TOGETHER, WE CAPTURE THE WIND TO POWER A SUSTAINABLE WORLD

SUSTAINABILITY REPORT 2023

United Nations Global Compact Principles Global Reporting Initiative Standards

Danish Financial Statements Act (DFSA) section 99a and 99d.



COMMUNICATION

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.



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MESSAGE FROM OUR CEO

Wind energy is a strong pillar within the renewable energy sector, offering reliable, affordable, and sustainable electricity that helps battle the critical challenge of climate change. While our positive impact is evident, we must also recognize the considerable challenges across the wind value chain. These include addressing product economics, offering value-added services at competitive prices, and delivering high-quality products efficiently. At LM Wind Power, we are committed to maintaining our focus on safety, quality, and environment, as well as well-being of our employees, the very foundation of our business, while supporting our customers and other stakeholders worldwide in their mission to make clean energy affordable, and accessible for all.

People and society

LM Wind Power has always been driven by a clear purpose and vision: Together, we capture the wind to power a sustainable world. We are committed to foster enduring value for all our stakeholders, and work every day to advance the journey to a sustainable world. As a single company, however, there is only so much we can do. Sustainability requires collaborative efforts and partnerships at the industry level and across civil society and governmental bodies. This is one of the reasons why we've endorsed the UN Global Compact since 2010 and documented our performance in the annual Communications on Progress.

LM Wind Power is a people business with a diverse workforce of over 10,000 individuals, representing 50 different nationalities. They are the front-line workers of the energy transition, spearheading necessary decarbonization to the benefit of us and future generations. Ensuring the safety of our people remains paramount. And through focused efforts in 2023, we achieved notable progress on our safety metrics, with days away from work rates reduced by 18% and a 12% reduction in injury & illness rates. Having a workforce that is safe and thrives is the critical foundation for continuing to spearhead technological innovation that builds on four decades of pioneering blade legacy. Innovation is crucial for constantly enhancing the competitiveness of wind energy and 2023 marked two significant milestones for demonstrating that. Approximately 130km off the coast of the UK, GE Vernova's first Haliade-X offshore wind turbine with our 107 meter blades started to generate power as the largest ever installed in European waters and the first 13+MW wind turbines to become operational at sea. Our 107-meter-long blades were also put to work in the Vineyard Wind 1 Project in Massachusetts when the first of 62 Haliade-X turbines were installed, as part of a wind farm that has the potential to generate clean and affordable electricity for more than 400,000 homes and local businesses. We are proud of these achievements as they are the outcome of incredibly hard work from our teams and dedication to collaboration with our customers and partners.

Circularity

While our blades will generate renewable electricity for decades, contributing to decarbonization of the energy system, we want to ensure we continuously reduce environmental impact throughout the blade life cycle. Through projects like DecomBlades, ZEBRA and Blades2Build, we are actively driving circularity and blade recycling into our product and industry. The best thing about these multi-year research projects



Bolder partnershi

and partnerships is that they deliver tangible solutions, and it was a moment of pride when we were able to showcase a 2-meter tip from our 62-meter prototype recyclable wind turbine blade as part of the ZEBRA consortium at COP28.

Increasing circularity and gradually changing our blades for reduced environmental impact is a complex and long term commitment. But, we can tackle emissions from our own operations immediately and we have in 2023 continued our carbon neutral commitment for scope 1 and 2, purchasing 100% renewable electricity for our global operations. We continue the strong push to improve energy efficiency to continuously reduce the carbon footprint while generating operational cost savings.

We became carbon neutral for our operations in 2018, and we have continued to evolve and expand our sustainability commitment since. In 2023, we launched our renewed vision and strategy that reflect our aim for even bigger impact on People & Society, Carbon Neutrality and Circularity. We invite you to follow our journey as we push the boundaries of carbon emission reductions beyond conventional boundaries, engage in bolder partnerships that promote circularity and empower people to cultivate a culture of safety and inclusion. This report gives you a sense of what that means. Enjoy the reading! Bigger reach by doing better, being bolder and empowering brighter lives

ABOUT THE REPORT

As a signatory to the UN Global Compact, we believe that our sustainability report is the right platform to communicate progress against our sustainability targets to our wide range of stakeholders and to guide future engagement.

This 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.

With this report we aim to present LM Wind Power's approach to sustainability and the results of our first materiality analysis. We will then explain what each material topic means to LM Wind Power, and what initiatives we have taken to ensure we continue to make progress on the 3 key priorities: People and society, Carbon neutrality, and Circularity. In the last section, we present the data and metrics that demonstrate our performance.

Reporting scope

Unless otherwise indicated, the data and information provided in this report covers our global operations from 1 January to 31 December 2023.

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 – Vice President Human Resources, Vice President Quality and Environment, Health and Safety, Vice President Engineering, and the CEO.

We would like to hear from you

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

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Circularity

WE ARE LM WIND POWER

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 2023.

People and society

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 267,000 blades corresponding to a capacity of approximately 152 gigawatt (GW) – each year contributing to save more than 332 million tons CO,e¹.

LM Wind Power has been a GE Company business since 2017 and is now a part of GE Vernova after its spin off from GE Company in 2024. Having been a long 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.

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 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 blades for a more sustainable future, and in 2023, we produced our second recyclable blade using a carbon spar cap technology.

Global capacity and supply chain

LM Wind Power has 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. 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 one of the world's largest blade suppliers, 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 sustainable and reliable product and our unique ability to create value in efficient partnerships, with suppliers and customers as well as internally. Together, we help secure clean energy for the world many years into the future.

Organizational structure

The LM Group is led by the CEO who is supported by the wider management team, which consisted of 17 members in 2023 (including the CEO and CFO) who represent the various functions within the organization. GE Vernova's Wind segment has financial oversight of the LM Group, in accordance with our strict rules on confidentiality, especially regarding 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 consisted of four members end of year 2023².

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

² Board of directors consisted of five members from January until September 2023.

Circularity

LM WIND POWER HIGHLIGHTS



EXTERNAL ASSESSMENTS, AWARDS AND ACHIEVEMENTS

External assessments EcoVadis Gold rating awarded

In 2022, LM Wind Power partnered with EcoVadis, a global sustainability performance and rating agency, to assess the company's sustainability performance and earned the silver medal, following evidence-based assessments. We set a target to achieve EcoVadis Gold Status by 2024. Building on the learnings, we intensified our commitment to driving sustainability across all operations, which resulted in securing the EcoVadis Gold status in 2023, positioning LM Wind Power among the top 5% of companies evaluated. The Gold status reflects our effort in being a socially responsible and sustainable business and underscores our unwavering dedication to ethical and sustainable practices.

Awards and achievements

LM Wind Power ranked among top 10 companies on sustainability by engineers and engineering students in Denmark For more than 20 years Danish companies have been ranked by engineers and engineering students in an annual survey. In 2023 LM Wind Power was ranked 2nd by engineering students, where 67% of the questioned students rated LM Wind Power as a sustainability (Danish: bæredygtig) company. Among engineers LM Wind Power achieved 9th ranking, where 39% of the questioned engineers rated LM Wind Power as being sustainable.

LM Wind Power's Zero Waste Blade project was chosen as one of the top 50 Sustainability Cases by Børsen in 2023. Each of the projects chosen were considered business innovative and scalable in their impact driving decarbonization, transforming the circular economy.

First position in EHS leadership and silver award for EHS best practice

The LM Wind Power plant in Dabaspet received the first position in EHS leadership category and silver award for EHS best practices adopted during the 15th edition of the Confederation of Indian Industries (CII) – Southern Region EHS Excellence Award 2022. The award, presented in May 2023, recognized the company for promoting employee training, incident response procedures, safety audits, and overall safety culture within the organization.

Double triumph by LM Wind Power Vadodara

The LM Wind Power plant in Vadodara achieved a double triumph in 2023, earning both the Champion of Manufacturing Award from Mobil India and the Machinist Super Shop Floor Award in the Corporate Social Responsibility (CSR) category, in collaboration with the Times of India Group, one of India's largest media organizations.

Designers turn recyclable blade tips into works of art at GE Vernova's COP28 exhibit

LM Wind Power displayed a 2-meter tip from its 62-meterprototype recyclable wind turbine blade, engineered by LM Wind Power as part of the ZEBRA consortium. The *exhibit* also features replicas of the blade tip covered by educational facts on renewable energy, as well as unique artwork from eight artists from around the world. The creations feature the COP28 themes of diversity, energy, food, health, nature, trade, transport, and water – and the common humanity and power needed to drive them all forward.



The Wonders of Wind exhibit at COP28. Credit: GE Vernova

Circularity

Carbon neutrality

GE Vernova is a portfolio of energy businesses, each with similarities and differences that make them unique. We approach our sustainability efforts with credibility and consistency. At LM Wind Power, we recognize that while our business is unique, our sustainability goals and efforts are aligned with GE Vernova's approach to sustainability. Our vision to capture the wind to power a sustainable world directly contributes to GE Vernova's mission to electrify and decarbonize the world.

People and society

Introduction

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 to 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. We have continued to report every year since then.



Our vision

Together, we capture the wind to power a sustainable world

Our approach to sustainability

We create long-term value for all our stakeholders. As a company in the wind industry, we play an active role in the transition and join forces at industry-level joint effort and in cross sector partnerships, by involving both civil societies and the government.

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People and society

SUSTAINABILITY PERFORMANCE 2023 DASHBOARD



- ¹ In our Safety metrics, we consider LM Wind Power Contractors
- 2 R&D investment figures are based on numbers from the annual report
- ³ 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 2023, of the employees in scope, 100% have completed their ethics training.

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OUR STRATEGY AND TARGETS

GE Vernova's Sustainability Framework comprises four pillars - Electrify, Decarbonize, Conserve and Thrive - that encompass how we integrate all twelve business units and their technologies towards helping to build a more sustainable electric power system. GE Vernova's objectives are to electrify and decarbonize the planet, conserve natural resources and support communities where everyone can thrive. The Sustainability Framework guides these efforts, focuses these priorities and accelerates our collective impact. At LM Wind Power, we implement this Sustainability Framework in many ways while identifying opportunities to progress our company specific goals. At LM Wind Power:

- 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 longterm targets which we work to achieve through projects and partnerships with stakeholders across our value chain.



OUR STAKEHOLDERS

At the core of our sustainability strategy are our stakeholders, including employees, customers, suppliers, the wind industry, policy makers, governments, and communities. We actively listening to these diverse stakeholders, consistently fostering open communication to their inquiries and addressing concerns through various channels. These ongoing dialogues cultivate trust and serve to fortify relationships. We uphold a continuous and interactive dialogue with our stakeholders, instead of isolated endeavors. Our company vision underscores the significance of collaboration and our cooperative business approach should be: "Together, we capture the wind to power a sustainable world".

Our contribution to the Sustainable Development Goals

We acknowledge the worldwide challenges outlined by the United Nations Sustainable Development Goals (SDGs) in September 2015 - a road-map for a sustainable world for all - and the pivotal role businesses play in addressing them. The SDGs emerged from a collaborative process involving the private sector partners, civil society, and governments. Collaborating with various stakeholders across sectors is crucial for attaining and advancing the required progress. As a responsible business, we are committed to uniting efforts to contribute to these shared global goals. It is inherent for us to assess and align our sustainability performance with its impact on the SDGs. Our wind turbine blades enable our customers to generate clean and affordable energy for all - thereby directly contributing to:

SDG 7 'Affordable and Clean Energy' andSDG 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 16 Peace, Justice, and Strong Institutions.

Our contribution to the Sustainable Development Goals



OUR MEMBERSHIPS

UN Global Compact (UNGC)

UNGC is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals. LM Wind Power has been a signatory to the UNGC for over a decade, reporting its sustainability performance annually to demonstrate adherence to the Ten Principles of UNGC and supporting broader UN goals.

LM Wind Power is also a member of various renewable energy associations on a global, regional, and local level. Through our memberships, we contribute to defining policy recommendations and responding to public consultations. Below are details of some major trade associations of which LM Wind Power is a member.

WindEurope

WindEurope is the voice of the wind industry, actively promoting wind energy across Europe. WindEurope actively coordinates international policy, communications, research and analysis, as well as providing various services to support members' requirements and needs in order to further their development, offering the best networking and learning opportunities in the sector.

Global Wind Energy Council (GWEC)

GWEC is the international trade association that represents the entire wind energy sector. GWEC's mission is to ensure that wind power establishes itself as the answer to today's energy challenges, providing substantial environmental and economic benefits. GWEC works at the highest international political level to create a better policy environment for wind power. GWEC and its members are active all over the world, educating local and national governments and international agencies about the benefits of wind power.

The American Clean Power Association (ACP)

ACP is committed to meeting America's national security, economic and climate goals with fast-growing, low-cost, and reliable domestic power. ACP gives a voice to the renewable power sector to speak at a time when renewable investments can help rebuild our economy and address climate change.

Indian Wind Turbine Manufacturers Association (IWTMA)

IWTMA the apex business association and voice of the Indian Wind Industry. IWTMA has been on the forefront on policy framework and regulatory intervention with proactive engagement with central and state policy makers, investors, and stakeholders. Over the past 25 years, IWTMA has played a pivotal role in the development of the wind power industry thereby contributing to the nation's transition to an eco-friendly and sustainable energy mix.

Green Power Denmark

Green Power Denmark is a non-commercial business organization gathering around 1,500 members from across the green energy value chain. Green Power Denmark strives for a green, carbon neutral future through an accelerated electrification of society.



Circularity

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.

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.

In 2023, LM Wind Power conducted a comprehensive review of the materiality analysis performed in 2022 to pinpoint the sustainability-related topics most crucial to both LM Wind Power and its stakeholders. Following a thorough evaluation, the LM Wind Power Sustainability Steering Committee approved the material topics identified in 2022 for the year 2023.

Process to conduct materiality analysis

Phase 1. Shortlisting key material topics

• extensive desk review of current and forthcoming key requirements, as well as internal and external stakeholders' expectations both within the wind energy industry and worldwide

Phase 2. Interviews and workshops

• engagement with internal core stakeholder group to actively seek their inputs related to the material topics identified in phase one

Phase 3. Steering Committee approval

 assessment and approval by the sustainability and cross-functional representation from the management team, including sales, HR, engineering, manufacturing, transport, sourcing, EHS and sustainability

People and Society

\rightarrow Safety

- \rightarrow Employee engagement and development
- \rightarrow Diversity and inclusivity
- $\rightarrow\,$ Our reporting environment
- \rightarrow Ethics and compliance
- \rightarrow Labor and human rights
- \rightarrow Commitment
- \rightarrow Governance
- \rightarrow Data ethics policy
- \rightarrow Biodiversity
- \rightarrow Supplier management



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 10,000 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 Life Saving principles, correct use of protective equipment, ergonomics, waste management, stop work, EHS concern and incident reporting among others.

Circularity

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, our employees reported over 2000 stop works and 10,000 EHS concerns. When comparing this with the 2023 performance, there has been an increase in stop works (approximately 1000) and a 10% decrease in reported EHS concerns (now exceeding 9000). 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 flashpoint we also changed all our mold maintenance chemicals from solvent to water based across all our facilities. As an illustration, we replaced Loctite 7800 for corrosive protection and substituted Loctite 7649 (acetone) used for priming treads on stay bolts with Loctite 7240 and Loctite 7090, both non-low solvent options.



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. In 2023, all our production sites have adopted management systems in accordance with ISO 14001 and ISO 45001, successfully obtaining certification for compliance with these standards.

Our EHS policy and Vision Safe program

Our principle is: Think safe, act safe and arrive home safely with a vision of fatality-free operations.

GE Vernova's global Environment, Health and Safety (EHS) Policy guides our safety initiatives and drives the energy transition through clever solution in the entire GE Vernova 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. We follow the EHS strategic Vision Safe program to ensure that we work as One team, with One goal (zero harm) and applying One standard, world-class safety. This is not just a training program or "one-off" initiative. This is a fundamental change in the way we operate, which benefits our safety performance and our ability to bring everyone home safely. Our EHS strategic Vision Safe program has the following key principles:

- 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 not limited to non-routine operations
- Focus on injuries linked to High-Risk Operations (HRO) and bearing in mind Lifesaving principles
- 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, strengthen during 2023
- Make safe and environmentally friendly products from the design and throughout the life cycle
- Promote and reward positive behaviors and ideas that support our EHS culture
- 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: Safety First
- 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 and in weekly bases. In 2023, we achieved notable progress on our safety metrics, with days away from work rates reduced by **18%** and a **12%** reduction in injury & illness rates.

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 longterm career aspirations.

In 2023, salaried employees used GE Vernova'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 Vernova's Leadership Behaviors.

Onboarding and training

In 2023, over 973 new employees joined LM Wind Power. Among them, over 787 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 787 hourly employees and we invested more than 132,216 training hours for them.

Our new salaried workers received more than 10 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 3000 trainings were provided to our salaried workers in 2023.

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 2023, the two entities have the same Board members and are comprised of three company representatives and two employee representatives. As of December 2023, we had a total of 17 top management positions that represent various functions within the organization. Among these positions, 18% are occupied by females, while 82% are held by males. Our goal for the next five years is to incrementally raise the representation of underrepresented genders in top management positions by 2% each year.

As of December 2023, we had a cumulative of 98 other management positions, including people leaders (excluding top management) with at least one direct report. Within these roles, 30% are currently held by females, while 70% are occupied by males.



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 Vernova's integrity hotline.

In 2023, more than 101 open reporting policy concerns were raised by employees in LM Wind Power. Approximately 42% of the concerns logged in 2023 identified either policy or process non-compliance, which led to process improvements or disciplinary actions. There were 0 child or forced laborcases, and 35 harassment & discrimination concerns in 2023, of which 15 were confirmed.

Ethics and compliance

At the core of LM Wind Power's ethics & compliance programs lies The Spirit & The Letter, which is a GE Vernova company-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 of 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 2023, of the employees in scope, approximately 100% 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.

We incorporate ideals from the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work and the Sustainable Development Goals. 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 GE Vernova's Human Rights Statement of Principles.

Commitment to our people

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 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: We are proud to include Persons with Disabilities in our workforce, providing them

¹ The mission of Disability Advocacy Network (DAN) is to provide support and resources that enable people with disabilities, their families, and allies to connect and thrive. access to opportunities while identifying and plugging the gaps that make integration a challenge for them. With the help of our Disability Advocacy Network¹ 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.

Circularity

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.

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 GE Vernova's Responsible Mineral Sourcing Principles that outline LM Wind Power's commitment to respecting human rights through responsible sourcing practices when it comes to sourcing products containing these minerals.



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.



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. Going forward, we will continue our focus and programs in the area of Labor and Human Rights, as well as actively participating in new potential initiatives.

Data ethics policy

LM Wind Power is committed to protecting information about our employees, customers, suppliers, and company, as well as the technology resources we provide to our employees and contractors. We have adopted a defense-in-depth approach, in which multiple layers of security controls are placed throughout our systems, and a security-by-design approach to build security into our products, both of which enable us to proactively protect against and respond to a dynamic cyber threat landscape. As such, LM Wind Power has implemented detailed cybersecurity and information protection policies.

LM Wind Power ensures that the security of our information, systems, products, and network is, and always will be, a top priority. LM Wind Power has implemented a layered defense approach to security, which combines multiple mitigating security controls to protect our resources and information and improve our cyber resiliency.

In addition, 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. These measures reflect our long-term commitment to protecting our employees, serving our customers and preserving shareholder value. Despite these measures, LM Wind Power may not be able to successfully prevent or defend against all cyber-related attacks. In 2023, the Threat Management Team confirms that LM Wind Power suffered no information security breach.

Biodiversity

We know biodiversity protection is critical for a healthy planet and have local and global events in place to engage our employees and foster increased environmental awareness. This was prominently displayed during Earth Week 2023, where teams globally engaged in various initiatives like planting trees, cleaning up litter and hosting sessions on how employees can adopt an eco-friendlier lifestyle. Efforts included making seed balls, establishing green areas and promoting waste sorting and reduced use of plastic. During all the events, we had a strong emphasis on safety as a foundational pillar to drive impact also in the environmental space.

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 Vernova's Supplier Integrity Guide. In order to be socially and environmentally responsible, all suppliers must ensure that they and their employees, workers, representatives, suppliers and subcontractors comply with; (i) the standards set out in the GE Vernova's Supplier Integrity Guide, that include clauses on environment, labor, and human rights requirements, and (ii) 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 Vernova's Supplier Integrity Guide including respectful workplace; environment, health, and safety; avoid sourcing 3-TG (tin, tantalum, tungsten and gold) from conflict mines; 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:

Circularity

- 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 overtime wage laws
- Freedom of association
- No discrimination
- No harassment
- Adherence to ethical business practices
- Respect intellectual property
- · Maintain an international standard of security measures
- Expect their suppliers to conform to similar standards

In 2023, 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 on which we kept at 0.19% and well below our target threshold of 0.21%. 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 9001:2015. Going forward, we will continue with the supplier audits to make sure the suppliers meet requirements.



Carbon neutrality

- \rightarrow Carbon emissions calculation
- → Carbon neutral operations - scope 1 & 2 carbon emissions
- \rightarrow Energy efficiency and renewable energy
- \rightarrow Supply chain sustainability program



Carbon emissions calculation

Carbon emissions is commonly calculated 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 occur 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 blades contribute to the fight against climate change every day, but our commitment goes beyond the clean energy produced by our products. We calculate and take responsibility for our operational emissions (Scope 1 & 2) and have had dedicated resources to continuously identify and support implementation of reduction initiatives since we started our carbon neutrality journey in 2018.

Recognizing that there are significant impacts outside scope 1+2 especially in our supply chain, we started calculating our scope 3 emissions in 2022 and will continue to improve and refine this footprint to be able to take measurable action. Find our full carbon footprint across scope 1, 2 and 3 on page 26.

Carbon neutral operations - scope 1 & 2 emissions

In 2023, emissions from our own operations - scope 1 and scope 2 - amounted to 93,907 tCO_2e . We continued our commitment to purchase 100% renewable electricity, resulting in a saving of over 80,000 tCO_2e compared to sourcing non-renewable electricity from the grid. The carbon emissions from our operations are primarily influenced by the indirect emissions stemming from energy consumption within our facilities and as such procuring renewable electricity to address this is a critical pillar of our carbon neutral program.

Energy efficiency

In 2023, our energy efficiency team continued to assist all plants in finding efficiency gains. We implemented energy efficiency projects in various plants to achieve 4.4% reduction in energy consumption in kWh/m3 of operations. Some of the key projects included replacement of old recuperator wheels to recover latent heat from exhaust air, installing artic master for chillers, temporary curtains to isolate production area, shifting chillers to optimal location, planned shutdown in weekends, replacing old burner heads with efficient burners, and adding variable frequency drives (VFD) to our air handling unit fan motors. Our focus on energy efficiency and reductions also contributed to the decrease in our scope 1 emissions. We procured Gold Standard Verified Emission Reductions carbon offsets to offset these scope 1 emissions and maintain carbon neutrality.

Renewable energy

In 2023, 19.6% of our global energy consumption was sourced from renewable energy sources, of which 3.2% of total energy which is electricity was covered by green tariffs (contracted renewable electricity from our local utility providers) and 16.4% 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 obtained necessary EACs for the afore-mentioned renewable energy plus for the remaining non-renewable energy consumed.

Our manufacturing sites in India source electricity from wind and solar through long term 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 on-line through the project financing we help secure through our long-term off-take 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.

In 2023, emissions from our own operations - scope 1 and scope 2 - amounted to **93,907 tCO,e.**

We continued our commitment to purchase 100% renewable electricity, resulting in a saving of **over 80,000 tCO2e** compared to sourcing non-renewable electricity from the grid.

Supply chain sustainability program

As a manufacturing business, we have a significant operational carbon footprint, which we decided to address with a carbon neutral commitment as the first in the industry. We know, however, that most emissions come from our purchased goods and services - i.e., our supply chain.

In our case, 76% of our carbon footprint is within scope 3 and related to the materials we buy for our blades. We can only address this in partnership with our suppliers so we can deliver the necessary growth in our industry 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. This gives us an important baseline from which to drive improvements and supplier partnerships.

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 2023, suppliers representing 91% of LM Wind Power's direct materials spend were registered on the EcoVadis platform.



Dogger Bank Wind Farm

CARBON EMISSIONS INVENTORY 2023

Circularity



Circularity

- \rightarrow Blade Circularity
- \rightarrow Our product life cycle
- \rightarrow Life cycle assessment
- \rightarrow Materials
- \rightarrow Manufacturing
- $\rightarrow\,$ Operation and maintenance
- \rightarrow Our approach to product end-of-life



Blade Circularity

At LM Wind Power, we describe circularity as a model of our blades production, which involves reusing, repairing, refurbishing and recycling existing materials and products as long as possible. In this way, the life cycle of our blades is extended and waste is reduced. In other words, 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

 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.





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



Cradle-to-gate

Inputs

Energy

Water

Raw materials

+ Outputs

Emissions Waste By-products

Environmental impacts

Global Warming Potential (GWP) Depletion of natural resources Depletion of natural resources Ecotoxicity Human toxicity Eutrophication

- 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.

Life cycle assessment

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

Materials

We are dedicated to optimizing the utilization of natural resources across the entire life cycle of a blade through collaborating with other industry leaders. Our goal is to increase circularity and thus reducing the volume of materials flowing in and out of the economy. As a blade manufacturer, our strategic position in the value chain empowers us to mostly influence emissions that occur upstream, prior to a blade being installed on a wind turbine.

It is noteworthy that over 80% of emissions in the life cycle of a blade take place before the materials reach our factories. Recognizing this, to enhance the overall sustainability of our products, effective engagement with our supply chain partners is essential. We acknowledge the importance of fostering collaborative efforts to address sustainability challenges and create a positive impact throughout the entire supply chain. 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 documented and carefully filed to facilitate verification and audit processes.

Recycled content

LM Wind Power is committed to maximizing the use of sustainable materials. In 2014, we introduced PET as an alternative to balsa, and since then we have transitioned from balsa wood to PET as much as feasible, considering the overall carbon emissions from both materials and impact to the environment. Our long-term PET strategy is to source mainly (and where possible all) volumes with recycled PET, and by end 2023 most of the PET demand was secured with recycled PET. Our balsa strategy is to develop the use of balsa with proven record of sustainable management of forestry operations, preservation of forests and protecting land and water resources. In 2023, all LM balsa demand has been supplied by suppliers who adhere to the GE Vernova's Supplier Integrity Guide.

Our material efficiency improved by 6% in 2023

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.

Circularity

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 20-25% 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.

In 2021, we committed to manufacture zero waste blades by 2030, a significant step in our vision of powering a sustainable 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.

LCA of a typical glass blade



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 6% in 2023 (material efficiency = tons of waste excluding recycled / MW produced) compared to 2022.

Preventing waste

In the Zero Waste Blades program, we are aiming 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, incineration or recycling.

With the significant reduction of waste/scrap from 10% to 1% in 2022 of our use of carbon planks in the lightweight blade designs, our focus in 2023 has been on reduction of glass, resin and glue waste. The prevention of waste across all our manufacturing plants has improved significantly and the

percentage of materials ending as waste of all materials consumed by our production is down from 25% in 2022 to 20% in 2023.

Recycling waste

While we are working with partners to enable recycling of our manufacturing waste the possibility of recycling waste depends highly on the options available close to our manufacturing sites. In 2023 we managed to maintain the disposal of our waste by recycling at 43%. For many of our manufacturing

plants the disposal of waste by incineration is not an option and most of the waste will be disposed to landfill. As an example, because of a change in legislation, the facility where one of LM Wind Power's operational sites used to incinerate its waste has been closed resulting in a significant increase in disposal by landfilling. For the first time in many years the disposal by landfilling was higher than incineration in 2023.



Just a representation. Percentages vary depending on blade types and plants.



Water conservation

Our water consumption is mainly attributed to sanitation and cleaning, with no usage of water in the production process. We treat wastewater to prevent the emission of pollutants into the water.

Operation and maintenance

Circularity is also about ensuring we optimize the lifetime of the resources we use. For us, that's about ensuring that 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 reliabili-ty and performance of blades. Another example of product life extending features is the lightning protection system that safeguards the blades against the damaging effects of lightening, since the blades, due to their sheer height, are more vulnerable to lightning strikes.

Our innovative leading-edge protection *ProBlade Ultra (PBU)* demonstrates high durability and excellent erosion resistance. The optimized dimensions and optimized placement on the leading edge offer significantly lower Annual Energy Production (AEP) impact than other leading-edge protection solutions.

Our approach to product end-of-life

Our blade end-of-life approach adheres to our Zero Waste Blades commitment, ensuring that no packaging or materials from blade manufacturing will be sent to landfill or incineration without energy recovery by 2030. In theory 100% of the total mass of our blades can be recycled. However, the theoretical recyclability of wind turbine blades doesn't translate into practical recycling. Although technologies exist to recycle the composite materials in blades, their limited availability at an industrial scale poses a significant challenge. In addition, recycling a composite structure like a wind turbine blade is not solely a wind industry challenge but a cross-industry one. Establishing industry-wide partnerships is crucial to creating recycling value chains for composite materials similar to materials used in wind turbine blades.

Circularity

As a world-leading designer and manufacturer of wind turbines blades, LM Wind Power is actively involved in various industry-wide projects and partnerships. Our commitment is to identify the most economically, socially, and environmentally sustainable approaches to facilitate the end-of-life process for wind turbine blades.

ZEBRA project

The ZEBRA (Zero wastE Blade ReseArch) project launched in 2020, is a unique partnership led by French research center IRT Jules Verne and brings together industrial companies including LM Wind Power, Arkema, CANOE, Engie, Owens Corning and SUEZ. The purpose of the project is to demonstrate the technical, economic, and environmental relevance of thermoplastic wind turbine blades on a full scale.

In 2022, LM Wind Power achieved a significant milestone by building the first prototype of a 100% recyclable wind turbine blade using a thermoplastic resin. This 62-meter blade was produced at the Ponferrada facility in Spain, using Arkema's Elium® resin known for its recyclability, along with cuttingedge high-performance glass fabrics from Owens Corning. In 2023, the consortium announced the successful completion of the full-scale validation testing of the first recyclable blade, and the production of a second recyclable thermoplastic blade, measuring 77 m in length, at LM Wind Power's plant in Castellón, Spain, using the Elium® resin and Owens Corning's high performance glass fabrics. It features a new Carbon-Elium® resin spar cap technology.

The second ZEBRA blade is a world-first in using recycled Elium® resin in the manufacture of a shear web, which is a structurally important component of the blade, and demonstrates the potential of the resin technology to deliver sustainable blade designs and the circularity of the Elium® resin.

Full-scale structural lifetime testing of the second blade is currently underway, with successful completion of static testing, subjecting the blade to extreme loads. This marks a significant step towards validating the durability and reliability of recyclable thermoplastic blades in real-world conditions.

DecomBlades project

LM Wind Power is part of the cross-sector DecomBlades consortium in Denmark, a three-year project, partially funded by the Innovation Fund Denmark. This partnership brings together leading players in the wind industry, recycling companies and universities to form the basis to commercialize viable blade recycling solutions. In 2022, blade manufacturers in the project collectively introduced a recommended blade material passport—a new document outlining the composition of blades. In 2023, the DecomBlades partners renewed their commitment, advocating for this document to become a standard within the wind power industry. This blade material passport provides standardized details on the type of materials that are used in making the blades and their placement within the blade, making it easier for recycling partners to dismantle and recycle them in the best possible way, thereby enhancing their process efficiency.

In 2023, the DecomBlades project partners also announced a new significant advancement, which demonstrates that glass fibres retrieved from wind turbine blades can be processed and melted to high-quality fibres, suitable for use in building new wind turbine blades. The latest results are of relevance in closing the circular loop, transforming end-of-life blades into the raw materials needed to produce new continuous, long glass fibres used in blade manufacturing.

Blades2Build project

LM Wind Power is a member of the Blades2Build (B2B) consortium, a collaborative effort aimed at developing innovative recycling solutions for both manufacturing waste and end-of-life blades. This ambitious project builds upon our collaboration with Endesa and Prezero, as announced in February 2022, with the shared goal of establishing a blade waste recycling plant in Cubillos del Sil, Spain, dedicated to converting waste into valuable building solutions, including concrete, aggregates, or dry mortars.

In 2023, LM Wind Power actively contributed to research efforts by providing waste samples to the partners leading the work package on the development of new construction materials. Simultaneously, the company initiated a comprehensive evaluation of waste streams from its Spanish factories in Ponferrada and Castellón. Once the recycling plant is established, LM Wind Power intends to further enhance its sustainability practices by supplying waste materials generated during the blade manufacturing process at these Spanish plants.

OUR PERFORMANCE METRICS

LM Wind Power has always been driven by a clear purpose and vision: Together, we capture the wind to power a sustainable world. We are committed to fostering enduring value for all our stakeholders, and working every day to advance the journey to a sustainable world. In this report we have presented LM Wind Power's approach to sustainability and how we bring it to life in our work. We presented the results of our first materiality analysis and the initiatives we have taken to make tangible progress on the 3 key priorities: People and society, Carbon neutrality, and Circularity. In this section, we will present the data and metrics that demonstrate our performance. We invite you to follow our journey as we push the boundaries of carbon emission reductions beyond conventional boundaries, engage in bolder partnerships that promote circularity and empower people to cultivate a culture of safety and inclusion.

People & Society

	2023 (Change)	2022 (Change)	2021
Employees ¹			
Headcount	10,640 (-5%)	11,214 (-2%)	11,492

	2023	2022
Employees ²		
Attrition Rate (%)	6.64	7.6
Absence rate (%)	7.5	7.5
Employees covered with healthcare $(\%)^3$	100	100
Employees covered by formally elected employee representatives (%)	63.9	63.7
Employees covered by formal collective agreements (%) ⁴	61.5	61.4
Workers from minority groups and/or vulnerable workers (%) ⁵	16.5	14.5

2023		
Employees ⁶		
Number of employees by region	Europe India Americas ASEAN MENAT	3196 3005 2718 1140 581
Number of Employees by Gender	Female: Male:	2060 8580
Number of employess by employment type, by gender- Full Time	Female: Male:	2027 8524
Number of employees by employment type, by gender - Part Time	Female: Male:	33 56
Diversity of employess, excluding governance bodies - Gender (%)	Female Male:	19 81

¹ Trainees / Interns /Externals are not a part of this employee count

² Employee counts are calculated based on a full-time equivalent (FTE) methodology

³ Total includes free public healthcare coverage in countries where applicable

⁴ All European employees are covered by EWC elected representatives

⁵ Since we don't require our employees to disclose any/all disabilities or affiliations, the number is likely higher than shown in the table

⁶ Employee counts are calculated based on a full-time equivalent (FTE) methodology

People & Society (continued)

	2023	2022	2021
Performance and Development Review ¹			
Performance Development eligible employee (% of employee)	16.6	16.8	15.4

	2023	2022	2021
Anti-bribery and corruption			
Salaried employee completed anti-bribery and corruption policies and procedures $(\%)^2$	100	95	100

	2023	2022	2021
Safety			
Illness & injury rate (per 200,000 working hours)	0.45	0.51	0.73
Days away from work rate (per 200,000 working hours)	0.31	0.38	0.53

Carbon Neutrality

	2023 (change)	2022 (change)	2021
Carbon Emissions ³			
Total carbon emissions (tons CO ₂ e)	1,128,535 (-9%)	1,238,196 (-9%)	1,361,732
Scope 1 emissions (tons CO ₂ e) ⁴	12,821 (-41%)	21,750 (-13%)	25,082
Scope 2 emissions (Market-based approach, tons CO ₂ e) ⁵	0	0	0
Scope 3 emissions (tons CO ₂ e) ⁶	1,115,714 (-8%)	1,216,339 (-9%)	1,336,650

³ Total carbon emissions (tons CO₂e) is calculated through our greenhouse gas accounting process and includes all our emissions related to scope 1, 2, and 3.

⁴ Since 2022, carbon emissions data is calculated in accordance to GE Company GHG inventory methodology. For 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.
 ⁵ We use market-based approach, including instruments like EACs, to calculate our emissions related to scope 2.

⁶ Of the entire scope 3 emissions, 93% (1,032,275 tCO₂e) are categorized as scope 3 upstream, while the remaining 7% (83,439 tCO₂e) fall under scope 3 downstream. For further details regarding emissions across all scope 1, 2, and 3 categories, please refer to page 31.

	2023 (change)	2022 ⁷ (change)	2021
Energy			
Total energy consumption (GJ)	914,400 (-2%)	928,800 (-10%)	1,032,357
Energy consumption excluding electricity	237,600 (-18%)	288,000 (-14%)	334,681
Electricity consumption (GJ)	676,800 (6%)	640,800 (-8%)	697,676

- ¹ 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
- ² 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 2023, of the employees in scope, approximately 100% have completed their ethics training

⁷ We have discovered an error in the energy consumption data that was reported for the year 2022. After a thorough review, we have made the necessary corrections.

Circularity

	2023 (change)	2022 (change)	2021
Waste			
Total waste for landfill [t]	11,005 ¹ (14%)	9,664 (-23%)	12,476
Hazardous waste for landfill [t]	903	8	7
Non-hazardous waste for landfill [t]	10,102	9,656	12,469
Total waste for incineration [t]	10,227 (-24%)	13,400 (-33%)	20,139
Hazardous waste for incineration [t]	1,169	1,538	4,133
Non-hazardous waste for incineration [t]	9,058	11,862	16,006
Total waste for recycling [t]	16,010 (-9%)	17,655 (-23%)	22,875
Hazardous waste for recycling [t]	2,438	2,940	2,829
Non-hazardous waste for recycling [t]	13,572	14,715 ²	20,046
Total waste for recycling (% of total production waste)	43% (0%)	43% (5%)	41%
Total Production Waste	37,242 (-9%)	40,719 (-27%)	55,490
Total hazardous waste	4,510 (0.5%)	4,487 (-36%)	6,969
Total non- hazardous waste	32,732 (-10%)	36,232 (-25%)	48,521

¹ In 2023, because of a change in legislation, the facility where one of LM Wind Power's operational sites used to incinerate its waste has been closed.
 The site is now left with no alternative but to send the waste to a landfill. This led to a significant increase in landfill waste in 2023 compared to 2022.

² We have discovered an error in the data that was reported for the year 2022. After a thorough review, we have made the necessary corrections.

	2023 (change)	2022 (change)	2021
Water ³			
Water Consumption (m ³)	439,950 (8%)	406,880 (-4%)	423,254
Municipal/public water withdrawal (m³)	356,837	328,530	357,384
Onsite well/waterwork water withdrawal (m³)	83,113	78,350	65,869
Total weight of pollutants emitted to water ⁴	0	0	0

³ Our water consumption is based on documentation received from municipal and public water bodies.

⁴ We do not use water in the process of producing blades. We treat wastewater from sanitation and cleaning to prevent the emission of pollutants into the water.

	2023	2022	2021
Blades			
Number of blades produced	7,850	8,725	13,203
Number of new blade designs launched	3	5	10
Non-conformity rate ⁵	0.19%	0.26%	0.39%

	2023	2022	2021
R&D investment			
R&D investment (% of revenue) ⁶	3.2%	4.5%	4.0%

⁵ 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.

⁶ R&D investment figures are based on numbers from the LM Wind Power Annual Report.

OUR MATERIAL TOPICS

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
People & Society				
Material topic Health and safety Explanation Our business spans globally and engages over 10,500 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. Our risk lies in possible lack of securing health and safety in the workplace. Therefore, 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.	3-3: Management of material topics 403: Occupational Health and Safety	2: Businesses should make sure that they are not complicit in human rights abuses	SDG 3 - Good Health and Well-being	Illness and injury rate Days Away from Work rate Count of certified production sites according to ISO 14001 and ISO 45001.
Material topic Ensure business integrity and compliance Explanation Being a global company with a diverse and multicultural workforce, we act in line with the highest integrity and compliance standards. The people we employ, and communities we work in, expect this from us. We seek to continuously improve our processes to identify, assess, and respond to integrity and compliance-related opportunities and risks, as this remains central to the strategy for our business; thus, this material topic covers how we manage compliance and integrity and our performance on diversity, antibribery and corruption, child labor and supplier social assessment.	 3-3: Management of material topics 205: Anti-corruption 405: Diversity and equal opportunity 408: Child labor 414: Supplier social assessment 	 Businesses should support and respect the protection of internationally proclaimed human rights Businesses should work against all forms of corruption, including extortion and bribery. 	SDG 5 - Gender equality	Employees trained in anti- bribery and corruption policies and procedures (%) Diversity of employees, excluding governance bodies Supplier Responsibility Guidelines (SRG) audits

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
People & Society (continued)				
Material topic Development competencies Explanation People are our most important asset. Their commitment and knowledge are what allows us to manufacture the blades that power a sustainable 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. We seek to continuously improve our processes to identify, assess, and respond to employee engagement and development-related opportunities and risks, as this remains central to the strategy for our business; thus, this material topic covers how we manage employee engagement and development and our performance on employment, performance appraisals, absenteeism and employee turnover.	3-3: Management of material topics401: Employment404: Training and education	6: Business should uphold the elimination of discrimination in respect of employment and occupation	SDG 8 - Decent work and Economic growth	Headcount Absenteeism Employee turnover Number of employees by employment type Number of employees by gender Performance development eligible employees
Material topic Contribute positively to the communities in which we operate Explanation 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. We seek to continuously improve our processes to identify, assess, and respond to communities' engagement and development-related opportunities and risks, as this remains central to the strategy for our business; thus, 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.	 3-3: Management of material topics 201: Economic performance 203: Indirect economic impacts 413: Local communities 407: Freedom of association 409: Forced or compulsory labor 406: Non-discrimination 	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	SDG 16: Peace, Justice and Strong Institutions	Employees' acknowledgment of GE's The Spirit & the Letter

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
Carbon Neutrality				
Material topic Minimize environmental footprint through reduction of carbon emissions and energy consumption Explanation 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. Our risk lie in contributing to global warming, therefore this material topic covers how we manage our environmental footprint, site certification and supplier environmental assessment.	3-3: Management of material topics302: Energy305: Emissions308: Supplier environmental assessment	7: Businesses should support a precautionary approach to environmental challenges	SDG 7 - Affordable and clean energy SDG 13 - Climate action	Number of blades produced Total energy consumption Total carbon footprint Plants certification
Circularity	·			
 Material topic Minimize environmental footprint through reduction of material use, water use and waste generation. Explanation We consider the impact of our product through its entire life cycle, from raw material extraction to blade decommissioning. We seek to continuously improve our processes to identify, assess, and respond to climate -related opportunities and risks, as this remains central to the strategy for our business; thus, this material topic covers how we manage our performance related to material use, water consumption, waste generation and waste reduction. 	3-3: Management of material topics301: Materials303: Water and effluents306: Waste	8: Businesses should take initiatives to promote greater environmental responsibility	SDG 12 - Responsible Consumption and Production	Total water consumption Total production waste Material efficiency Total waste for landfill Total waste for incineration Total waste for recycling
Material topic Reduce the Levelized Cost of Energy (LCOE) Explanation 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&D investments and site certification.	3-3: Management of material topics	9: Business should encourage the development and diffusion of environmentally friendly technologies	SDG 9 - Industry, Innovation and Infrastructure	R&D investments New blade designs Product quality Plants certification

GRI CONTENT INDEX

Statement of use

GRI 1 used: GRI 1 - Foundation 2021

LM Wind Power has reported in accordance with the GRI Standards 2021 for the period 01 January 2023 to 31 December 2023.

GRI 2: General disclosures 2021				
GRI standard number	GRI disclosure title	Location		
2-1	Organizational details (legal name; nature of ownership and legal form; location of headquarter; countries of operation)	Page 6		
2-2	Entities included in the organization's sustainability reporting	Page 6		
2-3	Reporting period, frequency, and contact point	Page 5		
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	Page 5		
2-6	Activities, value chain and other business relationships	Page 6		
2-7	Employees	Page 33		
2-8	Workers who are not employees	Page 33		
2-9	Governance structure and composition	Page 6		
2-10	Nomination and selection of the highest governance body	Page 6		

GRI 2: General disclosures 2021				
	GRI standard number	GRI disclosure title	Location	
	2-11	Chair of the highest governance body	Page 6	
	2-12	Role of the highest governance body in overseeing the management of impacts	Pages 6, 9, 11, 14, 33 - 38	
	2-13	Delegation of responsibility for managing impacts	Pages 6, 9, 11, 14, 33 - 38	
	2-14	Role of the highest governance body in sustainability reporting	Pages 6, 9, 11, 14, 33 - 38	
	2-15	Conflicts of interest	Pages 18 - 19	
	2-16	Communication of critical concerns	Pages 18 - 19	
	2-17	Collective knowledge of the highest governance body	Pages 11 - 14, 33 - 38	
	2-18	Evaluation of the performance of the highest governance body	Page 34	
	2-19	Remuneration policies	Pages 18 - 21	
	2-20	Process to determine remuneration	Pages 18 - 21	
	2-21	Annual total compensation ratio	Pages 18 - 21, 34	

GRI 2: General disclosures 2021			
GRI standard number	GRI disclosure title	Location	
2-22	Statement on sustainable development strategy	Page 12	
2-23	Policy commitments	Pages 6, 9, 22 - 27	
2-24	Embedding policy commitments	Pages 6, 9, 22 - 27, 36 - 38	
2-25	Processes to remediate negative impacts	Pages 6, 9, 22 - 27, 36 - 38	
2-26	Mechanisms for seeking advice and raising concerns	Pages 6, 9, 22 - 27, 36 - 38	
2-27	Compliance with laws and regulations	Pages 6, 9, 22 - 27, 36 - 38	
2-28	Membership associations	Page 13	
2-29	Approach to stakeholder engagement	Page 12	
2-30	Collective bargaining agreements	Pages 20, 33, 37	

GRI 3: Material topics 2021		
GRI standard number	GRI disclosure title	Location
3-1	Process to determine material topics	Page 14
3-2	List of material topics	Pages 36 - 38
3-3	Management of material topics	Pages 14, 36 - 38
201-1 (Economic performance)	Direct economic value generated and distributed	Pages 6 - 35
203-2 (Indirect economic impacts)	Significant indirect economic impacts	Pages 6, 24 - 32
205-2 (Anti-corruption)	Communication and training about anti- corruption policies and procedures	Pages 10, 19
301-1 (Materials)	Materials used by weight or volume	Page 35
302-1 (Energy)	Energy consumption within the organization	Page 34
303-3 (Water and effluents)	Water withdrawal	Page 35
303-5 (Water and effluents)	Water consumption	Page 35
305-1 (Emissions)	Direct (Scope 1) GHG emissions	Page 34
305-2 (Emissions)	Energy indirect (Scope 2) GHG emissions	Page 34
305-3 (Emissions)	Other indirect (Scope 3) GHG emissions	Page 34
306-3 (Waste)	Waste generated	Page 35
306-4 (Waste)	Waste diverted from disposal	Page 35
308-2 (Supplier environmental assessment)	Negative environmental impacts in the supply chain and actions taken	Pages 24 - 32, 36 - 38
401-1 (Employment)	New employee hires and employee turnover	Pages 18, 33
403-1 (Occupational health and safety)	Occupational health and safety management system	Page 16 - 17

GRI 3: Material topics 2021			
GRI standard number	GRI disclosure title	Location	
403-2 (Occupational health and safety)	Hazard identification, risk assessment, and incident investigation	Pages 16 - 22	
403-3 (Occupational health and safety)	Occupational health services	Pages 16 - 22	
403-4 (Occupational health and safety)	Worker participation, consultation, and communication on occupational health and safety	Pages 16 - 22	
403-5 (Occupational health and safety)	Worker training on occupational health and safety	Pages 16 - 22	
403-6 (Occupational health and safety)	Promotion of worker health	Pages 16 - 22	
403-7 (Occupational health and safety)	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 16 - 22	
403-8 (Occupational health and safety)	Workers covered by an occupational health and safety management system	Pages 16 - 22, 33	
403-9 (Occupational health and safety)	Work-related injuries	Pages 10, 34	
403-10 (Occupational health and safety)	Work-related ill health	Pages 10, 34	
404-1 (Training and education)	Average hours of training per year per employee	Page 18	
404-2 (Training and education)	Programs for upgrading employee skills and transition assistance programs	Pages 16 - 21	
404-3 (Training and education)	Percentage of employees receiving regular performance and career development reviews	Page 34	

GRI 3: Material topics 2021			
GRI standard number	GRI disclosure title	Location	
405-1 (Diversity and equal opportunity)	Diversity of governance bodies and employees	Pages 18 - 21	
408-1 (Child labor)	Operations and suppliers at significant risk for incidents of child labor	Pages 16 - 22	
409-1 (Forced or compulsory labor)	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pages 16 - 22	
414-1 (Supplier social assessment)	New suppliers that were screened using social criteria	Page 22	
414-2 (Supplier social assessment)	Negative social impacts in the supply chain and actions taken	Pages 16 - 32	