom	2,743	2,794
India	2,027	2,338
Portugal	1,196	1,663
France	-	1,363
China	700	768
Taiwan	568	522
Brazil	543	592
Poland	474	380
Mexico	282	330
Netherlands	-	264
Turkey	219	228
Italy	160	157
Hungary	122	125
Japan	115	99
Chile	87	99
Australia	84	85
Others (*)	630	919
Group total	24,166	26,880

(*) Others include employees from 21 and 33 countries in 2025 and 2024, respectively.

Table 2 - Employee breakdown by sex, age and professional category

	09.30.2025	09.30.2024
By sex		
Male	19,281	21,469
Female	4,880	5,404
Prefer not to answer (*)	5	7
Group total	24,166	26,880
By age structure		
<35	6,897	8,628
35-44	9,035	10,025
45-54	5,941	5,995
55-60	1,447	1,441
>60	846	791
Group total	24,166	26,880
By professional category		
Executive (**)	195	241
Management	4,026	4,226
Non-management	19,945	22,413
Group total	24,166	26,880

(*) Prefer not to answer: Hereinafter, "PNTA".

(**) The professional category "Executive" includes senior management positions. This applies to all tables hereinafter in which reference to this category is made.

B.1.2 Total number of permanent, temporary and part-time contracts by sex, age and professional category

Permanent employment contracts are the norm in Siemens Gamesa. At the end of the fiscal year, 95% of the employees had permanent contracts (93% in FY24), so this percentage was stable year-on-year. Another 3% had fixed-term contracts (4% in FY24) and the remaining 2% were working part-time (3% in FY24).

Table 3 - Contract type by sex, professional category, and age structure

	09.30.2025				09.30.2024			
	Permanent	Temporary	Part-time	Total	Permanent	Temporary	Part-time	Total
By sex								
Male	18,578	522	181	19,281	20,285	746	438	21,469
Female	4,439	133	308	4,880	4,831	196	377	5,404
PNTA	5	-	-	5	7	-	-	7
Group total	23,022	655	489	24,166	25,123	942	815	26,880
By age structure								
<35	6,521	333	43	6,897	7,925	507	196	8,628
35-44	8,588	227	220	9,035	9,392	313	320	10,025
45-54	5,734	71	136	5,941	5,733	97	165	5,995
55-60	1,404	17	26	1,447	1,379	16	46	1,441
>60	775	7	64	846	694	9	88	791
Group total	23,022	655	489	24,166	25,123	942	815	26,880
By professional category								
Executive	191	1	3	195	236	1	4	241
Management	3,882	33	111	4,026	4,046	52	128	4,226
Non-management	18,949	621	375	19,945	20,841	889	683	22,413
Group total	23,022	655	489	24,166	25,123	942	815	26,880

B.1.3 Annual average no. of permanent, temporary and part-time contracts by sex, age and professional category

On average, 95% of contracts were permanent during FY25 (93% during FY24). This situation suggests that both parties wish to maintain a fully committed long-term employer/employee relationship. The average number of temporary contracts in FY25 stands at 3% (5% in FY24) while the remaining 2% includes part-time contracts (2% in FY24).

Table 4 - Annual average contracts by category level, contract type, sex and age structure

	FY25				FY24			
	Permanent	Temporary	Part-time	Total	Permanent	Temporary	Part-time	Total
By sex								
Male	19,151	600	209	19,960	20,209	951	321	21,481
Female	4,534	145	317	4,996	4,768	294	352	5,414
PNTA	7	-	-	7	7	2	-	9
Group total	23,692	745	526	24,963	24,984	1,247	673	26,904
By age structure								
<35	7,045	381	55	7,481	7,976	666	125	8,767
35-44	8,861	262	215	9,338	9,443	422	291	10,156
45-54	5,665	81	140	5,886	5,586	127	142	5,855
55-60	1,371	12	35	1,418	1,338	22	38	1,398
>60	750	9	81	840	641	10	77	728
Group total	23,692	745	526	24,963	24,984	1,247	673	26,904
By professional category								
Executive	206	1	4	211	236	1	3	240
Management	3,935	40	120	4,095	4,060	59	120	4,239
Non-management	19,551	704	402	20,657	20,688	1,187	550	22,425
Group total	23,692	745	526	24,963	24,984	1,247	673	26,904

B.1.4 Number of exits by sex, age and professional category

A total of 2,836 employees left the Group in FY25 (3,817 in FY24), 53% of them voluntarily and 47% not voluntarily in FY25 (55% and 45%, respectively, in FY24). Headcount only includes active employees (not dormant employees). Therefore, the headcount variation between periods may differ from a simple balance of hires and exits.

Table 5 - Employee exits

	FY25			FY24		
	Voluntary	Non-voluntary	Total	Voluntary	Non-voluntary	Total
By sex						
Male	1,249	1,067	2,316	1,738	1,487	3,225
Female	264	256	520	345	245	590
PNTA	-	-	-	-	2	2
Group total	1,513	1,323	2,836	2,083	1,734	3,817
By age structure						
<35	697	475	1,172	957	760	1,717
35-44	502	384	886	738	566	1,304
45-54	209	257	466	263	247	510
55-60	45	128	173	62	121	183
>60	60	79	139	63	40	103
Group total	1,513	1,323	2,836	2,083	1,734	3,817
By professional category						
Executive	16	15	31	21	7	28
Management	191	83	274	284	112	396
Non-management	1,306	1,225	2,531	1,778	1,615	3,393
Group total	1,513	1,323	2,836	2,083	1,734	3,817

The number of hires in the reporting period amounted to 2,057 employees (4,140 employees in FY24). The bulk of hires in FY25 and FY24 were men (84% and 84%, respectively).

B.1.5 Average remuneration by sex, age and professional category

The Siemens Energy Group is committed to the application of equal pay principle through pay transparency and improved enforcement mechanisms. It conducts regular pay equity reviews on the gender pay gap. Promotions are based on merit, and particular attention is given to ensuring that the salaries of women and under-represented groups are commensurate with their responsibilities, qualifications, and levels of performance and that these salaries are equitably comparable to the salaries of other similarly qualified employees with comparable positions in their organizational units.

At the end of the reporting period, the average remuneration amounted to EUR 59,159/year (EUR 53,933/year in 2024).

Table 6 - Average remuneration by sex, age groups and professional category

	FY25			FY24		
	Average TTC (*) (euro) Female	Average TTC (*) (euro) Male	Average TTC (*) (euro)	Average TTC (*) (euro) Female	Average TTC (*) (euro) Male	Average TTC (*) (euro)
By age structure						
<35	49,011	42,685	43,898	43,761	35,744	37,326
35-44	64,920	56,744	58,395	61,521	52,781	54,612
45- 54	70,312	70,533	70,444	65,391	68,074	67,444
55-60	72,667	77,551	76,679	69,753	78,530	76,681
> 60	82,121	83,250	83,052	72,638	92,036	88,864
Group total	62,942	58,202	59,159	57,831	52,905	53,933
By professional category						
Executive	241,764	239,842	240,196	225,110	237,787	235,514
Management	97,288	104,053	102,440	94,767	100,120	98,893
Professional (**)	55,543	51,371	52,428	50,892	45,729	47,031
Operational (**)	40,457	41,699	41,567	27,285	28,092	27,986
Other (**)	n/a	n/a	n/a	60,956	53,946	55,160
Group total	62,942	58,202	59,159	57,831	52,905	53,933

Notes on average remuneration table: headcount as of September 30, 2025 (end of fiscal year). For the calculation of average remunerations, a small portion of the personnel are excluded due to missing data. The universe used for the calculations amounts to 24,160 employees (25,007 employees in FY24).

(*) TTC = Total Target Cash.

(**) Under "Non-management" category.

B.1.6 Gender pay gap, the remuneration of equal or average jobs in society

At group level, there are no significant pay differences between men and women, as we use a gender-neutral pay approach and regularly monitor. Any large differences are influenced by the different distribution of men and women in the professional categories. We are committed to fair pay and improving gender balance, which will help further reduce the gender pay gap.

Table 7 – Gender pay gap by professional category

	FY25	FY24
Executive	(0.8)%	5.3%
Management	6.5%	5.3%
Professional	(8.1)%	(11.3)%
Operational	3.0%	2.9%
Other	n/a	(13.0)%
Group Total	(8.1)%	(9.3)%

Notes: Gender Pay Gap is calculated as the difference between average gross TTC earnings of male and female employees as a percentage of average gross TTC earnings of male employees. A positive percentage figure reveals that women have lower pay than men. A negative percentage figure reveals that women have higher pay than men.

B.1.7 Implementation of policies to allow employees to disconnect from work

The new way of working at the Siemens Gamesa Group – Smart Working – allows employees to work at home or in a satellite location for an average of two days a week when both the employee and the job are suited to such an arrangement.

While there are benefits to be gained from this flexible approach to work, there is a risk of blurring the boundaries between work time and private time. Therefore, the Group encourages workers to disconnect following the Siemens Gamesa Group Right to Disconnect Global Guidelines. The right to disconnect refers to the right of employees to disconnect from their work and feel that they do not have to answer any work-related emails, calls or messages outside normal working hours. These guidelines set out some best practices in four areas, namely: effective email management, disconnecting intentionally and regularly, being inclusive, and being respectful of other people's time.

B.1.8 Number of employees with disabilities

In many jurisdictions, the data protection regulations classify information about employees' physical or mental conditions as sensitive personal data and, consequently, employees are not obliged to report their condition to the employer. As a result, Siemens Gamesa Group cannot capture this data on a global basis. Only voluntary disclosure of this sensitive information can help us to complete the picture of our employees with disabilities. As of September 30, 2025, 155 employees with disabilities have been registered in Siemens Gamesa Group (163 employees as of September 30, 2024), only for the applicable jurisdictions.

B.2 Work organization

B.2.1 Number of hours of absenteeism

Absenteeism figures reflect only the number of days lost due to accidents; the figure for FY25 was 3,736 days lost (5,559 days lost in FY24) [See Note B.3.1 Number of work accidents and occupational diseases by sex; frequency and severity rate by sex]. Those days lost are equivalent to 29,888 working hours (44,472 working hours in FY24). The Siemens Gamesa Group strives to bring the number of occupational injuries down to zero and is committed to working with all relevant stakeholders to create a safe and healthy working environment for employees and contractors.

B.3 Health & Safety

B.3.1 Number of work accidents and occupational diseases by sex; frequency and severity rate by sex

The company acts proactively to analyze the causes of accidents and has management indicators that track progress in this connection.

Table 8 - Key safety statistics for employees and contractors

	FY25				FY24			
	Male	Female	PNTA	Total	Male	Female	PNTA	Total
Recordable injuries (TRI)	188	15	22	225	265	19	24	308
Fatalities (FAT)	-	-	-	-	1	-	-	1
Lost-time cases (LTc)	109	8	8	125	150	16	10	176
Medical treatments (MTc)	49	4	10	63	84	2	13	99
Restricted work (RWc)	30	3	4	37	30	1	1	32
Occupational illness cases (OI)	23	8	-	31	2	1	1	4
Lost workdays due to accidents	3,148	320	422	3,890	4,769	569	221	5,559
Working hours (million)	65.5	16.6	-	82.1	67.2	16.9	-	84.1
Employees working hours (x10 ⁶) ⁽¹⁾	47.2	11.9	-	59.1	47.5	12.0	-	59.5
Contractor working hours (x10 ⁶) ⁽¹⁾	18.4	4.7	-	23.1	19.6	5.0	-	24.6
Lost time Incident rate (LTIR) ⁽¹⁾⁽²⁾	1.76	0.60	-	1.52	2.35	1.07	-	2.09
Total recordable injury rate (TRIR) ⁽¹⁾⁽²⁾	3.13	1.20	-	2.74	4.23	1.42	-	3.66
Occupational illness rate (OIR) ⁽¹⁾⁽²⁾	0.351	0.482	-	0.38	0.045	0.059	-	0.048
Severity rate ⁽¹⁾⁽³⁾	0.053	0.024	-	0.047	0.074	0.036	-	0.066

(1) Gender based ratio is estimated based on the gender distribution of the Siemens Gamesa Group at the end of fiscal year. PNTA allocated according to the proportion of men and women out of the total; Since the presence of PNTA is minimal (0.02%), it does not influence the results and therefore, no value is shown for this group in these indicators; (2) All rates per million hours worked; (3) Severity rate calculated as (Lost workdays * 1,000 / Total working hours).

The Group is also committed to promoting health and safety throughout the value chain and does so in partnership with suppliers, customers, contractors, and national and international associations.

B.4 Training

B.4.1 Number of hours of training by professional category

The Group logged 597,682 training hours in FY25 (769,400 hours in FY24).

Table 9 - Employee training hours by professional category

(hours)	FY25	FY24
Employee – Executive	1,403	554
Employee - Management	34,589	39,373
Employee - Non-management	334,262	454,449
Employee – Others (*)	30,430	30,071
Externals (*)	183,430	232,079
On behalf of (*)	13,568	12,874
Group total	597,682	769,400

(*) Employee - Others: Employees of the SGRE Group that cannot be classified by professional category; Externals: External employees; On behalf of: Suppliers, partners and third parties.

C. Disclosures on the fight against corruption and bribery

C.1 Corruption and bribery

C.1.1 Contributions to non-profit organizations

All contributions of social content, donations and fund allocations are screened for potential compliance risks. In FY25, Siemens Gamesa Group's total donations and charitable contributions amounted to EUR 0.1 million (EUR 0.67 million in FY24), made in different countries.

In FY25 and FY24, no social commitment investments (i.e., community investments through agreements and partnerships) have been made by the Siemens Gamesa Group, as due to the integration to Siemens Energy these investments are made at a Siemens Energy Group level.

D. Information about society

D.1 Commitment to sustainable development

D.1.1 Partnerships and sponsorship actions

The Siemens Gamesa Group actively engages with a wide range of industry associations and professional organizations across multiple countries, reinforcing its commitment to collaboration, innovation, and sustainability in the renewable energy sector. Among them, the *Asociación Empresarial Eólica* (Spain), Energy Institute (UK), *Dansk Institute* and Green Power Denmark (Denmark) stand out. These memberships help align the Group with sectoral best practices, regulatory developments, and collaborative initiatives in key markets. In parallel, Siemens Gamesa undertakes sponsorship and development initiatives globally, reflecting its dedication to industry collaboration, supplier development, corporate social responsibility, and innovation support.

While the related membership and sponsorship fees do not represent significant amounts in the context of the Group's overall investments, they play a strategic role in fostering industry alignment and promoting the transition to clean energy.

D.2 Tax information

D.2.1 Profits obtained per country

As part of the Siemens Energy Group, Siemens Gamesa Group is aligned and follows the Tax Code of Conduct of the Siemens Energy Group, as well as the internal regulations governing the tax affairs within the Siemens Energy Group. This alignment ensures that the tax guiding principles are firmly embedded in the organization.

The tax guiding principles for the Siemens Energy Group are:

- a) As a contemporary tax department, we act according to our core values in all tax affairs. Our core values are being caring, agile, respectful and accountable;
- b) We fully comply with all tax laws and regulations. Our business decisions are driven by genuine economic considerations, and we aim to align tax consequences with appropriate business substance;
- c) We report and disclose our tax positions in accordance with applicable regulations and requirements;

- d) We monitor domestic and international tax law developments to fully understand changing tax laws, both anti-avoidance initiatives and environmental taxes;
- e) We adopt a professional and transparent approach with Tax Authorities.

Furthermore, with the aim of reinforcing the commitment to tax transparency, Siemens Gamesa submits an “Annual Tax Transparency Report for companies adhering to the Good Tax Practices Code” to the Spanish Tax Agency.

The potential presence of Siemens Gamesa in countries designated as “non-cooperative jurisdictions for tax purposes” would be, if such is the case, solely and exclusively due to ordinary business activities. In any case, in FY25 and FY24, in accordance with the list of countries and territories that have the status of “non-cooperative jurisdictions for tax purposes” under the Spanish regulations, which came into force in February 2023, Siemens Gamesa is not present in any country or territory that is considered a non-cooperative jurisdiction.

Table 10 - Breakdown by country of profit (loss) and taxes paid (million euro)

Country (**)	P/L bT (*)	FY25		FY24	
		Tax	P/L bT (*)	Tax	P/L bT (*)
EMEA (Spain, Denmark, Germany, UK)	(1,190)	(50)	(1,634)	(31)	(31)
<i>thereof, Spain</i>	<i>(493)</i>	<i>1.2</i>	<i>(500)</i>	<i>(35)</i>	<i>(35)</i>
Americas (Brazil, Mexico)	(6)	(4)	(251)	(1)	(1)
Asia, Australia (Australia, China, India, Japan, Taiwan)	(258)	(32)	(6)	(35)	(35)
Group total	(1,454)	(86)	(1,891)	(67)	(67)

(*) Note: Profit/(loss) before tax.

(**) The main countries in each region are highlighted.

D.2.2 Taxes paid on profits

In compliance with the provisions of the Code of Good Tax Practices of the Spanish Tax Agency and of the Proposal for reinforcing good fiscal transparency practices among companies adhering to that Code, the Siemens Gamesa Group voluntarily submitted the “Annual Tax Transparency Report” for FY24 (October 1, 2023 – September 30, 2024). In that report, the Group discloses that the Siemens Gamesa Group is certified by AENOR in accordance with the UNE 19602 Spanish standard on tax compliance.

AENOR certified the Siemens Gamesa’s Group tax management system, policies and risk management framework in accordance with the requirements of the UNE 19602 standard. That standard is intended to help organizations implement policies and procedures that minimize the risk of tax non-compliance. In the event of a disagreement, it also serves as proof to the Spanish Tax Agency and the courts of the absence of intention to defraud. We were the first company in the renewable energy sector to obtain this certificate. The standard is an ideal mechanism for companies to comply with the tax management obligations contained in the tax regulations and the Code of Good Tax Practices.

From an ESG perspective, there is growing concern among certain stakeholders (customers, employees, suppliers, communities and shareholders) about tax contributions. This certification is important to prove to these stakeholders that the Siemens Gamesa Group continues to fulfill its tax obligations properly.

Additionally, the company met with Spanish Tax Agency representatives on November 21, 2024, to analyze the content of the “Annual Tax Transparency report” related to FY23.

D.2.3 Public subsidies received

Siemens Gamesa Group was granted public aid for its R&D activity totaling EUR 43.2 million in FY25 (EUR 39.9 million in FY24). The company’s main R&D funding bodies in FY25 included: European Commission and Danish Energy Agency (Denmark). Siemens Gamesa Group also received public aid for its industrial activity in FY25 totaling EUR 202.7 million (EUR 27.2 million in FY24) from European Commission, EIFO (Denmark) and DGFIP & ADEME (France).

Table 11 - Public financial subsidies granted by origin of funds

(EUR million)			FY25			FY24			
	Grants	Loans	Total	Grants	Loans	Total	Grants	Loans	Total
European Commission	110.92	-	110.92	30.62	-	30.62	-	-	30.62
Spain	0.09	-	0.09	6.11	-	6.11	-	-	6.11
Germany	-	-	-	28.15	-	28.15	-	-	28.15
Denmark	75.15	-	75.15	1.21	-	1.21	-	-	1.21
Rest of countries	59.79	-	59.79	1	-	1	-	-	1
Group total	245.95	-	245.95	67.09	-	67.09	-	-	67.09

E. List of companies in the Siemens Gamesa Group

Table 12 – List of companies in the Siemens Gamesa Group - 09/30/2025

#	Company	Location	Ownership	#	Company	Location	Ownership
1	Gamesa Wind GmbH *	Germany	100%	53	Siemens Gesa Renewable Energy, S.A. de C.V.	Mexico	100%
2	Siemens Gamesa Renewable Energy Pty Ltd	Australia	100%	54	Sistemas Energéticos Balazote, S.A.U.	Spain	100%
3	Siemens Gamesa Renewable Energy d.o.o.	Croatia	100%	55	Siemens Gamesa Megújuló Energia Hungary Kft	Hungary	100%
4	Siemens Gamesa Renewable Energy Deutschland GmbH *	Germany	100%	56	Siemens Gamesa Renewable Energy Djibouti SARL	Djibouti	100%
5	Siemens Gamesa Renewable Energy Eolica, S.L.U.	Spain	100%	57	SGRE Real Estate GmbH & Co. KG *	Germany	100%
6	Siemens Gamesa Renewable Energy (Shanghai) Co., Ltd.	China	100%	58	Sistemas Energéticos Venus, S.L.U.	Spain	100%
7	Siemens Gamesa Renewable Energy Limited	Thailand	100%	59	NIAT for Wind Energy	Egypt	100%
8	Sistemas Energéticos de Tarifa, S.L.U.	Spain	100%	60	Siemens Gamesa Renewable Energy Limited Liability Company	Latvia	100%
9	Sistemas Energéticos La Cámara, S.L.U.	Spain	100%	61	Siemens Gamesa Renewable Power Private Limited	India	100%
10	Siemens Gamesa Renewable Energy Offshore Wind Limited	Taiwan, Province of China	100%	62	Siemens Gamesa Renewable Energy, S.A.S	Dominican Republic	100%
11	Siemens Gamesa Renewable Energy Sp. z o.o.	Poland	100%	63	Gesacisa Desarrolladora, S.A. de C.V.	Mexico	100%
12	Estructuras Metalicas Singulares, S.A.U.	Spain	100%	64	Sistemas Energéticos Arinaga, S.A.U.	Spain	100%
13	Siemens Gamesa Renewable Energy (pty) Ltd	South Africa	70%	65	Sistemas Energéticos Boyal, S.L.U.	Spain	100%
14	Siemens Gamesa Renewable Energy Limited	Korea, Republic of	100%	66	Siemens Gamesa Renewable Energy Wind S.R.L.	Italy	100%
15	Siemens Gamesa Renewable Enerji Anonim Sirketi	Türkiye	100%	67	Siemens Gamesa Energia Renovável Ltda.	Brazil	100%
16	Siemens Gamesa Renewable Energy, Inc.	Philippines	100%	68	Siemens Gamesa Renewable Energy Projects Private Limited	India	100%
17	Siemens Gamesa Renewable Energy NV	Belgium	100%	69	Siemens Gamesa Renewable Energy, Sociedad Anónima	Nicaragua	100%
18	Gamesa Gearbox, S.A.U.	Spain	100%	70	Siemens Gesa Renewable Energy México, S. de R.L. de C.V.	Mexico	100%
19	Siemens Gamesa Renewable Energy S.A.S.	Colombia	100%	71	Siemens Gamesa Renewable Energy Ltd	Israel	100%
20	Siemens Gamesa Renewable Energy S.A.C.	Peru	100%	72	RSR Power Private Limited	India	100%
21	Siemens Gamesa Renewable Energy Installation & Maintenance Compañía Limitada	Guatemala	100%	73	Rajgarh Windpark Private Limited	India	100%
22	Sistemas Energéticos La Plana, S.A.	Spain	90%	74	Gesan I S.A.P.I de C.V.	Mexico	100%
23	Siemens Gamesa Renewable Energy Limited	United Kingdom	100%	75	Jamkhandi Renewable Private Limited	India	100%
24	Gerr Grupo Energético XXI, S.A.U.	Spain	100%	76	Siemens Gamesa Renewable Energy Morocco SARL	Morocco	99%
25	Siemens Gamesa Renewable Energy Kft.	Hungary	100%	77	Siemens Gamesa Renewable Energy Sweden Ab	Sweden	100%
26	Sistemas Energéticos Monte Genaro, S.L.	Spain	60%	78	Siemens Gamesa Renewable Energy Blades, S.A.	Portugal	100%
27	Siemens Gamesa Renewable Energy Europa, S.L.U.	Spain	100%	79	Siemens Gamesa Renewable Energy Limited	Kenya	100%
28	Siemens Gamesa Renewable Energy LLC	Ukraine	100%	80	Siemens Gamesa Renewable Energy (Thailand) Co., Ltd.	Thailand	100%
29	Gesa Oax I Sociedad Anonima de Capital Variable	Mexico	100%	81	Siemens Gamesa Renewable Energy Latam, S.L.U.	Spain	100%
30	Gesa Oax III Sociedad Anonima de Capital Variable	Mexico	100%	82	Gamesa Wind South Africa (Proprietary) Limited	South Africa	100%
31	Siemens Gamesa Energy Tajdidpazir SSK	Iran, Islamic Republic of	100%	83	Siemens Gamesa Renewable Energy Apac, S.L.U.	Spain	100%
32	Sistemas Energéticos Cuerda Gitana, S.A.U.	Spain	100%	84	Siemens Gamesa Renewable Energy Technology (China) Co., Ltd.	China	100%
33	Gesa Oax II Sociedad de Responsabilidad Limitada de Capital Variable	Mexico	100%	85	Central Eólica de México S.A. de C.V.	Mexico	100%
34	Siemens Gamesa Renewable Energy SARL	Morocco	100%	86	Siemens Gamesa Renewable Energy, S.A.	Portugal	100%
35	Sistemas Energéticos Sierra de Las Estancias, S.A.U.	Spain	100%	87	Siemens Gamesa Renewable Energy (Beijing) Co., Ltd.	China	100%
36	Siemens Gamesa Renewable Energy LLC	Viet Nam	100%	88	Siemens Gamesa Renewable Energy Sarl	New Caledonia	100%
37	Sistemas Energéticos Cuntis, S.A.U.	Spain	100%	89	Gamesa Electric, S.A.U.	Spain	100%
38	Sistemas Energéticos Argañoso, S.L.U.	Spain	100%	90	Siemens Gamesa Renewable Energy, Ltd	Mauritius	100%
39	Siemens Gamesa Renewable Energy A/S	Denmark	100%	91	Gamesa Blade (Tianjin) Co., Ltd.	China	100%
40	International Wind Farm Developments IX, S.L.U.	Spain	100%	92	Siemens Gamesa Renewable Energy Lanka (Private) Limited	Sri Lanka	100%
41	Siemens Gamesa Renewable Energy Innovation & Technology, S.L.U.	Spain	100%	93	Siemens Gamesa Renewable Energy Chile SpA	Chile	100%
42	Siemens Gamesa Renewable Energy, S.R.L.	Costa Rica	100%	94	Jilin Gamesa Wind Co., Ltd.	China	100%
43	Siemens Gamesa Renewable Energy MAE	Greece	100%	95	Inner Mongolia Gamesa Wind Co., Ltd.	China	100%
44	Siemens Gamesa Renewable Energy, S.A.	Honduras	100%	96	Siemens Gamesa Renewable Energy S.R.L.	Uruguay	100%
45	Sistemas Energéticos Mansilla, S.L.	Spain	78%	97	Siemens Gamesa Renewable Energy Greece E.P.E.	Greece	100%
46	Adwen Offshore, S.L.U.	Spain	100%	98	Siemens Gamesa Renewable Energy, SARL	Mauritania	100%
47	Parque Eólico Dos Picos, S.L.U.	Spain	100%	99	Siemens Gamesa Renewable Energy K.K.	Japan	100%
48	Siemens Gamesa Renewable Energy Egypt LLC	Egypt	100%	100	Santalpur Renewable Power Private Limited	India	99%
49	Siemens Gamesa Renewable Energy 9REN, S.L.	Spain	100%	101	PT Siemens Gamesa Renewable Energy	Indonesia	100%
50	Sistemas Energéticos Cabezo Negro, S.A.U.	Spain	100%	102	Siemens Gamesa Renewable Energy Blades, SARL AU	Morocco	100%
51	Siemens Gamesa Renewable Energy Invest, S.A.U.	Spain	100%	103	Energia Eólica de Mexico S.A. de C.V.	Mexico	50%
52	International Wind Farm Developments II, S.L.U.	Spain	100%	104	Sistemas Electric Espluga, S.A.	Spain	50%

* Exemption pursuant to Section 264 (3) German Commercial Law

F. Spanish Law 11/2018 Content Index

Index of contents required by Spanish Law 11/2018, of December 28, which modifies the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing, regarding non-financial information and diversity.

Note: Page references in the last column refer to the German Annual Report (binding version) and may differ from the English version.

Section	Reporting Criteria applied	Page in the Report	Page in the Siemens Energy Group's Annual Report 2025
General topics			
Reporting framework			
Reporting framework	GRI 1; GRI 3-1	1	
Business Model			
Brief description of the Group's business model and markets where the company operates	GRI 2-1; GRI 2-6	2	
Organizational objectives and strategies	GRI 2-22	2	
Key factors and trends that could affect the future outlook	GRI 2-22	2	
Management approach			
Description of applied policies and their results	GRI 3-3; GRI 2-23; GRI 2-24		72-73; 84-85; 115-118; 132-133; 137-138
Risks related to the aspects linked to the Group's activities	GRI 3-3		57-61; 69-70; 83-84; 114-115; 130-131; 137
Environmental matters			
Environmental management			
Current and foreseeable impact of the Company's activities on the environment	GRI 3-3		69-70; 83-84
Environmental assessment and certification procedures	GRI 3-3		69-70; 83-84
Resources devoted to environmental risk prevention	GRI 3-3		75-77
Implementation of the precautionary principle	GRI 2-23		72-73; 84-85
Amount of provisions and warranties for environmental risks	GRI 3-3		189
Pollution			
Measures to prevent, reduce or remedy carbon emissions			Non-material
Measures to prevent, reduce or remedy noise and light pollution			Non-material
Circular economy and waste prevention and management			
Measures related to prevention, recycling, reuse and other forms of waste recovery and disposal	GRI 306-1; GRI 306-2; GRI 306-3; GRI 306-4; GRI 306-5		85-86
Measures to avoid food waste			Non-material
Sustainable use of resources			
Water consumption and water supply in accordance with local limitations			Non-material
Consumption of raw materials and measures to improve efficiency in use	GRI 301-1; GRI 301-2; GRI 301-3		86-87
Consumption, direct and indirect, of energy; measures taken to improve energy efficiency and the use of renewable energies	GRI 3-3; GRI 201-2; GRI 302-1; GRI 302-3		78; 86
Use of renewable energies	GRI 302-1		78

Section	Reporting Criteria applied	Page in the Report	Page in the Siemens Energy Group's Annual Report 2025
Climate change			
Important elements of greenhouse gas emissions generated as a result of the activities of the Company	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4		79-82
Measures to adapt to climate change	GRI 3-3; GRI 201-2		75-77
Voluntary medium- and long-term targets set to reduce greenhouse gas emissions and the measures implemented to that end	GRI 3-3; GRI 305-5		74-75
Protection of biodiversity			
Measures to preserve or restore biodiversity			Non-material
Impacts caused by activities or operations in protected areas			Non-material
Social and Human Resources related matters			
Employment			
Total number of employees and distribution by country, sex, age and occupational classification	GRI 3-3; GRI 2-7; GRI 405-1	3	
Total number of work contracts, and breakdown by type	GRI 2-7	4	
Annual average no. of permanent, temporary and part-time contracts by sex, age and professional category	GRI 2-7; GRI 405-1	4	
Number of exits by sex, age and professional category	GRI 401-1	5	
Average remuneration by sex, age and professional category	GRI 405-2	5	
Gender pay gap, the remuneration of equal or average jobs in society	GRI 3-3; GRI 405-2	6	
Average remuneration of directors and top management by sex	GRI 405-2	Omission	
Implementation of policies to allow employees to disconnect from work	GRI 3-3	6	
Number of employees with disabilities	GRI 405-1	6	
Work organization			
Working hours organization			Non-material
Number of hours of absenteeism	GRI 403-2	8	
Measures to promote work-life balance and co-parenting responsibilities			Non-material
Health & Safety			
Health & safety conditions in the workplace	GRI 3-3; GRI 403-1 to GRI 403-8		116-117
Number of work accidents and occupational diseases by sex; frequency and severity rate by sex	GRI 403-9	7	
Labor relations			
Social dialogue organization	GRI 3-3; GRI 2-29; GRI 402-1; GRI 403-1		123
Percentage of employees covered by collective agreements, by country	GRI 2-30		123
Results of collective agreements, especially in the field of health and safety	GRI 3-3		119-120
Mechanisms and procedures available to the company to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	GRI 3-3; GRI 2-29; GRI 402-1; GRI 403-1		120
Training			
Training policies implemented	GRI 3-3; GRI 404-2; GRI 403-5; GRI 404-3; GRI 412-2		118; 129
Number of hours of training by professional category	GRI 404-1	7	
Accessibility			
Universal accessibility for people with disabilities			Non-material

Section	Reporting Criteria applied	Page in the Report	Page in the Siemens Energy Group's Annual Report 2025
Equality			
Measures taken to promote equal treatment and equal opportunities for women and men	GRI 3-3		118; 126-128
Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	GRI 3-3; GRI 2-23		118; 126-128
Integration and universal accessibility for people with disabilities			Non-material
Policy against all types of discrimination and, where appropriate, management of diversity	GRI 3-3; GRI 2-23		118
Information on respect for Human Rights			
Human Rights			
Application of due diligence procedures in the field of human rights, preventing the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses	GRI 2-23; GRI 2-26; GRI 410-1; GRI 412-1; GRI 412-2; GRI 412-3		60-61
Complaints about human rights violations	GRI 2-24; GRI 2-25; GRI 2-27		130
Promotion and enforcement of the provisions of fundamental ILO Conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labor and the effective abolition of child labor	GRI 3-3; GRI 407-1; GRI 408-1; GRI 409-1		138
Disclosures on the fight against corruption and bribery			
Corruption and bribery			
Measures taken to prevent corruption and bribery	GRI 3-3; GRI 2-23; GRI 2-26; GRI 205-1; GRI 205-2; GRI 205-3		140
Measures to combat money laundering	GRI 3-3; GRI 2-23; GRI 2-26; GRI 205-1; GRI 205-2; GRI 205-3		140
Contributions to non-for-profit organizations	GRI 2-28	8	
Information about society			
Commitment to sustainable development			
Impact of the Company's activity on employment and local development			Non-material
Impact of the Company's activity on local populations and territories			Non-material
Company's relations with local communities' agents and dialogue channels			Non-material
Partnerships and sponsorship actions	GRI 3-3; GRI 201-1	8	
Sustainable supply chain			
Inclusion of social, gender equality and environmental matters in the Company's purchasing policy	GRI 3-3		132
Consideration of social and environmental responsibility in relations with suppliers and subcontractors	GRI 2-6; GRI 308-1; GRI 414-2		132
Monitoring and supervision systems and related results	GRI 3-3; GRI 2-6; GRI 2-24; GRI 308-1		135-136
Consumer relations			
Measures to protect consumers' health and safety			Non-material
Claims systems			Non-material
Complaints received and its resolution			Non-material
Tax information			
Profits obtained per country	GRI 201-1; 203-1; GRI 207-1; GRI 207-2; GRI 207-3; GRI 207-4	8	
Taxes paid on profits	GRI 201-1; GRI 203-1; GRI 207-1; GRI 207-2; GRI 207-3; GRI 207-4	9	
Public subsidies received	GRI 201-4; GRI 207-1; GRI 207-2; GRI 207-4	9	