



2024
SUSTAINABILITY REPORT



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Vision

To lead the energy transition through advanced technology and innovative solutions.

Mission

To deliver innovative and sustainable solutions to decarbonize and electrify the world by expanding the adoption of renewable energy. We accomplish this by cultivating an inclusive culture that attracts, develops, excites and retains exceptional talent.

Our Core Values

- Safety
- Operational Excellence
- Commitment
- Integrity
- Leadership

Decarbonize & Electrify

This report provides information regarding the sustainability efforts of TPI Composites, Inc. (TPI or the Company) (NASDAQ: TPIC) for the 2024 calendar year. We aligned our material topics to the GRI Universal Standards 2021 and this report has been prepared in accordance with such GRI Standards. The GRI index is in [section 12](#) of this report. This report also addresses the Sustainability Accounting Standards Board (SASB) standards of Wind Technology & Project Developers and Electrical & Electronic Equipment, which we find relevant to our industry, and the accompanying SASB Disclosures are in [section 13](#) of this report. Additionally, we have prepared Task Force on Climate-Related Financial Disclosures (TCFD) that can be found in [section 14](#) of this report. All historical data presented includes discontinued operations. For a description of our discontinued operations, see our 2024 annual report [Form 10-K](#).

DNV, an independent, third-party assurance provider, conducted a limited level assurance on selected performance indicators within this report, including select SASB Standards and GRI indicators. Assurance details can be found in the Independent Assurance Statement in [section 15](#). All data denoted with a  has been externally assured. External assurance has also been provided for our direct economic impacts via our [Form 10-K](#). Sustainability reporting is expected to occur on an annual basis.

Contact Information

For questions or comments regarding this report, please contact TPI's Sustainability Team at sustainability@tpicomposites.com or by phone at +1 (480) 315-8742.

Published: March 27, 2025

2024 Performance Highlights



9,116

Megawatts of wind blades produced in 2024



264 million

Metric tons of CO₂ reduced from the blades we produced this year



27%

Global onshore market share, excluding China



.13

Total recordable injury rate in 2024



.05

Lost time injury rate in 2024



6,525

Wind blades produced in 2024



1.3

Billion in net sales in 2024

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1 Message from the CEO

Driving the Renewable Energy Transition

As we reflect on 2024, TPI continues to adapt to the dynamic renewable energy landscape with resilience and innovation. The growing need for renewable energy is clear, driven by increased electricity demand from data centers and the electrification of the manufacturing sector. To ensure grid reliability and energy security, a diversified grid is essential, with onshore wind providing a cost-effective ready now solution.

Governments at both state and national levels have made significant strides in reducing reliance on fossil fuels. In the United States, the Biden-Harris Administration enacted the Inflation Reduction Act, the most aggressive climate legislation in U.S. history, aiming to cut emissions by 40% below 2005 levels by 2030. In Europe, the European Union has committed to becoming climate-neutral by 2050 through the European Green Deal. This comprehensive plan includes reducing greenhouse gas emissions by at least 55% by 2030 compared to 1990 levels. Private industry is also playing a pivotal role in achieving carbon neutrality. Companies across various sectors are making significant investments in renewable energy, energy efficiency, and innovative technologies to reduce their carbon footprints. These efforts are crucial to ensuring a resilient, secure, and sustainable future.

TPI has actively engaged with policymakers and industry leaders to leverage the opportunities presented by these initiatives, and we have entered into multi-year agreements with key customers to support the implementation of renewable energy projects. As a nod to our ongoing success, this year TPI produced blades rated to provide 9,116 Megawatts, accounting for 27% of all the onshore wind market share, excluding China. At TPI, our mission is clear: to deliver innovative and sustainable solutions to decarbonize and electrify the world by expanding the adoption of renewable energy. Our sustainability goals of promoting a zero-harm culture focused on eliminating unsafe behaviors, creating a culture of inclusion, belonging, and engagement, and becoming carbon neutral by 2030 with 100% of our energy being procured from

renewable sources, create a solid foundation for TPI to continue to set the “Sustainability Gold Standard.” I am proud of our progress and am excited to share highlights from 2024.

Safety Achievements

At TPI, safety is our number one core value. This year, we continued to enable a culture of safety, and our safety program remains best in class. We consistently outperform industry standards with our 2024 Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) well below industry rates reported by the U.S. Bureau of Labor Statistics. In 2024, we achieved our goals for TRIR and LTIR, which were set to remain below 0.24 and 0.13, respectively.

Commitment to Quality

Quality is a core pillar of our organization. We remain focused on integrating quality into our culture through our Quality First Initiative and LEAN programs. In 2024, we introduced BladeAssure™, a new program that uses technology to control and validate the manufacturing of our wind blades. We believe BladeAssure™ will drive the industry’s Gold Standard process in quality blades.

Associate Engagement

We are dedicated to fostering a supportive and inclusive work environment where every team member can thrive. Through the Global Values in Motion Awards and global engagement surveys we continue to create a culture of inclusion, belonging, and engagement. In 2024, we met our goal of sustaining or increasing the annual engagement and inclusion survey score, a testament to our commitment to associates.

Waste Reduction

Reducing waste is a key component of our sustainability strategy, and in 2024 we achieved our 5% reduction goal in production waste rate. In addition, each site implemented waste reduction projects focused on optimizing production material usage.

Carbon Neutrality

In 2024, we made significant progress in reducing our Scope 2 emissions and transitioning to renewable energy. At one of our sites in Türkiye, approximately one-third of the site's electricity was generated from on-site solar panels. In India, about a quarter of the site's electricity was sourced from renewable energy. For our sites in Mexico, we signed a power purchase agreement (PPA) to ensure all our sites are powered by 100% renewable energy in 2025.

Supplier Sustainability

We continue to implement sustainability opportunities throughout our supply chain by making progress on our supplier sustainability program. During 2024, of our raw material spend, 94% of critical direct material suppliers committed to TPI's supplier sustainability goals.

We remain committed to helping the world increase renewable energy production. As we advance our goals and strategy to prepare for the expected growth of wind energy, we will continue to be a steadfast industry leader, focused on creating a more sustainable and resilient future for generations to come.

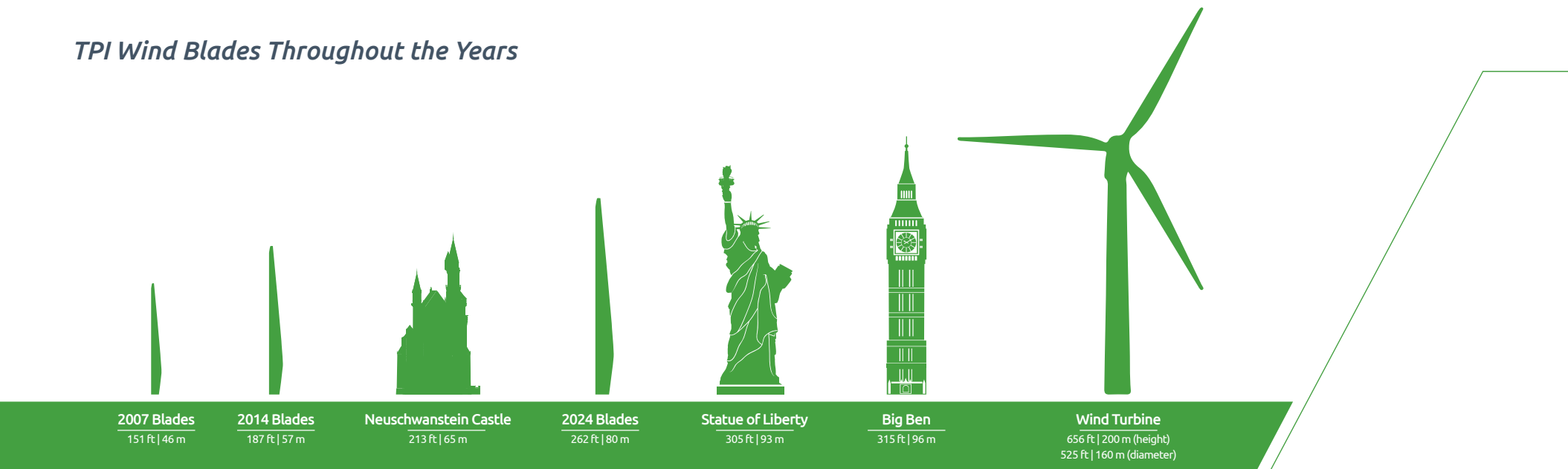
Thank you for your continued support.



William E. Siwek President and CEO



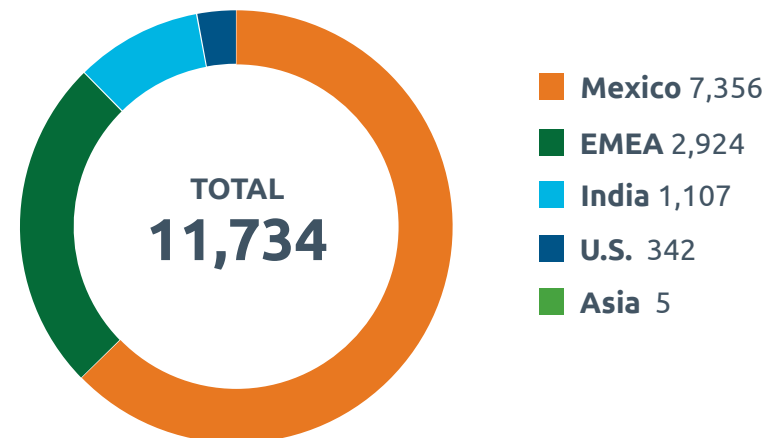
TPI Wind Blades Throughout the Years



2 About TPI

We are a global company focused on innovative and sustainable solutions to decarbonize and electrify the world. In 2024, we accounted for approximately 27% of all onshore wind blades on a MW-basis globally, excluding China.¹ This year we had \$1.3 billion in net sales and produced 6,525 wind blades. We are enabling many of the industry's leading wind turbine original equipment manufacturers (OEMs) to outsource the manufacturing of a larger portion of their wind blades, thus expanding their global wind blade capacity. We manufacture advanced composite wind blades to our customers' specifications in facilities designed, built, and strategically located either near our customers' target markets or in low-cost, world-class locations, to minimize total delivered cost. We have leveraged our footprint and thousands of capable associates to build a global team of experienced technicians to provide best-in-class wind blade service capabilities, including preventative services, inspections, repairs, and improvements.

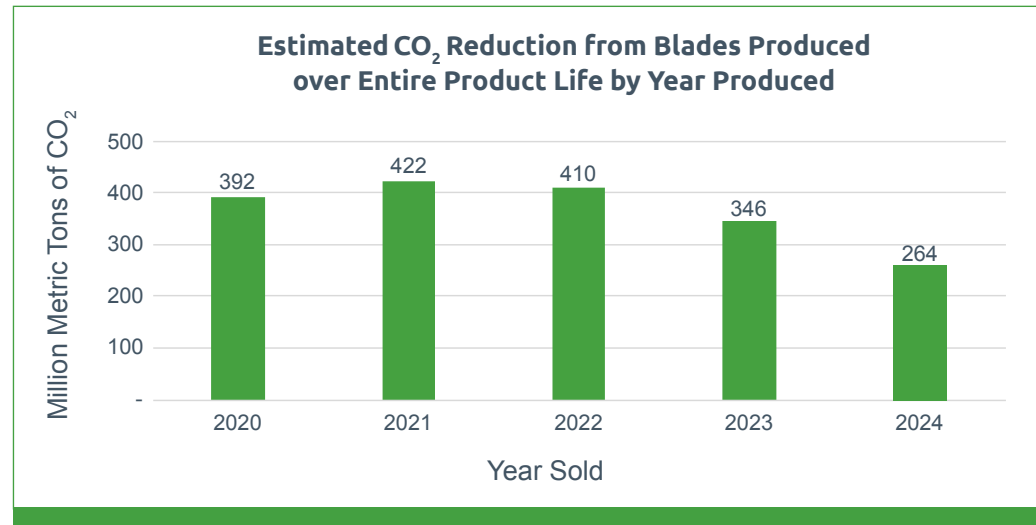
Associates at a Glance



¹ TPI's market share based on TPI MW relative to global total onshore MW (excl. China) from Wood Mackenzie, "Global Wind Power Market Outlook Q1 2025." 2016 and 2019 includes discontinued operations in China.

The wind blades we manufacture support the decarbonization of energy production and provide significant reductions in greenhouse gas (GHG) emissions.

The wind blades that we produced in 2024 have the potential to reduce over 264 million metric tons of CO₂ over their average 20-year lifespan.² This is equivalent to the electricity use of more than 55 million homes in the U.S. for one year.³



Sustainable Development Goals

To create a shared pathway for a sustainable world, the United Nations adopted 17 Sustainable Development Goals (SDGs). The SDGs provide specific targets intended for both governments and businesses to track their progress and address a range of topics such as affordable and clean energy, and climate action. Our alignment to the SDGs is highlighted to the right and throughout this report.



² TPI Produced Estimated MWs x 1000 x Total Lifetime Hours x Estimated Turbine Capacity Factor (DOE/IRENA) x IEA emissions factor of 475 g CO₂/kW

³ Environmental Protection Agency (EPA) (2024). [GHG Equivalencies Calculator](#)

Our Locations



2.1 Market

Wind

Wind energy is expected to make up over 30% of electricity generation in 2050 with close to 8,000 gigawatts (GW) installed compared to approximately 1,000 GW in 2023.⁴ This eight times increase in installations is a significant opportunity for the wind industry and TPI. Wind power, among other renewable energy sources, is now considered one of the most cost-effective methods for generating electricity in a majority of countries worldwide.⁵ As electrification and load growth become more urgent priorities, wind will play an important role in meeting expected increases in electricity demand in the coming years.

Governments continue to ramp up action on climate change, driving a surge in renewable energy adoption and emission reduction efforts. The latest COP29 summit in Baku, Azerbaijan resulted in a financing commitment of \$300 billion annually in support of developing countries addressing the impacts of climate change, increasing from an earlier \$100 billion annual commitment.⁶ While more support may be needed over time, this significant increase was noted as a positive outcome of this year's summit.

⁴ [International Energy Agency World Energy Outlook \(2024\)](#)

⁵ [International Energy Agency Renewables \(2023\)](#)

⁶ [United Nations](#)

Wind project developers, investors, and manufacturers continue to take advantage of the support provided by the Inflation Reduction Act (IRA) of 2022 which allocated a historic \$391 billion for clean energy and climate initiatives over the next decade. TPI is among manufacturers in the U.S. who have announced planned restarts of facilities to meet expected market demand for wind turbine components, and additional manufacturing capacity is being reviewed which would utilize the Advanced Manufacturing Production Tax Credit under the IRA. The investments underway and resulting job creation are expected to garner continued support for the IRA. This strategic approach aims to meet the projected demand of almost 10 GW per year for onshore wind by 2031.⁷

The EU Green Industrial Plan, adopted in 2024, aims to increase clean energy manufacturing and technologies across Europe. Backed by significant funding, including a €100 billion Industrial Decarbonisation Bank, the plan focuses on simplifying permitting for renewable energy projects, increasing skill development for workers in greener industries, and promoting open trade to boost renewable energy across the continent. The EU's goal for onshore wind remains 425 GW installed capacity by 2030.⁸

TPI continues to innovate and work closely with our customers, suppliers, and industry stakeholders to manage rapid change in the international wind market by adapting our global manufacturing footprint to best meet regional demand competitively. By supporting our customers' workhorse platforms with consistent delivery and quality, and rapidly launching other blade models for opportunities in the U.S. and internationally, we ensure that TPI remains the preferred supplier to our customers.



⁷ TPI's market share based on TPI MW relative to global total onshore MW (excl. China) from Wood Mackenzie, "Global Wind Power Market Outlook Q1 2025." 2016 and 2019 includes discontinued operations in China.

⁸ [Latest wind energy data for Europe: Autumn 2024 | WindEurope](#)

3 Material Topics and Sustainability Goals

We engage with our stakeholders that most impact, or are most impacted by, our business operations. This includes our Board of Directors (Board), associates, customers, suppliers, investors, debt holders, asset managers, sustainability raters, industry associations, and regulators.

Engagement is necessary for TPI to maintain strong business relationships and ensure that all perspectives are taken into consideration when making decisions. We engage each stakeholder group in a variety of methods including engagement surveys, contractual requirements, focus groups and town halls, customer surveys, earnings calls, and rating organization responses. We also embed stakeholder engagement in our regular operational rhythm by posting information on our website, publishing quarterly and annual financial reports, and conducting targeted stakeholder outreach to receive feedback and help us identify our material topics.

2024 Material Topics

Environmental	Social	Governance
- Emissions ↑ - Materials and Waste - Environmental Compliance - End of Product Recycling - Energy Management	- Occupational Health and Safety ↑ - Inclusion, Diversity, Equity, and Awareness ↑ - Associate Engagement and Wellbeing ↑ - Quality, Training and Education - Community Relations - Human Rights and Supplier Due Diligence	- Governance and Ethics and Anti-Corruption ↑ - Economic Performance ↑ - Public Policy - Enterprise Risk Management - Procurement Practices/ Materials Sourcing - Indirect Economic Impacts

All Board approved topics identified in this table are materially important to internal and/or external stakeholders and are prioritized accordingly. Topics labeled with a wind turbine are Tier 1 topics and receive external assurance.

We review our material topics annually and incorporate the following activities:

- **Identifying relevant topics:** Desk research is conducted to account for our third-party stakeholders including sustainability rating organizations, industry associations, and regulators to ensure we capture their priorities and the material topics most important to the wind industry.
- **Stakeholder engagement:** Throughout the year, we meet frequently with our key stakeholders in face-to-face meetings. Additionally, we survey our customers, investors, lenders, associates, Board, and senior leadership team to reassess TPI's sustainability impacts by analyzing quantitative survey results and qualitative comments.
- **Prioritization of material topics:** Identified topics are prioritized as either Tier 1 or Tier 2. This year, we added Quality as part of our Training and Education material topic and identified Public Policy as a new material topic.

Sustainability Goals

We have the following long-term Sustainability goals:

- Promote a zero-harm culture focused on eliminating unsafe behaviors.
- Create a culture of inclusion, belonging, and engagement by sustaining or increasing the annual inclusion survey score.
- Become carbon neutral by 2030 with 100% of our energy being procured from renewable sources.

Performance

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4 Governance and Ethics



Integrity is one of TPI's Core Values and it guides our associates while conducting the Company's business and performing our daily activities. TPI operates in multiple regions around the world with different cultural and business norms, yet we follow the highest ethical standards.⁹

Code of Conduct and Anti-Corruption

Our [Code of Business Conduct & Ethics \(Code\)](#) sets the tone regarding ethical behavior and responsible business conduct. The Code covers conflicts of interest, confidentiality, preventing workplace harassment, human rights, anti-bribery and anti-corruption expectations, and many other important topics. TPI's Board, in conjunction with its Audit Committee, is responsible for administering the Code, and has delegated day-to-day responsibility for ensuring compliance to TPI's Office of the General Counsel. The Code, and our separate [Foreign Corrupt Practices Act Policy \(FCPA Policy\)](#), informs associates about the Company's anti-bribery and anti-corruption practices and expressly prohibits direct or indirect payments that violate applicable laws. TPI has also implemented internal compliance mechanisms and processes to ensure alignment with both the UN Global Compact Principles and the Organisation for Economic Co-operation and Development (OECD) guidelines for Multinational Businesses. In 2024, TPI trained its global workforce on these critical policies to ensure awareness and to reinforce compliance with our company expectations. Completion of the mandatory compliance trainings are also linked to leadership performance plans.

Compliance Policies and Training

Compliance is an important part of TPI's commitment to a strong ethical culture. TPI associates receive annual training on subjects that include the Code of Conduct, Diversity & Inclusion, Workplace Harassment, Insider Trading, and Cybersecurity, while new associates receive additional compliance training during onboarding. TPI's Legal team regularly review and refresh our

compliance training needs and requirements to reduce risks associated with TPI's global operations. In addition, TPI reviews company policies on an annual basis to ensure we remain in compliance with all applicable regulations and requirements both for TPI and our stakeholders.

This year, TPI also retained a third-party to assess the effectiveness of our compliance program. The findings from the third-party highlighted TPI's strong culture of integrity and transparency, effective policies, procedures, and controls, and impactful measures to prevent, detect, and respond to compliance violations.



⁹ Committee of Sponsoring Organizations (COSO): Internal Control – Integrated Framework (2013), <https://www.coso.org/internal-control>

Ethics Reporting

TPI strives to create a working environment with the highest ethical standards for our associates. Our Ethics Reporting, Open Door, and Non-Retaliation Policy (Ethics Reporting Policy), outlines numerous avenues to report policy, legal, compliance, or ethical violations to TPI. The Ethics Reporting Policy also encourages contact with the Office of the General Counsel, Board of Directors, or Audit Committee if there is an allegation regarding criminal conduct, violations of local laws, bribery or corruption, or financial statement irregularities. In addition, the policy describes TPI's commitment to non-retaliation against associates that report concerns.

Associates are encouraged to report all concerns either directly or anonymously, through multiple reporting tools including the Ethics Hotline, which is operated by an independent third-party provider. Associates receive ongoing training and communication about how to report concerns, each TPI location displays posters in the local language on ethics reporting, and the Company's intranet prominently displays reporting tools for associates, including a QR Code and mobile device reporting tool. Any reports submitted to the Ethics Hotline are only accessible by the Office of the General Counsel and Audit Committee Chair to protect the reporter's identity. All reports regarding a procedural, ethical, or policy concern are taken seriously and investigated promptly by the human resources department, the internal audit department, the internal legal department, or an external law firm, depending on the nature of the concern. To ensure ethics reporting remains effective, we identify trends in reports received and then implement appropriate action plans such as associate trainings. TPI takes all allegations of misconduct seriously and investigates claims pursuant to our Investigation Policy. The Investigation Policy seeks to ensure that all investigations are done in a consistent and impartial manner while in compliance with TPI policies and laws in the countries in which we conduct business.

Human Rights

Respect for human rights is embedded throughout the culture at TPI. Human rights protections are included within the Code, our [Supplier Code of Conduct](#), and our [Human Rights Policy](#). Our Human Rights Policy highlights TPI's explicit respect for internationally recognized Human Rights as established in the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labour Organization's Core Conventions. Additionally, TPI's Supplier Code of Conduct and Human Rights Policy addresses protections for associates' safety at work, freedom of association, collective bargaining, and Inclusion, Diversity, Equity, and Awareness (IDEA) principles. We also expect our associates, contractors, and suppliers to abide by our Human Rights Policy to ensure respect for Human Rights in all our business dealings and TPI ensures the policy is communicated to all external stakeholders.

Cybersecurity: Safeguarding our Future

TPI recognizes that a sustainable business extends beyond environmental and social dimensions to include robust digital resilience. Our cybersecurity program is a foundational element of this commitment, ensuring the integrity, confidentiality, and availability of our digital assets while fostering trust among our associates, customers, suppliers, and stakeholders.

Our approach to cybersecurity is guided by leading industry practices and standards such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework. This ensures a comprehensive strategy that addresses governance, risk identification, protection measures, detection capabilities, response readiness, and recovery protocols. This framework is applied across all facets of our operations, including enterprise systems, shared services, and supply chains, to help create a resilient and adaptable security posture.

Governance is central to our cybersecurity strategy. The program is managed by our Chief Information Security Officer (CISO) and overseen by our Audit Committee. Recurring external and internal assessments evaluate the effectiveness of our cybersecurity measures, enabling us to adapt swiftly to emerging threats and challenges. A multi-layered, risk-based defense strategy, underpins this program, combining proactive threat identification, vulnerability management, and incident response planning. Incident simulations and tabletop exercises are conducted regularly with a reputable external agency to refine our preparedness and improve our responses to potential threats. These efforts not only ensure the highest standards of protection across our operations, but also strengthen our incident response capabilities, enabling rapid containment and mitigation in the event of an incident. Additionally, this proactive approach extends to our supply chain, where we collaborate with suppliers to meet stringent cybersecurity standards, reinforcing the integrity of our extended network.

The human element is a critical component of our cybersecurity framework and prevention efforts. We conduct annual cybersecurity training programs to enhance associates' awareness of cyber risks and their critical role in protecting the integrity, confidentiality, and availability of our digital assets. These mandatory sessions ensure compliance with data handling laws, reinforce accuracy and confidentiality practices, while regular audits and assessments keep us aligned with evolving privacy laws. Periodic phishing simulations and targeted training sessions equip our workforce to recognize and respond to threats effectively. Through these initiatives, we cultivate a culture of vigilance and shared responsibility for digital security.

Our data protection framework is strengthened by advanced technologies and collaborations with trusted third-party experts to enhance risk management. These partnerships support independent assessments of our data privacy program and reinforce mechanisms for managing data access requests. By focusing on least privilege access, we ensure that individuals only have access to the data necessary for their roles, promoting transparency and safeguarding individual privacy rights.

Through our comprehensive cybersecurity measures, we not only protect our operations and digital assets but also strengthen our capacity for sustainable growth and innovation in an increasingly digital landscape. This commitment ensures the resilience and trust essential to achieving our long-term vision for sustainability.

Board and Executive Oversight

TPI's Board represents our most senior governance body. Our Board of Directors reflects a diverse mix of backgrounds, experiences, and perspectives. Members of the Board comprise three committees:

(1) Audit Committee, which oversees fraud prevention and compliance; (2) Compensation Committee, which oversees director and executive compensation; and (3) Nominating and Governance Committee (NGC), which oversees sustainability, IDEA, and Board composition. Oversight for our strategies and activities related to sustainability initiatives falls under the responsibilities of the NGC, alongside the leadership team. Our Board delegates responsibility for sustainability to our CEO who manages strategy alongside our senior leadership team.

To help align our compensation and sustainability strategies, we have developed sustainability targets, which are included in our executive compensation plans. These sustainability targets include safety enhancement, IDEA, and waste reduction goals which can be found in TPI's [Proxy Statement](#).

Enterprise Risk Management

TPI employs an Enterprise Risk Management (ERM) framework and process to help identify, assess, mitigate and monitor risks, including sustainability-related risks highlighted in TPI's Task Force on Climate-Related Financial Disclosures (TCFD) on [pages 57-58](#). While many risks are measurable and controllable, others—such as geopolitical instability and global market volatility—are external and inherently unpredictable. Our strategic objectives include traditional priorities like revenue growth and profitability. However, as a renewable energy leader, we are steadfast in our commitment to setting the “Sustainability Gold Standard.”

We focus on our most critical enterprise risks and have implemented detailed action plans to mitigate their potential impact. Progress on these plans is reviewed regularly by our senior leadership team and reviewed by our Board of Directors at least annually.



External Certifications

We have implemented management systems at our nine manufacturing facilities according to the international standards for quality, environment, and health and safety, ISO 9001, ISO 14001, and ISO 45001, respectively. We perform internal audits and have annual third-party surveillance audits performed to maintain our certifications as well as ensure regulatory compliance.

	ISO 9001 (Quality)	ISO 14001 (Environment)	ISO 45001 (Health and Safety)
 Certified Manufacturing Facilities	7	8	8

Additionally, both of our facilities in Türkiye have obtained ISO 50001 (Energy Management) and ISO 27001 (Information Security) certifications. One of our facilities in Juarez achieved IATF 16949 (Quality). Furthermore, our Field Service entity in Spain received ISO 9001, ISO 14001, and ISO 45001 certifications. Our certifications can be found on our website.¹⁰

Moreover, we require our top global raw material suppliers to maintain a Quality Management System (QMS), Quality Assurance (QA), or Product Quality Plan compliant with ISO 9001, in accordance with industry standards and TPI's customers' requirements. To ensure compliance, we audit our largest global raw material suppliers to ensure consistency and standardization throughout the value chain. Please see [section 7](#) for more information.

¹⁰ [TPI Composites Inc - EHS & Quality Certificates](#)

5 Public Policy

TPI is a leading advocate for renewable energy and a clean energy transition, driven by our commitment to manufacturing high-quality wind blades. We play a crucial role in the global onshore wind market and actively support political advocacy aimed at reducing dependence on fossil fuels, while promoting the adoption of renewable energy sources. Through our direct efforts and our involvement in trade and renewable energy advocacy organizations, we support policies focused on:

- Ensuring fair competition for wind energy and other renewable generation as part of a diverse mix of energy sources in each country and regional market we serve.
- Streamlining and expediting project permitting processes.
- Promoting secure and resilient energy sources with wind energy and other renewables playing a key role in distributed generation.
- Promoting fair trade practices in the wind energy supply chain.
- Developing strong manufacturing supply chains in our regional markets.
- Implementing product recycling and circularity initiatives through innovative materials and manufacturing methods.
- Promoting electrification initiatives as part of greenhouse gas reductions across applicable sectors of the economy.

Our commitment to anti-bribery and anti-corruption practices underpins these efforts, ensuring that our operations and advocacy are conducted with the highest standards of integrity and transparency. All political and advocacy efforts, including meetings with elected officials are documented, reviewed, and approved by the Office of the General Counsel. Please see our [FCPA policy](#) for more information.

Membership and Industry Associations

TPI is proud to further our advocacy efforts through the following industry associations.

- American Clean Power Association (ACP)
- WindEurope
- American Council on Renewable Energy (ACORE)
- National Association of Manufacturers (NAM)
- APQP4Wind



Compliance with Regulations

At TPI, we prioritize aligning our operations with current regulations and proactively adapting to emerging regulatory requirements. Our commitment to compliance ensures that we meet all legal standards while maintaining the highest levels of safety, quality, and environmental stewardship. By staying ahead of regulatory changes, we not only safeguard our business but also reinforce our dedication to sustainable practices and ethical conduct. This proactive approach allows us to contribute effectively to the clean energy transition, fostering trust and reliability among our stakeholders.

Please see [page 47](#) to learn more about our focus on environmental compliance.

6 Health and Safety



TPI's commitment to safety remains our number one Core Value. To enable a culture of safety, our environmental, health, and safety (EHS) programs are managed by a global team of trained professionals with extensive knowledge and experience in all aspects of EHS. These global teams manage the following activities:

- Behavior Based Safety (BBS) program
- EHS action teams
- Good-catch safety program
- Weekly safety walks
- Daily safety communications
- Safety education
- Safety committees and inspections
- Risk assessments
- Job safety analysis

Along with EHS leadership teams, safety committees have been implemented at all sites. These committees allow associates to participate in the improvement of their facility's safety management through monthly meetings. Committee responsibilities include the review of safety incidents, identification of safety hazards, follow-up on safety improvement action plans and more.

Additionally, each of our manufacturing facilities have deployed EHS Action Teams. EHS Action Teams are small cross-functional teams of associates performing proactive EHS activities to drive continuous improvement. These teams work on projects relating to ergonomics, risk assessment, job safety analysis, and EHS inspections. At TPI, associates have access to non-occupational medical and healthcare services which vary across our facilities. These services include on-site clinics, referral to outside medical services, and private health insurance. Voluntary health promotions also vary between facilities but include preventative wellness checks, fitness and wellness benefits, healthy eating programs and more.

This year, we launched the Global Safety Kaizen Week, as part of TPI's LEAN program. "Kaizen" is a Japanese term meaning "change for the better." During the Kaizen week, associates and corporate leadership collaborated over several days to brainstorm solutions to ongoing EHS challenges, leading to process improvements. Cross-functional teams at each site participated to reduce risk, implement continuous improvements, demonstrate leadership commitment, and foster associate engagement. Projects completed included mitigating equipment hazards, addressing ergonomic challenges, and reducing waste. To learn more about TPI's LEAN program, please see [page 37](#).

EHS Management

We continue to align safety practices across our global facilities and utilize ISO 45001 Certifications to standardize and strengthen our EHS Management Systems. To ensure continued compliance with our ISO 45001 certifications, our sites receive third-party surveillance audits on an annual basis and a full management system audit every three years. In 2024, we introduced two new EHS policies to uphold our commitment to safety and continuous improvement. Policies implemented this year included the Heat-Related Illness Prevention Policy, and Fire Protection and Prevention, and Hot Work Policy. These policies established new requirements and procedures to ensure the continued well-being of personnel on-site.

TPI also utilizes a third-party tool to identify and assess EHS legal requirements. The third-party tool monitors new or changes to existing regulations and facilitates audits of our activities to ensure compliance. When gaps are identified, action plans are developed by site EHS teams. Each month, corporate EHS meets with the sites to review the EHS compliance tool for accuracy, consistency, and to provide support for any escalated items.

Safety Communication and Education

Safety communication materials are provided to associates and discussed with leadership. Topics include recent safety hazards, issues, and training. Furthermore, associates can remove themselves from any situation they view to be hazardous to their health without fear of retaliation. Corrective action to perceived hazards are implemented as appropriate by TPI.

We further ensure the safety of our associates to support our zero-harm culture through safety education. Safety education is the foundation for our other safety measures. Associates receive regular training on environmental, health, and safety related topics. This training includes but is not limited to:

- General awareness EHS training
- Fire hazard and prevention training
- Ergonomics training
- Hazardous material training
- Compliance training
- Equipment-specific safety training
- Hazard-specific training as required for the job or task
- Safety incident and corrective action training

Incident Prevention

We have implemented several programs at our facilities to prevent and manage incidents. During weekly safety walks, members of the facility leadership team observe operations to identify unsafe conditions and unsafe behaviors while engaging with associates to verify their EHS knowledge and coaching them on observed behaviors. Our standard global BBS process also ensures we provide coaching around at-risk behaviors and reinforce safe behaviors. These observations focus on correct PPE usage, ergonomic postures, equipment handling, and daily manufacturing safety procedures. In 2024, our facilities completed more than 6,600 observations.

While we employ various preventative safety measures across our operations, we understand that accidents may happen and have processes in place to investigate and prevent future injuries. EHS-related incidents are reported via a robust and standardized software solution. When an incident occurs, it is immediately communicated to senior management. Then a root cause is identified, and corrective actions are implemented to address the hazard that led to the incident. All safety information is tracked and reviewed at each facility and with the leadership team. Incidents and corrective actions are then shared across facilities, along with significant good-catches, to ensure that best practices are implemented globally. A good-catch is the identification of a condition or behavior that has the potential to cause harm with timely intervention and corrective action before an incident occurs. In 2024, the number of good-catches submitted was more than 21,700.



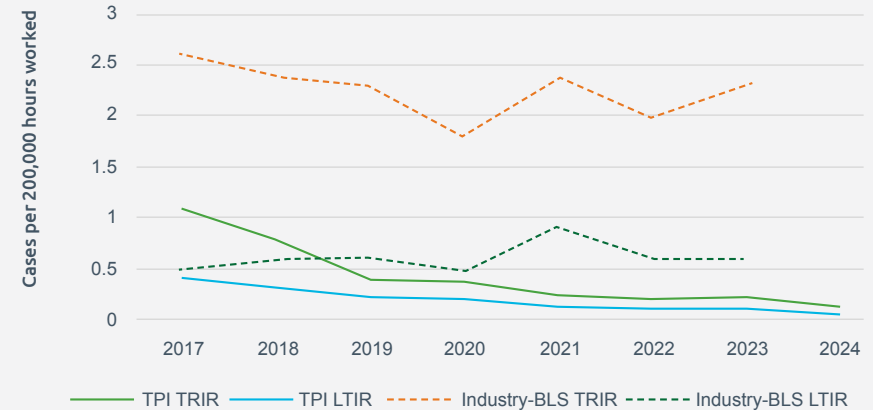
Safety Performance

Our safety program consistently outperforms industry standards and remains best in class, with our 2023 and 2024 Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) well below the rates reported by the U.S. Bureau of Labor Statistics. In 2024, we achieved our goals for TRIR and LTIR, which were set to remain below 0.24 and 0.13.¹¹

Associate Safety	2022	2023	2024
✚ Total Recordable Injuries (number)	29	29	17
✚ Incident Rate	0.19	0.21	0.13
Injury Frequency Rate	0.93	1.03	0.66
✚ Lost Time Injuries (number)	16	14	7
✚ Incident Rate	0.10	0.10	0.05
Injury Frequency Rate	0.51	0.50	0.27
✚ High Consequence Injuries (number)	2	0	0
✚ Incident Rate	0.01	0	0
Injury Frequency Rate	0.06	0	0
✚ Fatal Injuries	0	0	0
✚ Incident Rate	0	0	0
Injury Frequency Rate	0	0	0

Contractor Safety	2022	2023	2024
✚ Total Recordable Injuries (number)	0	0	0
✚ Incident Rate	0	0	0
Injury Frequency Rate	0	0	0
✚ Lost Time Injuries (Number)	0	0	0
✚ Incident Rate	0	0	0
Injury Frequency Rate	0	0	0
✚ Fatal Injuries	0	0	0
✚ Incident Rate	0	0	0
Injury Frequency Rate	0	0	0

Recordable and Lost Time Incident Rates ¹²



¹¹ Number of incidents per 100 associates. Incident Rate (IR) = Number of Incidents X 200,000/Number of Associate Labor Hours. Injury frequency rates calculate the number of injuries per year for each 1 million hours worked. Recordable incidents are based on OSHA reporting requirements and exclude first-aid injuries. Injury Frequency Rate (IFR) = Number of Injuries X 1,000,000 /Number of Associate Labor Hours.

¹² Industry incident rates are according to the U.S. Bureau of Labor Statistics Survey of Occupational Injuries and Illnesses NAICS code 333611

Chemical Management

All TPI facilities have chemical management policies and procedures in accordance with laws and regulations in their respective regions. Chemical management procedures detail the proper handling, storage, and disposal methods for chemical products at the facility. TPI's chemical management programs include maintaining and updating safety data sheet inventories for all chemicals and implementing strict emergency response plans. All chemicals entering and exiting TPI facilities follow labeling requirements in accordance with strict regulations to properly identify chemical properties that pose major hazards including flammability, corrosiveness, and toxicity. For a new chemical to be approved to enter a TPI facility it must follow a chemical approval process which includes an in-depth review by EHS departments. In addition, TPI uses a third-party chemical management solution which allows us to review chemicals in our inventory against regulatory reports as well as anticipate changes in chemical regulations before they happen.

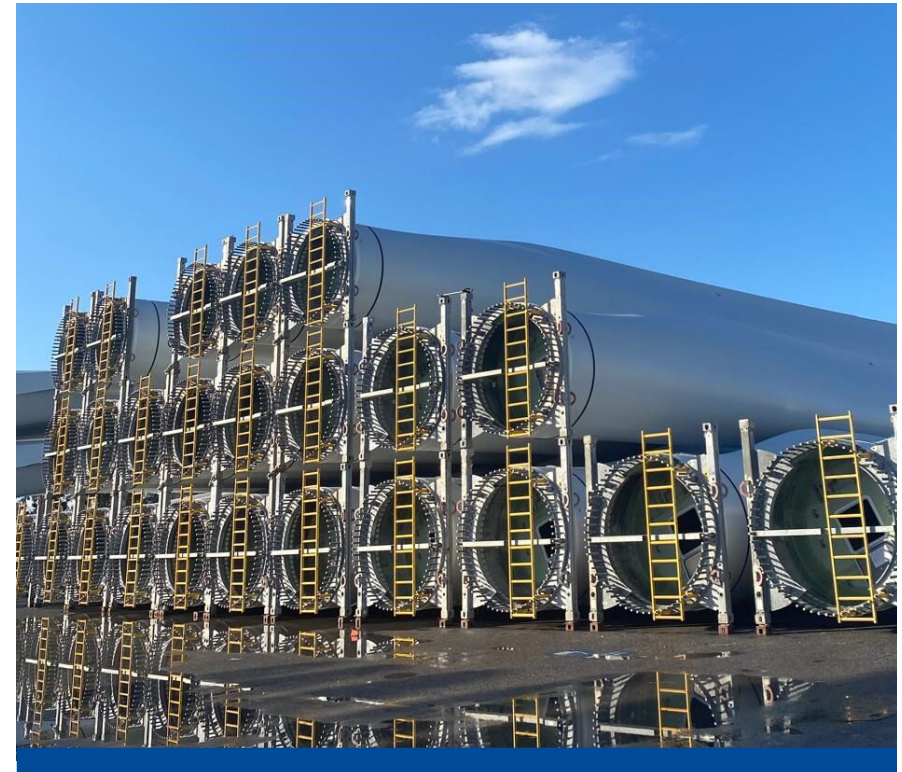
Management of hazardous chemical waste is extremely important to TPI since our manufacturing process deals with these substances. At all TPI manufacturing sites, hazardous waste policies and procedures have been implemented. These procedures include the identification, labeling, disposal, containment, and storage of hazardous wastes. In addition to strategic chemical programs, associates that may encounter chemical or physical hazards and waste materials are trained on chemical labeling and handling, detecting hazards, and understanding safety data sheets, and emergency procedures. TPI's commitment to associate safety goes beyond training as all our locations follow requirements for Industrial Hygiene by monitoring associate exposures when working with hazardous materials. A majority of our EHS teams utilize third-party organizations that help TPI identify hazards, perform exposure monitoring, and set up action plans to reduce risks to chemical, noise, dust, and heat exposures.



7 Supply Chain

Suppliers are an integral part of the extended TPI team, collaborating with us daily to meet and exceed customer expectations. We rely on our suppliers to uphold the same high standards for safety, quality, delivery, and cost that we apply to our own operations. In addition to adhering to TPI's policies and procedures, our suppliers are expected to meet sustainability criteria that align with our commitment to ethical business practices and environmental stewardship. We actively engage with our suppliers to foster a world-class sustainability program, as outlined in this section.

TPI sources materials, products, and services to support operations across our global manufacturing facilities. Key raw materials include epoxy resins and adhesives, carbon fiber reinforcements, advanced fiberglass fabrics, core materials (such as balsa wood and foam), coatings, lightning protection systems, and attachment hardware. We prioritize partnerships with suppliers whose operations consider performance and the environmental and human rights impacts within their own supply chains. TPI is committed to expanding our use of local and regional suppliers to enhance supply chain resilience, improve flexibility and responsiveness, and reduce transportation distance and carbon emissions.



430 raw material suppliers
in 23 countries



\$723 million
in raw material spend



87 critical raw material suppliers
85 % of spend

Responsible Sourcing

TPI is committed to building strong, ethical relationships with suppliers operating in alignment with our Supplier Code of Conduct across their own operations, supply chains, and business relationships. Suppliers are required to respect internationally recognized human rights and comply with the policies publicly outlined on our website, as well as those incorporated into our purchasing documents and supplier agreements. These policies cover critical areas such as child labor, working hours, business ethics, anti-bribery and anti-corruption, environmental standards, and occupational health and safety. We have clearly defined expectations for suppliers and actively monitor performance throughout the supplier lifecycle. This is achieved through an independent vendor assessment tool, regular audits, and by embedding TPI's expectations for compliance and ethical behavior into our [Supplier Code of Conduct](#), [FCPA Policy](#), [Human Rights Policy](#), [EHS Policy](#), [Anti-Bribery & Anti-Corruption Policy](#), and [Conflict Minerals Policy](#).

TPI adopts a comprehensive and proactive approach to identifying, assessing, and managing sustainability risk within our supply chain operations and our third-party business relationships. As part of our supplier onboarding process, all new suppliers undergo an enhanced screening process. This includes a thorough risk assessment, a screening for potential risks, and the completion of a sustainability and due diligence questionnaire.

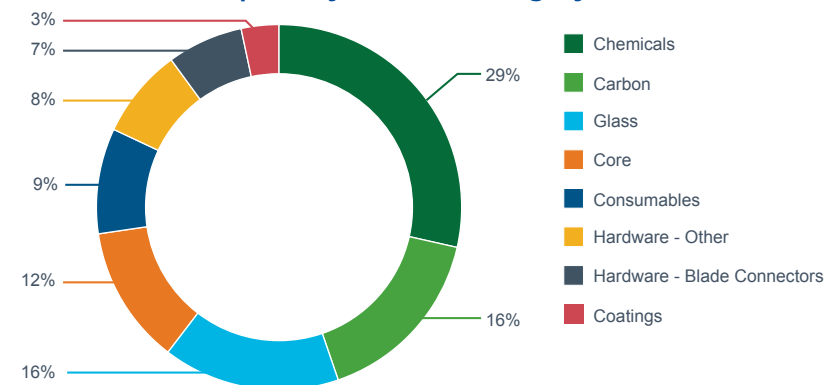
Once approved, suppliers enter a continuous monitoring program that identifies high-risk activities, such as government sanctions and media coverage related to human rights, legal and ethical, and environmental concerns. Suppliers are categorized based on risk factor criteria, including vendor type, spend volume, country of operation, ownership structure, and material dependency.

Critical raw material suppliers are subject to additional risk management measures, including regular audits and scorecards. These evaluations cover EHS standards, quality control, process management, and sustainability criteria. TPI defines critical raw material suppliers as suppliers whose products or services have a significant impact on our competitive advantage, market position, or long-term business viability.

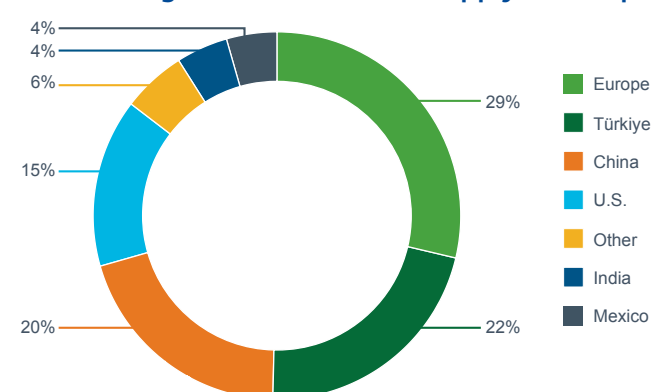
We prioritize audits for new suppliers, those we have not audited in the past three years, and suppliers with recent operational changes. In 2024, we conducted onsite audits of more than 26 suppliers as part of our ongoing commitment to ensuring compliance with our quality requirements and sustainability standards. All findings are addressed promptly and thoroughly to ensure that suppliers meet TPI's expectations.

In 2024, TPI did not encounter any significant compliance issues with existing suppliers. However, historically several vendors have been excluded from partnering with TPI due to high compliance risks identified during the screening and onboarding process.

Spend by Material Category



Regional Raw Material Supply Chain Spend



Ensuring Ethical and Sustainable Sourcing of Balsa Wood

In 2024, TPI conducted a comprehensive assessment of its balsa wood suppliers to ensure the ethical and sustainable sourcing of this critical material. As part of our commitment to responsible supply chain practices, we focused on ensuring that our suppliers adhere to internationally recognized sustainability standards, including Forest Stewardship Council (FSC) Standards. This standard ensures that the balsa wood is sourced from forests that are managed responsibly, avoid illegal logging, protect biodiversity, and respect the rights of local communities.

The assessment process involved reviewing certifications, verifying compliance with FSC Standards, conducting on-site and remote audits, and assessing the suppliers' adherence to our Supplier Code of Conduct, particularly regarding labor rights and environmental practices. We also collaborated with our suppliers to improve traceability and transparency throughout the supply chain, ensuring that the balsa wood used in our products is ethically sourced and supports sustainable forestry practices. By strengthening our due diligence efforts, we aim to foster a more responsible supply chain that supports both environmental conservation and human rights.



Supplier Sustainability Program

One of TPI's top priorities is to drive sustainability throughout our supply chain. To achieve our sustainability goals, we have established a comprehensive supply chain sustainability program that not only requires but also inspires our suppliers to actively engage with us on sustainability priorities, while increasing transparency across all levels. The program is built on three key pillars:

- **Aligning Sustainability Objectives and Tracking Progress:** Establish a shared understanding of sustainability priorities across the supply chain, with clear metrics and regular reporting to monitor progress and ensure alignment with TPI's sustainability goals.
- **Empowering Supplier Performance and Collaboration:** Foster a collaborative environment where suppliers are actively supported in meeting sustainability targets, with a focus on enhancing performance through engagement, training, and continuous improvement initiatives.
- **Integrating Sustainability into Supply Chain Operations:** Embed sustainability principles into all supply chain processes, from procurement and production to logistics, ensuring that sustainability considerations are embedded into decision-making, procedures, and supplier evaluations.

To further support these efforts, TPI hosts an annual Supplier Conference where we provide dedicated presentations on sustainability and compliance expectations. These sessions are designed to engage our suppliers in meaningful discussions about our goals and share best practices for achieving them. The conference serves as a platform for fostering collaboration, ensuring that our suppliers are aligned with our sustainability vision, and driving continuous improvement in supply chain performance.

TPI has established the following goals for our suppliers across key sustainability areas, including safety, carbon neutrality, waste management, and IDEA:

- **Safety:** Achieve a year-over-year reduction in incident rates, with a goal and action plan to drive towards zero incidents.
- **Carbon Neutrality:** Achieve a year-over-year reduction in CO₂ emissions, with a goal of reaching carbon neutrality by 2030, without relying on offsets.
- **Waste Management:** Drive a year-over-year reduction in waste sent to landfill and incineration without energy recovery, aiming for zero waste by 2040.
- **IDEA:** Identify and implement initiatives that foster a culture of inclusion, diversity, equity, and awareness.

As of 2024, 94% of our critical direct material suppliers have formally committed to TPI's supplier sustainability goals. By aligning with these sustainability goals, our suppliers play a vital role in helping TPI achieve its sustainability vision, ensuring a responsible and resilient supply chain for the future.

TPI continues to integrate sustainability criteria throughout our sourcing and supplier management processes. During the selection phase, we assess prospective suppliers based on their responses to sustainability questionnaires and adherence to key criteria, including corporate governance, management systems, human rights policies, environmental compliance, and their overall sustainability vision, commitments, and objectives.

Additionally, we track key supplier metrics to support TPI's sustainability goals. These metrics include GHG emissions (scope 1, 2, and 3), total waste generated, renewable and recyclable material content, and safety performance data. To ensure continuous progress we conduct regular supplier business reviews, during which critical suppliers present their key sustainability initiatives and report on their progress towards meeting our shared sustainability objectives.

Critical Supplier Sustainable Procurement Metrics*

- 100% have been screened against social criteria, including human rights, sanctions lists, and media sources.
- 94% committed to TPI's Supplier Sustainability Objectives.
- 93% have completed an annual sustainability assessment.
- 92% have obtained ISO 14001 certifications.
- 88% have completed an Integrated Management System (IMS) audit inclusive of sustainability criteria.

* Metrics are weighted according to TPI annualized spend.



8 Research and Development

As a leader of composite manufacturing, we conduct research and development (R&D) in close collaboration with our customers, industry consortia, sponsored academic research, and U.S. National Laboratories on the design, development, and deployment of innovative manufacturing materials and processes, including automation, innovative material application, and sophisticated product quality inspection tools. Our R&D efforts place high priority on driving quality through continuous process improvement, while reducing costs across our manufacturing facilities, and expanding our supply chain through cross-qualifying materials and development of both global and local suppliers. We have a broad set of R&D activities including new material technologies, new molding technologies, tooling and assembly operations, and our industry leading activities in model-based manufacturing. These efforts have resulted in an ever-expanding base of intellectual property that includes 157 U.S. and International patents and 66 pending applications that support a strong competitive position in the markets we serve.

Wind R&D

The increase of wind power installations is a result of the continuous improvement in turbine capacity factor (CF) which directly impacts the levelized cost of energy (LCOE) from wind. Increasing CF is due, in large part, to increasing rotor diameter meaning longer and more complex wind blade assemblies with increasing risk to both quality and product cost.

To address this challenge, TPI has focused much of our wind technology efforts on the emerging field of computer vision and laser measurement with the use of artificial intelligence data processing to provide real-time feedback of key production metrics and collection of historical data. The immediate impact on product quality and cycle-time reduction is now well documented and implementation across global operations is underway.



9 Associates



TPI associates are at the center of all we do and are essential to our organization's continued success. We strive to optimize our associate's skills, ideas, and solutions to achieve our goals and promote TPI as an employer of choice.

Our associates continually display their dedication to the Company and our Core Values of Safety, Operational Excellence, Commitment, Integrity, and Leadership. They bring these Core Values to life by applying their diverse backgrounds and skillsets to everyday actions, demonstrating high discretionary effort, and embracing our Values in Motion program.

Number of Associates by Category (Headcount)	2022	2023	2024
Direct Labor	10,106	9,133	8,734
Indirect Labor	2,950	2,673	2,425
Administrative	566	557	575
Total	13,622	12,363	11,734



Global Values in Motion Awards



SAFETY

OPERATIONAL
EXCELLENCE

COMMITMENT

INTEGRITY

LEADERSHIP

TPI Global Values in Motion represents the voice of our global associates and what each of the TPI Core Values means to them. This framework outlines the demonstrated behaviors we expect from our associates that embody each Core Value.

The TPI Global Values in Motion Award is a quarterly recognition program where we highlight associates who exemplify one or more of our Core Values. Our regional leadership teams encourage associates to nominate their peers for going above and beyond in their daily work. The quarterly winners are announced globally and celebrated publicly at the regional level. From these winners, our executive team selects annual winners at the end of the year to represent each Core Value, giving them an award and global recognition.

In addition to the internal TPI Global Values in Motion Award, we recognize the external awards our global teams have received in 2024.

- TPI Chief People Officer (CPO) Deane Ilukowicz was a recipient of the Phoenix Titan 100 Award, recognizing her as a top 100 Executive in her region. Winners of this award are recognized as exemplifying outstanding leadership, vision, passion, and influence in their field.



- TPI Mexico received two awards from the Jaime Bermudez Cuaron this year for being an inclusive company and generating more than 2,000 jobs by reopening a manufacturing site in Juarez.



- TPI India was honored with the 2024 Company of the Year – Blades Award, at the India Wind Energy Forum Leadership Awards.



9.1 Associate Engagement and Wellbeing



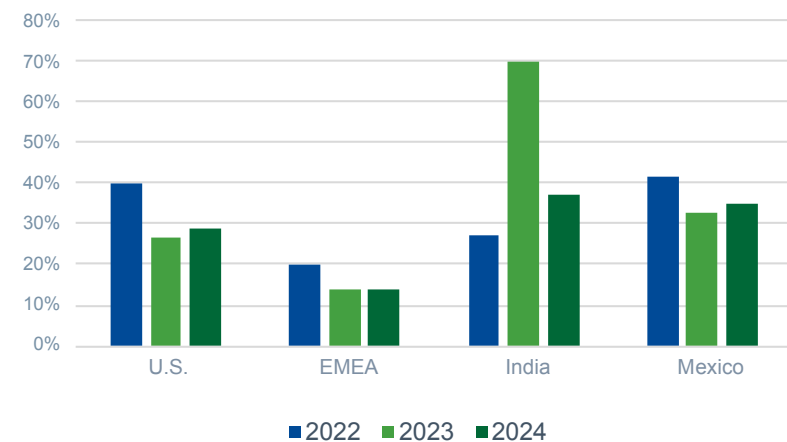
At TPI, we are committed to creating a workforce that is inclusive and engaging. An annual engagement survey is distributed to all associates where we collect data to understand feelings on topics related to professional growth, rewards, the environment, and more. As part of our IDEA program, we conduct an annual IDEA survey and have implemented a Continuous Listening strategy, which aims to elicit associates' feedback from networked associates monthly. These feedback mechanisms provide an anonymous space for associates to give honest responses. We have a goal to create a culture of inclusion, belonging, and engagement by sustaining or increasing the annual engagement and inclusion survey score. In 2024, our score increased to 7.9 from 7.7 in 2023 on a scale from 0 to 10. This year, our aggregated participation rate was 98% and we received more than 12,000 associate comments. By collecting continuous feedback, we can better support our associates in cultivating an environment where everyone feels they have a voice.

TPI leadership considers associate engagement a top priority. Around the world, our teams take time to carefully evaluate survey results, share findings with associates, and implement action plans specific to their region. Our action plans positively impact our overall engagement and reduce associate turnover rates in each country. The majority are at or below their respective geographic averages.

Our regional human resource teams and external partners help ensure we maintain compliance with all current labor standards and sustain strong relationships with our labor unions. At all levels of leadership, we have provided training to foster positive labor relations and develop action plans to address changes as needed.

Our organization's base compensation is established by benchmarking each individual position to the market median utilizing salary surveys from qualified data sources that provide local, regional, and national data on salaries earned in similar positions to TPI. TPI sponsors a review of fair pay practices bi-annually and we utilize disparate impact analysis globally. Disparate impact analysis is a process by which companies ensure that there are no unintended differences in base compensation between associates in the same job. This review is conducted by a third-party law firm. As part of this review, we look at the pay equity between our male and female associates as well as differences between ethnic groups in the United States. The results of the 2023 review showed that we do not have statistically significant gaps in pay in the groups reviewed. Regarding additional benefits, all associates are covered either through social programs or TPI, in alignment with the market. Additionally, several of our locations provide medical services through on-site doctors, food services through cafeterias, and transportation services to the facilities.

Total Turnover ↗



In addition to managing our annual formal performance review process, we also provide associates with regular performance feedback throughout the year. Compensation for TPI's Global Leadership Team has variable performance-based components such as annual bonus and equity incentives. In addition, all manager-level associates and above have a variable incentive

as part of their annual compensation. All incentive plans include a weighted measurement for safety, sustainability, IDEA, quality, and profitability. The passion, commitment, and resilience of our associates is critical in helping us achieve our vision to lead the energy transition through advanced technology and innovative solutions.

New Hires by Age # and %

	Under 30		30-50		Above 50		Total
U.S.	41	31%	69	51%	24	18%	134
Asia	0	0%	4	80%	1	20%	5
EMEA	215	44%	267	55%	5	1%	487
India	306	88%	41	12%	0	0%	347
Mexico	2,763	55%	2,071	41%	170	3%	5,004
Total	3,325	56%	2,452	41%	200	3%	5,977

Turnover by Age # and % Without Impacts

	Under 30		30-50		Above 50		Total	
U.S.	39	33%	50	42%	29	25%	118	29%
Asia	0	0%	0	0%	0	0%	0	0%
EMEA	183	39%	282	60%	6	1%	471	14%
India	431	86%	72	14%	1	0%	504	37%
Mexico	1,276	52%	1,076	44%	120	5%	2,472	35%
Total	1,929	54%	1,480	42%	156	4%	3,565	30%

New Hires by Gender # and %

	Female		Male		Total
U.S.	29	22%	105	78%	134
Asia	1	20%	4	80%	5
EMEA	171	35%	316	65%	487
India	50	14%	297	86%	347
Mexico	820	16%	4,184	84%	5,004
Total	1,071	18%	4,906	82%	5,977

Turnover by Gender # and % Without Impacts

	Female		Male		Total	
U.S.	14	12%	104	88%	118	29%
Asia	0	0%	0	0%	0	0%
EMEA	75	16%	396	84%	471	14%
India	64	13%	440	87%	504	37%
Mexico	372	15%	2,100	85%	2,472	35%
Total	525	15%	3,040	85%	3,565	30%

Some figures and percentages may not add up to the total figure or 100 percent due to rounding.



9.2 Inclusion, Diversity, Equity, and Awareness (IDEA)

At TPI we are committed to building an inclusive culture. We value diversity in all forms, especially diversity of thought. Our organization prides itself on finding talent that is dedicated to cultivating an environment where collaboration and inclusion can thrive and where everyone feels a true sense of belonging and can bring their full self to work.

We have fully embraced a new form of DE&I called IDEA (Inclusion, Diversity, Equity, and Awareness). We define these key terms as follows:

- **Inclusion** is the act of creating an environment where everyone feels a sense of belonging and is welcomed, heard, valued, and encouraged to participate fully.
- **Diversity** is all the ways in which people differ, encompassing the characteristics that make an individual or group distinct from another.
- **Equity** is fair treatment, such as providing access to opportunities for advancement and ensuring that everyone feels they can grow in the organization.
- **Awareness** is building an accountable culture of choice, facilitating learning opportunities for all, and celebrating our efforts internally and externally.

At TPI, we know that IDEA is not a destination, but a journey. We are consistently adjusting and adapting IDEA plans to put forth initiatives that are purposeful. By not being intentionally inclusive, we run the risk of being unintentionally exclusive. We believe the initiatives we have undertaken to advance IDEA have and will continue to positively affect enhancing our culture of inclusion.

TPI established the global [IDEA Council](#) and champion network to serve as a governing body for our IDEA strategy, initiatives, cultural change efforts, transparency, and accountability. The primary role of the IDEA Council is to connect IDEA initiatives to strategic business goals and outcomes.

The IDEA Council is also a critical driver of organizational change, establishing a dedicated focus on inclusion, diversity, and equity priorities, and managing the IDEA program.

TPI associates at all levels of the organization receive formal training on topics related to building an inclusive culture at TPI. Our Inclusive Leadership training is deployed to all leaders in the organization. This training focuses on understanding inclusion, diversity, and equity, identifying the characteristics of an inclusive leader, and formulating a personal plan to put these characteristics into action. In 2024, our associates dedicated over 2,900 hours to IDEA trainings.





Associate Category by Gender %	Male	Female
Direct Labor	85%	15%
Indirect Labor	85%	15%
Administrative	58%	42%
Total	84%	16%

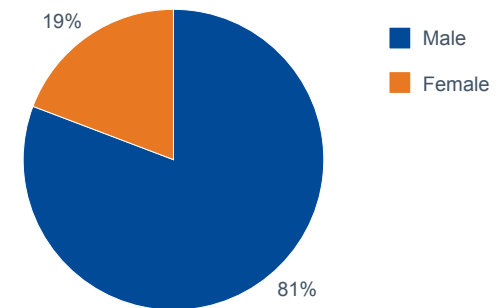


Associate Category by Ethnicity %	Asian	Black	Latino	Middle Eastern	Caucasian	Other
Direct Labor	8%	0%	66%	25%	1%	0%
Indirect Labor	13%	0%	60%	24%	3%	0%
Administrative	21%	0%	41%	15%	20%	3%
Total	10%	<1%	64%	24%	2%	<1%

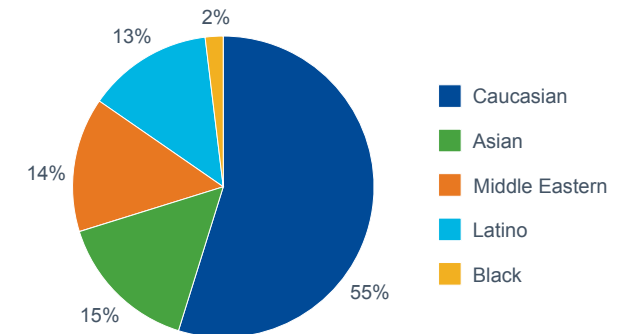


Associate Category by Age %	Under 30	30-50	Above 50
Direct Labor	43%	52%	5%
Indirect Labor	28%	66%	6%
Administrative	16%	70%	15%
Total	38%	56%	6%

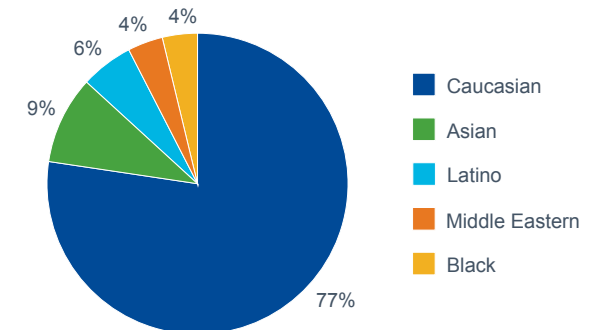
Global Leadership Team



Global Leadership Team



U.S. Leadership Team



Some figures and percentages may not add up to the total figure or 100 percent due to rounding.
 <1% indicates that the percentage falls between 0% and 0.5%, excluding both 0% and 0.5%

IDEA Initiatives

CEO Action for Diversity and Inclusion Business and Individual Commitment

Our CEO, Bill Siwek, renewed the [CEO Action for Diversity and Inclusion Pledge](#), further demonstrating TPI's promise to create an inclusive culture where all associates can be themselves and have a sense of belonging. The pledge has four main goals:

1. To continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion.
2. To implement and expand unconscious bias education.
3. To share best – and unsuccessful – practices.
4. To create and share strategic inclusion and diversity plans with our Board.

This pledge signifies TPI's dedication to engaging in challenging yet essential discussions pertaining to IDEA.



Global Day of Understanding

Annually, TPI CEO Bill Siwek and CPO Deane Ilukowicz host the Global Day of Understanding. During these courageous conversations, the duo facilitates dialogue with associates from all levels of the organization, focusing on matters of inclusion, diversity, and equity. This year, they spoke with approximately 100 associates from around the world. Our senior leaders also spoke with regional associates in similarly structured conversations. Key themes from the conversations this year included career growth, mobility communication from all levels, innovation, and TPI culture.

“ The transparency demonstrated by TPI associates during the Global Day of Understanding is truly admirable and I hold immense respect for their ongoing commitment to making a positive impact within our organization. ”

– Bill Siwek, President and CEO

IDEA Initiatives

LEAP for Women



We continue to create a sense of community with our first Global Associate Resource Group (ARG) LEAP for Women. LEAP stands for lead, empower, advance, and promote. Around the world, our LEAP for Women regional champions charter chapters that host local events like International Women's Day, speaker panels, volunteering opportunities, and podcast and book clubs. Additionally, regional champions convene globally to align on initiatives and share best practices. A new global initiative launched this year is the EnergizHer series. These quarterly panels feature women in the energy industry from outside of TPI. The speakers share their own journey within the industry and answer questions related to career development, challenges in the workplace, and general advice from women in leadership positions.



Amazing Women of TPI



2024 marked the ninth year of our Amazing Women of TPI, where we proudly recognize amazing female associates who are nominated by top regional leadership globally. To award these women, TPI created a week-long event at our corporate headquarters in Scottsdale, Arizona. Throughout the week, the women attended learning sessions and engaged in networking opportunities.

IDEA Initiatives

LEAP for Developing Professionals



In 2024, TPI launched its second U.S. based ARG, LEAP for Developing Professionals, to support developing, networked professionals at TPI to foster connections with their peers. The regional LEAP for Developing Professionals champions host monthly “Download for Developing Professionals” sessions to help members familiarize themselves with TPI stakeholders, understand responsibilities of different departments, and explore emerging technologies. These sessions have covered topics related to the history of TPI and the wind industry, TPI’s LEAN program, insights into AI and other project management tools, and strategies for investing and saving for retirement. The ARG also offers mentorship and volunteering opportunities with national colleges.

“

LEAP for Developing Professionals has been a great addition to our associate resource groups, offering associates meaningful opportunities for personal and professional growth through mentorship, functional workshops, and community engagement.

”

– Theo Gibson, Chief Information Officer and LEAP for Developing Professionals Executive Sponsor

Additional IDEA Initiatives

- Continued to recognize October as global IDEA month.
- Hosted global volunteer and awareness activities to commemorate Pride Month.
- Highlighted Breast Cancer Awareness through webinars and forums, and supported organizations through volunteering.
- Celebrated International Women's Day globally with regional initiatives.





9.3 Quality, Training, and Education

Quality

TPI continues to make quality a core pillar of our organization. We ensure quality is embedded not only in our blade manufacturing process, but throughout the organization in the training and education provided to our associates annually.

Associate Quality Training

TPI is expanding global efforts to ensure quality in our manufacturing process. This year, we developed the Quality First initiative to foster regular associate and leadership collaboration on quality initiatives and prioritize Root Cause Corrective Action (RCCA) robustness. To standardize and simplify our blade manufacturing process and to strengthen quality, we refreshed detailed work instructions to train associates on manufacturing procedures. Additionally, associates are trained in root cause analysis and corrective actions, and posters highlighting quality initiatives are displayed at sites in local languages.

Technology and Standardization for Quality

We are also investing in global standardization projects that will allow for greater transparency, training, and best-practice sharing across the business. Computer-Aided Quality (CAQ) software is being implemented to transition to a closed loop Quality Assurance structure.

In addition, quality system documents at all our locations have been updated to streamline measurement and validation processes. Enhancements have been made to our Power BI metrics reporting that allow greater insight into opportunities for improvement. We are also assessing the internal capabilities of our production system and ensuring alignment with customer designs. Training at all levels has been implemented to ensure team member understanding and adoption of quality standards.

BladeAssure™

TPI is in the process of rolling out a global BladeAssure™ program. The BladeAssure™ program uses technology to control and validate the manufacturing of our wind blades. We believe BladeAssure™ will drive the industry's Gold Standard process in quality blades. These new technologies include methods to document, verify, automate, and prevent inconsistencies or abnormalities from occurring in the manufacturing process using AI Aided Vision solutions, selective automation and robotic systems, advanced sensors, and inspection technologies. We are looking to move beyond trailing indicators that have been the norm of our industry since its inception, to real-time feedback during the manufacturing process. It is only by understanding the unique intersection between requirements, manufacturing methods, inspection solutions, and the capabilities of each that we can build and validate products in a new and robust way.

TPI LEAN

As part of TPI's core value of "Operational Excellence" and commitment to continuous improvement, TPI has embarked on a LEAN journey across the entire organization. The aim of LEAN is to drive down costs through operational efficiencies and eliminating waste while delivering world class quality. In 2024, TPI embarked on a three-year roadmap to embed LEAN methodologies into our culture as a key building block in our future success.

Our focus is to unlock the potential of all associates to drive out waste within our manufacturing process and supporting functions. TPI is using LEAN tools and methodologies in our daily processes to maximize value to our industrial partners and stakeholders across the value chain. We are also expanding the use of LEAN beyond manufacturing through a centralized awareness hub that includes associate access to training materials, dashboards, and best practices throughout TPI.

Associate Training and Development

Part of our learning culture includes a strong commitment to associate development. TPI offers training to ensure that our associates are not only well-prepared to perform the role they are hired into, but also invested in their development of knowledge, skills, and abilities to enable growth and career progression. Training and development opportunities are offered on a regular basis and include New Associate Orientation, Functional Onboarding, Safety and Compliance Training, Technical Training, and Leadership Development. Training data is reported monthly by each manufacturing facility and functional area. Relevant operational indicators are discussed during this period which reflect the effectiveness of our associate training. TPI provided almost 565,000 hours of training, an average of 46 hours per associate in 2024.

Leadership Development

Leadership development at TPI combines formal classroom training, hands-on practical activities, individual assessment and development planning, and mentoring. Formal learning is provided at each facility and includes cornerstone skill development such as coaching, situational leadership, and emotional intelligence. In addition, TPI uses competency-based leadership assessments to create personalized individual development plans. Our formal leadership development programs at each operation are uniquely designed around senior, mid-level, and frontline leadership levels, and customized regionally to accommodate and enable cultural differences.

Mentor Programs

TPI continues to foster a culture of development through selective mentor programs. These mentor programs pair associates with management level leaders, who meet on a regular basis to help develop skills and competencies in a professional setting. The mentor programs focus on accelerating development for both the mentee and mentor by enhancing skills, promoting cross-organizational relationships, and providing opportunities for professional networking. Mentorships are evaluated on a regular basis to allow participants to share what they have learned and to provide feedback.

Microlearning

TPI supplements our formal educational training programs with a microlearning platform. We offer short learning modules on topics related to leadership and IDEA. A new focused topic is introduced to our leadership associates every week, and these leaders in turn can easily share key learnings with any TPI associate. This year, we had leaders take over 1,500 independent courses using this platform.



TPI Academy

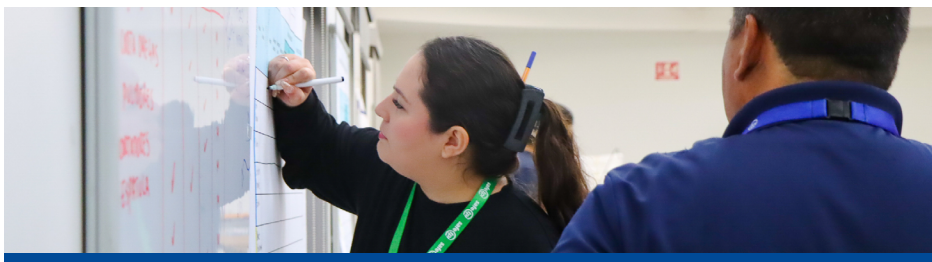


TPI Academy is a critical platform for developing our technical talent. TPI Academy has expanded to incorporate multiple technical disciplines within TPI such as quality and operations. The goal for our engineers and technicians is to use TPI Academy to expand their knowledge of composite technology by learning from our most knowledgeable and experienced technical subject matter experts.

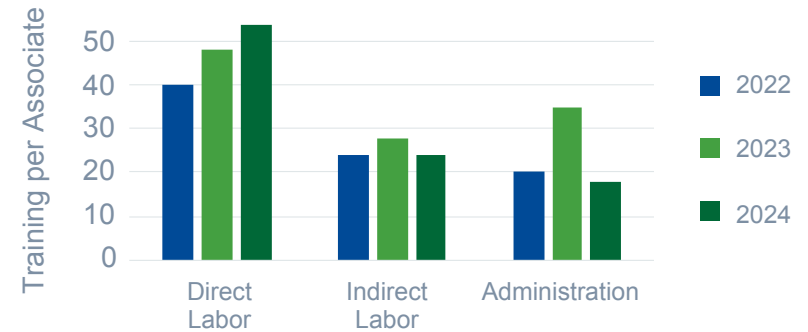
An accelerated learning path helps us lower costs, improve quality, and increase overall operational excellence. These benefits are critical to the long-term success of TPI and provide a unique competitive advantage with respect to our technical competency.

As we look ahead to our 2025 roadmap, we will:

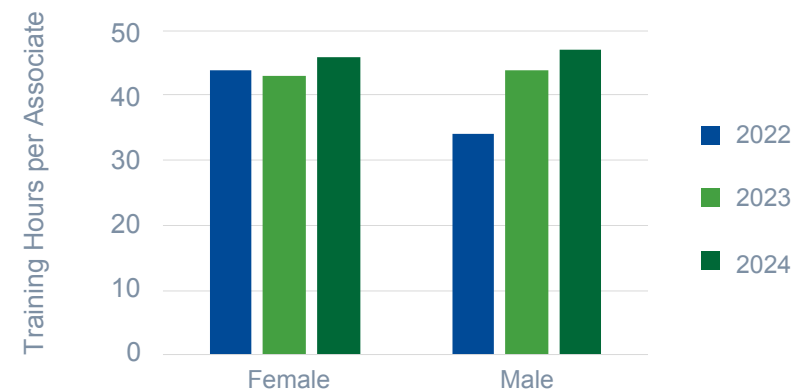
- Continue to offer both foundational and advanced course modules.
- Ensure we have targeted training opportunities available to all technical associates based on their role, experience level, and location.
- Incorporate self-paced, eLearning modules into a broader Technical Skills Onboarding program for our newly hired technical associates.
- Continue on our journey to have a culture of learning underpin everything that comes out of TPI Academy.



Training Hours per Associate by Category



Training Hours per Associate by Gender



10 Community Relations



We remain both proud and inspired by the dedication our associates display to community support initiatives they are passionate about and highlight some of these activities on the pages below.



The TPI Global Community Support Program was designed to help shape, build, and improve the communities where our associates live and work. We believe volunteering builds character, provides opportunities for collaboration, creates a sense of belonging, and increases associate engagement.

The volunteer time that TPI associates contribute supports outside organizations that align with our Core Values and occur outside of scheduled work hours. Given the diversity of our locations, we adapt our engagement activities to the needs of the communities. In 2024, our associates completed more than 18,950 community engagement hours globally. We are immensely proud of the many associates who volunteered to support their local communities.



Helping those in need: Our associates value their neighbors and community members. They provide benefits to their community members through activities that support the elderly, children, those less fortunate and those with disabilities.



Volunteering:

In Mexico, associates volunteered at a local pet shelter where they cleaned and donated supplies.



Feed My Starving Children:

Members from our Arizona team spent time volunteering with the Feed My Starving Children organization.

Giving Back: TPI associates enjoy giving back to their communities through donations. This year, our associates held several events to collect and distribute items to local communities.



Hospital Donations:

In India, TPI associates donated medical supplies to a local hospital.



Book Drive:

Associates in Türkiye donated educational books to two schools, enhancing the learning experience for students.

11 Environment



Electricity and heat generation accounts for almost one-third of global GHG emissions.¹³ It is our vision to lead the energy transition through advanced technology and innovative solutions. In doing so, TPI directly advances the decarbonization of the electric sector.

Our [EHS Policy](#) helps guide all TPI activities to maximize the positive impact that we have on the environment through both the products we manufacture and how we manufacture them. We are committed to protecting our associates, stakeholders, community, and the environment through operating sustainably in compliance with all applicable regulations and standards. We aim to do this by integrating EHS into our business planning and decision making, using our resources more efficiently, empowering our associates with responsibility through training and education, monitoring and managing our EHS performance in alignment with relevant ISO standards, and more. All our manufacturing facilities have an Environmental Management System (EMS) in place. We have third parties perform annual surveillance audits, and we have eight facilities ISO 14001 certified.



In 2024, TPI sites in Juarez, Mexico received recognition for their commitment to clean energy generation and proper waste management at the “Honrar Honra” event hosted by the local waste management supplier GEN.

¹³ <https://www.wri.org/insights/4-charts-explain-greenhouse-gas-emissions-countries-and-sectors>

11.1 Journey to Circularity

All the products TPI manufactures are based on customer designs and specifications. Once finished blades leave TPI facilities, our customers install them on wind turbines. At the end of their life, the disposal of TPI manufactured blades remain the responsibility of our customers. As a manufacturing company, we recognize that while we may not oversee the final disposal of our product, it is still our responsibility to properly manage our material usage and waste production. We are committed to doing our part to increase material efficiency and recyclability, while continuing to pursue partnerships with industry consortia, OEMs, and academia on the circularity of wind blades.

Materials

Raw materials are the key cost driver of the products we manufacture. We aim to use our materials as efficiently as we can while still meeting the expectations and requirements of our customers. Our products are generally custom designed and built to the specifications of our customers. We currently track the materials used in our manufacturing processes through our product lifecycle management system and enterprise resource planning system. In 2024, approximately two percent of our materials were sourced from renewable resources (balsa wood) and approximately four percent were made from recycled content (polyethylene terephthalate (PET) and steel bolts). In addition, all facilities have chemical and hazardous waste management systems in accordance with laws and regulations in their respective regions.

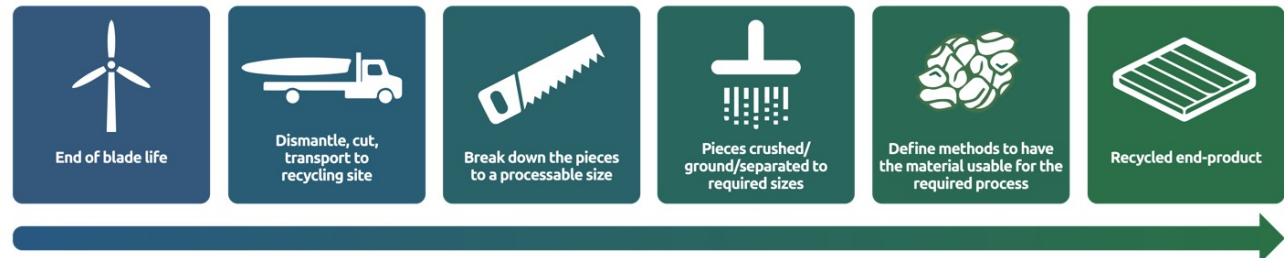
Materials Recycling

Wind turbines are 85% to 90% recyclable, with the wind blade material constituting the remaining percentage that cannot be easily recycled, due to the nature of thermoset composites.¹⁴ Wind and composite industry leaders, such as TPI, are focused on closing this recycling gap in order to reduce landfilling of wind energy waste. TPI is actively working toward creating sustainable end-of-life solutions by developing

alternative uses for composite products reaching their end of life. We have led numerous projects to convert decommissioned wind blades into a variety of alternative uses including concrete products, cured-in-place pipe liners, recycled fiberglass yarns, construction panels, and structural flooring applications.

In addition to repurposing end-of-life composite products, TPI is working closely with industry and academic leaders to develop and implement solutions to enable circularity for thermoset composites. These solutions will allow for the recovery of high-quality composite materials such as glass fiber, carbon fiber, and core which can be reused in building wind blades, and other thermoset composite products such as electric vehicles. During 2024, TPI collaborated with the University of Tennessee on developing a solution for recycled fiberglass to be combined with synthetic fiberglass to create yarn materials scaled for use in composite applications. Through this partnership, TPI funded the purchase of pilot scale equipment to begin to test the scalability of the project in hopes of finding a use for this waste material. We also partnered with the University of Delaware on the recovery of carbon fibers through pultrusion to be reused in wind turbine blades.

We remain highly engaged in global efforts to reduce carbon emissions from our manufacturing operations, reduce waste, and implement pathways available for the reuse of as much of the waste we generate as possible. This year we kicked off five new project proposals that have been awarded by the US Department of Energy focused on wind blade recycling and sustainable materials which we will continue working on in 2025.



¹⁴ Circular Economy: Blade recycling is a top priority for the wind industry | WindEurope

Waste

Mitigating and managing waste generated from production is a key objective for TPI. Our facilities manage the waste generated according to local regulations. Our waste data is collected monthly using invoices from disposal facilities and haulers. All waste data is verified by on-site EHS supervisors and through annual audits conducted at our ISO 14001 certified facilities. These processes allow TPI to understand the volume and cost of waste produced to ensure waste reduction remains a priority.

We have waste continuous improvement teams at each location, which completed waste stream analyses and developed waste reduction projects.

In a continuation of our program, in 2024, we achieved our waste rate reduction goal (five percent reduction for sites without new blade model implementations during the year) by focusing our projects on optimizing direct material usage. In the coming years, our main focus is to encourage all sites to adopt alternative waste disposal methods instead of relying on landfilling.

This year, we had 50,386 metric tons of waste, of which 9,154 metric tons was hazardous and 41,232 metric tons was nonhazardous waste. Landfilled hazardous waste is disposed of through controlled confinement in a landfill that is lined, monitored, and in compliance with government regulations.

Waste Type ¹⁵		Non-Hazardous (metric tons)			Hazardous (metric tons)			Total (metric tons)		
	Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Waste diverted from disposal	Recycling	17,544	22,154	19,206	2,230	2,948	3,001	19,774	25,102	22,207
	Composting	1,078	1,096	1,730	0	0	0	1,078	1,096	1,730
Waste directed to disposal	Energy recovery	5,064	706	115	7,029	6,868	5,258	12,093	7,574	5,373
	Landfill	25,614	17,879	19,300	333	65	826	25,947	17,943	20,126
	Incineration	4	0	0	172	56	67	176	56	67
	Other	813	801	882	0	12	2	813	813	884
Waste generated	Total	50,118	42,635	41,232	9,763	9,949	9,154	59,881	52,585	50,386

Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

¹⁵ Hazardous waste disposal methods are confirmed by hazardous waste manifests. Non-hazardous waste disposal methods are confirmed based on vendor reports. Waste is reported based on shipment dates from our facilities. The other category includes waste disposed from cafeteria grease traps and using the U.S. EPA H141 code that is stored by the waste vendor and the disposal method is not provided to TPI.



11.2 Energy and Emissions

It is our goal to become carbon neutral by the end of 2030 for scope 1 and 2 emissions, with 100% of our energy coming from renewable sources. Our scope 1 emissions are those that we produce on site through fuel combustion and refrigerant usage. Scope 2 emissions are those that we indirectly produce through the direct purchase of electricity and steam. Scope 3 emissions encompass a broader scope of indirect sources, such as purchased goods and services and upstream transportation and distribution.

We are identifying opportunities to reduce our scope 1 emissions by replacing fossil fueled equipment with electric and other alternatives. In 2024, we put together a global steering committee to provide strategic oversight for our manufacturing sites on this initiative and have kicked off regular conversations with customers to collaborate on strategy. We have also added a requirement to include scope 1 emissions criteria as part of our capital expenditure approval process.

We are also focused on reducing our scope 2 emissions by expanding our use of renewable energy resources. In India, we secured a power purchase agreement (PPA) which supplied clean energy for roughly a quarter of the site's annual electricity needs during 2024. At one of our sites in Türkiye, we invested in two wind turbines and began commissioning one of them in 2024 to provide renewable energy to the site. At the other Türkiye site, we continue to supply electricity from on-site solar panels, which account for about one-third of the site's electricity needs. We also signed a long-term Power Purchase Agreement (PPA) to ensure that all our sites in Mexico will be powered entirely by renewable energy starting in the spring of 2025. We remain committed to exploring renewable energy options across all our regions, with the goal of achieving 100% renewable electricity use at each facility.

In addition, we are focused on reducing energy usage at our facilities through energy reduction projects. In 2024, our associates completed over eleven energy reduction projects. Projects completed include optimizing machinery to reduce run times when sites are closed and improving the efficiency of our lighting systems.

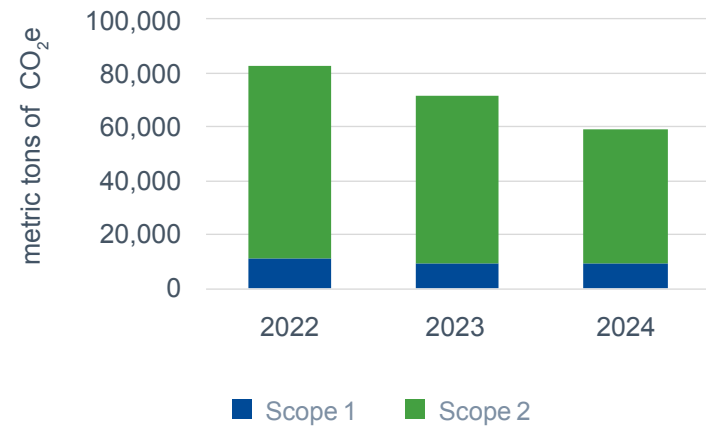
In 2024, our total energy usage was 578,598 gigajoules (GJ). Our total scope 1 and 2 location-based emissions were 56,833 metric tons CO₂e and our total scope 3 emissions were 1,022,000 metric tons CO₂e.



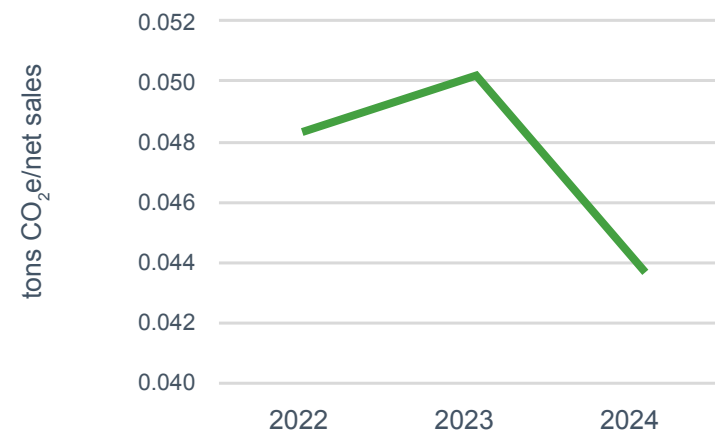
Energy Type (GJ)	2022	2023	2024
Direct energy (fuel) consumed	176,216	153,574	137,289
Indirect energy (electricity) consumed	603,032	493,995	441,309
 Total energy consumed	779,248	647,569	578,598
Renewable electricity purchased and on-site generation	40,211	25,059	57,525

Emissions (metric tons CO ₂ e)	2022	2023	2024
 Scope 1	11,155	9,610	9,484
 Scope 2 location-based	71,187	61,685	47,349
 Total scope 1 and 2 emissions location-based	82,343	71,295	56,833
 Scope 2 market-based	78,383	64,242	51,958
 Total scope 1 and 2 emissions market-based	89,538	73,852	61,442
Total scope 3 emissions	1,503,000	1,224,000	1,022,000

Emissions



CO₂e Intensity¹⁶



¹⁶ Defined as scope 1 and scope 2 location-based emissions divided by annual net sales including discontinued operations excluding field service sales.

11.3 Environmental Compliance

At TPI, we are committed to safeguarding our planet for future generations. Given our global footprint, we operate in locations with varying environmental laws and regulations with the potential to impact our communities. All TPI facilities have an environmental impact assessment performed prior to starting operations of the facility, which includes an evaluation of the land prior to the start of construction. Environmental laws and regulations are regularly reviewed to ensure compliance and to mitigate regulatory risk. At TPI, we pursue a global EHS practice through which the minimum baseline shall be the most stringent out of applicable local, statutory, or EHS regulations.

Each facility documents and closely monitors applicable environmental regulations as well as compliance requirements for retention of necessary environmental permits and reporting obligations to government agencies. Any updates, changes, or removal of regulatory requirements are also documented. All environmental inspections and instances of non-compliance with environmental laws and regulations are communicated to the leadership team and immediate action is taken to come into compliance.

Biodiversity

In 2024, several of our sites conducted biodiversity activities in their communities.



At one of our Mexico sites, associates planted saplings in the community.



In Türkiye, associates hosted a local garbage cleanup.



Associates in India planted trees to celebrate Earth Day.

Appendix

12	GRI Content Index.....	49
13	SASB Disclosure – Wind Technology & Project Developers and Electrical & Electronic Equipment.....	55
14	Task Force on Climate-related Financial Disclosures (TCFD).....	57
15	Independent Assurance Statement	59

12 GRI Content Index

Statement of use: TPI Composites has reported in accordance with the GRI Standards for the period January 2024 - December 2024.

Topic	Disclosure	Location	Comment
GRI 2: General Disclosures 2021			
2-1	Organizational details	2, 9, Global Footprint, Company Overview	Our headquarters is located at 9200 E. Pima Center Pkwy. Suite 250, Scottsdale, AZ 85258.
2-2	Entities included in the organization's sustainability reporting	10-K	Please refer to the supplemental excel data for this information in Disclosure Boundaries.
2-3	Reporting period, frequency and contact point	2	
2-4	Restatements of information		In 2024, TPI received the findings of an environmental compliance inspection initiated in 2023. It was identified that a third-party waste management provider did not provide TPI with final hazardous waste disposal documentation in 2019 as required by Mexican law, which resulted in a nominal fine paid by the company. TPI has implemented internal control mechanisms to help ensure the required documentation is collected by third party providers moving forward.
2-5	External assurance	59-62	We conducted extensive research into external assurance providers and reviewed our options with the CEO and Board of Directors.
2-6	Activities, value chain and other business relationships	7, 9, 22-25, 10-K	
2-7	Employees		Please refer to the supplemental Excel data for this information.
2-8	Workers who are not employees		Please refer to the supplemental Excel data for this information.
2-9	Governance structure and composition	15, Proxy, 10-K, Management Team, Board of Directors, Committee Compositions	
2-10	Nomination and selection of the highest governance body	Proxy	
2-11	Chair of the highest governance body	Proxy	
2-12	Role of the highest governance body in overseeing the management of impacts	13-16, NGC Committee Charter	

Topic	Disclosure	Location	Comment
2-13	Delegation of responsibility for managing impacts	13-16	
2-14	Role of the highest governance body in sustainability reporting	13-16, NGC Committee Charter	
2-15	Conflicts of interest	Proxy	
2-16	Communication of critical concerns		All critical matters, if any, are communicated to the NGC committee and the Board at large during quarterly meetings.
2-17	Collective knowledge of the highest governance body	Board of Directors	
2-18	Evaluation of the performance of the highest governance body	Proxy	
2-19	Remuneration policies	Proxy	
2-20	Process to determine remuneration	Proxy	
2-21	Annual total compensation ratio	Proxy	
2-22	Statement on sustainable development strategy	5-6	
2-23	Policy commitments	13-17	TPI is primarily a manufacturer that relies upon its customers to design and evaluate the environmental impacts of the products TPI produces; however, the precautionary principle is embedded into our ISO 14001 Environmental Management Systems (EMS) at each of our operating locations. Each facility and its EMS is responsible, and supported by the global EHS team, for thinking carefully about the environmental aspects that can be controlled or influenced such as waste reduction, energy consumption, and emissions. Furthermore, each facility conducts operational planning and control to minimize potential negative environmental impacts.
2-24	Embedding policy commitments	13-17	
2-25	Processes to remediate negative impacts	14, 18, 47	
2-26	Mechanisms for seeking advice and raising concerns	13-16	
2-27	Compliance with laws and regulations	13-16, 47	

Topic	Disclosure	Location	Comment
2-28	Membership associations	17	- American Composite Manufacturers Association (ACMA) - Institute for Advanced Composite Manufacturing Innovation (IACMI) - ALLY Energy - WindSTAR University of Massachusetts Lowell and University of Texas, Dallas - National Association of Corporate Directors (NACD) - Several other region-specific organization memberships Please see page 17 for more information on our membership associations.
2-29	Approach to stakeholder engagement	11	
2-30	Collective bargaining agreements	Proxy	Certain associates in Türkiye and Matamoros, Mexico are represented by a labor union. Of our total associates, 29% were covered by a collective labor agreement (CLA) as of December 31, 2024. TPI determines working conditions and terms of employment for our associates based on local regulations and markets to ensure we remain a competitive employer.

GRI 3: Material Topics 2021

3-1	Process to determine material topics	11	
3-2	List of material topics	11	
3-3	Management of material topics		Please see the corresponding sections for each of our material topics to see our alignment with this standard.

GRI 201: Economic Performance 2016

3-3	Management of material topics	10-K	We divide our business operations into four geographic operating segments – the U.S., EMEA, India, and Mexico. The consolidated financial statements that can be found in our Form 10-K include the accounts of TPI Composites, Inc., and all majority owned subsidiaries. These financial statements are audited by an external party (KPMG LLP). Further information on how we manage our economic performance can be found in our Form 10-K.
201-1	Direct economic value generated and distributed	10-K	Please refer to the supplemental Excel data for this information in Indirect Economic Impacts.

Topic	Disclosure	Location	Comment
GRI 203: Indirect Economic Impacts 2016			
3-3	Management of material topics	41, 47	
203-2	Significant indirect economic impacts	41, 47	Please refer to the supplemental excel data for this information in Indirect Economic Impacts.
GRI 205: Anti-Corruption 2016			
3-3	Management of material topics	13-16, FCPA Policy	
205-1	Operations Assessed for risks related to corruption ↑	13-16	TPI conducts an enterprise-wide fraud risk assessment annually of all its legal entities using a variety of evaluation criteria such as financial, operational, and geographical risk indicators. This risk assessment helps to guide, and or modify, the Company's anti-corruption and anti-bribery policies, procedures, and controls. Please refer to the supplemental Excel data for additional information in Anti-Corruption.
205-2	Communication and Training about corruption policies and procedures ↑	13-16	Please refer to the supplemental Excel data for this information in Anti-Corruption.
GRI 301: Materials 2016			
3-3	Management of material topics	43	
301-1	Materials used by weight or volume	43	To obtain our material usage by renewable and non-renewable resources for our wind blade production, the weight of renewable materials (balsa wood) used, and non-renewable materials per wind blade were estimated and multiplied by the number of units produced for 2024.
301-2	Recycled input materials used	43	
GRI 302: Energy 2016			
3-3	Management of material topics	45-46, EHS Policy	
302-1	Energy consumption within the organization ↑	45-46	The conversion factors used to convert Natural Gas, Diesel, Gasoline, and Electricity into GJ were sourced from the EIA along with their conversion calculators. The conversion factor used for LPG is sourced from EL Gas .
GRI 305: Emissions 2016			
3-3	Management of material topics	45-46, EHS Policy	
305-1	Direct (Scope 1) GHG emissions ↑	45-46	Emissions for scope 1 and 2 were calculated based on operational control. Gases included are CO ₂ , CH ₄ , and N ₂ O. The Global Warming Potentials (GWPs) are from the IPCC AR6 and emissions factors are from the U.S. EPA for U.S. facilities and the IEA for our international facilities.
305-2	Energy Indirect (Scope 2) GHG emissions ↑	45-46	

Topic	Disclosure	Location	Comment
305-3	Other Indirect (Scope 3) emissions	45-46	The categories for scope 3 emissions included in the calculation are purchased goods and services, direct materials, operations costs, capital goods, fuel and energy-related activities, upstream transportation and distribution, downstream transportation and distribution, waste generated in operations, business travel, employee commuting, processing of sold products, and end-of-life treatment of sold products. Gases included are CO ₂ , CH ₄ , and N ₂ O. The emission factors used are from the UK Defra , Idemat, EUCIA Eco Impact Calculator , the IEA , the U.S. EPA , and customer developed emissions factors.
305-4	GHG Emissions Intensity	45-46	Gases included are CO ₂ , CH ₄ , and N ₂ O.

GRI 306: Waste 2020

3-3	Management of material topics	42-44 , EHS Policy	
306-1	Waste generation and significant waste-related impacts	44	
306-2	Management of significant waste-related impacts	42-44	
306-3	Waste generated	44	
306-4	Waste diverted from disposal	44	All waste is transported offsite.
306-5	Waste directed to disposal	44	All disposal methods were conducted offsite.

GRI 307: Environmental Compliance 2016

3-3	Management of material topics	47 , EHS Policy	
307-1	Non-compliance with environmental laws and regulations	47	Please refer to the supplemental Excel data for this information in Environmental Compliance.

GRI 401: Employment 2016

3-3	Management of material topics	27-30 , EHS Policy	
401-1	New associate hires and associate turnovers ↑	29-30	

GRI 402: Labor Management 2016

3-3	Management of material topics	27-30	
402-1	Minimum notice periods regarding operational changes		At TPI we have a philosophy to communicate what we know, when we know it, in the most thoughtful and engaging way possible. In the event that we have a significant redundancy event in one of our operations we would follow this guiding philosophy. At a minimum, we would strive to provide associates no less than a two-week notice period.

Topic	Disclosure	Location	Comment
GRI 403: Occupational Health and Safety 2012			
3-3	Management of material topics	18-21, EHS Policy, Certifications	
403-1	Occupational health and safety management system	18-21	
403-2	Hazard identification, risk assessment, and incident investigation	18-21	
403-3	Occupational health services	18-21	
403-4	Worker participation, consultation, and communication on occupational health and safety	18-21	
403-5	Worker training on occupational health and safety	18-21	
403-6	Promotion of worker health	18-21	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	18-21	
403-9	Work-related injuries ↑	20	Please note this disclosure covers all facilities, including headquarters. The hierarchy of controls (elimination, substitution, engineering controls, administrative controls, and PPE) is executed through self-correction and leadership implementation. Audits, inspections, and observations are conducted to ensure risks are being addressed.
GRI 404: Training and Education 2016			
3-3	Management of material topics	37-39	
404-1	Average hours of training per year per associate	37-39	
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	31-32	
405-1	Diversity of governance bodies and associates ↑	32	Please refer to the supplemental Excel data for this information in Diversity.
GRI 413: Local Communities 2016			
3-3	Management of material topics	40, EHS Policy	
413-1	Operations with a local community engagement, impact assessments, and development programs	40-41	Please refer to the supplemental Excel data for this information in Community Engagement.

13 SASB Disclosure

wind Technology & Project Developers and Electrical & Electronic Equipment ^{17,18}

Activity Metrics	Category	Unit	Code	Response
Number of produced wind blades ¹⁹	Quantitative	Number	RR-WT-000.A	Wind Blades: 6,525
Aggregate capacity of delivered wind blades	Quantitative	Megawatts (MW)	RR-WT-000.B	9,116
Number of associates †	Quantitative	Number	RT-EE-000.B	11,734
Aggregate capacity of blade contract value	Quantitative	Megawatts (MW)	RR-WT-000.D	This information has been deemed confidential.

Topic	Accounting Metrics	Category	Unit of Measure	Code	Response
Energy Management †	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	(1) 578,598 GJ (2) 65% (3) 10%
Hazardous Waste Management	(1) Amount of hazardous waste generated (2) Percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-EE-150a.1	(1) 9,154 (2) 33%
	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	RT-EE-150a.2	0 kg
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	RT-EE-250a.1	None
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting Currency	RT-EE-250a.2	None
Workforce Health & Safety †	(1) Total recordable incident rate (TRIR) (2) Fatality rate for (a) Direct associates (b) Contract associates	Quantitative	Rate	RR-WT-320a.1	Please refer to the 2024 Safety Performance table on page 20 .

¹⁷ SASB metrics refer to wind turbine information, however, as the products we manufacture are wind blades we adjusted these metrics to reflect this.

¹⁸ Because TPI manufactures wind blades only and not the complete turbine, not all the industry metrics are applicable. These include: RR-WT-410a.1 Average top head mass, RR-WT-410a.2 backlog cancellation associated with community or ecological impacts, RT-WT-440b.2 Average top head mass per turbine capacity, by wind turbine class, RT-EE-410A.1 Percentage of products by revenue that contain IEC 62474 declarable substances and RT-EE-410a.2 Percentage of products by revenue that meet ENERGY STAR® criteria.

¹⁹ We report on the number of wind blades that we have produced rather than delivered.

Topic	Accounting Metrics	Category	Unit of Measure	Code	Response
Ecological Impacts of Project Development	Description of efforts to address ecological and community impacts of wind energy production through wind blade design	Discussion and Analysis	N/A	RR-WT- 410a.3	Please refer to GRI disclosure 2-23
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	RR-WT- 440a.1 RT-EE- 440a.1	While TPI does not directly source critical materials for its production, we acknowledge the potential presence of trace amounts in materials purchased and the associated risks, including availability, price volatility, and regulatory challenges. To mitigate these risks, we require our raw material suppliers to disclose any use of tin, tantalum, tungsten, and gold (3TG), including any indirect use through subsuppliers. This practice ensures transparency and helps us assess compliance with conflict minerals reporting requirements. Additionally, we monitor geopolitical and regulatory developments to manage reputational risks and ensure adherence to relevant regulations. These efforts are part of our broader due diligence process, outlined in our annual Conflict Minerals Report filed with the U.S. Securities and Exchange which supports the sustainability and resilience of our supply chain.
Materials Efficiency	Top five materials consumed, by weight	Quantitative	Metric tons (tons)	RR-WT- 440b.1	Glass: 60,000 tons Resin: 29,000 tons Carbon: 11,000 tons Core: 9,000 tons Hardware: 7,000 tons
	Description of approach to optimize materials efficiency of wind blade design	Discussion and Analysis	N/A	RR-WT- 440b.3	TPI is a build to print manufacturer of onshore wind blades, building cost-effective and high-quality wind blades according to our customers' designs. While TPI does not design wind blades or influence the design with consideration of ecological or community impacts for our customers, we do work closely with our customers to implement design changes should such considerations be made. For more information, please refer to page 43 .
Business Ethics ↑	Description of policies and practices for prevention of: (1) Corruption and bribery	Discussion and Analysis	N/A	RT-EE- 510a.1	Please refer to our Governance and Ethics section of this report on page 13 .
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting Currency	RT-EE- 510a.2 RT-EE- 510a.3	None

14 Task Force on Climate-related Financial Disclosures (TCFD)

Disclosure Focus Area	Recommended Disclosure	TPI Response
Governance	1a) Describe the Boards oversight of climate-related risks and opportunities.	The Nomination and Corporate Governance Committee (NGC) is responsible for overseeing and reviewing the Company's sustainability strategy and activities. The NGC meets quarterly and: • Reviews/approves the Company's sustainability goals • Monitors the Company's progress toward achieving Committee-approved sustainability goals • Evaluates strategic climate-related risks and opportunities For further information refer to the Governance and Ethics section on page 13 of this report.
	Describe management's role in assessing and managing climate-related risks and opportunities.	Given our focus on decarbonizing the electric sector, our business strategy is aligned to positively impact climate change. TPI's leadership team is actively involved in assessing and managing climate-related risks and opportunities on a day-to-day basis. The details of this process are described in the risk management disclosure below.
Strategy	2a) Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	TPI went through a comprehensive study that assessed climate-related risks and opportunities over the short (0-3 years), medium (4-6 years) and long term (7+ years). Through this process we arrived at risks and opportunities material to our business, with the effects of these beginning in the short-term. TPI's top climate-related opportunity lies in the shift from higher to lower carbon products, which would create an increased demand of wind blades. Additionally, TPI has the opportunity to capitalize on expected growth in our wind and global service business units. TPI views our top climate-related risk to be a delay in investments from implemented policies such as the IRA and REPowerEU until customers and wind farmers receive further clarification on these regulations. Short term this delay has the potential to negatively impact TPI's financial performance. Additionally, competition remains a top risk for TPI, viewed as competition within the renewable energy sector, such as solar and carbon sequestration.
	2b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	TPI fully supports the decarbonization of energy production by providing significant reductions in greenhouse gas (GHG) emissions which helps mitigate climate change. TPI is actively addressing the previously mentioned risk within our planning, and we are well positioned to pursue the climate-related opportunities identified.
	Describe the resilience of the organization's strategy, taking into consideration the different climate-related scenarios, including a 2 degree C or lower scenario.	TPI considered both a business as usual scenario (IEA Stated Policies Scenario) and a 2 degree C scenario (IEA Sustainable Development Scenario) when assessing the resilience of our business strategy. TPI has a robust strategy that is well positioned under either scenario, and our opportunities are significantly accelerated under the 2 degree C scenario.

Disclosure Focus Area	Recommended Disclosure	TPI Response
Risk Management	3a) Describe the organization's processes for identifying and assessing climate related risks.	TPI's leadership team is responsible for assessing and managing climate-related risks and opportunities. We integrated TCFD into TPI's ERM process to enhance our ability to identify, validate, and assess potential climate-related risks and opportunities. For further information refer to the Governance and Ethics and Enterprise Risk Management sections of this report.
	3b) Describe the organization's processes for managing climate-related risks.	
	3c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and Targets	4a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	- Greenhouse gas emissions (scope 1 and 2) ↑ - Levelized cost of energy of wind and solar - Annual installed generation capacity of wind and solar
	4b) Disclose scope 1, 2, and, if appropriate, 3 emissions and the related risks.	Please refer to the data table on page 46 for our emissions data.
	4c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	- Carbon neutral by 2030 for scope 1 and 2 emissions, with 100% of our energy coming from renewable sources - Net sales

Independent Assurance Statement

DNV Business Assurance USA, Inc. (DNV) has been commissioned by the management of TPI Composites, Inc. (TPI) to carry out an independent limited level assurance engagement of Selected Information for calendar year 2024. The assurance was carried out from January through March 2025.



Our Conclusion:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information is not fairly stated and has not been prepared, in all material respects, in accordance with the criteria stated. This conclusion relates only to the Selected Information and is to be read in the context of this Assurance Report, in particular, the inherent limitations explained below.

Selected Information In Scope:

The scope and boundary of our work is restricted to the performance indicators included within the Report (the Selected Information) listed below. Data verified for the period January 1, 2024, through December 31, 2024.

- Greenhouse Gas Emissions Scope 1 and 2
- Energy Consumption
- Health & Safety
 - Total Recordable Incident Rate (TRIR) per 200,000 hours
 - Lost Time Incident Rate (LTIR) per 200,000 hours
 - High Consequence Incident Rate per 200,000 hours
 - Total Fatalities
- Diversity & Inclusion
 - Associates by Category, Location, Age, Gender and Race/Ethnicity
 - Global Leadership by Age, Gender and Race/Ethnicity
 - Board of Directors by Age, Gender and Race/Ethnicity
- Employment
 - New Hires by Gender and Age
 - Turnover by Gender and Age
- Business Ethics - Bribery & Anti-Corruption
 - Monetary losses from legal proceedings
 - Operations assessed for risks
 - Communication of anti-corruption policies and procedures
 - Training on anti-corruption
- International Organization for Standardization (ISO) Certificates
 - Number of certificates - ISO 9001:2015 Quality Management Systems
 - Number of certificates - ISO 14001:2015 Environmental Management Systems
 - Number of certificates - ISO 45001:2018 Occupational Health and Safety Management Systems

Our competence, independence, and quality control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV), and to maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any part of TPI's data or report. This is our fourth year of providing assurance for TPI. We adopt a balanced approach towards all stakeholders when performing our evaluation.



Standards:

- Sustainability Accounting Standards Board (SASB) – Electric and Electronic Equipment, 2023-12
 - RT-EE-130a.1: Energy Management
 - RT-EE-510a.1 (1): Corruption, Bribery - Policies and Prevention Practices
 - RT-EE-510a.2: Monetary Losses (Bribery and Corruption)
- Sustainability Accounting Standards Board (SASB) – Wind Technology & Project Developers, 2023-12
 - RR-WT-320a.1: Workforce Health & Safety
- GRI Indicators
 - 205-1: Operations assessed for risks related to corruption
 - 205-2: Communication and training about anti-corruption policies and procedures
 - 302-1: Energy consumption within the organization
 - 305-1: Direct (Scope 1) GHG Emissions; 305-2: Energy indirect (Scope 2) GHG emissions
 - 401-1: New employee hires and employee turnover
 - 403-9: Work-Related Injuries
 - 405-1: Diversity of governance bodies and employees

We do not express any conclusions on any other information that may be published on TPI's website or Report for the current reporting period or for previous periods.

Scope and Approach:

We performed a **limited level** assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 - Conformity Assessment General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The Selected Information has been evaluated against the following reporting criteria:

- World Business Council for Sustainable Development (WBCSD) / World Resources Institute (WRI) Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard REVISED EDITION
- Sustainability Accounting Standards Board, Electrical & Electronic Equipment, 2023-12
- Sustainability Accounting Standards Board, Wind Technology & Project Developers, 2023-12

DNV used a risk-based approach throughout the assurance engagement, concentrating on the areas that we believe are most material for both TPI and its stakeholders. DNV applied a materiality threshold of five percent for the Selected Information.

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WHEN TRUST MATTERS

Responsibilities of TPI and DNV

TPI has sole responsibility for:

- Preparing and presenting the Selected Information in accordance with the criteria
- Designing, implementing, and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements
- Measuring and reporting the Selected Information
- Contents and statements contained within the websites

In performing our assurance work, our responsibility is to the management of TPI; however, our assurance report represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report or website except for this Assurance Statement.

Level of Assurance

We are providing a '**limited level**' of assurance, and we planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion, so that the risk of this conclusion being in error is reduced, but not reduced completely. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement; and the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our opinion, so that the risk of this conclusion being in error is reduced but not reduced to very low. A 'reasonable level' of assurance would have required additional work at headquarters and site levels to gain further evidence to support the basis of our assurance opinion. All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud, or other irregularities. Non-financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating, and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities. The background assumptions within the software systems may not be applied consistently throughout the portfolio. DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. This includes but is not limited to sales and acquisitions, square footage, occupancy rates, data coverage, and financial/operational control. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.



Selected Information:

The data included within the Report, marked with the $\uparrow$ symbol in the Report and listed below:

2024 Greenhouse Gas Emissions¹

▪ Scope 1 Emissions	9,484 MT CO ₂ e
▪ Scope 2 Emissions (Market-Based)	51,958 MT CO ₂ e
▪ Scope 2 Emissions (Location-Based)	47,349 MT CO ₂ e

2024 Energy Consumption

Total Energy Consumption	578,598 GJ
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2024 Employee Health & Safety

▪ Total Recordable Incident Rate (TRIR) per 200,000 hours	0.13
○ Total Number of Recordable Injuries	17
▪ Total Lost Time Incident Rate (LTIR) per 200,000 hours	0.05
○ Total Number of Lost Time Injuries	7
▪ High Consequence Incident Rate per 200,000 hours	0
▪ Total Fatalities	0

2024 Contractor Health & Safety

▪ Total Recordable Incident Rate (TRIR) per 200,000 hours	0
○ Total Number of Recordable Injuries	0
▪ Total Lost Time Incident Rate (LTIR) per 200,000 hours	0
○ Total Number of Lost Time Injuries	0
▪ Total Fatalities	0

2024 Diversity²

▪ Total Associates by Category	
○ Direct Labor	8,734
○ Indirect Labor	2,425
○ Administrative	575
○ Global Leadership Team	104
▪ Total Associates by Location	U.S. 342 Mexico 7,356 Asia 5 EMEA 2,924 India 1,107
▪ Total Associates by Gender	Female: 16% (1,927) Male: 84% (9,807)
▪ Total Associates by Age	Under 30: 38% 30-50: 56% Above 50: 6%
▪ Total Associates by Ethnicity	Asian: 10% Black: <1% Latino: 64% Middle Eastern: 24% Caucasian: 2% Other <1%
▪ Global Leadership by Gender	Female: 19% Male: 81%
▪ Global Leadership by Age	Under 30: 0% 30-50: 58% Above 50: 42%
▪ Global Leadership by Ethnicity	Asian: 15% Black: 2% Latino: 13% Middle Eastern: 14% Caucasian: 55% Other 0%

¹ GHG emissions are calculated using AR6 global warming potentials.

² Some figures and percentages may not add up to the total figure or 100 percent due to rounding. <1% indicates that the percentage falls between 0% and 0.5%, excluding both 0% and 0.5%.

Independence

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

Basis of our conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information; our work included, but was not restricted to:

- Conducting interviews with TPI's management to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Information
- Performing limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and the scope provided to us by TPI for the Selected Information is prepared in line with the agreed upon procedures and criteria
- Reading the Report and narrative accompanying the Selected Information within it with regard to criteria
- Reviewing global employee rosters at year-end at individual contributor, supervisor/manager, director, and executive leadership levels to determine percent breakdown by gender, ethnic composition, and special populations
- Reviewing recordable incidents, lost time incident, total recordable incident rate (TRIR), total lost time incident rate (TLIR), number of employees (direct and indirect labors), hours worked, employee categories
- Replicating the TRIR and LTIR following the reporting criteria below:
 - OSHA Recording and Reporting Occupational Injuries and Illness
- Reviewing sample of recordable incidents and lost time incidents
- Reviewing number of monetary losses as a result of legal proceedings associated with bribery or corruption and communications and trainings related to bribery and corruption.



Board Age Diversity	Under 30: 0% 30-50: 0% Above 50: 100%
Board Gender Diversity	Female: 33% Male: 67%
Board Ethnic Diversity	Asian: 11% Black: 22% Latino: 0% Middle Eastern: 0% Caucasian: 67% Other: 0%

2024 Employment

Total New Hires by Gender	Female: 18% (1,071) Male: 82% (4,906)
Total New Hires by Age	Under 30: 56% 30-50: 41% Above 50: 3%
Turnover by Gender (without impacts)	Female: 15% Male: 85%
Turnover by Gender (with impacts)	Female: 16% Male: 84%
Turnover By Age (without impacts)	Under 30: 54% 30-50: 42% Above 50: 4%
Turnover By Age (with impacts)	Under 30: 47% 30-50: 48% Above 50: 5%

2024 Ethics

Total percentage of operations assessed for risks related to corruption	100%
Total percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	100%
Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100%
Total percentage of governance body members that have received training on anti-corruption	100%
Total percentage of associates that have received training on anti-corruption	99.9%
Total percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to	85%
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$ 0
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior	\$ 0

2024 ISO Certifications

Number of sites certified - ISO 9001:2015 Quality Management Systems	7
Number of sites certified - ISO 14001:2015 Environmental Management Systems	8
Number of sites certified - ISO 45001:2018 Occupational Health and Safety Management Systems	8

For and on behalf of DNV Business Assurance USA, Inc.
Katy, TX

24 March 2025

Kyle Silon
Lead Verifier

Xu,
Yishuang
Verifier

Ke Karl Song
Technical Reviewer

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DNV Assurance Methods

The following methods were applied during the verification of TPI's sustainability data assertions and management processes:

- Review of documentation, data records and sources relating to the corporate sustainability data claims and assertions;
- Review of the processes and tools used to collect, aggregate and report on all sustainability data and metrics;
- Assessment of sustainability information systems and controls, including:
 - Selection and management of all relevant sustainability data and information;
 - Processes for collecting, processing, consolidating, and reporting the relevant sustainability data and information;
 - Design and maintenance of the environmental information system;
 - Systems and processes that support the sustainability information system.
- Performed sample-based audits of the processes for generating, gathering and managing the quantitative and qualitative sustainability data;
- Examination of all relevant sustainability data and information to develop evidence for the assessment of the sustainability claims and assertions made;
- Confirmation of whether the organization conforms to the verification criteria

DNV Business Assurance

DNV Business Assurance is a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.

<https://www.dnv.com/assurance/>

Assurance Team

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