

# TOGETHER, WE CAPTURE THE WIND TO POWER A SUSTAINABLE WORLD

## SUSTAINABILITY REPORT 2022

United Nations Global Compact Principles  
Global Reporting Initiative Standards  
Danish Financial Statements Act (DFSA)  
section 99a, 99b and 99d.



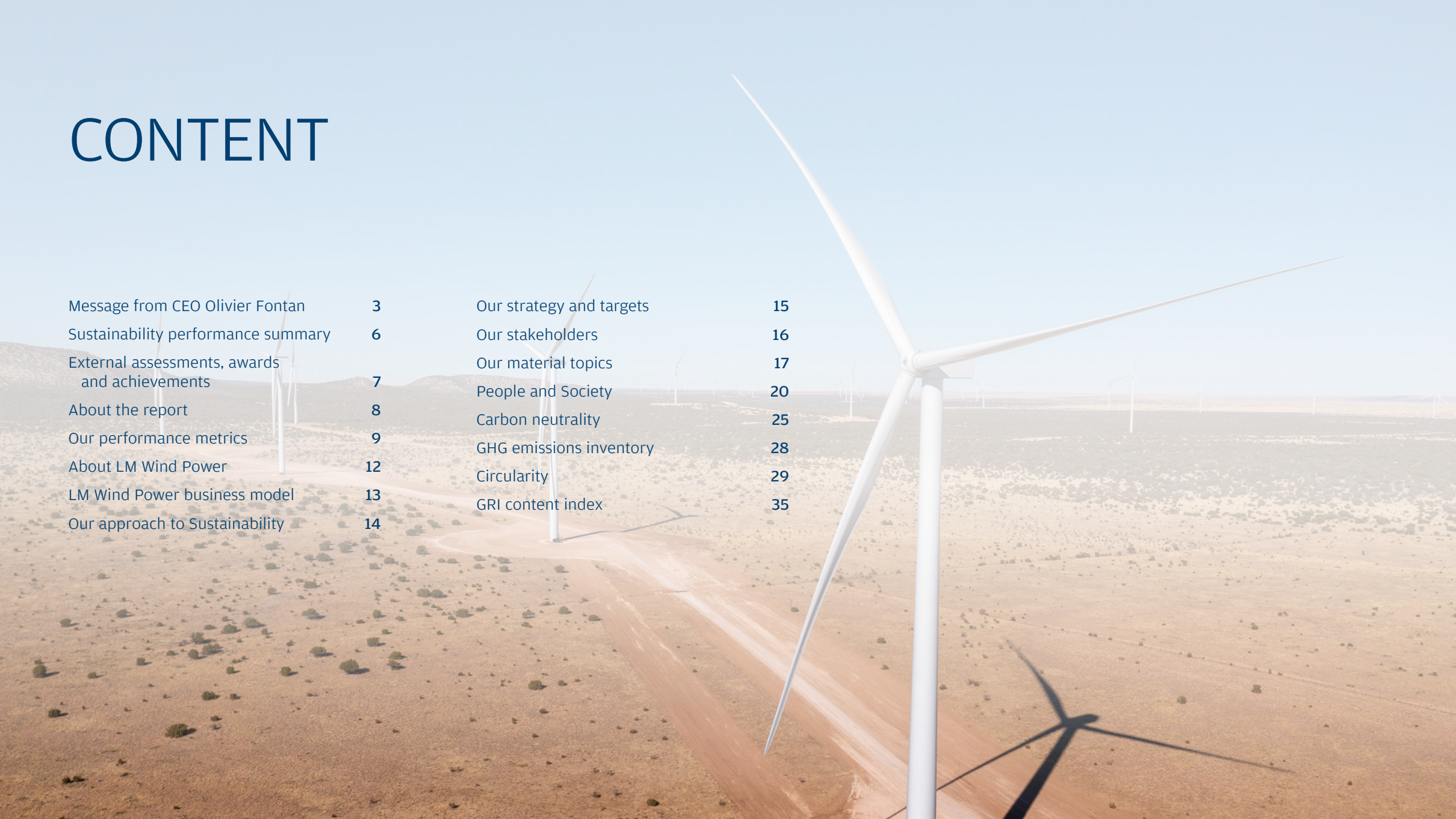
This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

**LM** WIND  
POWER

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# MESSAGE FROM OUR CEO

Wind energy is one of the cornerstones of the renewable energy industry, providing a reliable, sustainable, and cost-effective source of electricity generation, and is a significant contributor in combatting climate change. As the need to achieve net-zero carbon emissions globally grows more urgent, and energy security is on top of the agenda, we are committed to work together with our customers and partners to ensure that the energy transition can be made as efficiently as possible.

## **Sustainability powering our strategy**

Our business has always been driven by a clear purpose and vision – together, we capture the wind to power a more sustainable world.

People and technology are at the core of our business. Our diverse teams, comprising over 11,000 people from across 50 nationalities, are working tirelessly to decarbonize the world and shape a cleaner future for the next generation.

Safety is our top priority, and we are committed to ensure they return home safe each day. Our focused efforts in 2022, resulted in reduction of illness and injury rate by 30% and days away from work rate by 28%.


We have been at the forefront of technological innovations for over 4 decades, improving the competitiveness of wind energy in the market. We are actively driving circularity and [blade recycling](#) through projects like [DecomBlades](#), [ZEBRA](#) and [Blades2Build](#). The first recyclable ZEBRA blade manufactured in 2022 successfully completed static tests (extreme load validation) and will now undergo fatigue testing (lifetime validation) in 2023.

Following our Zero Waste Blades pledge in 2021, we reduced our manufacturing waste by 27% last year. In addition, we are working with our stakeholders to reduce direct material consumption and reuse our packaging, incorporate more recycled materials into our manufacturing processes. In 2022, we were able to recycle over 43% of our waste from our plants, unlocking its value and protecting our resources.

We continue to keep our operations carbon neutral and draw upon 100% renewable electricity to power our plants worldwide. A comprehensive energy efficiency program is helping us curtail power consumption, thus reducing our own carbon footprint and achieve cost savings.

**Olivier Fontan**  
Chief Executive Officer





“ We create a positive impact on the planet, people, and society through our sustainability efforts, which is a key differentiator and a competitive advantage toward our business priorities. This commitment now goes even deeper, as we aim for a bigger reach, both in capturing more energy from the wind with longer, more efficient blades and through our sustainability strategy to have a bigger impact on the communities we live and operate in.”

- CEO Olivier Fontan

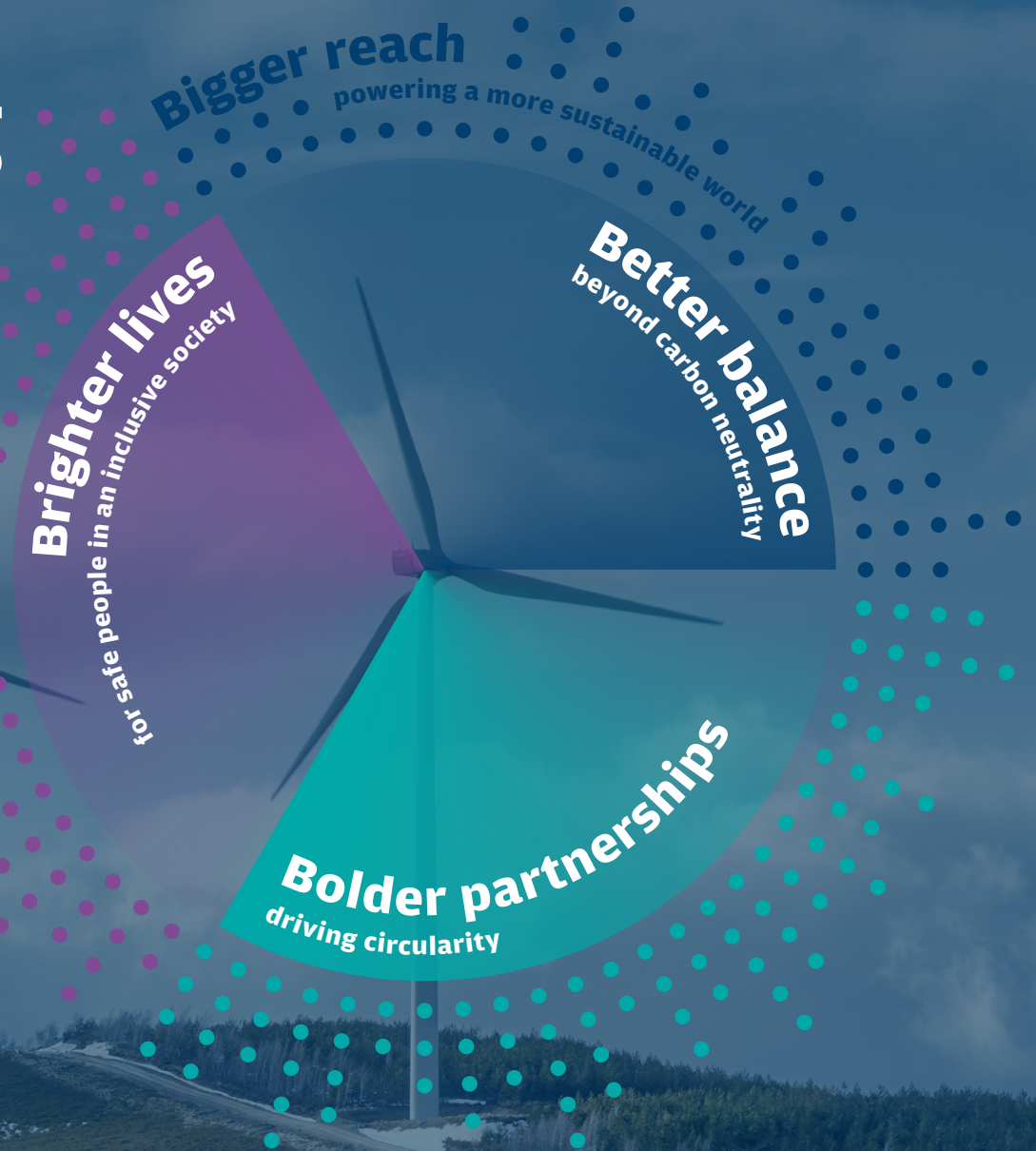
### Getting ready for next era of growth

The positive long-term growth opportunities to establish wind as one of the most reliable energy sources globally is very promising and to accelerate this growth, we are working on innovations with a firm focus on making wind cost effective and reliable. We continue to increase research spending and launch new blade designs. In addition, we are constantly reviewing our processes, using lean principles to transform the way we manufacture blades and further reduce the environmental effect of our operations.

We create a positive impact on the planet, people, and society through our sustainability efforts, which is a key differentiator and a competitive advantage toward our business priorities. This commitment now goes even deeper, as we aim for a bigger reach, both in capturing more energy from the wind with longer, more efficient blades and through our sustainability strategy to have a bigger impact on the communities we live and operate in.

To unlock the true value of wind, we are raising the bar across three dimensions of sustainability: [People and Society](#), [Carbon Neutrality](#), [Circularity](#). We aim to reduce our carbon emissions even further by going beyond what is expected to create better balance, engage in bolder partnerships driving circularity and empower people for building a safe and inclusive culture.

**Bigger reach by doing  
better, being bolder  
and empowering  
brighter lives**



# SUSTAINABILITY PERFORMANCE 2022 SUMMARY



## 0.51

Illness and injury rate per 200,000 working hours in 2022, compared to 0.73 in the previous year <sup>1</sup>



## 0

Net carbon footprint (tCO<sub>2</sub> e) for Scope 1 and Scope 2 emissions in 2022, same as previous year



## 43.3%

Total waste for recycling in 2022, compared to 41% the previous year



## 5

New blade designs launched in 2022, compared to 10 in the previous year



## 0.38

Days Away from Work rate per 200,000 working hours in 2022, compared to 0.53 in the previous year



## 100%

Renewable electricity consumption (including instruments like EACs) in 2022, same as previous year



## 4.5%

Revenue invested in R&D in 2022, compared to 4.0 % in the previous year <sup>2</sup>



## 95%<sup>3</sup>

Employees completed GE's The Spirit & the Letter 2022, which addresses anti-corruption and bribery

<sup>1</sup> In our Safety metrics, we consider LM Wind Power Contractors

<sup>2</sup> R&D investment figures are based on numbers from the annual report.

<sup>3</sup> At LM Wind Power, training on business ethics is generally delivered in two ways - online and in person. Online training is assigned to the majority of salaried staff, mostly office or home-based. Shop floor workers are not in scope for training on business ethics (although they do receive information on ethics through their supervisors). In 2022, of the employees in scope, approximately 95% have completed their ethics training.

# EXTERNAL ASSESSMENTS, AWARDS AND ACHIEVEMENTS

## External assessments

### EcoVadis scorecard

To strengthen the ability to drive sustainability across the company, in 2022, LM Wind Power took on a new initiative to assess its sustainability performance by EcoVadis, a leading global company in sustainability performance and rating. With 61 points, the latest result puts our company among the top 25% of companies assessed by EcoVadis and, for this achievement, LM Wind Power was awarded a Silver EcoVadis Medal. We are now aiming to achieve EcoVadis gold status by 2024.

## Awards and achievements

### LM Wind Power ranked by engineering students

In 2022, LM Wind Power was ranked 1st by engineering students, where 69% of the questioned students rated LM Wind Power as a sustainable (Danish: bæredygtig) company. Among engineers, LM Wind Power achieved 5th rating, where 40% of the questioned engineers rated LM Wind Power as being sustainable. In 2021, we were proud to receive 3rd rank by students (we were not among top 5 by engineers).

### Safety comes first!

Safety is our priority, and we strive to create a safe workplace free of accidents. From effective implementation of every safety measure to the identification and elimination of every hidden risk, it is collaborative actions that increase employees'

awareness that safety is everyone's responsibility. As a result, in December 2022, our blade manufacturing plant in Baodi, China, marked an important milestone by recording nearly 1000 days without any accident, also measured as loss time accidents (LTA). This duration is equivalent to over 5 million working hours without work-related accidents, which includes employees and contractors. We will continue our efforts to organize regular activities like celebrating safety month, safety competitions, emergency self-rescue drills, etc. to promote a positive safety culture.

### Manufacturing Excellence recognition for Dabaspet

Our team in Dabaspet won the Gold Category Certificate of Merit at the India Manufacturing Excellence Awards 2022 (IMEA) by Frost & Sullivan India. Numerous organizations across the country were assessed using the IMEA evaluation framework on manufacturing capability, extended supply chain reliability, and technology adoption. This recognition highlights our commitment towards quality, innovation, and excellence in manufacturing.

### Gaspé team wins multiple D&I awards

In 2022, our Gaspé facility won the Maurice Pollack Award, which recognizes a company's exceptional actions in the management of ethnocultural diversity. The facility, which started operations in 2005, is home to over 600 employees, that belong to over 12 nationalities. The plant also won



another award from the Quebec Council of Employers in 2022 for fostering a strong culture equity, diversity and inclusion

which valorizes employees from all backgrounds including countries, religions, race, gender and opinions.

# ABOUT THE REPORT

## The report

As a signatory to the UN Global Compact, we believe that the sustainability report is the right platform to communicate progress against our sustainability targets to our wide range of stakeholders and to guide the future engagement. The report follows the Ten Principles of the United Nations Global Compact. It meets the requirements of the Danish Financial Statements Act and we map our performance against the Sustainable Development Goals as applicable.

The first part of the report gives an overview of our business and introduces our approach to sustainability reporting. In the latter part, we elaborate on how we manage our material sustainability topics and demonstrate our progress on Key Performance Indicators in the areas of People & Society, Carbon Neutrality, and Circularity. The report has been developed by LM Group Holding A/S and covers global operations.

## Reporting scope

Unless otherwise indicated, the data and information provided in this report cover our global operations from 1 January to 31 December 2022.

## External assurance

While the contents within this report have not been externally assured, both internal and independent external resources have reviewed the information and data within for quality, completeness and accuracy.

Waste, water, as well as scope 1 and 2 data (e.g., electricity consumption and fuel not used for transport) reported through our sustainability reporting platform is well-maintained by our EHS team and is also regularly checked by both our EHS and sustainability team. Other data points also come from functions within the company, which each have their own data quality reviews.

Internally, the report content has been reviewed by functional leads and the respective Management Team members - Senior Director, Global Communications, Vice President Human Resources, Vice President Quality and Environment, Health and Safety, Vice President Engineering, and the CEO.

## Contact details

We very much appreciate input and feedback from our stakeholders on the reporting. In case of questions regarding the report, or our sustainability policies or performance - please reach out to:

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# OUR PERFORMANCE METRICS

## People & Society

	2022 (change)	2021 (change)	2020 (change)	2019
<b>Employees <sup>1</sup></b>				
Headcount	11,214 (-2%)	11,492 (-13%)	13,233 (-7%)	14,238

	2022 (change)	2021 (change)	2020 (change)	2019
<b>Performance and Development Review <sup>2</sup></b>				
Performance Development eligible employees (% of employees)	16.8 (+9%)	15.4 (+10%)	14 (0%)	14

	2022	2021	2020	2019
<b>Anti-bribery and corruption</b>				
Salaried employees completed anti-bribery and corruption policies and procedures (%) <sup>3</sup>	95	100	95	90

<sup>1</sup> Trainees / Interns /Externals are not a part of this employee count.

<sup>2</sup> This percentage reflects that all our Salaried employees are eligible for our Performance Development. We ensure our Hourly employees development through our local performance systems and Global Skills Matrix.

<sup>3</sup> At LM Wind Power, training on business ethics is generally delivered in two ways - online and in person. Online training is assigned to the majority of salaried staff, mostly office or home-based. Shop floor workers are not in scope for training on business ethics (although they do receive information on ethics through their supervisors). In 2022, of the employees in scope, approximately 95% have completed their ethics training.

	2022
<b>Employees <sup>1</sup></b>	
Number of employees by region	Europe: 3,311 India: 2,972 Americas: 2,610 ASEAN: 1,628 MENAT: 693
Number of employees by gender	Female: 2,104 Male: 9,110
Number of employees by employment type, by gender - full time	Female: 2,090 Male: 9,094
Number of employees by employment type, by gender - part time	Female: 14 Male: 16
Diversity of employees, excluding governance bodies- Gender (%)	Female: 19 Male: 81
Attrition rate (%)	7.6
Absence rate (%)	7.5
Employees covered with healthcare (%) <sup>2</sup>	100
Employees covered by formally elected employee representatives (%)	63.7
Employees covered by formal collective agreements (%) <sup>3</sup>	61.4
Workers from minority groups and/or vulnerable workers (%) <sup>4</sup>	14.5

<sup>1</sup> Employee counts are calculated based on a full-time equivalent (FTE) methodology.

<sup>2</sup> Total includes free public healthcare coverage in countries where applicable

<sup>3</sup> All European employees are covered by EWC elected representatives

<sup>4</sup> Since we don't require our employees to disclose any/all disabilities or affiliations, the number is likely higher than shown in the table

## Carbon Neutrality

	2022 (change)	2021 (change)	2020 (change)	2019
<b>Carbon Emissions<sup>1</sup></b>				
Total carbon footprint (tons CO <sub>2</sub> e)	1,238,196 (-9%)	1,361,732 (10%)	1,235,114 (6%)	1,168,652
Scope 1 greenhouse gas emissions (tons CO <sub>2</sub> e) <sup>2</sup>	21,750 (-13%)	25,082 (-1%)	25,347 (-10%)	28,085
Scope 2 greenhouse gas emissions (Market-based approach, tons CO <sub>2</sub> e) <sup>3</sup>	0	0	0	0
Scope 3 greenhouse gas emissions (tons CO <sub>2</sub> e)	1,216,339 (-9%)	1,336,650 (10%)	1,209,767 (6%)	1,140,567

<sup>1</sup> The carbon emissions data is calculated through our greenhouse gas accounting process and includes all our emissions related to scope 1, 2, and 3. As we are reporting a full greenhouse gas inventory from 2019 to 2022 for the first time this year, the data related to our total carbon footprint and scope 3 greenhouse gas emissions look different than in our previous reports.

<sup>2</sup> For 2022, carbon emissions data is calculated in accordance to GE Company GHG inventory methodology. For 2019 - 2021 LM Wind Power had taken a different approach to calculating its carbon emissions than GE, for example on the emission factors applied or the scope of emissions reported on.

<sup>3</sup> We use market-based approach, including instruments like EACs, to calculate our emissions related to scope 2. We have discovered an error in the scope 2 data that was reported for the year 2019. After a thorough review, we have made the necessary corrections.

	2022 (change)	2021 (change)	2020 (change)	2019
<b>Energy<sup>1</sup></b>				
Total energy consumption (GJ)	843,391 (-18%)	1,032,357 (+2%)	1,013,296 (-10%)	1,121,434
Fuel not used for transport (GJ)	239,780 (-28%)	334,681 (+15%)	291,164 (-23%)	377,252
Electricity consumption (GJ)	603,611 (-13%)	697,676 (-3%)	722,131 (-3%)	744,181

<sup>1</sup> The energy data is tracked in our internal sustainability reporting system. Fuel consumption from mobile sources is excluded from our total energy consumption.



## Circularity

	2022 (change)	2021 (change)	2020 (change)	2019
<b>Waste <sup>1</sup></b>				
<b>Total production waste (tons)</b>	<b>40,719 (-27%)</b>	<b>55,970 (-2.9%)</b>	<b>57,612 (-0.4%)</b>	<b>57,392</b>
<b>Total waste for landfill (tons)</b>	<b>9,664 (-23%)</b>	<b>12,476 (-9%)</b>	<b>13,697 (-14%)</b>	<b>15,861</b>
Hazardous waste for landfill (tons)	8	7	6	7
Non-hazardous waste for landfill (tons)	9,656	12,469	13,691	15,855
<b>Total waste for incineration (tons)</b>	<b>13,400 (-33%)</b>	<b>20,139 (-28%)</b>	<b>27,896 (+2%)</b>	<b>27,247</b>
Hazardous waste for incineration (tons)	1,538	4,133	11,804	11,845
Non-hazardous waste for incineration (tons)	11,862	16,006	16,020	15,403
<b>Total waste for recycling (tons)</b>	<b>17,655 (-23%)</b>	<b>22,875 (+43%)</b>	<b>16,020 (+12%)</b>	<b>14,282</b>
Hazardous waste for recycling (tons)	2,940	2,829	115	219
Non-hazardous waste for recycling (tons)	14,704	20,046	15,905	14,063
<b>Total waste for recycling (% of total production waste)</b>	<b>43.3 (+5.6%)</b>	<b>41 (+46%)</b>	<b>28 (+12%)</b>	<b>25</b>

	2022 (change)	2021 (change)	2020 (change)	2019
<b>Water <sup>2</sup></b>				
<b>Water Consumption (m<sup>3</sup>)</b>	<b>406,880</b>	<b>423,254</b>	<b>377,946</b>	<b>472,978</b>
Municipal/public water withdrawal (m <sup>3</sup> )	328,530	357,384	321,730	402,826
Onsite well/waterwork water withdrawal (m <sup>3</sup> )	78,350	65,869	56,217	70,152

<sup>1</sup> Waste data is tracked in LM Wind Power's internal sustainability reporting system.

<sup>2</sup> Our water consumption is based on documentation received from municipal and public water bodies.

	2022 (change)	2021 (change)	2020 (change)	2019
<b>Blades</b>				
Number of blades produced <sup>1</sup>	8,725 (-34%)	13,203 (-3%)	13,567 (-1%)	13,752
Number of new blade designs launched	5	10	12	7
Non-conformity rate <sup>2</sup>	0.26%	0.39%	N/A	N/A

	2022 (change)	2021 (change)	2020 (change)	2019
<b>R&amp;D investment</b>				
R&D investment (% of revenue) <sup>3</sup>	4.5% (+12.5%)	4.0% (0%)	4.0% (+3%)	3.7%

<sup>1</sup> In 2022, while the number of blades produced were less, the average capacity (in MW) of the blades sold by LM Wind Power increased.

This trend is expected to continue as nominal average capacity of wind turbines increases.

<sup>2</sup> From 2021, we no longer report non-conformity rate in parts per million. The percentage we currently report represents the number of quality incidents over the total delivered.

<sup>3</sup> R&D investment figures are based on numbers from the LM Wind Power Annual Report.

# ABOUT LM WIND POWER

## Business model

LM Wind Power is a world leading designer and manufacturer of wind turbine blades. Our footprint spans nine countries on four continents. Having blade factories in all major wind energy markets, we supply rotor solutions to around 20 global and national turbine manufacturers, whose focuses vary from regional to global and from both onshore to offshore. For our financial performance, please refer to our Annual report 2022.

With more than 4 decades of experience, we have worked to be the preferred suppliers of many turbine manufacturers. Almost one-fifth of the turbines worldwide are installed with blades from LM Wind Power. Since 1978, LM Wind Power has produced more than 260,000 blades corresponding to a capacity of approximately 142 gigawatt (GW) – each year contributing to save more than 305 million tons of CO<sub>2</sub>.<sup>1</sup>

LM Wind Power is a GE Renewable Energy business since 2017. Having been a long-time supplier to GE, we have achieved many innovations and commercial successes in our partnership. The acquisition enabled us to offer higher performance, power more productive wind turbines while increasing the efficiency of our operation and improving returns on our customers' investments. At the same time, we are equally committed to maintaining and growing our business with all customers.

<sup>1</sup> To calculate this number, we use United States Environmental Protection Agency, Greenhouse Gas Equivalencies Calculator.

## LM Wind Power's competitive advantage

LM Wind Power is one of the pioneers of the modern wind industry, starting rotor blade production in 1978. The company's value proposition is based on advanced in-house design, testing and manufacturing technology.

## Leading technology and know-how

As blade technology pioneers for over four decades, we continue to build some of the most advanced, reliable and high-quality wind turbine blades. By leveraging our wealth of knowledge and expertise which from materials, aerodynamics, simulation, production and testing of advanced rotor blades, we support our customers globally to deliver cost-effective, and sustainable energy to communities worldwide. Technology plays a central role in the design of each blade type, and our engineers constantly push the boundaries of blade size and air foil shape. The 107-meter offshore blade is our latest innovation, which is the world's first blade over 100 meters in length and is one of the biggest single-components ever built. It is the longest, fully tested, and certified offshore blade manufactured in serial production across six lines in our footprint to meet the rapidly growing and competitive global offshore market.

LM Wind Power also has a leadership role in sustainability, and we integrate sustainability into everything we do, including introducing new materials with higher performance, longer lifespan and recyclable properties. Under the ZEBRA (Zero waste Blade ReseArch) project, we are building [fully sustainable blades](#), and in 2022, the first blade successfully

completed static tests (extreme load validation). The static tests will be followed by fatigue testing (lifetime validation) in 2023. The ZEBRA blade was also recognized by Wind Power Monthly magazine as one of the [significant innovations](#) in 2022 that could shape the future of the industry.

## Global capacity and supply chain

With production, sales, and service facilities in countries including Brazil, Canada, China, Denmark, India, the Netherlands, Poland, Spain, Turkey, the United Kingdom, and the United States, LM Wind Power is the only blade supplier that continues to operate on a global scale for the longest period of time. This global reach ensures close contact to international customers and markets and enables the company to optimize transport and logistics costs, shorten delivery time and reduce working capital requirements.

## Economies of scale

As the world's largest blades supplier, we reap the benefits of economies of scale within R&D, procurement and global production. LM Wind Power's business model is based on a green and reliable product and our unique ability to create value in efficient partnerships, with suppliers and customers as well as internally. Together, we secure clean energy for the world many years into the future.

## Values

### Act with humility

We embrace a culture of respect which values inclusive teams and perspectives, we actively listen to internal and external

sources, and we learn from our shortcomings as much as we celebrate our wins.

### Lead with transparency

We embrace candor, saying what we think, not what people want to hear; we share information so we can solve problems; and we contribute to each other's development in a constructive way.

### Deliver with focus

We put safety first; we prioritize our work, maximizing our impact; we measure performance through the lens of our customers; and we are committed to continuous improvement, always in search of a better way.

### Organizational structure

The LM Group is led by the CEO. They are supported by the wider Management Team, which consisted of 16 members in 2022 (including the CEO and CFO) who represent the various functions within the organization. GE Renewable Energy HQ in Paris has financial oversight of the LM Group, in accordance with our strict rules on confidentiality, especially with regard to external customers.

Each legal entity in the LM Group is set up in accordance with local legislation. In Denmark, our organizational structure in our Danish Topco, LM Group Holding A/S, consists of a two-tier management system with a Board of Directors and an Executive Board. The Board of Directors in LM Group Holding A/S consists of five members.

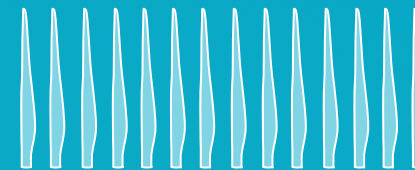
# COMPANY HIGHLIGHTS



**12** blade factories



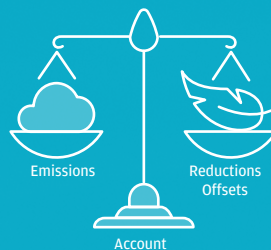
**11,214** people worldwide



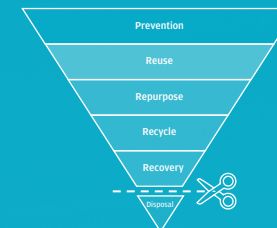
**263,000** blades produced since 1978



**305** million metric tons of CO<sub>2</sub> mitigated



**1st** carbon neutral business in the wind industry, since 2018



**2030** target to achieve Zero Waste Blades

# OUR APPROACH TO SUSTAINABILITY

## Our approach

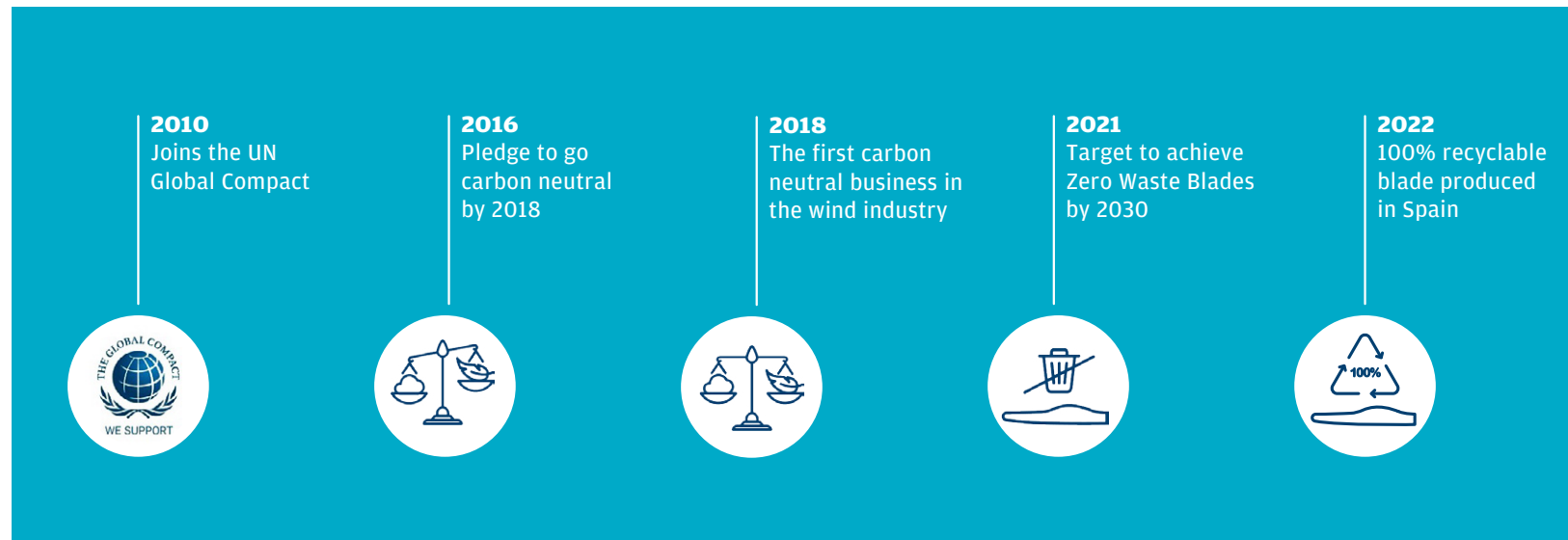
Sustainability at LM Wind Power starts with our company vision: Together, we capture the wind to power a more sustainable world.

The blades we design and build everyday contribute to combatting climate change, by capturing the most possible energy from the wind and producing clean, renewable energy. We can be proud of that; however, we also recognize any product

comes with a footprint. To be a truly sustainable company, it's not enough simply to be part of a green industry. We also need to ensure that the way we produce our products, operate our business and impact people and communities is done in a sustainable way.

Our approach to sustainability is to ensure that we create long-term value for all our stakeholders. As a company in the wind industry, we already play an active role in the transition

to a more sustainable world. Yet, we understand the limitation of working alone as a single company. Many solutions need industry-level joint effort or even cross-sector partnership by involving both civil societies and the government. That's why in LM Wind Power we've been on a sustainability journey since 2010, when we signed the UN Global Compact and started reporting on our sustainability performance every year since then.



## Our vision

Together, we capture the wind to power a more sustainable world

## Our sustainability mission

We design and produce sustainable blades by reducing our carbon footprint, using resources efficiently, giving our waste a next life in a circular economy, and creating a safe and inclusive society.

# OUR STRATEGY AND TARGETS

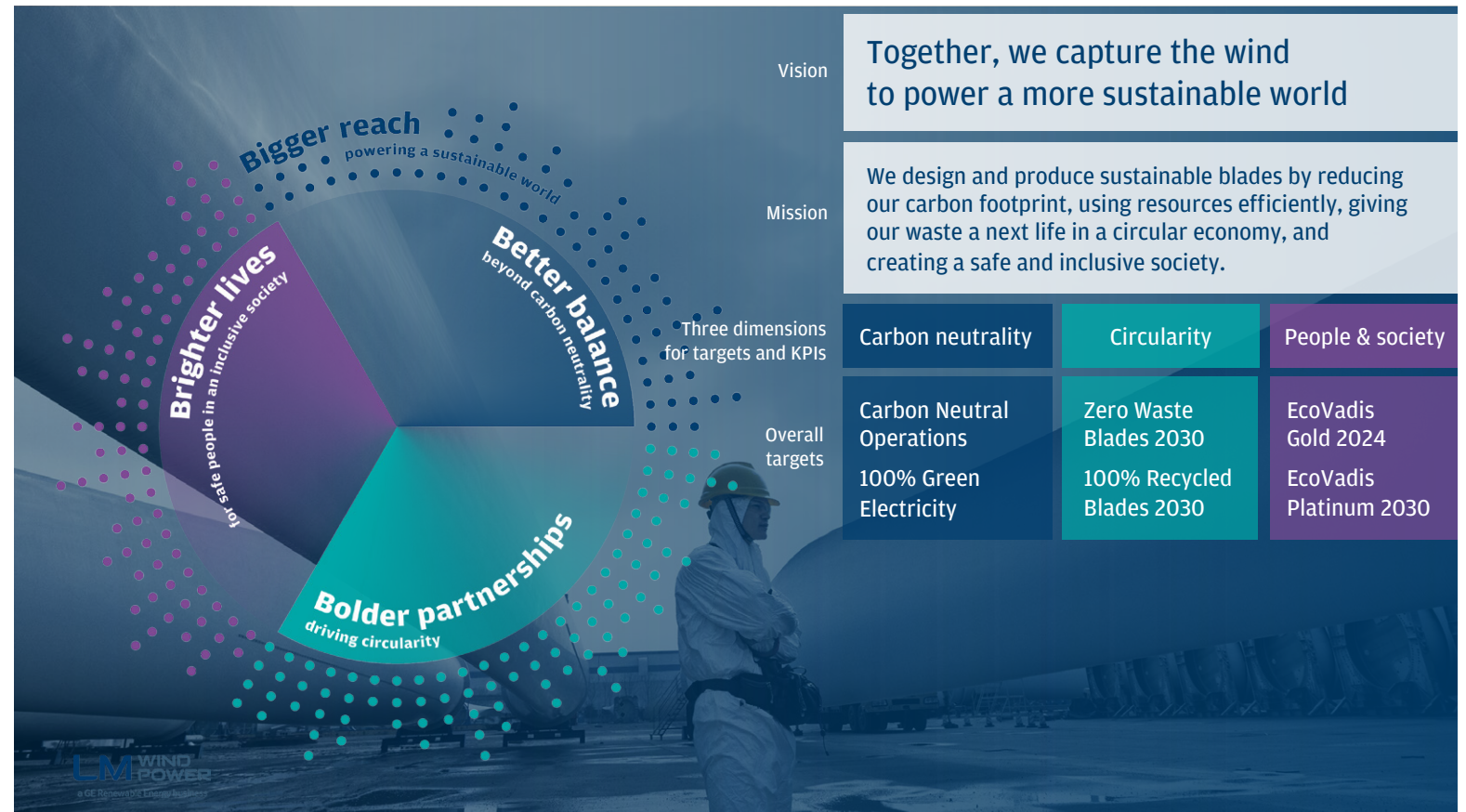
At LM Wind Power, we know blades, and for decades we've made bigger and better blades to power a more sustainable world. The bigger the blades, the wider the wingspan, the more green energy reaches society.

When it comes to sustainability we believe in bigger and better – but we also know that we need to be bolder and brighter.

With our renewed vision and sustainability strategy, introduced in 2022, we aim for bigger reach on three dimensions:

- We continue to go beyond what is expected of us to create better balance beyond carbon neutrality.
- We engage in bolder partnerships driving circularity – always looking for brighter ideas and bolder solutions in the entire value chain – collaborating with other industries and even competitors.
- We are passionate about enabling brighter lives for safe people in an inclusive society. We want to be game changers – knowing it is more than the right statistics and compliance that matter.

Within each of these three dimensions – people & society, carbon neutrality and circularity – we've set short and long-term targets which we work to achieve through projects and partnerships with stakeholders across our value chain.



Vision

Together, we capture the wind to power a more sustainable world

Mission

We design and produce sustainable blades by reducing our carbon footprint, using resources efficiently, giving our waste a next life in a circular economy, and creating a safe and inclusive society.

Three dimensions for targets and KPIs

Carbon neutrality

Circularity

People &amp; society

Carbon Neutral Operations  
100% Green Electricity

Zero Waste Blades 2030  
100% Recycled Blades 2030

EcoVadis Gold 2024  
EcoVadis Platinum 2030

Overall targets

# OUR STAKEHOLDERS

Our stakeholders are at the heart of our sustainability efforts. Our stakeholders include employees, customers, suppliers, communities, governments and policy makers and the wind industry. We regularly engage with our various stakeholders to listen to their questions and concerns, using a variety of channels. Such dialogues strengthen our relationships and build trust. Rather than a one-off effort, we maintain a continuous dialogue with our stakeholders. Our company vision captures the importance of working together and our collaborative approach to running the business: "Together, we capture the wind to power a more sustainable world".

## Our memberships

- UN Global Compact (UNGC)
- WindEurope
- Global Wind Energy Council (GWEC)
- Indian Wind Turbine Manufacturers Association (IWTMA)
- Green Power Denmark
- American Clean Power Association (ACPA)

## Our contribution to the Sustainable Development Goals

We recognize the global challenges as framed by the United Nations Sustainable Development Goals (SDGs) in September

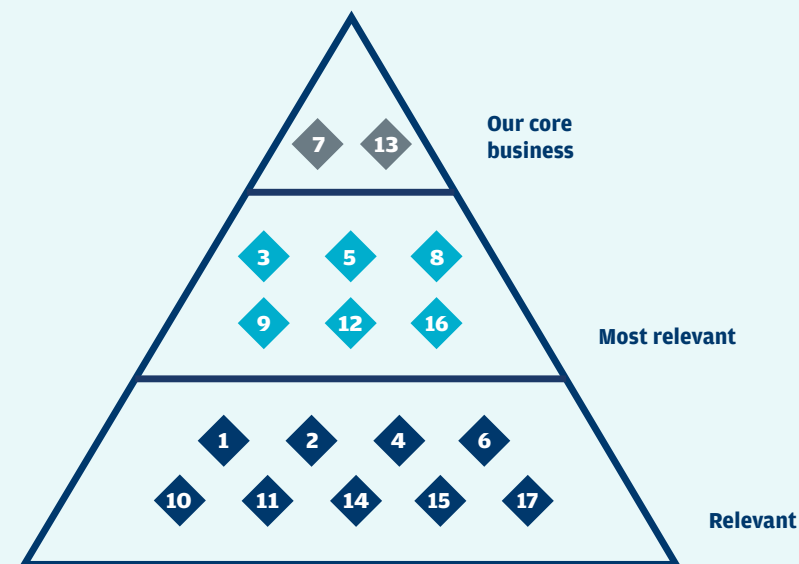
2015 - a blueprint to a sustainable world for all - and the role of businesses to help meet them. The SDGs are the result of an inclusive process that involved government, civil society and the private sector. Teaming up across sectors will be instrumental for driving and achieving the necessary progress. As a business, we believe we should join forces to work towards the shared goals and we find it natural to map our sustainability performance against its contribution to the SDGs.

Our products enable our customers to generate clean and affordable energy for all - thereby directly contributing to **SDG 7**: 'Affordable and Clean Energy' and **SDG 13** 'Climate Action'.

Through our dedicated sustainability efforts, we also work towards achieving several more SDGs:

- SDG 3** - Good Health and Well-being;
- SDG 5** - Gender equality;
- SDG 8** - Decent Work and Economic growth;
- SDG 9** - Industry, Innovation, and Infrastructure;
- SDG 12** - Responsible Consumption and Production;
- SDG 13** - Climate action;
- SDG 16** - Peace, Justice, and Strong Institutions

## Our contribution to the Sustainable Development Goals





# OUR MATERIAL TOPICS

## Materiality analysis

To identify sustainability-related material topics that are most significant to LM Wind Power and our stakeholders, we conducted an in-depth materiality analysis in 2022. This analysis was a part of systematic process which involved three main phases. First, to assess our sustainability strategy, we carried

out an extensive desk review of current and forthcoming key requirements, as well as internal and external stakeholders' expectations both within the wind energy industry and world-wide. Second, we engaged with our internal core stakeholder group to actively seek their constant inputs related to our material topics. Finally, the LM Wind Power Sustainability

Steering Committee - which includes our CEO and cross-functional representation from our management team, including Sales, HR, Engineering, Manufacturing, Transport, Sourcing, EHS and Sustainability - thoroughly assessed and approved our material topics identified in phase 1 and 2.

As a result of this analysis, our material topics are structured into three dimensions of sustainability: people & society, carbon neutrality, and circularity. Our sustainability strategy is designed to ensure short-term focus on these dimensions which are most material to our business and stakeholders, as well as guide our long-term sustainability targets and actions.

Material topics and explanation	Relevant GRI topic-specific standard	Relevant United Nations Global Compact Principles	Relevant Sustainable Development Goals	Relevant LM Wind Power performance indicator
<b>People &amp; Society</b>				
<p><b>Material topic</b></p> <p>Health and safety</p> <p><b>Explanation</b></p> <p>Our business spans globally and engages over 11,000 people. Ensuring our employees and other people we interact with return safely to their families is of the utmost importance. This means looking at people, products, process and even supply chain management. This material topic covers how we manage health and safety in the workplace and our performance on the accident rate, lost days and accident severity.</p>	<p>3-3: Management of material topics</p> <p>403: Occupational Health and Safety</p>	<p>2: Business should make sure that they are not complicit in human rights abuses</p>	<p>SDG 3 - Good Health and Well-being</p>	<p>Illness and injury rate</p> <p>Days Away from Work rate</p> <p>Plants certification</p>
<p><b>Material topic</b></p> <p>Ensure business integrity and compliance</p> <p><b>Explanation</b></p> <p>Being a global company with a diverse and multicultural workforce, we should act in line with the highest integrity and compliance standards. The people we employ, and communities we work in, expect this from us. This material topic covers how we manage compliance and integrity and our performance on diversity, antibribery and corruption, child labor and supplier social assessment.</p>	<p>3-3: Management of material topics</p> <p>205: Anti-corruption</p> <p>405: Diversity and equal opportunity</p> <p>408: Child labor</p> <p>414: Supplier social assessment</p>	<p>1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>10: Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p>SDG 5 - Gender equality</p>	<p>Employees trained in anti-bribery and corruption policies and procedures (%)</p> <p>Diversity of employees, excluding governance bodies</p> <p>Supplier Responsibility Guidelines (SRG) audits</p>

Material topics and explanation	Relevant GRI topic-specific standard	Relevant United Nations Global Compact Principles	Relevant Sustainable Development Goals	Relevant LM Wind Power performance indicator
<b>People &amp; Society (continued)</b>				
<p><b>Material topic</b></p> <p>Development competencies</p> <p><b>Explanation</b></p> <p>People are our most important asset. Their commitment and knowledge are what allows us to manufacture the blades that power a cleaner world. Attracting and retaining talent is the only way to deliver our consistent high-quality products. Therefore, we put emphasis on continuously developing our people's skills and knowledge. This material topic covers how we manage employee engagement and development and our performance on employment, performance appraisals, absenteeism and employee turnover.</p>	<p>3-3: Management of material topics</p> <p>401: Employment</p> <p>404: Training and education</p>	<p>6: Business should uphold the elimination of discrimination in respect of employment and occupation</p>	<p>SDG 8 - Decent work and Economic growth</p>	<p>Headcount</p> <p>Absenteeism</p> <p>Employee turnover</p> <p>Number of employees by employment type</p> <p>Number of employees by gender</p> <p>Performance development eligible employees</p>
<p><b>Material topic</b></p> <p>Contribute positively to the communities in which we operate</p> <p><b>Explanation</b></p> <p>We operate within local communities and should therefore act in line with their expectations. We provide local employment, respect human rights and do not tolerate bribery and corruption. This material topic covers how we manage working in local communities and our performance on freedom of association and collective bargaining, forced or compulsory labor and non-discrimination.</p>	<p>3-3: Management of material topics</p> <p>201: Economic performance</p> <p>203: Indirect economic impacts</p> <p>413: Local communities</p> <p>407: Freedom of association</p> <p>409: Forced or compulsory labor</p> <p>406: Non-discrimination</p>	<p>3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>SDG 16: Peace, Justice and Strong Institutions</p>	<p>Employees' acknowledgment of GE's The Spirit &amp; the Letter</p>

Material topics and explanation	Relevant GRI topic-specific standard	Relevant United Nations Global Compact Principles	Relevant Sustainable Development Goals	Relevant LM Wind Power performance indicator
<b>Carbon Neutrality</b>				
<p><b>Material topic</b></p> <p>Minimize environmental footprint through reduction of carbon emissions and energy consumption</p> <p><b>Explanation</b></p> <p>While our products power turbines that generate cleaner energy across the globe, our manufacturing operations have an environmental impact. We consume energy and resources while producing emissions. We seek to minimize our negative impact on the environment through reduction of carbon emissions. This material topic covers how we manage our environmental footprint, site certification and supplier environmental assessment.</p>	<p>3-3: Management of material topics</p> <p>302: Energy</p> <p>305: Emissions</p> <p>308: Supplier environmental assessment</p>	<p>7: Businesses should support a precautionary approach to environmental challenges</p>	<p>SDG 7 - Affordable and clean energy</p> <p>SDG 13 - Climate action</p>	<p>Number of blades produced</p> <p>Total energy consumption</p> <p>Total carbon footprint</p> <p>Plants certification</p>
<b>Circularity</b>				
<p><b>Material topic</b></p> <p>Minimize environmental footprint through reduction of material use, water use and waste generation.</p> <p><b>Explanation</b></p> <p>We consider the impact of our product through its entire life cycle, from raw material extraction to blade decommissioning. This material topic covers how we manage our performance related to material use, water consumption, waste generation and waste reduction.</p>	<p>3-3: Management of material topics</p> <p>301: Materials <sup>1</sup></p> <p>303: Water and effluents</p> <p>306: Waste</p>	<p>8: Businesses should take initiatives to promote greater environmental responsibility</p>	<p>SDG 12 - Responsible Consumption and Production</p>	<p>Total water consumption</p> <p>Total production waste</p> <p>Material efficiency</p> <p>Total waste for landfill</p> <p>Total waste for incineration</p> <p>Total waste for recycling</p>
<p><b>Material topic</b></p> <p>Reduce the Levelized Cost of Energy (LCOE)</p> <p><b>Explanation</b></p> <p>Our blades are our most important sustainability assets. Every day, we create longer and lighter blades that extract more energy from the wind and reduce the cost of energy. Technology and innovation are also at the heart of our sustainability programs, requiring us to look at our business from a different viewpoint. This enables us to challenge ourselves to rethink how we can implement design, materials and process optimizations. This topic covers how we manage technology, innovation and blade end-of-life, and our performance on new blade designs, product quality, R&amp;D investments and site certification.</p>	<p>3-3: Management of material topics</p>	<p>9: Business should encourage the development and diffusion of environmentally friendly technologies</p>	<p>SDG 9 - Industry, Innovation and Infrastructure</p>	<p>R&amp;D investments</p> <p>New blade designs</p> <p>Product quality</p> <p>Plants certification</p>

<sup>1</sup> Due to commercially sensitive information, we only discuss our approach to managing materials and not our consumption data.

People and Society

- **Safety**
- **Employee engagement and development**
- **Diversity and inclusivity**
- **Our reporting environment**
- **Ethics and compliance**
- **Labor and Human Rights**
- **Commitment**
- **Governance**
- **Biodiversity**
- **Supplier management**
- **Data ethics policy**



## Safety

At LM Wind Power, people are at the very core of our business. They are involved with securing the right materials from suppliers, designing and building blades for our customers. We regard employee engagement, motivation, career management and training as key to the success of our business, enabling us to deliver high quality blades globally. A diverse and engaged workforce is one of our strengths and we continue to invest in and promote the values of diversity and inclusion. We are also deeply committed to respecting the highest social and human rights standards with whoever we interact.

At LM Wind Power, safety is our number one priority. Ensuring safety at work is not only a corporate compliance requirement, but a responsibility that we have towards our over 11,000 employees, to all the suppliers we work together with and to our communities globally. We want to grow our business responsibly and cultivate a safety mindset not only in our own operations but also in the value chain to build and promote a true safety culture.

### Our safety process and culture

As a manufacturing business, we encounter most of our safety risks at production sites where employees can be in contact with chemicals, use various equipment and work in high-risk activities. There are robust systems, processes and programs in place to ensure safe operations and the continuous development of a culture of safety and competence.

Working safely starts with adequate safety education. During onboarding, all our new employees attend trainings to understand LM Wind Power's Global EHS policy fundamentals and become aware of employees' responsibility for EHS. At plants, employees receive local EHS trainings on topics such as chemical handling, confined space, correct use of protective equipment, ergonomics, waste management, stop work and EHS concern and incident reporting.

To make sure that safety measures are executed properly, various programs and EHS audits are in place at the plant level. Our "Stop Work" procedure empowers our employees to stop work or decline to perform a task when they feel unsafe. In 2022, more than 2300 stop works & 10,000 EHS concerns were reported by employees. EHS alerts containing injuries, event descriptions and analysis of the root cause are shared with plants globally to pinpoint risks and call for extra precautions or initiate the implementation of preventive actions for all operations.

Our commitment to providing and promoting safe and healthy work environments drove our efforts in 2021 to eliminate the use of acetone at all LM Wind Power manufacturing facilities, test facilities, laboratories and service departments worldwide. In 2022 we went a step further and put the chemical on our banned list to ensure that it will not be used in any of the products we use for our blades.

The dibasic ester (DBE) that we now use instead of acetone can be recycled and thereby reused up to 3-4 times, which also aids our efforts to lower the amount of hazardous waste.

As part of our target to eliminate all chemicals with low flash-point we also changed all our mold maintenance chemicals from solvent to water based across all our facilities.

Additionally, in close partnership with resin suppliers, our experts also successfully researched and found new formulations of resins with less harmful substances to health and the environment.

To ensure our safety management systems are on par with international best practice, we aim to certify all production sites according to ISO 14001 and ISO 45001. All our production sites, except one new plant that will have a year to implement all management systems, passed such certification in 2022.

### Our EHS policy and Vision Safe program

Our principle is : Think safe, act safe and arrive home safely. GE Renewable Energy's Global Environment, Health and Safety (EHS) Policy guides our safety initiatives and drives the energy transition through clever solution in the entire GE Renewable Energy portfolio. We strive to provide and promote a safe and healthy working environment, use natural resources and energy in a sustainable way and avoid adverse impact to employees and contractors, our customers, the environment and the communities in which we do business. While developing new and safe manufacturing processes, we follow the EHS strategic Vision Safe program to ensure that we:

- Operationalize EHS with front line managers through Plan Do Review (PDR) program
- Increase EHS competences in critical roles to lead and sustain the EHS Culture transformation
- Include Safety by Design through incorporating human factors, implement Poke Yoke solution and to de-risk human and machine interfaces by using the top three hierarchy of control to eliminate or substitute hazards and implement engineering control measures
- Focus on Heat Map and Strengths of Defenses to recognize, evaluate and control EHS hazards and mitigate risks on energized work, working at height, crane/hoisting, powered equipment tools and manual handling operations
- Focus on injuries linked to High-Risk Operations (HRO)
- Create a safe and healthy working environment for all employees, as well as partners and contractors, consistent with all applicable regulatory requirements, GE standards and requirements and best EHS practices
- Make safe and environmentally friendly products from the design and throughout the lifecycle
- Promote and reward positive behaviors and ideas that support our EHS culture
- Continue "Stop the work" mindset in case of any risky situations

- Organize CEO Safety Kaizen across all plants with a focus on risk elimination
- Include EHS performance as an essential part of the overall company success
- Conduct continuous evaluation and update of the EHS programs to ensure continued improvement and sustainable effectiveness

When introducing new materials or processes, we always undertake an EHS risk assessment to identify potential risks for any people involved and for the environment. The change in materials cannot be implemented before plans to address or control risks associated with the change are developed. The new material or process must as a minimum be at the same level of risk, and preferably better to ever reach implementation.

EHS is a shared responsibility where everyone is held accountable and owns EHS. Our EHS programs combine clear leadership commitment and accountability - every employee up to the CEO are responsible and accountable for implementing the EHS policy.

### Tracking our safety performance

To track our performance, we score our plants according to the EHS Framework 3.0, an EHS management system based on site risk profiles. We track two types of indicators to measure our safety performance, the leading and lagging indicators - both reported in Gensuite® an EHS web tool. Leading indicators provide early warning signs of potential failures, leading to proactive, preventive and predictive measures before major safety incidents might take place. On the other hand, lagging indicators, such as injury and illness rate, EHS related events are records of failure as safety barrier, leading to corrective actions after incidents have already taken place. These EHS performances indicators are consolidated and reported at CEO level during the monthly EHS KPI review.

After 2021, where our safety performance was impacted by Covid-19 in terms of work-related infection cases, our injuries & illness rate went down again in 2022 to 0.51 per 200,000 working hours from 0.73 in 2021. Likewise, we also had a decrease in the days away from work rate from 0.53 in 2021 to 0.38 in 2022.

### Employee engagement and development

Our Human Resource (HR) management follows an HR Business Partnering structure. HR Business Partners work together with functional leaders globally and manufacturing site leaders locally to deliver and develop a broad range of HR services to the company that mirror the company's overall strategy. Through career coaching conversations, development feedback and growth opportunities, we help employees to explore their career possibilities.

At LM Wind Power, employees are responsible for establishing their career goals, working towards those goals and partnering with their managers for guidance and support along the way. To start their own career journey, employees begin by preparing a series of ongoing career coaching conversations with their managers where they discuss the progress of their development relative to their interests and goals, as well as refine the actions that align with their short- and long-term career aspirations.

In 2022, salaried employees used GE's People Performance & Growth (PPG) process for performance management. At the beginning of the year, salaried employees are asked to set priorities for the year. Throughout the year, the priorities will be revisited and adjusted as needed to reflect changes in what is important to the business and customers. Checkpoints, held between employee and manager in various forms, ensure close alignment throughout the year. At the end of the year, an annual summary will be organized between employee and manager to discuss how the employee delivered against their priorities, the impact that it made on business outcomes and their demonstration of the GE Leadership Behaviors:

### Onboarding and training

In 2022, over 2,300 new employees joined LM Wind Power. Among them, over 1,750 were hourly employees who went through a five-block onboarding program before they were allowed onto the shop floor. The onboarding program consists of company knowledge, overall manufacturing knowledge and theoretical and practical trainings of approximately five weeks in the Center of Excellence. After new employees have come to understand basic knowledge in key areas like safety, quality and their assigned skills, the employee begins working on the shop floor alongside an experienced mentor to apply previous learning in real life blade production. Towards the end of the onboarding (around 3 months), the employee is given their first practical evaluation, which is a standard method of assessing the worker's ability to complete a group of related tasks according to a performance standard.

Once the employee demonstrates adequate competency in their assigned skills, they will be qualified and may perform work without a mentor. We further facilitate hourly employees' development of skills and knowledge through local performance systems and our global skills management software. We trained more than 2400 hourly employees and we invested more than 800,000 training hours for them.

Our new salaried workers received 16 training courses, covering a series of crucial topics covered in The Spirit & The Letter, such as supplier relationships, conflict of interests and improper payments. In total more than 4000 trainings were provided to our salaried workers in 2022.

### Diversity and inclusivity

Diversity is a given at LM Wind Power, since we operate in 4 continents and over 50 nationalities make up our workforce. In line with our The Spirit & The Letter, we base our employment decisions on job qualifications and merits which include

education, experience, skills, ability, performance and growth values. Employment decisions shall be made without considering a person's race, color, religion, national or ethnic origin, sex (including pregnancy), sexual orientation, gender identity or expression, age, disability, veteran status or other characteristics protected by law.

Both LM Group Holding A/S and LM Wind Power A/S strive to achieve gender balance in their highest management level, the Board of Directors. In 2022, the two entities have the same Board members and are comprised of three company representatives and two employee representatives. With a female Chief Financial Officer present as one of the three company representatives, both Boards have reached equal representation. As of December 2022, we had a total of 16 top executive positions that represent various functions within the organization, and out of these positions, three are held by women.

We organized Pride Marches across the globe at many of our plants and locations in June 2022, in a unified business approach to support not only raising awareness but also further breaking biases around LGBTQIA+.

The rainbow colors spread across our plants globally were a visual testament to our commitment. Various activities took place, including Pride Walks, employee interactions, games, painting/drawing/crafts, and sharing meals. Leadership teams engaged in meaningful conversations with the employees about the significance of LM Wind Power's support for diverse talent and creating a safe work environment for all LGBTQIA+ colleagues and allies. We will continue our efforts in promoting diversity and addressing the issue at all levels of the organization.

We continued to feature our diverse colleagues in the LM Gamechangers campaign that helped us create an inspiring working environment and bring to light their contributions that is helping us shape an inclusive industry, free from all bias.

As one of the founding members of the Windclusion Alliance, we continue to actively participate in strengthening the partnership, by growing the global network, including more contributors to the different work streams and further shaping up the alliance. We also participated at Wind Europe and Wind Energy Hamburg annual events, where our representatives in the alliance spoke on wind's role as a key driver in the clean energy transition, and on how the sector's massive growth will lead to an incredible demand for skilled people. We need to join forces to make the wind-industry more attractive and retain talent through improved focus on diversity and inclusion.

### Our reporting environment

In our "open reporting environment", employees are encouraged to raise integrity concerns and be confident that they can do so without having to worry about retaliation. Our employees remain the company's first and best line of defence in the early detection of potential compliance issues. Our open reporting allows employees and third parties to report concerns about violations of policy or law. Concerns can be reported anonymously or reported directly through several channels, including the employee's HR manager, our legal department or our compliance officer, any business ombudsperson or by calling the GE integrity hotline.

In 2022, more than 106 open reporting policy concerns were raised by employees in LM Wind Power. Approximately 36% of the concerns logged in this year identified either policy or process non-compliance, which led to process improvements or disciplinary actions. There were 0 child or forced labour case, and 4 harassment & discrimination cases.

### Ethics and compliance

At the core of LM Wind Power's ethics & compliance programs lies The Spirit & The Letter, which is a GE-wide code of conduct. The Spirit & The Letter is reinforced by policies, processes and training regarding ethics and compliance. LM

Wind Power's ethics & compliance team runs an annual assessment that focuses on evaluating the inherent risks, which take into account a range of risks such as anti-corruption and anti-competition risks, and the strength of our internal controls across all our operations. The assessment benchmarks LM Wind Power's ethics & compliance programs against the 19 Spirit & Letter policies, which the team includes in an overall assessment as to how LM Wind Power performs in each key policy area. Insights from this process are used in many aspects of the compliance program including by identifying additional training needs, control improvements, and other areas that may need remediation efforts.

Training on business ethics is generally delivered in two ways - online and in person. Online training is assigned to the majority of salaried staff, mostly office or home-based. Some categories of employees are excluded from this online training such as warehouse staff who may not have regular access to a computer to carry out the training, some clerical and administrative staff, interns etc. The workers in scope are assigned training on the main policies in our code of conduct The Spirit & the Letter - such as supplier relationships, conflict of interests, anti-money laundering, competition law, and improper payments - on hire, and every two years. In the intervening years they are assigned a shorter acknowledgement. Shop floor workers are not in scope for training on business ethics (although they do receive information on ethics through their supervisors). In 2022, of the employees in scope, approximately 95% have completed their ethics training.

### Labor and Human Rights

Human rights are the heart of LM Wind Power's culture of integrity. Our commitment is grounded in the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the Ten Principles of the United Nations Global Compact which we signed up to in 2010 when we published our first sustainability report. Driven

by those standards, we strive to respect the fundamental dignity of everyone we might affect directly through our operations, products and services and indirectly through our business relationships across the globe. Our ideals flow from the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work and the Sustainable Development Goals. At LM Wind Power, we are committed to working with all our business partners and entities throughout our value chain, including agents, suppliers and vendors, to align their policies and practices with the expectations set in this Statement of Principles.

### Commitment

The cornerstone of our commitment is constant vigilance to identify and address human rights risks across our value chain in good faith and to the best of our ability. We endeavor to develop and continuously improve our procedures to identify, prevent, mitigate and remedy our salient human rights impacts.

The following principles are foundational to the way we conduct our business and to our expectations of business partners, suppliers, agents and vendors:

**Decent work:** We provide all workers a safe and healthy work environment. We observe all applicable laws and regulations governing wages and hours, recruitment and employment contracts. Workers receive wages at least in line with minimum legal standards and adequate rest time. All overtime is voluntary.

**Gender equality:** At LM Wind Power, we take pride in providing a safe, diverse, and respectful workplace that promotes gender equality. We apply competitive pay practice where on average, men and women performing similar work are paid within 1% of each other across each of our sister companies in GE. Our goal remains 100% pay equity. In addition, we continue to offer benefits that support a gender diverse

workforce, including flexible work policies, maternity, and other family benefits, and more.

**Inclusion of Persons with Disabilities (PwDs):** We are proud to include Persons with Disabilities in our workforce, providing them access to opportunities while identifying and plugging the gaps that makes integration a challenge for them. With the help of our Disability Advocacy Network we are driving the inclusion of more distinct and skilled talent, engaging in various programs to raise awareness and recognizing the needs of those affected by disabilities in addition to conducting effective trainings for teams to collaborate better.

**Freedom of association and collective bargaining:** We allow workers to choose freely whether to organize or join associations of their own choosing for the purpose of collective bargaining as provided by local law or regulation

**Forced labor:** We prohibit reliance on forced, prison or indentured labor, or workers subject to any form of physical, sexual or psychological compulsion, exploitation or coercion. We take all reasonable measures to avoid being complicit in modern slavery and trafficking in persons and to prevent workers being charged recruitment fees and expenses.

**Child Labor:** We prohibit employing workers younger than sixteen (16) years of age or below the applicable minimum age, whichever is higher, and we prohibit employing workers younger than eighteen (18) for any hazardous tasks.

**Responsible Mineral Sourcing:** We are committed to responsible sourcing of tantalum, tin, tungsten and gold and other minerals found in conflict-affected and high-risk areas in line with our Responsible Mineral Sourcing Principles.

**Privacy:** We respect the confidential information with which we are trusted. We set clear expectations for all employees and

business partners about collecting, sharing, storing, transferring, and disposing of personal data in order to protect privacy.

**Security:** We strive to ensure a safe environment for all workers and do not tolerate harassment, violence or intimidation. Our security operations are carried out with respect for the dignity and privacy of LM Wind Power workers and the communities in which we operate.

**Community rights:** We respect the dignity of communities affected by our operations, products and services. We implement strict protocols to protect the local environment from pollution and waste, and we strive continuously to optimize consumption of natural resources.

### Governance

At LM Wind Power, we implement the mechanisms listed below to ensure that labor and human rights commitments are upheld effectively within the organization.

Human rights risk and impact assessments globally, by country or region, by business or function, or by product line throughout our value chain. Such assessments may be standalone or integrated in existing protocols and processes. Where reasonable, we will seek to engage with stakeholders affected by our activities to understand and address their concerns in good faith and in line with our human rights commitment.

Integration of impact and risk assessment findings in LM Wind Power operations, and to the extent possible, where relevant in LM Wind Power's value chain. Integration will include the development and implementation of practical guidance, training, process improvements, discrete programs, and other reasonable measures to address salient human rights risks.

Monitoring of the effectiveness of integration measures to address human rights risk. Such monitoring may be conducted by third parties, by LM Wind Power personnel or by any combination of the two.

Human rights capacity building for our employees, contractors and business partners to understand our expectations and their rights and responsibilities. This training will be fit to purpose and regularly updated.

### Community engagement

We believe in building strong relationships with the communities in which we operate by participating in activities that result in long-term changes and a positive impact.

In India, for example we helped set up a digital library-cum digital community research center (CRC) for the residents of Thyamagondlu Taluk, a rural area near Bangalore with a population of around 15,000. Through the digital libraries, students can now access thousands of books available online to further their education, while those in need of essential services like crop insurance, healthcare, etc. can make use of the CRC facilities for a nominal fee.

As part of our livelihood support to women entrepreneurs in India, we provided specific training such as tailoring, mentoring and support to 30 rural women, to help them earn and support their families financially.

In another initiative, our teams in Vadodara, India, along with United Way - our CSR partner, organized a volunteering event, where they distributed dustbins and bags made from cloth at the Gayatri Nagar Village, to increase awareness against plastics, their overconsumption and educate villagers on proper waste disposal practices.

Separately, in Grand Forks, North Dakota, a clean-up walk is organized every year by employees. Volunteers collect any garbage or other waste found lying on a 3.2-kilometre stretch of road—a street that we have now adopted and maintain clean.

### Biodiversity

By integrating biodiversity protection into our operations, we strive to contribute to sustainable development and promote the well-being of ecosystems. In 2022, we completed two lake rejuvenation projects - near our blade manufacturing plants in India, by undertaking regular cleaning drives, increasing green coverage by planting saplings of native trees, and building community awareness to prevent the pollution of the lakes that are essential in maintaining the surrounding ecosystem.

We also make thousands of seedballs with native Indian seeds and plant hundreds of saplings as part of our afforestation drives in India.

### Water Day awareness activity in Suape plant

In Suape, we organized an awareness session on World Water Day, where employees created posters, shared information and data on the amount of drinking water that was available in the world, waste water and its management, and a quiz on the conscientious use of water and various means of preservation.

### Supplier management

LM Wind Power bases its supplier relationships on lawful, efficient and fair practices, and suppliers must adhere to applicable legal and regulatory requirements in their business relationships stated in all applicable laws in their respective countries as well as GE Integrity Guide for Suppliers. In order to be socially and environmentally responsible, all suppliers must ensure that they and their employees, workers, representatives, suppliers and subcontractors comply with the

standards of conduct set out in the Guide and in other contractual obligations to LM Wind Power.

LM Wind Power requires all suppliers and subcontractors to sign on to minimum standards set out in GE's Integrity Guide for Suppliers including respectful workplace; environment, health, and safety; forced labor; and child labor and young workers. All suppliers are required to accept and adhere to guidelines ensuring business will be conducted as per the requirements including:

- Compliance with laws and regulations protecting the environment; improving resource efficiency
- Provide workers with a safe and healthy workplace
- Employ workers above the applicable minimum age requirement or the age of 16, whichever is higher
- No forced, prison or indentured labor, or workers subject to any form of compulsion, coercion or human trafficking
- Compliance with minimum wage, hours of service and over-time wage laws
- Freedom of association
- No discrimination
- No harassment
- Adherence to ethical business practices
- Respect intellectual property
- Avoid sourcing 3-TG (tin, tantalum, tungsten and gold) from conflict mines
- Maintain an international standard of security measures
- Expect their suppliers to conform to similar standards

In 2022, we continued to engage suppliers to improve their quality performance and adhere to our supplier requirements. A key supplier quality indicator is the non-conformity rate <sup>1</sup> on which we kept at 0.26% and well below our target threshold of 0.35%. Suppliers are prioritized for detailed, on-site assessments depending upon the country in which they are located,

their past performance and whether they are producing parts or components that will be incorporated into our products. We also strongly advise that suppliers use a sustainable management system's actions and certifications to manage their sustainability impacts. All potential suppliers shall have a Quality Management System complying with ISO 9001:2008.

GE's Supplier Responsibility Governance (SRG) program is fully embedded and is a part of the LM Wind Power supplier qualification process, ensuring that new suppliers are assessed before any business or product qualification commence. LM Wind Power believes that by working with suppliers to assess and manage their risks, the supplier can realize economic, social, and environmental benefits. All of LM Wind Power's direct material suppliers on our mandatory countries list require an onsite SRG audit. All suppliers are required to receive at least one SRG audit every two years and suppliers with previously recorded concerns will be audited every year. In 2022, we completed 12 audits in total during which 20 red flag and 6 yellow flag observed, and all have been closed. Going forward, we will continue with the supplier audits to make sure the suppliers meet requirements.

### Data ethics policy

LM Wind Power adheres to GE Cybersecurity framework that ensures the security of our information, systems, products, and network is, and always will be, a top priority. LM Wind Power has adopted the National Institute of Standards and Technology Cybersecurity Framework and International Organization for Standardization 27001 Framework as the basis for our cybersecurity controls framework. At LM Wind Power, each cyber function (Identify, Protect, Detect, Respond and Recover) is managed by defined governance, risk assessment, control implementation, control effectiveness monitoring and metrics. In 2022, the Threat Management Team resolved 6 confirmed information security incidents for LM Wind Power.

<sup>1</sup> LM Wind Power's tracks supplier non-conformances as non-conformance recorded versus the total number of deliveries.



Carbon neutrality

- **Carbon neutral operations**
  - **scope 1 & 2 emissions**
- **Carbon offsets**
- **Energy efficiency**
- **Renewable energy**
- **Greenhouse gas accounting**
- **Supply chain sustainability program**



In 2015, world leaders developed the Paris Agreement – an unprecedented step to curb greenhouse gas emissions. LM Wind Power is committed to concrete and ambitious actions to fight climate change. With our products powering wind turbines across the world, we work together with our stakeholders in the wind industry to lead the energy transition to make the Paris Agreement a reality. Yet our environmental commitment goes beyond the green electrons our products generate. We keep account and take responsibility of our own operational emissions such as improving energy efficiency.

### Carbon neutral operations – scope 1 & 2 emissions

Since 2018, LM Wind Power has been a carbon neutral business for scope 1 and 2 emissions – the first in the wind industry. Maintaining carbon neutral status requires us to achieve a net-zero carbon footprint by balancing emissions with an equal number of reductions and offsets every year.

Four workstreams form the backbone of our carbon neutral program:

- 1) Measuring and disclosing our greenhouse gas (GHG) emissions.
- 2) Optimizing the way in which we use energy and reducing emissions from energy use and other operational activities.
- 3) Procuring 100% renewable electricity, particularly from wind.
- 4) Offsetting the remaining unavoidable emissions through verified carbon credits.

In 2022, emissions from our own operations – scope 1 and scope 2 – amounted to 102,654 tCO<sub>2</sub>e. We continued to purchase 100% renewable electricity in 2022, which saved more than 80,000 tCO<sub>2</sub>e compared to sourcing non-renewable electricity from the grid. Also in 2022, the highest contribution to our carbon footprint was the indirect emissions from

energy consumption in our facilities. Though we procure renewable electricity, continuing to reduce energy consumption is a critical area of focus for us as our consumption is significant and the indirect emissions remain.

### Carbon offsets

Though we are constantly aiming to reduce emissions internally, we cannot reduce all our emissions in the short term. However, we can act responsibly towards the emissions that we cannot reduce. After reducing our emissions as much as possible, we will balance the remaining scope 1 and scope 2 emissions by investing in carbon reduction projects elsewhere in the world.

### Energy efficiency

As a manufacturing business, our main emissions come from resources and energy used in our operations. Reducing consumption reduces emissions and cost. In 2022, our energy efficiency team continued to assist all plants in finding efficiency gains. We implemented energy efficiency projects in various plants to achieve an 8.3% reduction in energy consumption in kWh/ Cubic meter of operations.

Some of the key projects included replacement of old chiller pumps with IE4 pumps, installing adiabatic cooling systems for chillers and adding variable frequency drives (VFD) to our old dust extraction systems. Based on the 2021 project outcomes, we extended the replacement of conventional blower fans with belt drive to EC Fans in more number of air handling units, resulting in a 20% reduction in electricity consumption. We also replaced conventional induction lamps with LED, which achieved an approximately 30% reduction in electricity consumption.

### Renewable energy

In 2022, 14.8% of our global energy consumption was sourced from renewable energy, in which 4.4% of total

energy was covered by green tariffs (contracted renewable electricity from our local utility providers) and 10.4% of total energy consumption was sourced directly from solar and wind projects through PPAs (Power Purchase Agreements) and wheeling options without EACs (Energy Attribute Certificates). LM Wind Power will obtain all necessary EACs for the before-mentioned renewable energy.

Our manufacturing sites in India source electricity from wind and solar through long term Power Purchase Agreements (PPAs) and our plant in Fujian, China source electricity from a wind turbine located in their location. This is a strategy we are pursuing wherever feasible, helping to bring new renewable electricity capacity online through the project financing we help secure through our long-term offtake commitment. Our electricity consumption is significant, but the load is spread across different geographies and each country or region where we operate has its own regulations and conditions that influence the availability of viable options. We expect we'll need to continue to purchase EACs for a

proportion of our renewable electricity needs in the foreseeable future to maintain our carbon neutral commitment, while at the same time pursuing PPAs and onsite installation of renewable generation at our sites wherever it makes sense.

### Greenhouse gas accounting

Carbon footprint is commonly reported in the form of scope 1, scope 2 or scope 3. Scope 1 emissions refer to the emissions that are a direct consequence of a company's own operations. For example, emissions generated by company-owned vehicles or facilities are considered scope 1 emissions. Scope 2 emissions cover indirect emissions from purchased electricity, heating, cooling or steam. The emissions are indirect emissions because the actual generation of the emissions physically occurs outside of the company-owned site and takes place at power plants. Scope 3 emissions include other indirect emissions stemming from a company's suppliers' operations, such as purchased goods and services, transportation and distribution, business travel and waste disposal.

#### Our approach



Carbon neutrality means achieving a zero carbon footprint by balancing emissions with an equal amount of reductions and offsets.

#### Our boundary



LM Wind Power's carbon neutrality pledge covers emissions that we influence directly. We encourage the rest of the value chain to take responsibility for their emissions.

In 2022, LM Wind Power hired external consultants to conduct a full greenhouse gas (GHG) inventory from a 2019 baseline. Historically, scope 1 and 2 as well as several scope 3 categories have been calculated under the GE Renewable Energy Carbon Neutral program, so the focus of the consultants was to calculate the GHG emissions from the relevant remaining scope 3 categories between 2019 and 2021, and then calculate full GHG emissions for scope 3 for 2022.

### Supply chain sustainability program

LM Wind Power recognizes the global challenge of climate change as a fundamental driver for the demand for our products, and we are proud to partner with our suppliers and customers to mitigate the impacts of climate change by delivering renewable, affordable and reliable energy solutions. Increasingly, the world relies on companies like ours to step up and accelerate the clean energy transition, and we feel compelled to help deliver the necessary sector growth in a sustainable way.

In 2022, to strengthen our ability to drive sustainable progress across our supply chain, we have partnered up with EcoVadis, a leading global company in business sustainability ratings and performance, to conduct individual sustainability performance assessments of our supply chain partners. Engaging with our suppliers to register on the EcoVadis platform and take the sustainability assessment will be a key factor in our sourcing and supplier review processes. In 2022, suppliers representing 73% of LM Wind Power's direct materials spend had been registered on the EcoVadis platform. After conducting individual sustainability performance assessments, EcoVadis scorecards were issued to suppliers representing 70% of LM Wind Power's direct materials spend.



# GREENHOUSE GAS EMISSIONS INVENTORY 2022

## Scope 3 Upstream



**76.6%**  
Purchased Goods  
and Services



**1.1%**  
Employee  
Commuting



**0.6%**  
Business Travel



**1.9%**  
Fuel and Energy  
Related Activities



**4.2%**  
Upstream  
Transportation  
and Distribution



**1.3%**  
Waste Generated  
In Operations

## Scope 1 & 2



**0.1%**  
Direct GHG  
Release



**1.2%**  
Stationary  
Combustion



**0%**  
Purchased  
Electricity<sup>1</sup>



**0.4%**  
Mobile  
Combustion

## Scope 3 Downstream



**2.7%**  
Downstream  
Transportation and  
Distribution



**0.9%**  
Processing of Sold  
Products



**1.0%**  
Use of Sold Products



**3.0%**  
End of Life Treatment  
of Sold Products

<sup>1</sup> Market-based approach, including instruments like EACs.

## Circularity

- **Blade Circularity**
- **Our product life cycle**
- **Life cycle assessment**
- **Materials**
- **Manufacturing**
- **Operation and maintenance**
- **Blade recycling at end-of-life**

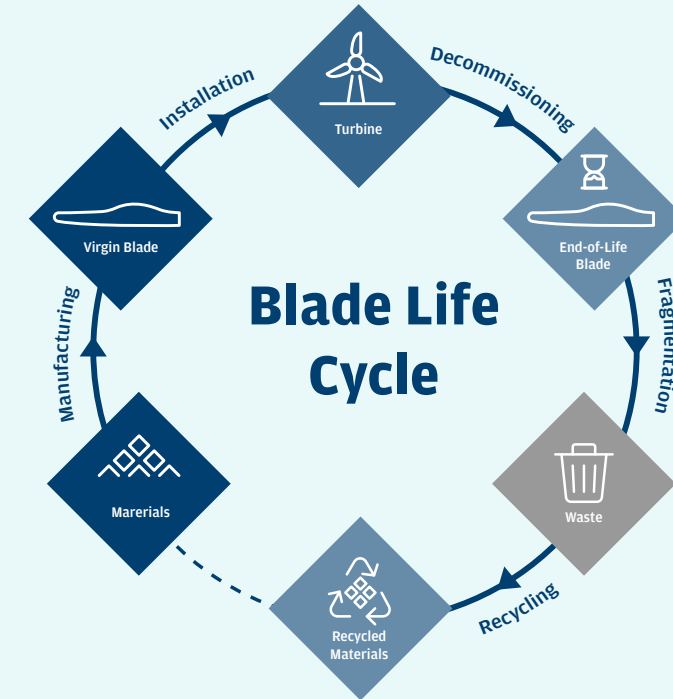
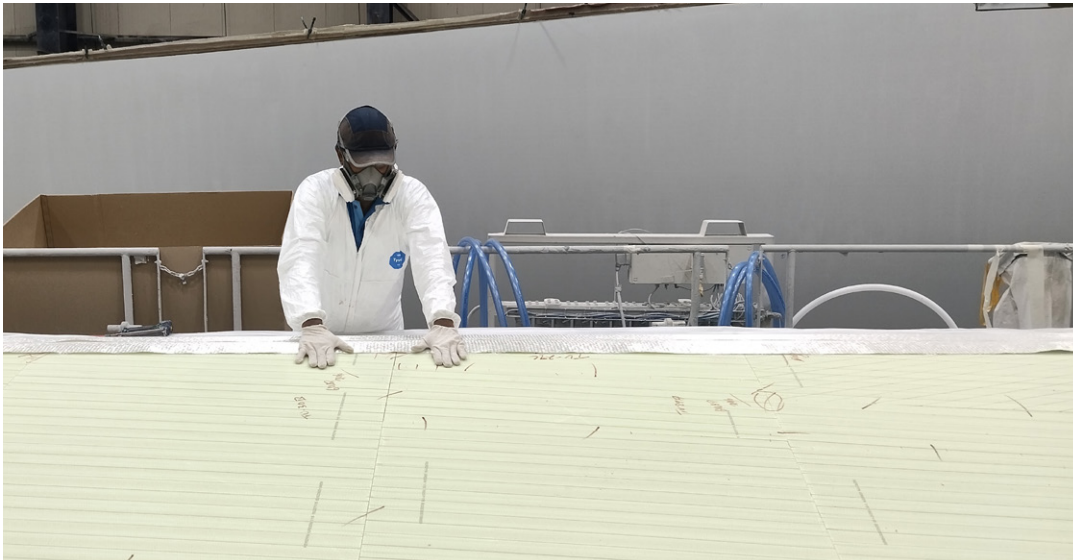


## Blade Circularity

Circularity isn't just about recycling; it's about optimizing our use of resources and maintaining the value of products, materials and resources for as long as possible by returning them into the product cycle after having reached the end of their life cycle - from material extraction, to manufacturing, to operation, to end-of-life. As a designer and manufacturer of wind turbine blades, we have an opportunity to directly influence the circularity through our design and innovative manufacturing, as well as to partner with suppliers and customers to optimize resource use both upstream and downstream of our own operations. Through partnerships throughout our value chain, and even with other industries, we aim to create a circular economy for all the materials used in wind turbine blade manufacturing.

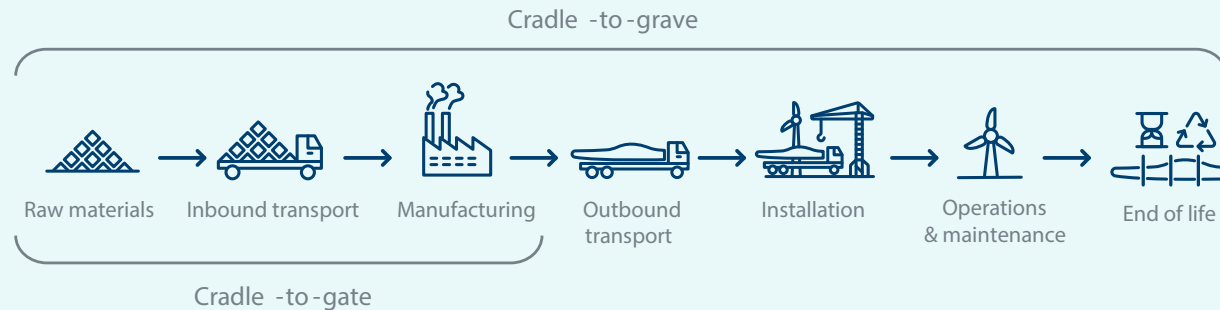
## Our product life cycle

1. The life cycle of a blade starts with the extraction of material that comes to our manufacturing facilities and are turned into high-quality wind turbine blades.
2. In the process of making blades, our plants consume energy and generate waste which is managed carefully according to the local environmental standards.
3. Our customers take over the blades when they roll out of the factory doors and take them to their designated destination for installation on a wind turbine. Once installed in the field, the blades can generate clean, renewable electricity for 20-25 years.
4. At the end of the blade's lifetime, the most common disposal method is either incineration or landfill, but LM Wind Power is working with partners to establish more sustainable alternatives.



## What is a Life Cycle Assessment?

Cradle-to-grave analysis technique to assess environmental impacts associated with all stages of a product or process' life



<b>Inputs</b>	+	<b>Outputs</b>	=	<b>Environmental impacts</b>
Raw materials		Emissions		Global Warming Potential (GWP)
Energy		Waste		Depletion of natural resources
Water		By-products		Depletion of natural resources
				Ecotoxicity
				Human toxicity
				Eutrophication

### Life cycle assessment

We influence the sustainability of our products by integrating life cycle thinking into our blade design processes.

### Materials

Together, with other leading companies, we strive to optimize the use of natural resources throughout the lifetime of a blade, aiming to give these resources a new life within a circular economy. As a blade manufacturer, our position in the value chain enables us to influence the emissions that occur upstream, before a blade is installed on a wind turbine. It is a fact that more than 70% of emissions from the life cycle of a blade occur during resource extraction. Therefore, to improve the overall sustainability of our products, we need to effectively engage with our supply chain partners.

When it comes to our own emissions, we ensure compliance with legal & other obligations and maintain effective control over the release of air (pollutant) emissions by a mix of designing our facilities control & minimize the emissions, and implementing strict operating procedures. On top of that relevant records are accurately document and meticulously file to facilitate verification and auditing processes.

### Recycled content

LM Wind Power is committed to limiting to the minimum the use of balsa wood, and whenever it is not possible to eliminate it, source it from responsible sources. The balsa we still need to source comes from global suppliers who have provided strong evidence for sustainable sourcing policy or FSC certifications. In 2014, we introduced PET as an alternative to balsa, and since then we have progressively transitioned from balsa wood to PET. Currently, around 95% of our blades use mainly PET. We also aim to have a substantial volume of the PET from a recycled source, keeping in mind the overall carbon footprint optimization that includes both material extraction and

transportation. Our long-term PET strategy is to source main (and where possible all) volumes with Recycled PET, and in 2022 most of the PET demand was secured with R-PET.

Engagement with our supply chain on waste prevention and increasing recycled content into the materials we purchase will increase over the coming years; in partnerships we are exploring how we can ultimately deliver waste back to suppliers, for recycling into new materials that will be supplied to the wind industry or other sectors.

### Reusable packaging

Following the Zero Waste Blades pledge, we analysed our packaging options for core kits across all facilities globally. This helped to identify a positive business case - to increase reusable packaging options that will also lead to cost reduction and reducing the packaging waste. We are now engaging with our suppliers across locations to introduce more reusable options like returnable carts, cardboard boxes or corrugated boxes. For example, in our plant in North America, returnable packaging material is a requirement for qualifying a local supplier of the kitting material used in blade manufacturing.

### Manufacturing

We believe the true value of wind comes from what it produces, and from what it doesn't produce. Every day our blades capture the wind to produce clean energy, and through innovation and partnerships, we aim to produce this clean energy with zero waste. We are taking steps to address issues of waste generation and management even before the product is "born" to limit impacts throughout the product life cycle and even afterwards.

### Zero Waste Blades by 2030

Producing manufacturing waste is inevitable. In our production, around 25% of materials currently go to waste and do

not go into the final product. Research indicates that blade manufacturing waste volumes are expected to be larger than decommissioned blade volumes in the coming decade. But what if we did not waste our waste? What if we took waste that is normally viewed as trash or rubbish and turned it into something valuable to help power a cleaner planet and future for us all?

In 2021, we committed to manufacture zero waste blades by 2030, a significant step in our mission of powering a cleaner world, together with our industry partners. Zero waste blades means we will send no packaging and materials from blade manufacturing to landfill or incineration without energy recovery by 2030.

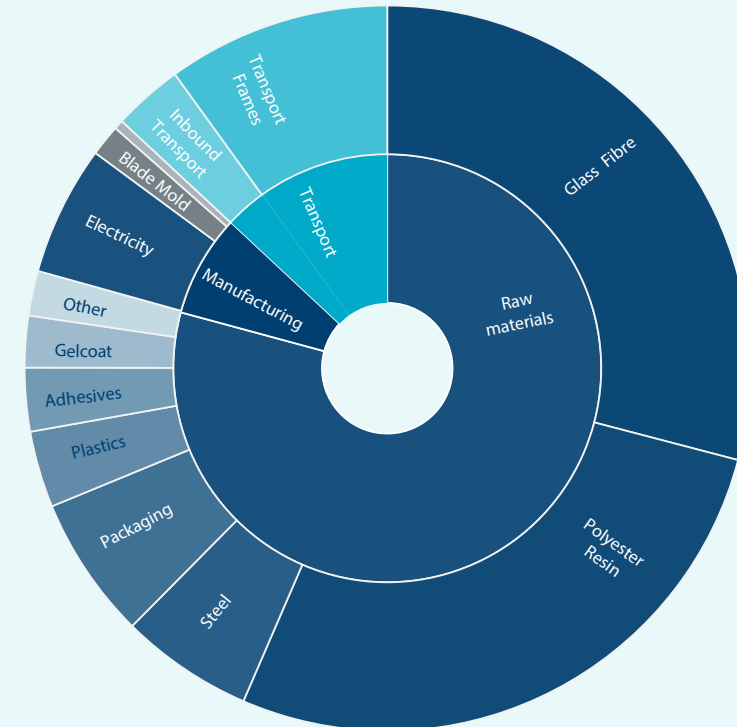
In 2022, we embedded our Zero Waste Blades 2030 target as a strategic breakthrough within the company strategy. This program has enabled significant progress toward our 2030 goal. Through a combination of material waste prevention initiatives and partnerships to increase recycling rates at our plants, our material efficiency improved by 17% in 2022 (material efficiency = tons of waste excluding recycled / MW produced) compared to 2021.

### Preventing waste

In the Zero Waste Blades program, we aimed at reducing direct consumption of materials like carbon, glass, resin and glue, which are used in the blade building process. These materials either become a part of the final product (blades) or are discarded as manufacturing waste and are sent to landfill, or an incineration station.

To lower our consumption of carbon, we reviewed the spar cap building process. Spar caps make up the support beam, which runs the length of the blade and are built from carbon planks that come in various lengths. These carbon planks are

## LCA of a typical glass blade





extracted from carbon coils available in three standard lengths, and supply can also include non-standard lengths. By optimizing the carbon coil cutting sequence, length of the coils, and the process set up, we lowered our carbon consumption/ scrap percentage from 10% to 1% in 2022.

Glass waste was brought down significantly in 2022, by organizing multiple Kaizen events across our plants globally to first identify key areas followed by targeted process improvements, and further engaging with suppliers to reduce overconsumption.

### Recycling waste

To unlock the value from waste, we worked on a new initiative in association with one of our recycling partners Sunrays Composting, in India. This involved pyrolysis of the fiber reinforced plastic (FRP) waste under controlled temperature and pressure and is independent of any fossil fuel consumption. The pyro oil obtained during the process is used in manufacturing facilities as fuel, replacing fossil fuels /petroleum products.

### Water conservation

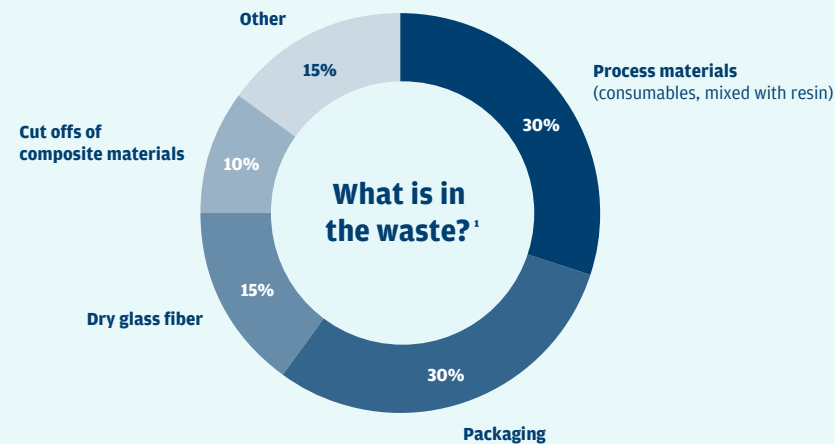
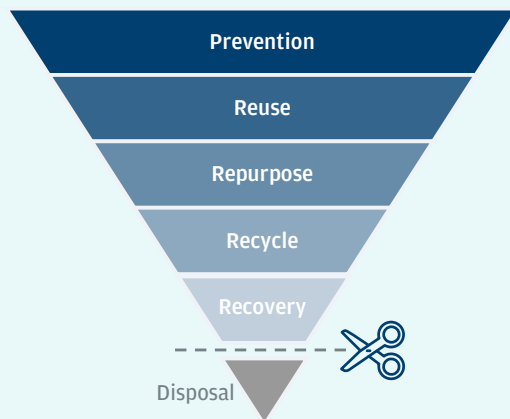
Our water consumption mainly results from sanitation and cleaning at our sites. We do not use water in the process of producing blades.

### Operation and maintenance

Circularity is also about ensuring we optimize the lifetime of the resources we use. For us, that's about ensuring we produce reliable, high-quality blades with a long lifetime and to secure this long-term investment, regular inspections and

maintenance of the blades are crucial. With a global network of operations and maintenance support facilities, our *blade service* teams deliver high-quality solutions to wind farm owners across the world.

We constantly work on new technologies to enhance reliability and performance of blades. Our lightning protection system safeguards the blades against the damaging effects of lightning, since the blades, due to their sheer height, are more vulnerable to lightning strikes.



<sup>1</sup> Just a representation. Percentages vary depending on blade types and plants. Read more about our manufacturing waste on page 28.

Our innovative leading-edge protection *ProBlade Ultra (PBU)* has high durability and excellent erosion resistance and that reduces the downtime of the turbine. With the PBU there is significantly lower Annual Energy Production (AEP) impact than other leading-edge protection solutions due to optimized dimensions and optimized placement on the leading edge.

### Blade recycling at end-of-life

Today, around 85-90% of wind turbines' total mass can be recycled and have established recycling practices in place. But the legacy blades are challenging to recycle due to the composite materials used in their production.

While various technologies exist to recycle the composite materials in blades, they are not widely available at industrial scale.

Further recycling of a composite structure, like a wind turbine blade, is not just a wind industry challenge, but a cross industry challenge. Industry-wide partnerships to establish the recycling value chains are the way forward.

### ZEBRA project

In 2022 we continued our progress on the ZEBRA (Zero waste Blade ReseArch) project, where LM Wind Power is designing and manufacturing 100% recyclable wind turbine blades. Achieving zero waste blades relies on the full value chain, which is represented in the ZEBRA consortium - from development of materials to blade manufacturing, wind turbine operation, and eventually recycling of the decommissioned blade material as well as the waste from blade manufacturing sites.

The ZEBRA consortium, in March 2022, announced a new step forward on the industry's transition to a circular economy with the production of the first prototype of its 100% recyclable wind turbine blade. The 62m blade was made by LM Wind

Power at our factory in Ponferrada, Spain, using Arkema's Elixir® resin, which is a thermoplastic resin well known for its recyclable properties together with the new high performance glass fabrics from Owens Corning.

We achieved another milestone in September 2022 when the ZEBRA consortium's recyclable blade prototype successfully cleared the static tests, marking the next step forward in the wind industry's goal of developing fully recyclable wind turbines.

The ZEBRA blade is the first and largest commercial-sized thermoplastic blade in the world. Along with designing and manufacturing the blade, the ZEBRA project team at LM Wind Power is also responsible for testing, with experts involved from different functions. The prototype blade will now go through fatigue testing, before a final post-fatigue static test. Meanwhile other manufacturing components and production waste are undergoing laboratory trials as part of the development of the recycling process.

As the testing continues on the first prototype 62.2 blade, a second prototype 77.4P6 blade is planned for manufacture in 2023, which will include new recyclable carbon sparcap technology.

### DecomBlades project

There are technologies in place that can recycle legacy wind turbine blades, but the challenge for the industry lies in establishing a viable value chain from cradle-to-cradle that is scalable to handle the coming volumes of end-of-life blade waste.

To support that blades can be 100% recycled in practice, LM Wind Power is part of the DecomBlades consortium in Denmark, which brings together leading players in the wind industry, recycling companies and universities to form the

basis to commercialize viable blade recycling solutions. In this three-year project, partially funded by the Innovation Fund Denmark, LM Wind Power is leading the consortium's work to establish blade material passports, utilizing our expertise on blade construction and material composition.

In 2022, the blade manufacturers in the DecomBlades project jointly introduced a recommended blade material passport - a new document that maps out the composition of blades. This document provides standardized information on the type of materials that are used in making the blades and their placement, thus enabling making it easier for recycling partners to dismantle and recycle them in the best possible way.

### Blades2Build project

LM Wind Power is also a member of the Blades2Build (B2B) consortium, which is focused on developing new recycling solutions for manufacturing waste as well as end-of-life blades. The project includes building a large-scale industrial demonstration plant in Spain that will convert waste into new building solutions such as concrete, aggregates or dry mortars.

The Blades2Build project builds on collaboration with Endesa and Prezero announced in February 2022, to support the establishment of a blade waste recycling plant located in Cubillos del Sil in Spain. Once the plant is established, LM Wind Power plans to supply surplus glass fiber generated during the manufacture of blades at its Spanish plants in Ponferrada and Castellón.



# GRI CONTENT INDEX

## Statement of use

LM Wind Power has reported in accordance with the GRI Standards 2021 for the period 01 January 2022 to 31 December 2022.

## GRI 1 used: GRI 1 - Foundation 2021

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2-2	Entities included in the organization's sustainability reporting	P. 12
2-3	Reporting period, frequency, and contact point	P. 8
2-4	Restatements of information	All restatements of information are addressed through a footnote in the relevant sections of the report
2-5	External assurance	P. 8
2-6	Activities, value chain and other business relationships	P. 12
2-7	Employees	P. 9
2-8	Workers who are not employees	P. 9
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GRI 2: General disclosures 2021		
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GRI 2: General disclosures 2021		
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<b>GRI 3: Material topics 2021</b>		
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