

it's in the wind[®]

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Our Vision

To accelerate global clean energy growth by manufacturing competitive and innovative composite solutions.

Our Mission

To be the preferred global structural composites supplier and partner to the leading OEMs in the wind and transportation markets. We innovate to expand the use of clean energy solutions while delivering exceptional value to our customers and stakeholders.

Our Core Values

- ***Safety***
- ***Operational Excellence***
- ***Commitment***
- ***Integrity***
- ***Leadership***

Decarbonize & Electrify

This report provides information regarding the environmental, social, and governance (ESG) efforts of TPI Composites, Inc. (TPI or the company) for the 2020 calendar year. We aligned our material topics with the Global Reporting Initiative (GRI). This report has been prepared in accordance with the GRI Standards: Core Option. The accompanying GRI index is in section 13 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 14 of this report. Additionally, we have prepared Task Force on Climate-Related Financial Disclosures (TCFD) that can be found in section 15 of this report.

This publication covers our 13 manufacturing facilities. Please refer to the GRI index for a detailed listing by each material topic.

This report has not been externally assured in full. However, external assurance is provided for our direct economic impacts via the auditing that occurs for our Form 10-K. Additionally, we have several internal verification processes in place that help ensure the information provided in this report is accurate.

Contact Information

For questions or comments regarding this report, please contact Investor Relations at investors@tpicomposites.com or by phone at +1 (480) 315-8742.

Published: March 18, 2021

1 | Message from CEO Bill Siwek

At TPI we want to leave the Earth a better place than we found it and that is what motivates our nearly 15,000 associates worldwide. Sustainability is our business, and our commitment to decarbonization and electrification demonstrates that every day. I am pleased that TPI continues to be a steward of the environment and the wind blades and transportation products we manufacture significantly benefit our planet. This year we made important progress by committing to ESG goals and taking significant action toward achieving them. These goals provide TPI the opportunity to have a meaningful impact on climate change, positively impacting the lives of our associates, their families, and the communities in which we operate.

Although 2020 was challenging, I am incredibly proud of the resiliency of our associates, customers, and suppliers throughout the year. Notwithstanding the many obstacles we had to overcome, we continued to ensure the health, safety, and wellbeing of our associates, their families, and the communities in which they live remained our top priority. During the global pandemic, our safety practices met or exceeded those recommended by the U.S. Center for Disease Control and Prevention (CDC) and the World Health Organization (WHO), and often exceeded local requirements. We provided Personal Protective Equipment (PPE) and public health education to our associates and their families to help minimize community spread of COVID-19. Many of our facilities also donated PPE and other supplies to hospitals and front-line workers. It was also a year of increased focus on diversity, equity, and inclusion. We confirmed a vision, built a roadmap, and established key goals focused on improving our overall representation of traditionally underrepresented groups and increasing the feeling of belonging for all global associates.

Thanks to the hard work of our associates, we made progress towards achieving our long-term targets in

2020. We increased our production to an estimated 12 gigawatts, which represented approximately 13% of the global onshore wind energy market. The wind blades we produced in 2020 have the potential to contribute to a reduction in greenhouse gas emissions of 392 million metric tons of CO₂ over their average 20-year life span which is equivalent to the use of over 66 million homes' electricity use for one year in the U.S.

With our commitment to decarbonize the electric sector and electrify the vehicle fleet globally, we continue to improve our own ESG practices and developed the following long-term ESG goals:

- Promote a zero-harm culture focused on eliminating unsafe behaviors
- Achieve 33% women and 33% racial and ethnically diverse persons on our Board of Directors by 2023
- Achieve 25% women in our Global Leadership Team by 2025
- Achieve 25% racial and ethnically diverse persons in our U.S. Leadership Team by 2025
- Become carbon neutral by 2030 with 100% of our energy being procured from renewable sources

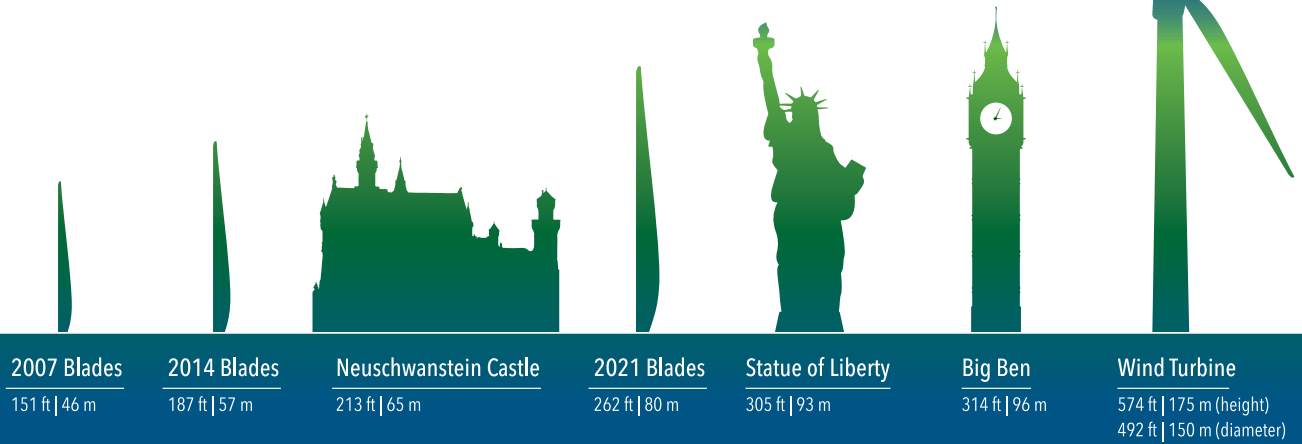
We look forward to continuing our ESG journey as we strive to set the ESG gold standard.



A stylized, handwritten signature in black ink, consisting of a large, looping 'S' followed by a horizontal line and a small flourish.

Bill Siwek
President and CEO

TPI Wind Blades Throughout the Years

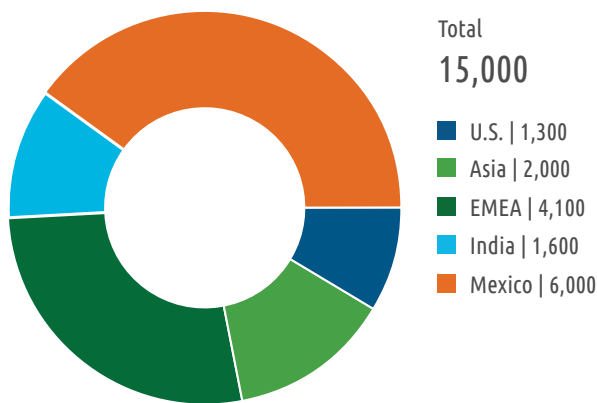


2 | About TPI

We are a leading wind blade manufacturer and the only independent wind blade manufacturer with a global footprint. We accounted for approximately 13% of all onshore wind blades on a MW-basis globally in 2020. We reached a record high this year with nearly \$1.7 billion in net sales and more than 10,600 wind blades produced. We enable many of the industry's leading wind turbine original equipment manufacturers (OEMs), who have historically relied on

in-house production, to outsource the manufacturing of a portion of their wind blades, thus expanding their global wind blade capacity. We manufacture advanced composite products to our customers' exact 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. In addition, we provide global field service maintenance and repairs for wind turbine OEMs and asset owners by leveraging our global footprint and nearly 15,000 capable associates. We are building a growing global team of experienced technicians to provide best-in-class wind blade service capabilities. We also apply our advanced composite technology and innovation to supply unique, high-strength, lightweight and durable composite product solutions for transportation markets, including passenger automotive, bus, truck, and delivery vehicle applications.

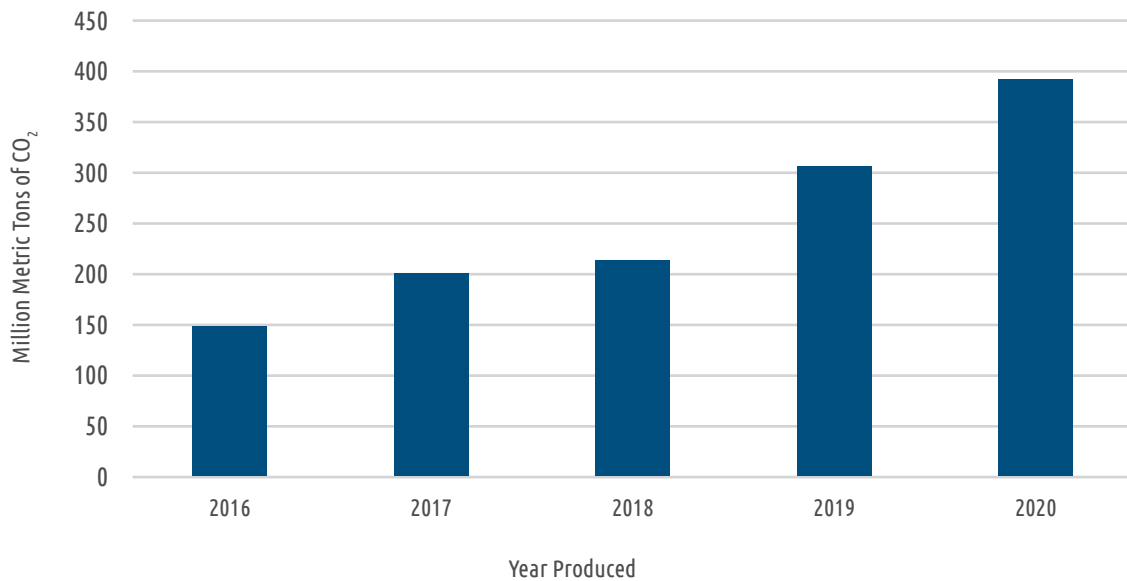
Associates at a Glance



The wind blades we manufacture support the decarbonization of energy production, provide significant reductions in greenhouse gas (GHG) emissions, and help mitigate climate change. The wind blades that we produced from 2016 to 2020

have the potential to reduce more than 1.2 billion metric tons of CO₂ over their average 20-year life span¹. This is equivalent to the use of over 200 million homes' electricity use for one year in the U.S.².

Estimated CO₂ Reduction from Blades Produced Over Entire Product Life by Year Produced



Sustainable Development Goals

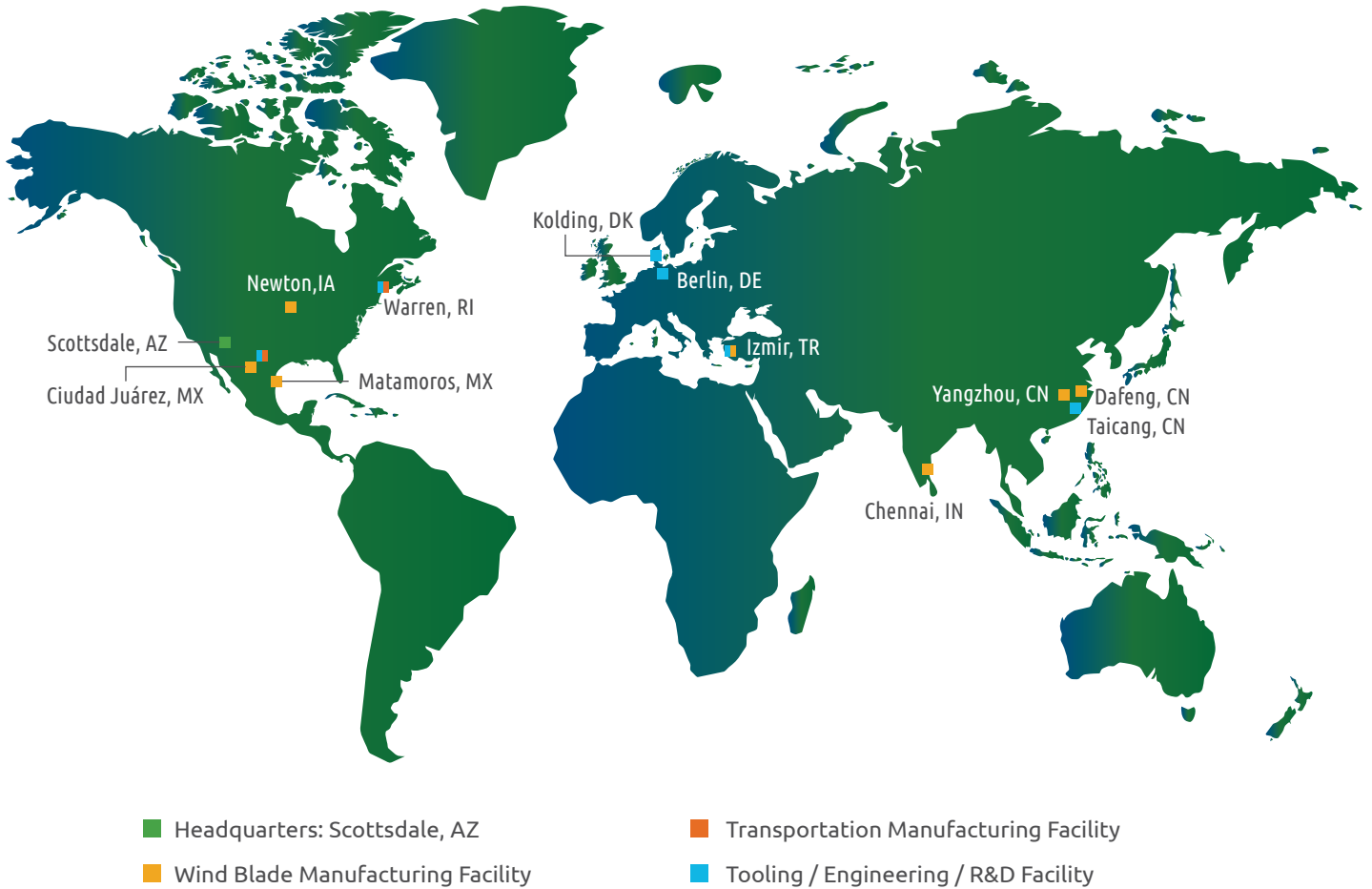
The United Nations adopted the 17 Sustainable Development Goals (SDGs) to create a shared pathway for a sustainable world. The SDGs provide specific targets intended for both governments and businesses to track their progress and address a range of topics such as decent work and economic growth, affordable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



¹ 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/kWh

² United States Environmental Protection Agency (EPA). (2020). [GHG Equivalencies Calculator](#)

We have 13 manufacturing facilities with 6 million square feet in 5 countries.



2.1 | Markets



Wind

Global electricity demand is projected to increase 60% from 2019 through 2050, and generating capacity is expected to reach over 20,000 gigawatts with wind energy making up 33% of the 2050 global power generation mix³.

We expect the long-term trend for wind energy to strengthen based on the low cost of wind energy

and continued efforts to further drive down cost, as well as strengthening of political will around the world to positively impact climate change. In the U.S., new wind projects now have until the end of 2025 to be commissioned to qualify for the Production Tax Credit; utilities are planning for expanded wind penetration due to the unsubsidized cost

³ BloombergNEF



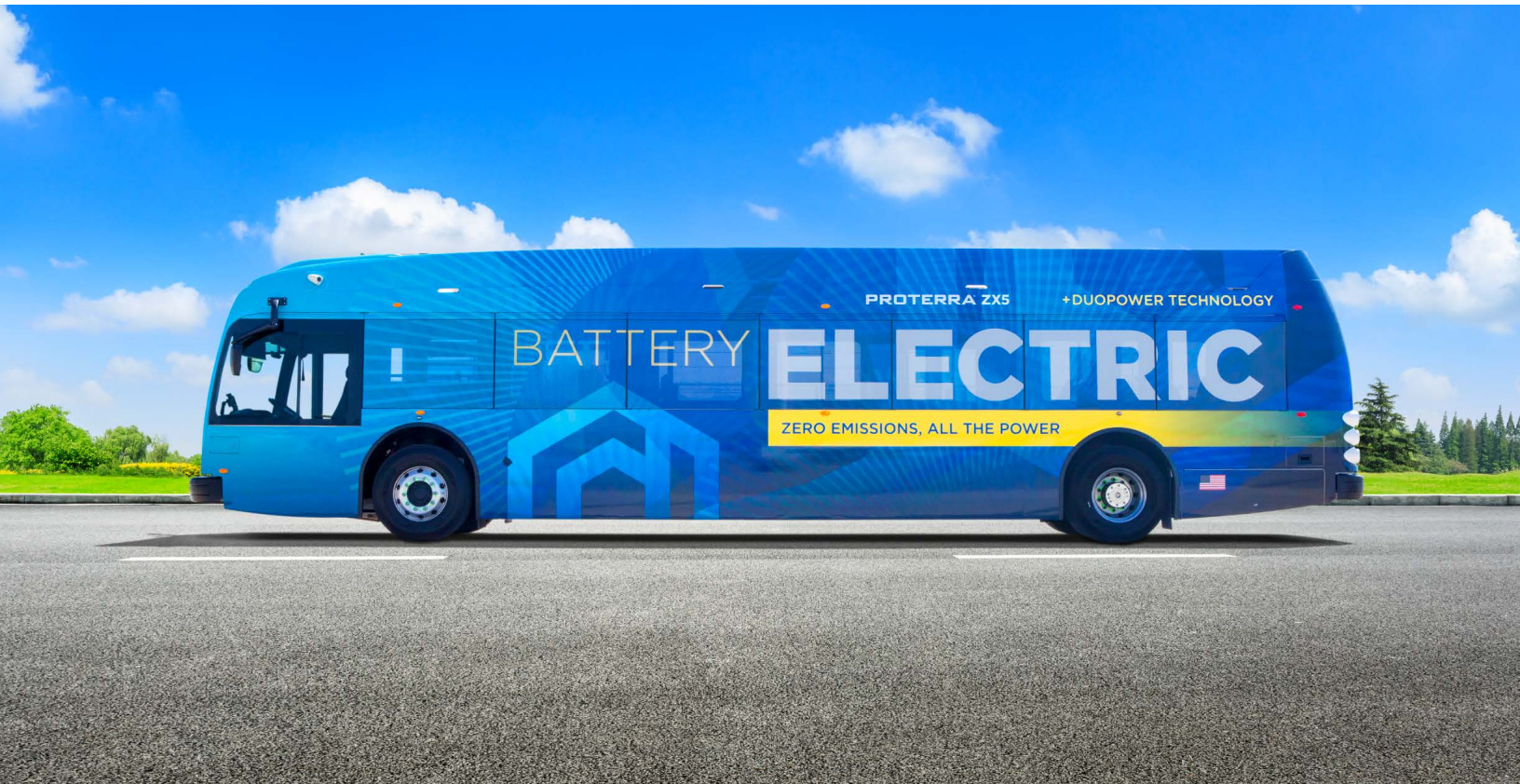
competitiveness; commercial and industrial demand is growing; and states are adding renewable portfolio targets. In Europe, the European Council voted to cut emissions beyond the original target in the European Green Deal to 55% by 2030 compared to 1990 levels. China committed to reach carbon neutrality by 2060, and India committed to increase its renewable energy capacity to 450 GW by 2030 and has further committed to 40% non-fossil fuel energy by 2030 as part of the Paris Agreement.

The levelized cost of wind energy has dropped 71% since 2009⁴. The key drivers that continue to reduce the cost of wind power are longer wind blades, taller towers, increased megawatt ratings, higher capacity factors, lower cost of operations and maintenance and siting advancements. Average wind blade lengths for TPI's customers are projected to increase by approximately 25% by 2028⁵ compared to what we are manufacturing today.

We are a key supplier to our customers in the manufacture of wind blades and related precision molding and assembly systems. We dedicate capacity in our global world-class facilities for our customers through long-term supply agreements and a dedicated supplier model. This collaborative dedicated supplier model provides us with contracted volumes that generate significant revenue visibility, drive capital efficiency, and allow us to produce wind blades at a competitive total delivered cost.

⁴ Lazard

⁵ Wood Mackenzie



Transportation

The global transportation industry is working to rapidly increase the electrification of vehicles to reduce the impact on the environment. Electric bus sales are anticipated to grow almost threefold in the U.S. from 2021 to 2025⁶. The global sales of commercial electric vehicles are expected to grow into the hundreds of thousands by 2030 as e-commerce continues to rapidly rise⁶. Consumers are driving demand higher for passenger electric vehicles.

We continue to believe our composite solutions are ideally suited for expansion in transportation applications because of benefits resulting from weight reduction, corrosion resistance, strength, and durability at competitive prices and total cost of ownership compared to metallic components. Composite material systems can provide the key material building blocks for new electric vehicle structures and components. We are an industry leader

through our extensive experience in the development, advancement, and application of technologies for the manufacturing of high performance, low-cost structures molded from composite materials.

We are collaborating with our customers to develop innovative composite solutions for vehicles across passenger automotive, bus, truck, and delivery vehicles. Today, we are building composite bodies for buses and delivery vehicles, and we are making the investments required to demonstrate high-volume manufacturing of composite solutions to drive new innovations into the expanding automotive industry.

Decarbonize & Electrify

⁶ BloombergNEF

2.2 | Stakeholders

We actively seek ongoing feedback from our internal and external stakeholders. We identify stakeholders to engage with by focusing on those that most impact, or are most impacted by, our business operations. This includes our Board of Directors (Board), associates, customers, investors, asset managers, ESG raters, industry associations, and regulators.

Engagement Approach

We regularly engage our stakeholders through a variety of methods, such as 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 ESG topics. For example, we had dedicated ESG meetings with several large institutional investors around their ESG priorities and the evolving ESG landscape. Each stakeholder group's input helped to shape our priority topics which are addressed in the respective sections of this report.

Stakeholder Group	Method of Engagement	Priority Topics
Associates and Board of Directors	Ongoing Dialogue Engagement Surveys Focus Groups Town Halls	Occupational Health and Safety Governance and Ethics Environmental Compliance Local Communities Anti-Corruption Enterprise Risk Management Human Rights and Supplier Due Diligence
Customers	Ongoing Dialogue Contractual Requirements Customer Surveys Interviews	Occupational Health and Safety Energy Management and Emissions Materials and Waste End of Product Life Recycling Diversity and Equal Opportunity
Investors/Asset Managers	Ongoing Dialogue Financial Reporting Investor Events Interviews Quarterly Earnings Calls	Occupational Health and Safety Governance and Ethics Energy Management and Emissions Economic Performance End of Product Life Recycling
ESG Raters	Research Rating Process/Feedback	Governance and Ethics Economic Performance Indirect Economic Impacts Emissions Labor Management
Industry Associations	Research	Occupational Health and Safety Economic Performance Governance and Ethics Procurement Practices/Materials Sourcing Environmental Compliance
Regulators	Research	Occupational Health and Safety Training and Education Occupational Health and Safety Training and Education Environmental Compliance Effluents and Waste Governance and Ethics

3 | Material Topics

In 2020, we conducted a materiality refresh to revisit the topics that are most important to our company and our stakeholders. We completed interviews and surveys with our key internal and external stakeholders, which included our Board,

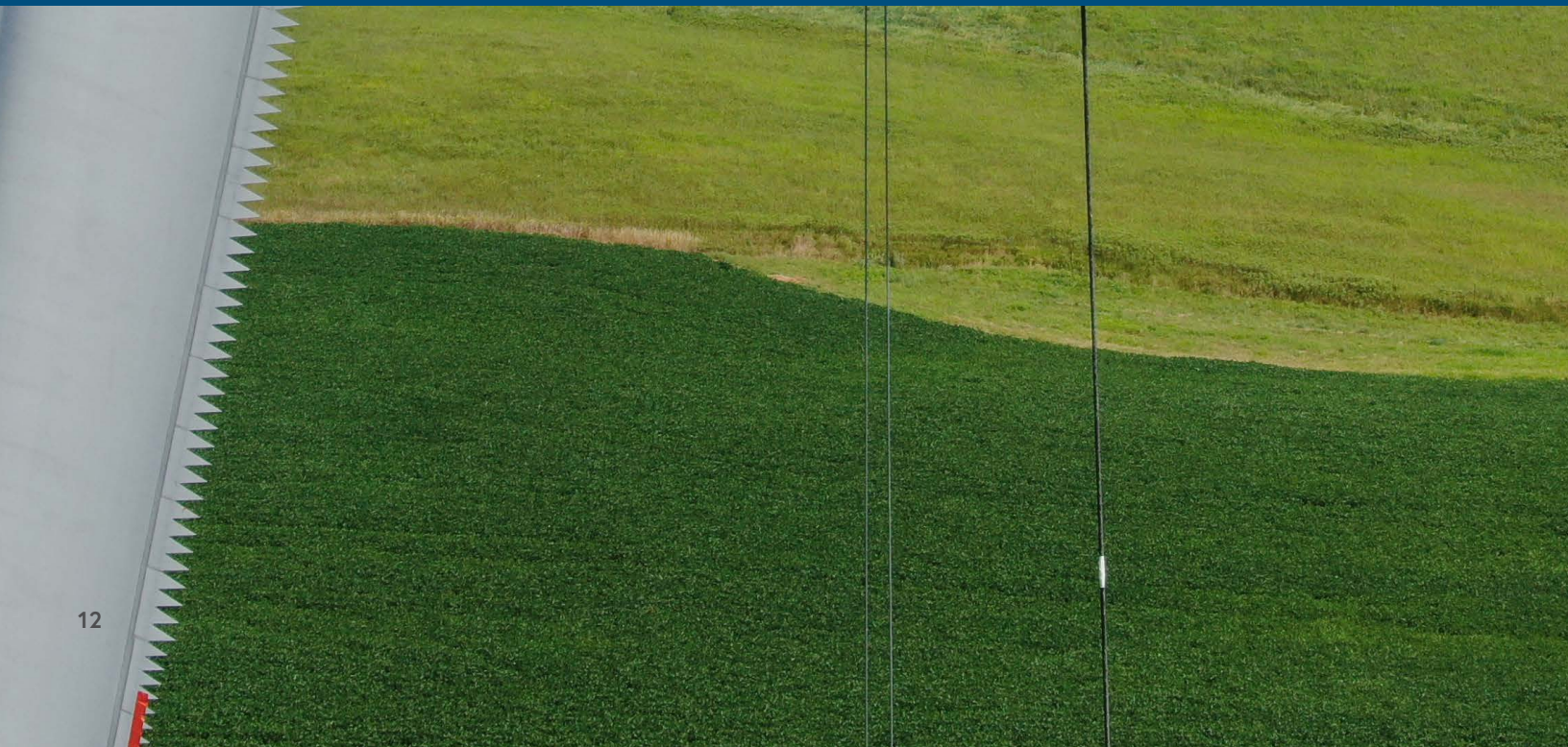
associates, customers, and investors, as well as reviewed information from third-party ESG analysts, industry associations and regulators. Our materiality refresh identified the following material topics in the table below.

	Governance/Core Business/ Economic	Environmental	Social
Tier 1	<ul style="list-style-type: none"> • Governance and Ethics • Economic Performance 	<ul style="list-style-type: none"> • Emissions 	<ul style="list-style-type: none"> • Occupational Health and Safety • Diversity, Equity and Inclusion • Labor Management
Tier 2	<ul style="list-style-type: none"> • Anti-Corruption • Enterprise Risk Management 	<ul style="list-style-type: none"> • Environmental Compliance • End of Product Life Recycling • Energy Management • Materials and Waste 	<ul style="list-style-type: none"> • Training and Education • Local Communities
Tier 3	<ul style="list-style-type: none"> • Procurement Practices/ Material Sourcing • Indirect Economic Impacts 		<ul style="list-style-type: none"> • Human Rights and Supplier Due Diligence

All topics identified in this table are materially important to internal and/or external stakeholders and are prioritized accordingly.



ESG Performance Review
Decarbonize & Electrify





4 | Governance and Ethics



Integrity is one of our Core Values and guides our behavior when conducting the company's business and performing our daily activities. Although everyone has a general understanding of integrity — do the right thing at all times, even when no one is watching — operationalizing this value globally is complicated. We operate in multiple regions around the world with different cultural and business norms. To help ensure we follow the highest ethical standards, observing all laws and regulations and their spirit everywhere we do business, we have developed and implemented principles⁷ that provide the basis for carrying out ethical behavior across the organization that include:

- Commitment to integrity and ethical values
- Independent oversight by our Board
- Established structures, reporting lines, and appropriate authorities and responsibilities
- Attracting, developing, and retaining competent and ethical personnel
- Holding individuals accountable

Code of Conduct and Anti-Corruption

Our Code of Business Conduct & Ethics (Code) sets the tone at the top for the entire company regarding ethical behavior. The Code covers the topics of conflicts of interest, confidentiality, preventing workplace harassment, human rights, and anti-corruption, among others. TPI's Board, in conjunction with its Audit Committee, is responsible for administering the Code, and has delegated day-to-day responsibility for applying and interpreting the Code to TPI's General Counsel who serves as TPI's Compliance Officer. The Code and our separate Anti-Corruption Policy inform associates on anti-corruption practices and expressly prohibits direct and indirect payments that violate applicable anti-corruption laws. TPI's associates receive annual training on both the Code and the Anti-Corruption Policy and are available in their local language.

Respect for human rights is embedded throughout TPI. Human rights aspects are included within the Code and our Supplier Code of Conduct. In addition, we published a human rights policy this year.

⁷ Committee of Sponsoring Organizations (COSO): Internal Control – Integrated Framework (2013), <https://www.coso.org/Pages/ic.aspx>

This policy highlights our explicit respect for internationally recognized human rights as established in the Universal Declaration on Human Rights and the International Labour Organization’s Core Conventions. This includes our commitment to prohibit forced and child labor, and to promote workplace safety, freedom of association and collective bargaining, and diversity, equity and inclusion. We expect our associates and suppliers to abide by this policy to ensure respect for human rights in all our business dealings.

Board and Executive Oversight

TPI’s Board represents our most senior governance body for the company. Eleven members sit on the Board, of which 27% are female and 27% are ethnically diverse. It is our goal to achieve 33% female and ethnically diverse board members by 2023. Members of the Board comprise four committees: the Audit Committee oversees fraud prevention and compliance, the Compensation Committee oversees director and executive compensation, the Nominating and Governance Committee (NGC) oversees ESG, diversity, equity and inclusion, and Board composition, and the Technology Committee oversees technology and innovation. Oversight for our strategies and activities related to ESG matters falls under the responsibilities of the NGC, alongside the leadership team. To help align our compensation and

ESG strategies, we have developed ESG targets, which are included in our executive compensation plans and include safety and waste metrics. We plan to add additional ESG targets in the future.

Enterprise Risk Management

TPI has developed and implemented an Enterprise Risk Management (ERM) framework and approach to help us identify and evaluate risks that may threaten the achievement of our strategic business objectives. Many of these risks are readily quantifiable and controllable, but others are more complex and difficult to predict their potential likelihood and/or impact with a high degree of accuracy (e.g., geopolitical uncertainty, pandemics). Many of our strategic business objectives are centered around traditional business goals such as revenue and profitability, but given the nature of our company in the renewable energy sector, it is imperative to become a recognized ESG leader and to set the “ESG Gold Standard” as another strategic business objective. ESG is at the core of what we do, and it is highly integrated into our ERM process.

To help identify top enterprise risks, we used a comprehensive survey to obtain insights from our Board as well as leaders from across our global operations and business functions. Survey results were reviewed and discussed jointly with our Board

Board Refreshment

Board Independence
82% Independent



Gender Diversity
27% Female



Ethnic Diversity
27% Ethnically Diverse



~6 Year Average Tenure

4 Directors Added in the Last 2 Years



and leadership team, resulting in a prioritized listing of enterprise risks. We have a process for developing and reviewing risk mitigation plans, monitoring progress, and reporting back to the leadership team and the Board. All our prioritized enterprise risks are reviewed at least quarterly or after a significant change in the risk landscape.

External Certifications

We have implemented management systems at each of our manufacturing facilities according to the international standards for quality, environment, and health and safety, ISO 9001, ISO 14001, and ISO 45001, respectively. We audit our largest global raw material suppliers to these standards as well. The International Organization for Standardization (ISO) develops and publishes international standards for various topics and management systems. ISO standards provide guidance and requirements on how to implement best practices for each topic.

As of the date of this report, we have eleven facilities ISO 9001 certified, nine facilities ISO 14001 certified, and nine facilities ISO 45001 certified. We have developed a roadmap for certification of the remaining manufacturing facilities by the end of 2022. Our current certifications are found on our website.

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.

Ethics Reporting

Associates are encouraged to raise any ethical concerns either directly or anonymously as part of our Code training. They can report concerns anonymously through a hotline that is operated by a third-party provider. Any messages submitted to the hotline are only accessible by the company's Compliance Officer and Audit Committee Chairperson. A determination is made whether the concern will be investigated 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. We do not retaliate against any associate who reports ethical concerns, such as an issue regarding a possible violation of law or company policy, in good faith and protect their confidentiality to the extent possible. Posters regarding the anonymous hotline are displayed at all our facilities in the local language.



5 | Health and Safety



At TPI, safety is our most important Core Value. We strongly believe that all accidents are preventable and that every associate should return at the end of their shift to their families in the same healthy condition in which they showed up for work. To help drive these beliefs it is our goal to continuously improve our zero-harm culture and implement a global behavior-based safety program focusing on eliminating unsafe behaviors.

Our 13 manufacturing facilities have safety management systems in place that cover their associates and activities. We currently have nine facilities ISO 45001 certified, and we plan to have the remaining facilities certified as well. We aim to align safety practices across our global facilities and to have them all meet the higher of U.S. Occupational Safety and Health Administration (OSHA) health and safety standards or local laws and regulations. Facilities where local standards are less stringent than the OSHA minimums generally adhere to the more rigorous U.S. standards.

We ensure the safety of our associates to support our zero-harm culture in a variety of ways, starting with safety education. Safety education is the foundation for our other safety measures. Associates receive regular training on environmental, health and safety (EHS) related topics. This training includes but is not limited to:

- general awareness EHS training
- ergonomics training
- compliance training
- hazard-specific training as required for the job or task
- fire hazard and prevention training
- hazardous material training
- equipment-specific safety training
- safety incident and corrective action training

To ensure that safety behaviors are properly executed, multiple measures are implemented at the facility level. These include our good-catch program, safety committees, weekly safety walks, and daily safety communication at each manufacturing facility.

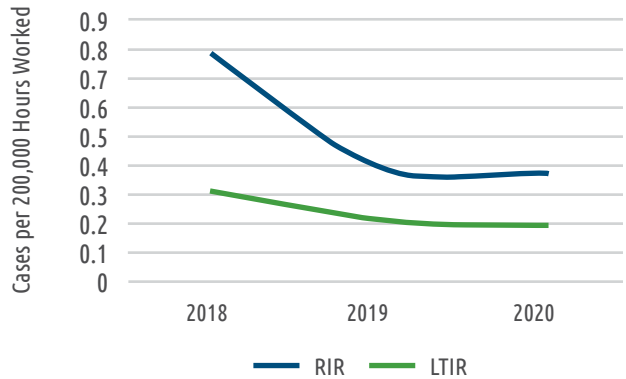
We are focusing our safety efforts to create a zero-harm culture that eliminates unsafe behaviors.

Rob Pendrys, VP, Global Safety

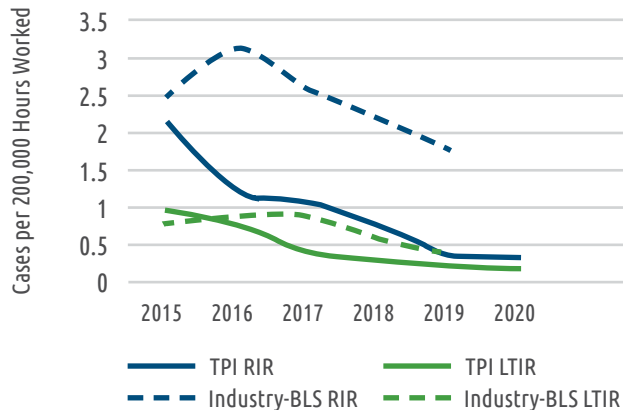
A good-catch is the identification of an unsafe condition or behavior that has the potential to cause harm with timely intervention and corrective action before an incident occurs. In 2020, the number of good-catches submitted was over 23,500. Each manufacturing facility has its own safety committee where associates participate in the improvement of their facility's safety management, and meetings are typically held monthly. Committee responsibilities include the review of safety incidents, identification of safety hazards, follow-up on safety improvement action plans and more. During the safety walks, the leadership team inspects production processes to test associate knowledge and ensure that the physical environment is safe. Both behaviors of recognition and improvement are identified during these walks. Safety communication materials are provided to associates and discussed with leadership daily. 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.

While we employ various preventative safety measures across our operations, we understand that accidents can happen and have processes in place to investigate safety incidents and prevent future injuries. If an injury occurs, a root cause is identified, and corrective actions are implemented to address the hazards that led to the injury. All manufacturing facilities have health and safety professionals that perform various activities to identify hazards and risks and employ action plans to combat these. All safety information is tracked and reviewed at each facility and with the leadership team. Incidents and

Incident Rates



Recordable and Lost Time Incident Rates⁸



corrective actions are then shared across facilities, along with significant good-catch incidents, to ensure that best practices are implemented globally.

In 2020, we reduced our recordable incident rate (RIR) to 0.37 compared to 0.39 in 2019. We reduced our lost time incident rate (LTIR) in 2020 to 0.19 compared to 0.21 in 2019. Our 2019 and 2020 RIR and LTIR were significantly below the U.S. Bureau of Labor Statistics industry rates.

⁸ Industry incident rates are according to the U.S. Bureau of Labor Statistics Survey of Occupational Injuries and Illnesses NAICS code 333611

6 | COVID-19 Pandemic Response

2020 was a challenging year for TPI and all organizations around the world due to the pandemic. Keeping our associates and their families safe, while maintaining continuity of operations during government-imposed lockdowns was of highest importance. Our associates invested thousands of hours in developing, implementing, and monitoring strategic response plans to address all aspects of our business including safety, engineering, supply chain, quality, operations, finance, and human resources.

We implemented a crisis management plan with measures focused on prevention, protection, and the promotion of public health. These measures were put in place to provide a safe operating environment for our associates to continue operating at all our facilities. We eliminated non-essential travel globally, restricted visitors to our facilities to business essential personnel only, implemented temperature scanning for all individuals entering our manufacturing facilities, and moved as many associates as possible to work-from-home-arrangements by leveraging our video and collaboration technologies. We communicated frequent updates to our associates through video messages from our CEO. In addition, we provided ongoing education and reinforcement of safe behaviors such as proper hand hygiene, cleaning and sanitizing of facilities, wearing PPE, social distancing for our associates that continued to work on site, as well as provided PPE to the families of our associates to help protect them away from our locations.

We also worked closely with our suppliers to secure supply continuity while mitigating short, medium, and long-term impacts. Early actions included disruption-monitoring and response for our suppliers' sites impacted by the virus and the potential supply chain exposure from tier one suppliers and below. We relied on strong relationships and transparency with our suppliers to identify potential supply chain disruptions and shortages as soon as possible. We worked across functions to assess how our facilities may be impacted and made prompt decisions to build inventory within reach and outside of affected supply routes. We worked to optimize supply and demand, building necessary buffer stock as part of the business continuity strategy. Our supply chain is built with adequate diversity in supply to ensure raw material security. We implemented and utilized enhanced risk management, including scenario planning to create preemptive action plans that resulted in minimal supply chain disruptions in 2020.

The public health practices we implemented met or exceeded the U.S. CDC and WHO guidelines, and we were able to maintain operational continuity while adhering to rolling governmental imposed lockdowns. These results would not have been possible without the sustained leadership, commitment, and integrity of our entire TPI team.

The TPI team has done a fantastic job mitigating the risk of COVID-19, but we need to remain vigilant so we can continue to protect our associates, their families and communities, and our operations.

Bill Siwek, President and CEO



7 | Supply Chain

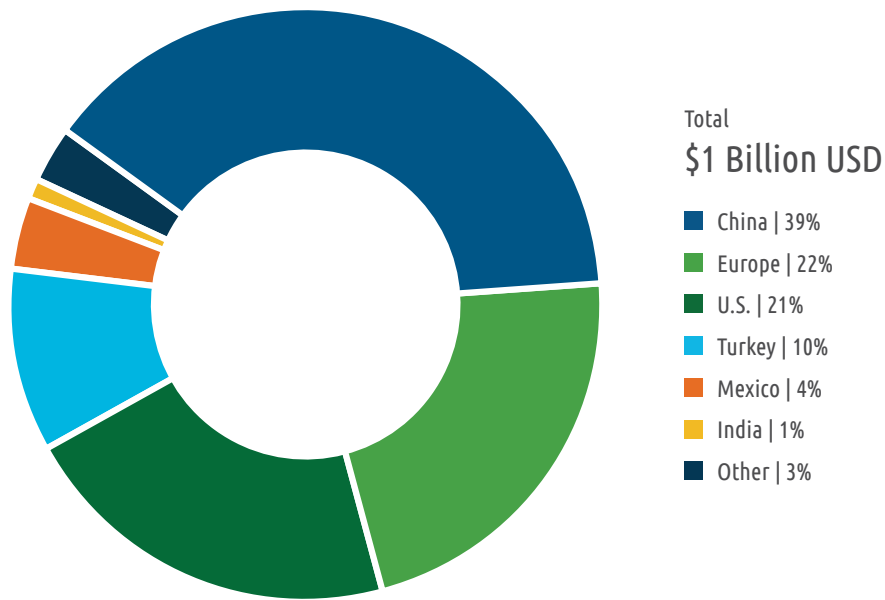
We leverage our dedicated supplier model, Advanced Product Quality Planning standard (APQP), and our procurement expertise to provide high-quality, cost-effective solutions to our customers worldwide. We implement and integrate our rigorous procurement and quality management systems across our processes to maximize customer satisfaction and minimize quality issues.

Our dedicated supplier model reflects the demands of our customers. Contracts with our suppliers provide guaranteed capacity and cost-effective material solutions for our customers that enable customer participation in quality management and protect the confidentiality of proprietary product designs. Our global supply chain parallels that of our manufacturing facilities – optimizing labor and logistics costs with proximity to market – to ensure

the most competitive cost structure possible. We have the resources, expertise, and desire to place supply exactly where our customers need it.

By planning and implementing quality measures up front with suppliers we reduce risk, occurrences of non-conforming material and improve the timely launch of new products. We cascade APQP and APQP for Wind (APQP4Wind) throughout our supply base. These are structured methods of defining and implementing the steps necessary to ensure our products meet our customers' requirements by incorporating upfront planning and risk mitigation to achieve desired product quality and performance. APQP has been the backbone for maturing performance at manufacturers and suppliers for decades in the automotive industry with APQP4Wind being a variant of the standard for the wind industry.

Regional Raw Material Supply Chain Spend



TPI is executing risk mitigation strategies across the entire wind blade supply chain. TPI does this by establishing clear product quality assurance demands, leading a robust material approval process, and documenting compliance and conformance at each step.

We purchase materials, products, and services to support production across our global manufacturing facilities. The largest category within our global procurement spend is direct raw materials. The majority of raw materials for the products we manufacture include advanced fiberglass fabrics, select carbon reinforcements, core materials such as balsa wood and foam, epoxy resins and adhesives for assembly of molded components, gel coat or paint for preparation of cosmetic surfaces, lighting protection systems, and attachment hardware, including steel components. Our raw material supply chain encompasses over 550 suppliers in more than

25 countries, with a supply spend of approximately 61% of our net sales in 2020, and we continue to enhance our use of local and regional suppliers to support our facilities and reduce transportation distance and carbon emissions.

Human Rights and Supplier Due Diligence

We have implemented policies and procedures to help us evaluate the integrity of our third-party business partners. These policies – which address areas such as child labor, corruption, safety, and sustainability – are incorporated into all TPI purchasing documents and are available on our website. We have documented standards for suppliers and monitor performance throughout the supplier lifecycle. We do this by using an independent vendor assessment tool, conducting audits of our suppliers, and including TPI's expectations for compliance and ethical behavior in our Supplier Code of Conduct and human rights policy.

8 | Research and Development

As a leader of composite product manufacturing, we conduct extensive research and development (R&D) in close collaboration with our customers, industry consortia, academic partnerships and U.S. National Laboratories on the design, development and deployment of innovative manufacturing processes, including automation, innovative material application, and sophisticated product quality inspection tools. We recently formed a Board-level Technology Committee to help guide our innovative technology programs. 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 research and development activities including new material technologies, new molding technologies, tooling and assembly operations and our industry leading activities in model-based manufacturing.

The increase of wind power installations is a result of the continuous improvement in turbine capacity factor which directly impacts the levelized cost of energy (LCOE) from wind. This, in turn, is a result of innovative wind blade designs leading to longer wind blades that capture more power. However, the industry is approaching a transportation limit which requires further innovation such as two-piece wind blades that are assembled at the wind turbine site. TPI is well positioned to manufacture these wind blades through new mold and wind blade design programs that will ensure that we are best able to meet our customers' requirements and reduce LCOE.

The level of new electric vehicle model announcements by both established and new-entry OEMs is driving the need to advance manufacturing efficiency. Several of the designs that we have recently developed show a significant mass saving



over traditional metallic bodies, which translates directly to fewer batteries or increased range. We are also implementing industry leading compression molding processes that optimize material usage, reduce in-process scrap and high-cost, manual labor, and enable high volume production. At a complete vehicle body level, we have developed semi-automated fixture driven assembly systems. The result of changing to these manufacturing processes makes composites a more attractive solution to the OEMs.



9 | Associates



TPI's highly engaged workforce is a key strategic advantage. Our associates are committed to the company, their teams, and the jobs they perform. It is through our associates' efforts that we have been able to grow our net sales at a 20% cumulative average growth rate over the past three years and continue to achieve high levels of performance.

Our manufacturing process is more manual than most people may realize, and the products we manufacture are large and often weigh more than 16 metric tons on average. When we select new

associates to join our team, we ensure that the individuals have high levels of learning agility and adaptability in addition to the skills needed for the role.

Our associates embrace our Core Values – Safety, Operational Excellence, Commitment, Integrity and Leadership – and have brought our values to life by applying their diverse backgrounds and skillsets to everyday actions, demonstrating high discretionary effort, and embracing our Values in Motion program.



A key highlight for 2020 was the introduction of our Values in Motion program. This program provides a common understanding and

expectations regarding our Core Values. The program includes a recognition aspect to promote bringing our values to light in our day-to-day lives at TPI and to recognize associates who are role-models for the behaviors that represent our long-standing values. TPI will continue to promote and focus on the behaviors that have helped us grow to where we are today.



TPI supports and cultivates a culture of high engagement where all our associates feel included and can achieve high levels of performance.

TPI supports and cultivates a culture of high engagement where all our associates feel included and can achieve high levels of performance. The engagement of our associates has nearly reached extraordinary normative levels based on their survey responses.

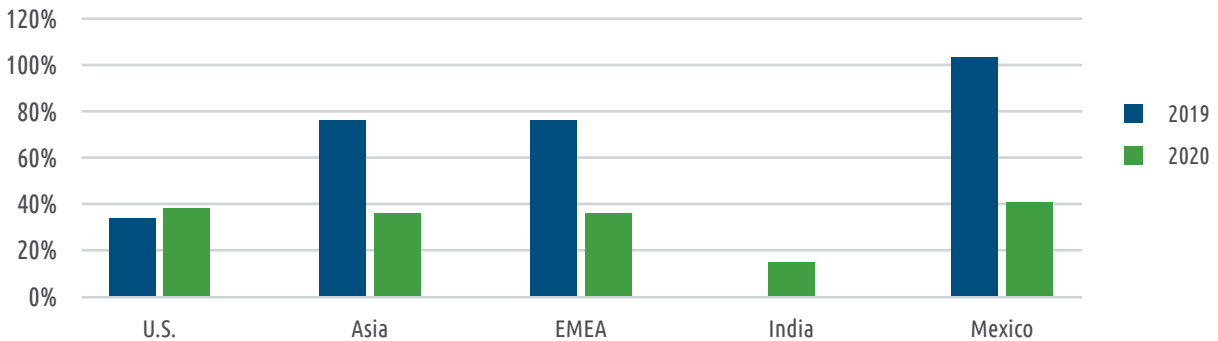
TPI has strong talent practices in place that follow the normal life cycle of an associate. We have a philosophy that focuses on coaching and development that aligns with our performance management system and practices. We also have a robust succession planning process that is facilitated globally. When any associate leaves, we conduct exit interviews that include seeking to understand the true

reasons for their departure so that we can learn from their experiences. Our total turnover in each country are at or below their geographic averages.

Our regional human resources teams and external partners help ensure we maintain compliance with all current labor standards and strong relationships with all 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.

The passion of our associates is critical in helping us achieve our vision.

Total Turnover





9.1 | Diversity, Equity, and Inclusion



As a global business, we have an incredible opportunity to benefit from the diversity we have in our company. We value diversity in all forms, especially diversity of thought, and aspire to create an environment that recognizes and celebrates the benefits that come with a diverse workforce. We know that diversity of our associate population makes us better, and we strive to continue to improve and act with intention in these areas. Part of our efforts in 2020 included promoting an understanding and clarifying what diversity, equity, and inclusion (DE&I) mean at TPI.

We defined these key terms as follows:

- Diversity is all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another.
- Equity focuses on the fair treatment, such as any group of individuals' access, opportunities for advancement, and feeling like they are growing in the organization.

- Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, listened to, and valued to fully participate.

We also confirmed our vision for DE&I as follows:

*Everyone has a voice.
We want to listen to yours.*

We can and will do more to maximize the positive impact that DE&I, and a feeling of belonging can bring to TPI. We believe that this and the rest of our vision statement is a solid representation of what we believe in, are committed to, and how we will hold our leaders and associates accountable.

As we continue our DE&I journey, we will use language that reflects our own thinking and that is intentional. We recognize that one of our greatest areas of opportunity is to increase the representation of women at all levels of leadership as well as overall racial and ethnic diversity as we add more talent to our leadership levels.

As a global business, we have an incredible opportunity to benefit from the diversity we have in our company, and we strive to create an inclusive culture where every associate feels like they belong and can grow their career with TPI.

Deane Ilukowicz, Chief People Officer

We have goals to increase both our overall representation of women in our global leadership team and our overall racial and ethnic diversity of our U.S. leadership team to 25% by 2025. Our global and U.S. leadership, generally, includes leaders at the director level and above.

In 2020, we conducted a disparate impact analysis for all associates in the U.S. and professional staff internationally. 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. The remarkable results of this analysis, verified by an independent third party, were indicative that our compensation practices across all underrepresented groups were fair as less than 1% of our U.S.-based associates and less than 2% of our international associates required adjustments.

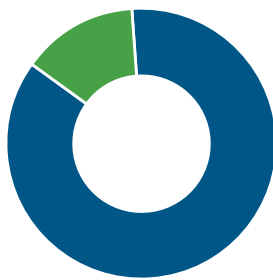
All associates have a voice, and in 2020, we facilitated our first DE&I survey to understand and baseline our associates' beliefs and perceptions about their experiences at TPI. The survey results

provided baseline measures that as a leadership team we can seek to understand and improve upon. The survey focused on diversity, and feelings of belonging, inclusivity, and being equitably treated. Globally 86% of our associates participated in this survey. Our DE&I overall score was 70% favorable, which is an impressive starting point, and we have opportunities to improve. 80% of the participants had a positive sense of belonging, and 76% said that diversity is valued at TPI.

We have an immense opportunity to learn from many different backgrounds and cultures. Each facility will develop and be held accountable for a DE&I action plan. DE&I is not a project that we want to push down into the organization; it is about all of us making a commitment to seek to understand the thoughts, feelings, and beliefs of others and be respectful of them even if they differ from our own.

Our entire leadership team is committed to listen, learn and work together to take meaningful action for lasting change at TPI.

Gender Diversity
Global Leadership Team



Male | 86%
Female | 14%

Racial/Ethnic Diversity
Global Leadership Team



White | 52%
Hispanic | 14%
Middle Eastern | 13%
Asian | 19%
Black | 2%

Racial/Ethnic Diversity
U.S. Leadership Team



White | 78%
Hispanic | 6%
Middle Eastern | 4%
Asian | 8%
Black | 4%

9.2 | Associate Training and Development



TPI provided more than 450,000 hours of training to our associates in 2020. It is through a strong commitment to associate development that we are creating a learning culture.

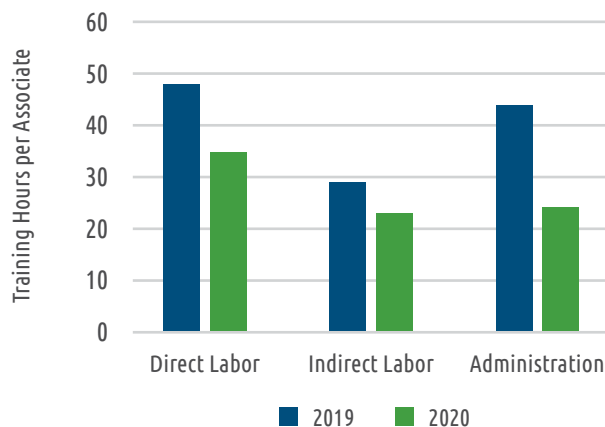
TPI offers training to ensure that our associates are not only well-prepared to perform in the role they are hired into, but also invested in further skills development to provide opportunities for growth. Training and development opportunities are offered on a regular basis and include, but are not limited to new associate orientation, onboarding, safety and compliance training, technical learning, and leadership development.



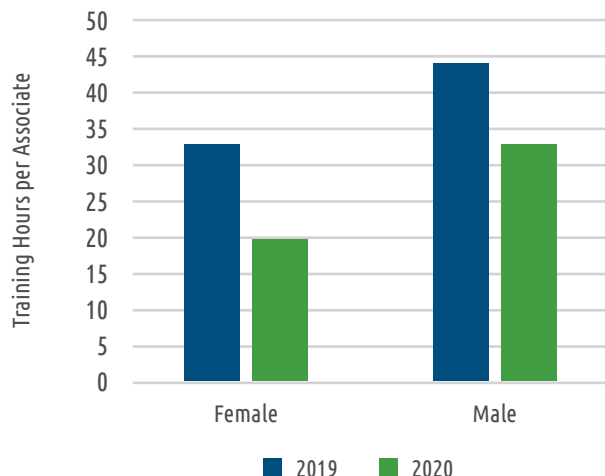
One of the training highlights in 2020 for TPI was the continued roll out and development of TPI Academy. TPI Academy was created in 2019 to develop our technical talent, one of our most critical talent segments, and has since expanded to incorporate multiple disciplines within TPI. The goal for our technical engineers and technicians is to use TPI Academy to expand their knowledge of composite technology by learning from our most senior technical talent. In 2021, we plan to expand and grow this program by doubling the number of modules and offering content through multiple delivery methods. This accelerated learning path will lead to better products that are of a higher quality, faster operations, lower costs, and increased 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.

Training data is reported monthly to the leadership team by each manufacturing facility and functional area. Relevant operational indicators are also discussed during this period as they reflect the effectiveness of our associate training. TPI averaged 31 hours of training per associate in 2020, down year over year, due to the lock downs and restrictions enacted because of COVID-19.

Training Hours per Associate by Category



Training Hours per Associate by Gender⁹



⁹ Our direct labor associates receive a significant amount of training and are largely comprised of males, thus accounting for the difference between our male and female training hours.

10 | Communities and Economic Impacts

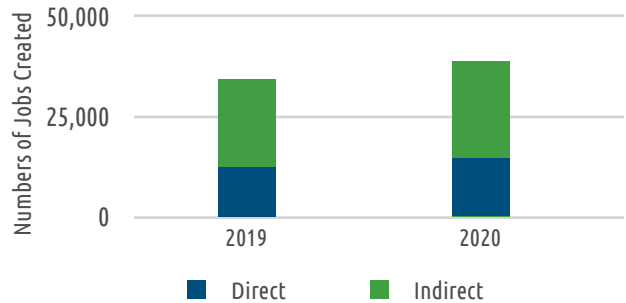


Our success directly and indirectly benefits the communities in which we operate. This year we expanded our workforce by 12.7% or approximately 1,700 new associates. Furthermore, for every associate employed in one of our manufacturing facilities, we estimate that approximately 1.6 additional jobs are created in the surrounding regions — this is often referred to as the ripple or multiplier effect^{10,11}. Therefore, we estimate that approximately 2,700 additional employment opportunities were created in 2020 as a direct result of our worldwide growth for a total employment impact of approximately 39,000 jobs globally.

In addition to the direct economic benefits provided to the communities in which we operate, TPI has provided significant indirect benefits to our communities through monetary community investments and tens of thousands of volunteer hours provided by our associates.

To help guide our community engagement activities, we have developed and implemented company policies and procedures. All engagement events must align with TPI's Core Values, benefit the community (either citizens or environment), and occur outside of scheduled work hours unless preapproved. Given the diversity in our locations, we adapt our engagement activities to the needs of these communities and values of our associates.

Estimated Employment Impact



Community Impact Highlights

TPI's associates take part in activities organized by TPI on their own time, allowing them to give back in ways that are most important to them and align with TPI's Core Values. Despite the challenges that arose due to the pandemic, such as lock downs and restrictions enacted in most of our locations, our associates completed over 14,000 community engagement hours globally. We are incredibly proud and have highlighted the types of activities that were completed this year on the following page.

TPI has provided significant indirect benefits to our communities through monetary community investments and tens of thousands of volunteer hours provided by our associates.

¹⁰ Enrico Moretti. (2010). "Local Multipliers"

¹¹ Vera Pavlakovich-Kochi. (2014). "Maquiladora Related Economy of Nogales and Santa Cruz County"



Pandemic Response

Several of our locations donated essential PPE to their communities to help prevent the spread of COVID-19. Additionally, some locations supported their local communities by helping with public health campaigns.

TPI Mexico and the COVID-19 Response Team donated PPE to the Social Security hospitals in Juarez to support the Juarez health personnel in the fight against the pandemic.



Helping Those in Need

Our associates value their neighbors and community members. They provide benefits to their community members through donations and activities supporting the elderly, children, those less fortunate and those with disabilities.

Associates at our Iowa facility packaged refugee care kits for the United States Committee for Refugees and Immigrants in Des Moines.



Community Improvements

Our associates are proud of their communities and actively work to improve them. These improvements include activities such as school restoration projects, clean up after natural disasters and planting trees.

Associates at our Iowa facility spent time cleaning up their community in Newton after the derecho storm that occurred in the summer.



Health and Wellness

Our associates embody our top Core Value of safety both in and outside of their work positions. Across the globe TPI's associates participate in races and fund-raising events that provide support for areas such as cancer, among others.

Associates at our Turkey facilities ran for the Make-A-Wish foundation that helps fulfill the wishes of children with critical illnesses.



11 | Environment



The energy sector accounts for over two-thirds of global GHG emissions and includes transportation, electricity and heat, buildings, manufacturing and construction, fugitive emissions and other fuel combustion¹². It is our vision to accelerate global clean energy growth by manufacturing competitive and innovative composite solutions. In doing so, TPI directly impacts climate change by advancing the decarbonization of the electric sector and supporting electrification of the vehicle fleet.

Our EHS policy helps guide our activities to maximize the positive impact that we have on the environment through both the products we manufacture and how we manufacture them. We updated our EHS policy to better reflect our commitment to operating

sustainably. 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 currently have nine facilities ISO 14001 certified, and we aim to have the remaining facilities certified as well.

¹² <https://www.wri.org/blog/2020/02/greenhouse-gas-emissions-by-country-sector>

11.1 | Materials and Waste



Recycling of Retired Materials

Product recyclability continues to be a challenge to the composite industry due to the nature of these materials. We are actively working toward sustainable end-of-life solutions for composite products and identifying alternative pathways to landfill through the development of new materials and process technologies that enable greater recyclability through both in-house research and with external partners.

TPI is offering decommissioning services to wind blade owners. We are working to develop equipment to provide cost effective methods to reduce the transport cost of decommissioned wind blades. This work is done in collaboration with waste management companies, government funded activities, university research and consortia that include Europe's Horizon 2020, the U.S. DOE sponsored Institute for Advanced Composite Manufacturing Innovation and the National Science Foundation WindSTAR I/UCRC. We also conduct independent research and development focusing on a variety of technologies that support a sustainable circular economy.

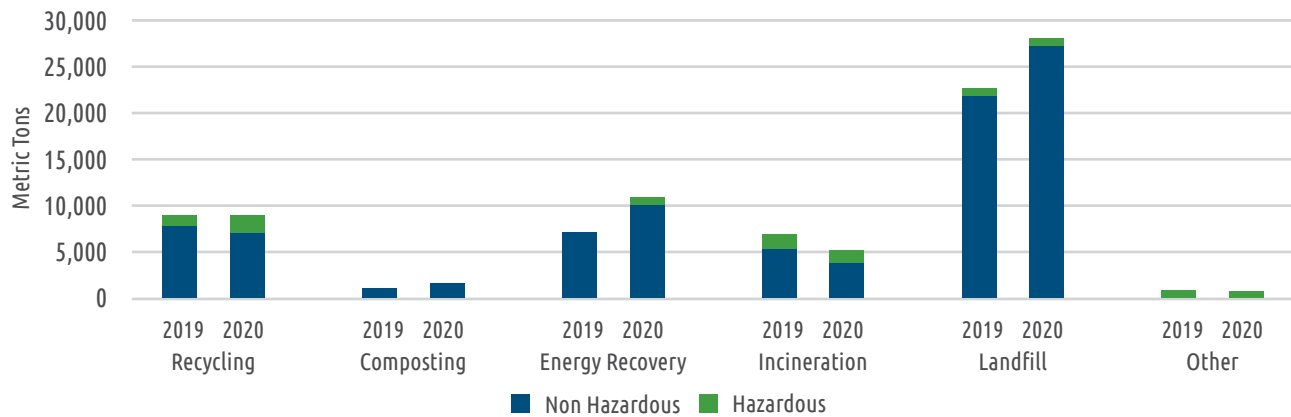
Research efforts include the identification of industries and applications that will benefit from use of the output created from end-of-life process technologies as feedstocks for new products. One example explores harvesting thermal energy from wind blade resin core materials for firing cement kilns

and using the soda ash generated from glass fibers to displace significant amounts of mined products for the manufacturing of the cement materials. This approach may avoid millions of metric tons of CO₂ emissions generated in conventional kiln operations and provides a viable alternative to landfill disposal for end-of-life wind blades. These efforts bring true value and enable a sustainable circular economy for the products we manufacture and the materials that we use as well as offering the entire wind industry services for wind blade decommissioning and disposition.

Longer term solutions include significant efforts in the characterization of new liquid resin systems along with process development and component demonstration of these innovative plastics. These materials have been shown by TPI and others to create composite materials that perform as well as, or better than, our current thermosetting epoxies, but provide a low energy pathway to depolymerization. This will allow for recovery of reinforcements (glass fiber, carbon, and core) with minimal impact on their properties and provide feedstocks for new resin and molding compounds thus creating a truly circular economy and providing a bright future for retired composite products.

Mitigating and managing waste generated from production is a key objective for TPI. We aim to reduce the amount of waste per item produced and have waste reduction projects and plans across our facilities.

Waste by Disposal Type



Waste

Mitigating and managing waste generated from production is a key objective for TPI. We aim to reduce the amount of waste per part produced. We have a global waste initiative to analyze our processes and implement projects to reduce process waste. For the waste that we generate, we aim to divert it from landfills, through recycling and energy recovery (or waste-to-energy) incineration. Energy recovery is a preferred method of waste management over treatment and disposal as it provides a source of energy generation and reduces carbon emissions due to the reduction of fossil fuel reliance¹³.

In 2020, we had 59,108 metric tons of overall waste, with 6,791 metric tons of hazardous and 52,317 metric tons nonhazardous waste. Landfilled hazardous waste is disposed of through controlled confinement in a landfill that is lined, monitored and in compliance with government regulations.

Materials

Raw material is the key cost driver of the products we manufacture. We are committed to doing our part in managing our material usage and waste production. We aim to use our materials as efficiently as we can while still meeting the expectations and requirements of our customers. Since the wind blades we build are based on our customers' designs, the materials used to build them are generally determined by our customers. We currently track the materials used in our manufacturing processes through our product lifecycle management system and enterprise resource planning system. Four percent of our materials used in 2020 were from renewable resources, balsa wood, and two percent were from recycled sources, polyethylene terephthalate (PET).

¹³ EPA. (2020). "Energy Recovery from the Combustion of Municipal Solid Waste (MSW)"



11.2 | Energy and Emissions



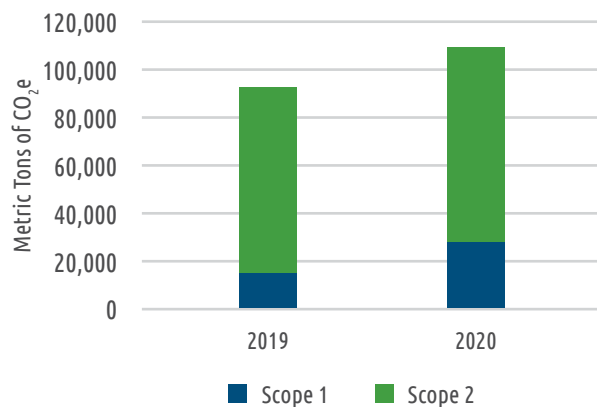
It is our goal to become carbon neutral by 2030 for scope 1 and 2 emissions, with 100% of our electricity coming from renewable sources. Currently, our renewable electricity usage is 24% through a combination of grid and on-site sources. We have solar panels installed and are identifying opportunities to reduce our scope 1 emissions by replacing fossil fueled equipment with electric alternatives and our scope 2 emissions by using renewable energy resources.

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 power. Scope 3 emissions encompass a broader scope of indirect sources, such as associate commuting, business travel, waste disposal and others. Currently, we are focused on reporting our scope 1 and 2 emissions and anticipate incorporating scope 3 in future reports.

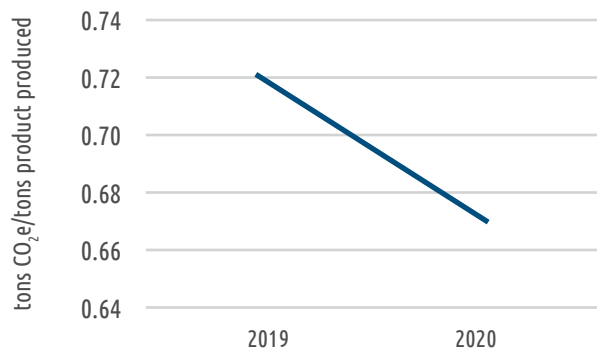
In 2020, our total energy usage was 977,731 gigajoules (GJ). Our total scope 1 and 2 emissions were 103,992 metric tons CO₂e. Total emissions increased this year primarily due to the opening and

startup of a new facility in Chennai, India; however, we reduced our emissions intensity by approximately 7% year over year due to manufacturing more and longer wind blade.

Emissions



CO₂e Intensity

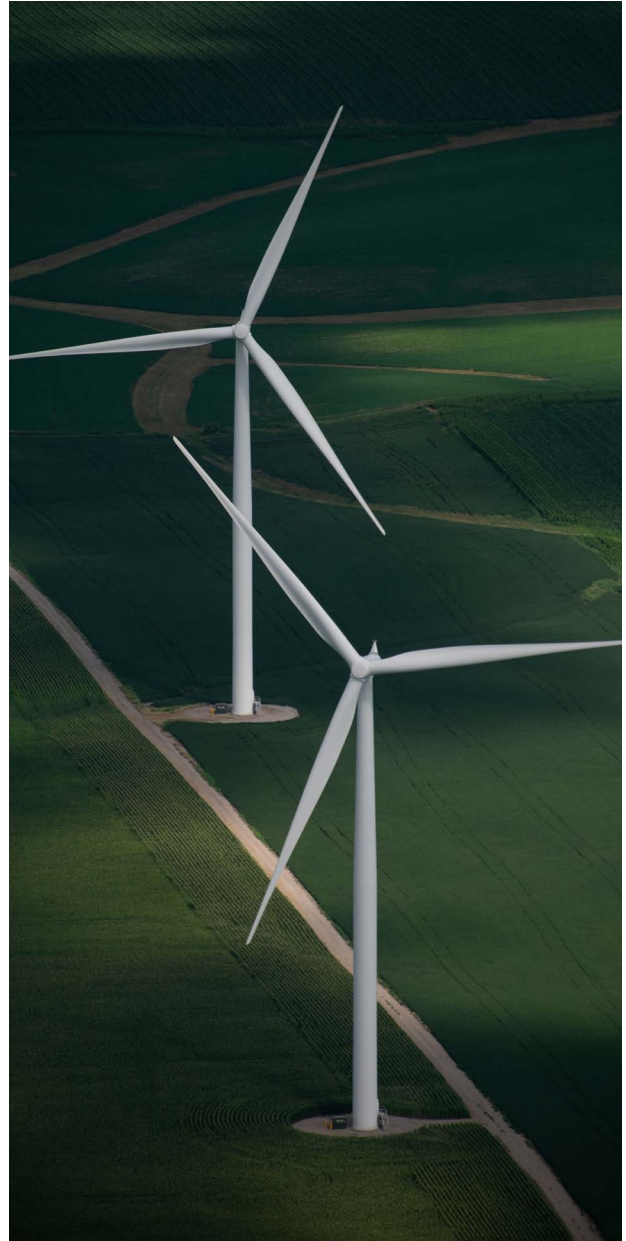


11.3 | Environmental Compliance

At TPI, we are fundamentally committed to help safeguard 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. We aim to align practices across our global facilities and to have them all meet the higher of U.S. environmental laws, regulations, and standards or local equivalents. Facilities that have local laws and regulations less stringent than the U.S. minimum generally adhere to the more stringent U.S. standards. 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. Compliance with environmental laws and regulations are reviewed monthly to mitigate regulatory risk associated with incomplete or inaccurate tracking of reporting requirements.

Each facility documents applicable environmental regulation as well as compliance requirements for retention of necessary environmental permits and reporting to government agencies. Any updates, changes or removals 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.

In 2020, we had zero instances of significant noncompliance.



We are fundamentally committed to help safeguard our planet for future generations.

11 | 2020 Performance

Safety

Incident rates use a standardized base rate to calculate the number of incidents per 100 associates. Please refer to the formulas below to see how these rates are calculated:

Injury Rate (IR) =		$\frac{\text{Number of Incidents X 200,000 Hours}}{\text{Number of Associate Labor Hours}}$					
		Recordable Injuries		Lost Time Injuries		High Consequence Injuries	
Year	2019	2020	2019	2020	2019	2020	
Number	53	58	28	30	1	5	
Rate	0.39	0.37	0.21	0.19	0.01	0.03	

Environment

Type of Material		Weight (metric tons)	
Year		2019	2020
	Renewable	4,000	5,800
	Non-Renewable	124,500	149,300
	Recycled	NA	3,700
	Non-Recycled	NA	151,400
	Total	128,500	155,100
Energy Type		Amount (GJ)	
Year		2019	2020
	Natural gas	200,991	163,241
	Fuel	25,006	214,940
	Total direct energy consumed	225,997	378,181
	Renewable electricity from grid	N/A	122,463
	Renewable electricity generated onsite (solar)	0	1,939
	Nonrenewable electricity from grid and steam	N/A	475,129
	Total indirect energy consumed – electricity and steam	545,483	599,531
	Total indirect energy consumed	771,479	977,713
Emissions		Amount (metric tons CO ₂ e)	
Year		2019	2020
	Scope 1	16,003	25,137
	Scope 2 Location Based	75,252	78,855
	Scope 2 Market Based	NA	98,035
	Total Scope 1 and 2 Emissions Location Based	91,258	103,992
	Total Scope 1 and 2 Emissions Market Based	NA	123,171
	CO₂e Intensity (tons CO₂e/tons product produced) Location Based	0.72	0.67
	Estimated CO₂ reduction from wind blades produced over entire product life	307,000,000	392,000,000

Waste Type	Non-Hazardous (metric tons)		Hazardous (metric tons)		Total (metric tons)	
	2019	2020	2019	2020	2019	2020
Recycling	8,992	8,828	1,089	2,442	10,081	11,270
Composting	1,114	1,546	0	0	1,114	1,546
Energy recovery	7,111	10,436	0	1,081	7,111	11,517
Landfill	22,183	27,594	823	1,420	23,006	29,014
Incineration	4,746	3,913	1,738	1,509	7,384	5,422
Other	11	0	399	339	410	339
Total	44,156	52,317	4,049	6,791	48,205	59,108

Environmental Compliance		Amount	
Year		2019	2020
Number of significant non-compliance violations		0	0
Significant fines		\$0 USD	\$0 USD

People

Location		Number of Associates					
Total		2019			2020		
U.S.		1,300			1,300		
Asia		2,900			2,000		
EMEA		3,300			4,100		
India		300			1,600		
Mexico		5,500			6,000		
Total		13,300			15,000		
Male		12,000			13,700		
Female		1,300			1,300		

New Hires by Age # and %								
	Under 30		30-50		Above 50		Total	
U.S.	145	28%	285	56%	82	16%	512	100%
Asia	269	39%	417	61%	1	0%	687	100%
EMEA	776	64%	438	36%	3	0%	1,217	100%
India	1,178	84%	224	16%	4	0%	1,406	100%
Mexico	1,499	54%	1,198	43%	79	3%	2,776	100%
Total	3,867	59%	2,562	39%	169	3%	6,598	100%

New Hires by Gender # and %							
	Female		Male			Total	
U.S.	130	25%	382	75%	512	100%	
Asia	30	4%	657	96%	687	100%	
EMEA	33	3%	1,184	97%	1,217	100%	
India	38	3%	1,368	97%	1,406	100%	
Mexico	168	6%	2,608	94%	2,776	100%	
Total	399	6%	6,199	94%	6,598	100%	

Turnover by Age # and %								
	Under 30		30-50		Above 50		Total	
U.S.	122	56%	296	39%	98	28%	516	39%
Asia	347	55%	546	31%	3	9%	896	37%
EMEA	146	27%	160	7%	1	5%	307	8%
India	144	22%	9	3%	0	0%	153	16%
Mexico	1,117	48%	1,094	37%	138	32%	2,349	41%
Total	1,876	36%	2,105	26%	240	29%	4,221	30%

Turnover by Gender # and %						
	Female		Male		Total	
U.S.	145	36%	371	40%	516	39%
Asia	46	15%	850	40%	896	37%
EMEA	25	19%	282	8%	307	8%
India	2	9%	151	16%	153	16%
Mexico	107	25%	2,242	42%	2,349	41%
Total	325	25%	3,896	30%	4,221	30%

Associate Category by Age %				
	Under 30	30-50	Above 50	Total
Direct Labor	45%	50%	5%	100%
Indirect Labor	33%	61%	6%	100%
Administrative	15%	73%	12%	100%
Global Leadership Team	0%	63%	37%	100%
Board of Directors	0%	9%	91%	100%
Total	41%	54%	5%	100%

Associate Category by Gender %			
	Female	Male	Total
Direct Labor	5%	95%	100%
Indirect Labor	14%	86%	100%
Administrative	34%	66%	100%
Global Leadership Team	14%	86%	100%
Board of Directors	27%	73%	100%
Total	9%	91%	100%

Associate Category by Race/Ethnicity %							
	Asian	Black	Hispanic	Middle Eastern	White	Other	Total
Direct Labor	24%	2%	42%	29%	2%	1%	100%
Indirect Labor	23%	1%	44%	25%	6%	1%	100%
Administrative	19%	1%	48%	11%	17%	4%	100%
Global Leadership Team	19%	2%	14%	13%	52%	0%	100%
U.S. Leadership Team	8%	4%	6%	4%	78%	0%	100%
Board of Directors	9%	18%	0%	0%	73%	0%	100%
Total	24%	2%	42%	27%	4%	1%	100%

Training Hours per Associate by Category and Gender											
Training Hours per Female		Training Hours per Male		Training Hours per Direct Labor		Training Hours per Indirect Labor		Training Hours per Administrative		Training Hours per Associate	
2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020
33	20	44	33	48	34	29	23	44	23	43	31

Community Engagement	Metric	
Year	2019	2020
Volunteer hours	23,100 hours	14,700 hours
Community investments	\$58,000	\$41,000
Facilities with a government approved environmental impact assessment or environmental assessment meeting local standards	100%	100%
Facilities with a community engagement program	100%	100%

Indirect Economic Impact	Metric	
Year	2019	2020
Estimated jobs created via multiplier effect	21,280	39,000
Supply spend	\$838,500,000 USD	\$1,027,000,000 USD
China	33%	39%
Europe	28%	22%
U.S.	24%	21%
Turkey	9%	10%
Other	4%	3%
Mexico	1%	4%
India	1%	1%

**Decarbonize
& Electrify**

13 | GRI Content Index

Disclosure	GRI 102: General Disclosures 2016	External Reference																																													
102-1	TPI Composites, Inc																																														
102-2	Please refer to page 5.	10-K																																													
102-3	8501 N. Scottsdale Road, Suite 100, Scottsdale, Arizona 85253	Global Footprint																																													
102-4	We are currently located in China, Denmark, Germany, India, Mexico, Turkey and the United States.	Global Footprint																																													
102-5	Please refer to the Cover Page of our 2020 Form 10-K for information regarding this disclosure.	10-K																																													
102-6	TPI is an independent composite manufacturer serving wind turbine and transportation OEMs with operations segments in the United States, Asia, India, Europe, the Middle East, Africa (EMEA) and Mexico.	Global Footprint																																													
102-7	<table border="1"> <thead> <tr> <th>Location</th> <th>Facility Type</th> <th>Number of Facilities</th> </tr> </thead> <tbody> <tr> <td>Scottsdale, Arizona, U.S.</td> <td>Headquarters</td> <td>1</td> </tr> <tr> <td>Warren, Rhode Island, U.S.</td> <td>Engineering/R&D Transportation Manufacturing</td> <td>1</td> </tr> <tr> <td>Kolding, Denmark</td> <td>Engineering/R&D</td> <td>1</td> </tr> <tr> <td>Berlin, Germany</td> <td>Engineering/R&D</td> <td>1</td> </tr> <tr> <td>Newton, Iowa, U.S.</td> <td>Wind Blade Manufacturing</td> <td>1</td> </tr> <tr> <td>Taicang, China</td> <td>Tooling Manufacturing</td> <td>1</td> </tr> <tr> <td>Dafeng, China</td> <td>Wind Blade Manufacturing</td> <td>1</td> </tr> <tr> <td>Yangzhou, China</td> <td>Wind Blade Manufacturing</td> <td>1</td> </tr> <tr> <td>Chennai, India</td> <td>Wind Blade Manufacturing</td> <td>1</td> </tr> <tr> <td>Juarez, Mexico</td> <td>Wind Blade Manufacturing</td> <td>3</td> </tr> <tr> <td>Juarez, Mexico</td> <td>Tooling and Transportation Manufacturing</td> <td>1</td> </tr> <tr> <td>Matamoros, Mexico</td> <td>Wind Blade Manufacturing</td> <td>1</td> </tr> <tr> <td>Izmir, Turkey</td> <td>Wind Blade Manufacturing Engineering/R&D</td> <td>2</td> </tr> <tr> <td>Total</td> <td></td> <td>16</td> </tr> </tbody> </table> <p>Across all our facilities we employed approximately 15,000 full-time associates and produced 10,632 wind blades in 2020. Please refer to our Form 10-K to obtain information on our 2020 financials.</p>	Location	Facility Type	Number of Facilities	Scottsdale, Arizona, U.S.	Headquarters	1	Warren, Rhode Island, U.S.	Engineering/R&D Transportation Manufacturing	1	Kolding, Denmark	Engineering/R&D	1	Berlin, Germany	Engineering/R&D	1	Newton, Iowa, U.S.	Wind Blade Manufacturing	1	Taicang, China	Tooling Manufacturing	1	Dafeng, China	Wind Blade Manufacturing	1	Yangzhou, China	Wind Blade Manufacturing	1	Chennai, India	Wind Blade Manufacturing	1	Juarez, Mexico	Wind Blade Manufacturing	3	Juarez, Mexico	Tooling and Transportation Manufacturing	1	Matamoros, Mexico	Wind Blade Manufacturing	1	Izmir, Turkey	Wind Blade Manufacturing Engineering/R&D	2	Total		16	10-K
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Total		16																																													
102-8	Refer to data tables on page 35. We do not employ a significant number of part-time or temporary associates and therefore they are not broken out by these categories.	Investor Presentation																																													

Disclosure	Content	External Reference
102-9	Please refer to pages 19-20 for information on our supply chain.	Suppliers Standard Terms of Purchase Supplier Code of Conduct Quality Requirements 10-K
102-10	No significant changes have occurred during 2020.	
102-11	TPI manufactures products generally using designs from our customers. The responsibility for assessing the potential environmental impact of new products is led by TPI's customers. TPI is actively partnering with research organizations, such as the National Renewable Energy Laboratory (NREL), to develop composite solutions to help further reduce potential environmental impacts, such as the recycling of retired materials and using thermoplastics. Please refer to page 29 for more information on our environmental practices.	NREL
102-12	TPI has implemented the APQP4Wind quality framework and is partnering with its customers and suppliers to align quality methods and procedures throughout the wind blade manufacturing lifecycle.	Certifications APQ4Wind
102-13	<ul style="list-style-type: none"> American Clean Power Association (ACP) National Association of Manufacturers (NAM) Institute for Advanced Composite Manufacturing Innovation (IACMI) Women of Renewable Industries and Sustainable Energy (WRISE) ALLY Energy WindEurope Turkish Wind Energy Association (TWEA/TÜREB) WindSTAR University of Massachusetts Lowell American Council on Renewable Energy (ACORE) National Association of Corporate Directors (NACD) Several other region-specific organization memberships 	
Disclosure	Strategy	External Reference
102-14	Mr. Siwek provides a statement at the beginning of this report, which can be found on page 4.	
Disclosure	Ethics and Integrity	External Reference
102-16	Please refer to pages 3 and 13.	Company Overview Code of Conduct
102-17	Please refer to page 15.	Code of Conduct

Governance		
102-18	Please refer to pages 13-15.	10-K Management Team Board of Directors Committee Compositions
Stakeholder Engagement		
102-40	Please refer to page 10.	
102-41	Certain of our associates in Turkey, Matamoros, Mexico and Berlin, Germany are represented by a labor union. 31% of our total associates were covered by a collective labor agreement (CLA) as of December 31, 2020.	
102-42	Please refer to page 10.	
102-43	Please refer to page 10.	
102-44	Please refer to page 10.	
102-45	For information regarding this disclosure please refer to our consolidated financial statements in our Form 10-K filing.	10-K

Disclosure

Reporting Practice

External Reference

102-46

Stakeholder Inclusiveness: Please refer to page 10.

Sustainability Context: Our approach to sustainable development focuses not only on the environmental impact of the products we build, but also a commitment to our associates through safety programs and associate development and building strong relationships in the communities in which we operate and provide economic impact.

Materiality: Please refer to page 11.

Completeness: The information included reflects information deemed important based on our materiality assessment. Information regarding both areas that we are doing well in and areas that we have room for improvement related our sustainability impacts are included in this report. The table below shows what is included within each topic-specific disclosure.

Disclosure	U.S.	Asia	EMEA	India	Mexico	Field Services
Economic Performance (201-1)	X	X	X	X	X	X
Indirect Economic Impact (203-2)	X	X	X	X	X	X
Materials (301-1, 301-2)	X	X	X	X	X	
Energy (302-1, 302-3)	X	X	X	X	X	
Emissions (305-1, 305-2, 305-4)	X	X	X	X	X	
Waste (306-2)	X	X	X	X	X	
Environmental Compliance (307-1)	X	X	X	X	X	X
Employment (401-1)	X	X	X	X	X	X
Labor Management (402-1)	X	X	X	X	X	X
Occupational Health and Safety (403-2)	X	X	X	X	X	X
Training and Education (404-1)	X	X	X	X	X	X
Local Communities (413-1)	X	X	X	X	X	X

U.S.: Iowa wind blade facility, Rhode Island, U.S. facility

Asia: Dafeng wind blade facility, Yangzhou wind blade facility and Taicang, China tooling facility

EMEA: Turkey wind blade facilities (2)

India: India wind blade facility

Mexico: Juarez wind blade facilities (3), Juarez, Mexico transport and tooling facility and Matamoros wind blade facility

Disclosure	Reporting Practice	External Reference
102-47	Please refer to page 11.	
102-48	As a result of enhanced data collection and reporting procedures, immaterial changes to 2019 data have been made from the prior report in the following areas: energy usage, emissions, and waste. There are no significant restatements of information for 2020 the prior year's performance.	
102-49	This report includes additional topics compared to our 2019 report due to the materiality refresh we conducted. See 102-46 for the scope of this report.	
102-50	The reporting period encompasses the 2020 calendar year, unless stated otherwise.	
102-51	This report was published on March 18, 2021	
102-52	Sustainability reporting is expected to occur on an annual basis.	
102-53	Please contact Investor Relations regarding any questions or feedback: investors@tpicomposites.com or by phone at +1 (480) 315-8742.	Investor Relations
102-54	This report has been completed in accordance with the GRI Standards: Core Option	
102-55	Please refer to pages 38-45.	GRI Index
102-56	This report has not been externally assured in full. However, external assurance is provided for our direct economic impacts via the auditing that occurs for our Form 10-K. Additionally, we have several internal verification processes in place that help ensure the information provided in this report is accurate.	
GRI 201: Economic Performance 2016		
Management Approach	We divide our business operations into four geographic operating segments – the U.S., Asia, 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.	10-K
201-1 Direct economic value generated and distributed	Our consolidated financial statements are audited by an independent third party and are available to view on our website. We are proud of our involvement in our communities and want to highlight the direct investments we have made. Please refer to the data table on page 37.	10-K
GRI 301: Materials 2016		
Management Approach	For more information regarding our material management please refer to page 31 of this report.	
301-1 Materials used by weight or volume	Please refer to the data table on page 34. To obtain our material usage by renewable and non-renewable resources for our wind blade and bus production the weight of renewable materials (balsa wood) used and non-renewable materials per wind blade and bus were estimated and multiplied by the number of wind blades and buses produced for 2020.	

GRI 301: Materials 2016

301-2 Recycled input materials used	<p>Please refer to the data tables on page 34.</p> <p>To obtain our material usage by recycled and non-recycled input for our wind blade and bus production the weight of recycled materials (PET) and non-recycled materials used per wind blade and bus were estimated and multiplied by the number of wind blades and buses produced for 2020.</p>	
Disclosure	GRI 302: Energy 2016 and GRI 305: Emissions 2016	External Reference
Management Approach	For more information regarding our energy and emissions management please refer to page 32 of this report.	
302-1 Energy consumption within the organization	<p>Please refer to the data tables on page 34.</p> <p>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.</p>	EIA Conversion EL Gas
305-1 Direct (Scope 1) GHG emissions	<p>Please refer to the data tables on page 34.</p> <p>Emissions were calculated based on operational control. Gases included are CO₂, CH₄ and N₂O. The Global Warming Potentials (GWPs) are from the IPCC AR5 and emissions factors are from the U.S. EPA and the IEA for our international facilities. The GHG Protocol Refrigeration and Air-Conditioning Equipment tool was used to calculate these emissions</p>	EPA Emissions Factors
305-2 Indirect (Scope 2) GHG emissions		IEA Emissions Factors
305-4 GHG Emissions Intensity		GWPs IPCC AR5
GRI 306: Effluents and Waste 2016		
Management Approach	For more information regarding our waste management please refer to page 31 of this report.	
306-2 Waste by type and disposal method	<p>Please refer to the data tables on page 35.</p> <p>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 using the U.S. EPA H141 code that is stored by the waste vendor and the disposal method is not provided to TPI.</p>	

GRI 307: Environmental Compliance 2016		
Management Approach	For more information regarding our environmental compliance management please refer to page 33 of this report.	Certifications EHS Policy
307-1 Non-compliance with environmental laws and regulations	Monetary Value of Significant Fines: \$0 Total number of non-monetary sanctions: 0	
GRI 401: Employment 2016		
Management Approach	For more information regarding our labor management please refer to page 22 of this report.	
401-1 New associate hires and associate turnovers	Please refer to the data tables on pages 35-36.	
GRI 402: Labor Management 2016		
Management Approach	For more information regarding our labor management please refer to page 22 of this report.	
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.	
Disclosure	GRI 403: Occupational Health and Safety 2018	External Reference
Management Approach 403-1 to 403-7 Management Approaches	<p>Work-related hazards are identified via the near miss/good catch, safety walks/audits, and job safety analysis. 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.</p> <p>Access to non-occupational medical and healthcare services varies across our facilities. These include on site clinics, referral to outside medical services and private health insurance. Voluntary health promotions vary between facilities. These include preventative wellness checks, fitness and wellness benefits, healthy eating programs and more.</p> <p>For more information regarding our health and safety management please refer to page 16 of this report.</p>	Certifications EHS Policy
403-9 Work-related injuries	<p>Please refer to the data tables on page 34. We had zero fatalities. Please note this disclosure covers all facilities, including headquarters.</p> <p>Recordable incidents are based on OSHA reporting requirements and exclude first-aid injuries. Types of injuries include lacerations, fractures, strains, contusions, and others.</p>	

GRI 404: Training and Education 2016		
Management Approach	For more information regarding our training management, please refer to page 26 of this report.	
404-1 Average hours of training per year per associate	Please refer to data tables on page 37.	
GRI 405: Diversity and Equal Opportunity 2016		
Management Approach	For more information regarding our training management, please refer to page 24 of this report.	
405-1 Diversity of governance bodies and associates	Please refer to data tables on pages 36-37.	
GRI 413: Local Communities 2016 and GRI 203: Indirect Economic Impacts 2016		
Management Approach	For more information regarding our community management, please refer to page 27 of this report.	
413-1 Operations with local community engagement, impact assessments, and development programs	<p>Please refer to the data tables on page 37.</p> <p>Further details on our types of community engagement can be found in the <i>Community Engagement Highlights</i> section of this report on page 28.</p>	
203-2 Significant indirect economic impacts	Please refer to data tables on page 37.	

14 | SASB Disclosure – Wind Technology & Project Developers and Electrical & Electronic Equipment^{14,15}

Activity Metrics	Category	Unit	Code	Response
Number of produced wind blades ¹⁶	Quantitative	Number	RR-WT-000.A	Wind Blades: 10,632
Number of units produced by product category			RT-EE-000.A	Transportation: This information has been deemed confidential.
Aggregate capacity of delivered wind blades	Quantitative	Megawatts (MW)	RR-WT-000 B	12,080
Number of associates	Quantitative	Number	RT-EE-000.B	15,000
Amount of wind blade contract value ¹⁷	Quantitative	Reporting currency	RR-WT-000.C	\$2.8 billion USD to \$4.6 billion USD
Aggregate capacity of blade contract value	Quantitative	Megawatts (MW)	RR-WT-000.D	This information has been deemed confidential.

Topic	Accounting Metric	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) 977,713 GJ (2) 99.6% (3) 0.4%
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-EE-150a.1	(1) 6,791 t (2) 36%
	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

¹⁴ SASB metrics refer to wind turbine information, however, as the products we manufacture are wind blades we adjusted these metrics to reflect this.

¹⁵ 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

¹⁶ We report on the number of wind blades that we have produced rather than delivered

¹⁷ This value includes contract value of both wind blades and transportation products

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct associates and (b) contract associates	Quantitative	Rate	RR-WT-320a.1	Please refer to 2020 Performance – Safety table on page 34.
Product Lifecycle Management	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	RT-EE-410a.3	\$36 million of our revenue is from energy-efficiency related products for our transportation business. The remaining revenue of \$1.63 billion is associated with our wind blade business.
Ecological Impacts of Project Development	Description of efforts to address ecological and community impacts of wind energy production through blade design	Discussion and Analysis	N/A	RR-WT-410a.3	Please refer to GRI disclosure 102-11.
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 the use of critical materials presents no direct critical material risk to TPI's operations, TPI takes material disclosure into consideration for sourcing selection to reduce the risk of regulatory exposure arising from TPI's global sourcing activities. As part of our Global Sourcing Process, TPI requires all global material suppliers to disclose any use of conflict minerals used directly or indirectly in their own or any sub-suppliers' process. TPI's due diligence measures are further described in its Conflict Minerals Report filed with the SEC .

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Materials Efficiency	Top five materials consumed, by weight	Quantitative	Metric tons (tons)	RR-WT-440b.1	Glass: 82,000 tons Resin: 51,000 tons Carbon: 13,000 tons Core: 12,000 tons Coating: 4,000 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 31.
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	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	None
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior	Quantitative	Reporting currency	RT-EE-510a.3	None

15 | Task Force on Climate-related Financial Disclosures (TCFD)

Disclosure Focus Area	Recommended Disclosure	TPI Response	Additional Information
Governance	1a) Describe the boards oversight of climate-related risks and opportunities	<p>The Nomination and Corporate Governance Committee (NGC) is responsible for overseeing and reviewing the company's ESG strategy and activities. The NGC meets quarterly and:</p> <ul style="list-style-type: none"> • Reviews/approves the company's ESGs goals • Monitors the company's progress toward achieving Committee-approved ESG 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 and electrifying the vehicle fleet, 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.	

Disclosure Focus Area	Recommended Disclosure	TPI Response	Additional Information
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 views our top climate-related risk to be competition - viewed both as competition within the renewable energy sector, such as solar, and from competing technologies, such as carbon sequestration. Additionally, climate change may cause more severe or frequent weather events at our manufacturing facilities. 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 access new markets and diversify our business through growing our transportation segment due to increased demand in electric vehicles.	
	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 and the electrification of the vehicle fleet 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 Current 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.	

Task Force on Climate-related Financial Disclosures (TCFD)

Disclosure Focus Area	Recommended Disclosure	TPI Response	Additional Information
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. To help identify, validate, and assess potential climate-related risks and opportunities, the company assembled a cross-functional TCFD Taskforce ("Taskforce"). The Taskforce applied a robust methodology and approach, consistent with TCFD leading practices. We evaluated potential climate-related risks and opportunities, and finalized our climate-related risks and opportunities as mentioned above. Ongoing updates on the TCFD climate-related risks and updates are evaluated as part of the company's Enterprise Risk Management program which is updated and reviewed quarterly or after a significant change in the risk landscape.	For further information refer to the Governance and Ethics section 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.	<ul style="list-style-type: none"> 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 34 for our emissions data.
	4c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<ul style="list-style-type: none"> Carbon neutral by 2030 for scope 1 and 2 emissions, with 100% of our electricity coming from renewable sources \$2 billion wind \$500 million transportation 	



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Decarbonize
& *Electrify*