



SMA Solar Technology AG press release

Hubertus Heil visits SMA to find out about the promotion of women and the situation with skilled workers

Niestetal, March 8, 2023 – One day before International Women’s Day, Barbara Gregor – CFO of SMA Solar Technology AG (SMA) – welcomed Minister of Labour and Social Affairs, Hubertus Heil. The main purpose of the visit was to discuss the targeted promotion of women. The Minister of Labour and Social Affairs also learned about how SMA is countering the shortage of skilled workers and employees in the solar industry, a problem exacerbated by the recent boom in renewable energies.

“The recent boom in renewable energies opens up a whole range of long-term job prospects for many people in a future-oriented industry,” said Barbara Gregor, CFO of SMA. “We will do justice to this welcome economic development going forward too. We are counting on the political support of the Federal Ministry of Labour and Social Affairs and demand that the increasing flexibility acquired over the past two years does not stall and is instead expanded.”

“We will continue to offer flexible working hours models to help people achieve a successful work-life balance and continue to build upon our measures to promote women,” said Michaela Hettinger, Executive Vice President of Human Resources at SMA. “We are also drawing upon our unique corporate culture and our dedicated workforce who embody our corporate values – trust, performance and team spirit – each and every day. We will focus even more strongly in the future on supporting young women through internships and training and study programs as well as on strengthening women in management positions. Our aim is to ensure that women make up 30 percent of our global workforce by 2030.”

During his tour of SMA’s development production facilities, his visit to the training workshop and in chats with employees, Heil, the Minister of Labour and Social Affairs, was visibly impressed by the corporate culture. He was delighted to see dedicated, high-quality training and upskilling initiatives embodied in practice.

“Even as early as their training phase, the employees feel empowered and that they can find the support and encouragement they need both professionally and maybe also personally too,” the Minister of Labour and Social Affairs said at the end of his visit. “By targeting the promotion of women as well as actively supporting families by providing childcare opportunities or additional paid leave so that parents can look after their children if they are ill, you cultivate an atmosphere in which people love to work and would happily recommend SMA as an employer. Through its commitment to qualifying its employees, SMA is securing for itself the skilled workers that it needs in order to face the challenges of the next few years.”



About SMA

As a leading global specialist in photovoltaic and storage system technology, the SMA Group is setting the standards today for the decentralized and renewable energy supply of tomorrow. SMA's portfolio contains a wide range of efficient PV and battery inverters, holistic system solutions for PV and battery-storage systems of all power classes, intelligent energy management systems and charging solutions for electric vehicles and power-to-gas applications. Digital energy services as well as extensive services up to and including operation and maintenance services for PV power plants round off SMA's range. SMA inverters with a total output of more than 120 gigawatts have been installed in more than 190 countries worldwide. SMA's multi-award-winning technology is protected by more than 1,700 patents and utility models. Since 2008, the Group's parent company, SMA Solar Technology AG, has been listed on the Prime Standard of the Frankfurt Stock Exchange (S92) and is listed in the TecDAX index and SDAX index.

SMA Solar Technology AG

Sonnenallee 1
34266 Niestetal
Germany

Head of Corporate Communications:

Anja Jasper
Tel. +49 561 9522-2805
Presse@SMA.de

Press Contact:

Dagmar Buth-Parvaresh
Tel. +49 561 9522-421414
Presse@SMA.de

Disclaimer:

This press release serves only as information and does not constitute an offer or invitation to subscribe for, acquire, hold or sell any securities of SMA Solar Technology AG (the "Company") or any present or future subsidiary of the Company (together with the Company, the "SMA Group") nor should it form the basis of, or be relied upon in connection with, any contract to purchase or subscribe for any securities in the Company or any member of the SMA Group or commitment whatsoever. Securities may not be offered or sold in the United States of America absent registration or an exemption from registration under the U.S. Securities Act of 1933, as amended.



This press release can contain future-oriented statements. Future-oriented statements are statements which do not describe facts of the past. They also include statements about our assumptions and expectations. These statements are based on plans, estimations and forecasts which the Managing Board of SMA Solar Technology AG (SMA or company) has available at this time. Future-oriented statements are therefore only valid on the day on which they are made. Future-oriented statements by nature contain risks and elements of uncertainty. Various known and unknown risks, uncertainties and other factors can lead to considerable differences between the actual results, the financial position, the development or the performance of the corporation and the estimates given here. These factors include those which SMA has discussed in published reports. These reports are available on the SMA website at www.SMA.de. The company accepts no obligation whatsoever to update these future-oriented statements or to adjust them to future events or developments.