

Charter of the Audit Committee of the Board of Directors of Vestas Wind Systems A/S

The Charter of the Audit Committee outlines roles and responsibilities of the Committee and how the Committee is composed.

The Audit Committee (the Committee) is a committee of the Board of Directors of Vestas Wind Systems A/S (the Board) established in accordance with the EU Directive on Statutory Audits of Annual Accounts and Consolidated Accounts (the 8th Directive), the Danish Act on Approved Auditors and Audit Firms and the Rules of Procedure of the Board of Vestas Wind Systems A/S (the Company). The Committee is a committee of the Board whose main responsibility are to prepare decisions to be taken by all members of the Board and to oversee the Vestas Group's financial and non-financial (environmental, social, and governance) reporting processes¹.

Members

The Committee shall consist of at least three members. Members of the Committee are elected for a one year term by and among the members of the Company's Board and may not be a member of the Executive Management (the ExM).

Election usually takes place at the board meeting following the Annual General Meeting. However, any member of the Committee can be removed by the Board at any time. The majority of the members of the Committee shall qualify as independent. One of the members of the Committee shall be designated by the Board as chair of the Committee. The Chair of the Board cannot be the Chair of the Audit Committee.

At least one member of the Committee shall qualify as an audit committee financial and non-financial expert with qualifications in accounting or auditing, ref. section 31(1) of the Danish Act on Approved Auditors and Audit Firms - and be designated by the Board as the Committee's financial and non-financial expert. Overall, the members of the Committee must have competencies which are relevant to Vestas' business.

Purpose

The Committee shall assist the Board in overseeing the:

- Nomination of external auditor and evaluation of competencies of the external auditor.
- Audit of the financial statements including the independence of the external auditor according to a policy defining which services provided by the external auditor are permitted according to applicable law.
- Financial and non-financial reporting, also ensuring integrity in supervising that appropriate accounting policies, accounting estimates, and risk mitigation measures have been applied.
- Systems and procedures of internal controls including risk management systems for

both financial and non-financial qualitative and quantitative data.

- Procedure for handling and reporting complaints regarding accounting, internal accounting controls, auditing and financial reporting matters.
- Need for an internal audit function.
- Vestas' Ethics and anti-corruption program.
- Due diligence processes in connection with sustainability in Vestas and in the supply chain.

Responsibilities

The primary function of the Committee is to assist the Board by reviewing information within the areas of responsibilities and based on that present recommendations to the Board. All decisions shall be made by the Board except as expressly stated in this charter.

The Committee has the following responsibilities:

- Nomination of the external auditor and evaluation of competencies of the external auditor, regarding both the external financial and the external non-financial auditor, which can be the same audit firm**

An external auditor is an auditor engaged to perform audit, review and attest services for the Company and the Vestas Group.

The Committee shall:

- Be responsible for the procedure of selecting and recommending the statutory external auditor to be nominated for election by the Annual General Meeting, ref. article 31(3) of the Danish Act on Approved Auditors and Audit Firms.
- Prepare the Board's recommendation to the Annual General Meeting regarding the election of the external auditor.
- Recommend to the Board, if relevant, that they propose to the Annual General Meeting that an external auditor is discharged.

- Audit of the annual report including the independence of the external auditor**

The Committee shall:

- Oversee the statutory audit of the Financial Statements and Non-Financial Statements, in consideration of the latest quality control of the auditing company.
- At least annually consider the performance and independence of the external auditor and obtain and review a report from the external auditor substantiating that the external auditor is independent, including compliance with requirements around fee structure, audit firm and partner rotation as well as non-audit services provided.
- Oversee the work of the external auditor. Review the strategy plan, scope, and approach to the annual external audit including the external auditor's proposed materiality level and identified key areas.
- Recommend to the Board the approval of the auditor agreement and the compensation fee of the external auditor.
- Review the external auditor's reports to the ExM and the Board, including management letters and long form auditor's reports and discuss any reports with the ExM and the external auditor. The result of the external auditor's audit of the accounting of the financial and assurance over non-financial reporting must be communicated to the Board.
- Establish policies and procedures for the engagement of external auditor to provide audit services and permitted non-audit services.
- Review reporting from Management on all audit services and permitted non-audit services provided by the external auditor.
- Resolve any disagreements between the ExM and any external auditor regarding financial and non-financial reporting.

¹ The Vestas Group includes the ultimate parent company, Vestas Wind Systems A/S, and its direct and indirect subsidiaries, ref. articles 6 and 7 of the Danish Company Act.

- Secure a regular dialogue and exchange of information between the external auditor and the Board.
 - Secure that the Board and the Committee meet with the external auditor at least once every year without the ExM present.
- c. Financial and non-financial reporting including that appropriate accounting policies, accounting estimates, and risk mitigation measures have been applied**
- Make recommendations or proposals to ensure the integrity of the accounting process, including:
 - Review key accounting policies and report on this and recommend changes in key accounting policies to the Board.
 - Review significant and critical accounting matters including their impact on the financial statements, including non-financial data.
 - Review management's procedures for financial and non-financial reporting.
 - Review and assess significant accounting estimates and related party transactions and report to the Board hereon.
 - Review any observations by or conclusions made by authorities regarding financial and non-financial issues affecting Vestas.
 - Status and performance of current sustainability initiatives.
 - Status on compliance with the elements included in the Company's Code of Conduct.
 - Monitoring the identification of non-financial risks, opportunities and stakeholder issues to ensure they are incorporated and addressed in the annual double materiality assessment process, the Enterprise Risk Management Program and the corporate strategy process.
- d. The systems of internal controls including risk management systems for both financial and non-financial data**
- Oversight of integrated reporting, including reporting on sustainability impacts, risks and opportunities, including data collection processes, and controls.
 - Review the adequacy and effectiveness of systems of internal controls (including deficiencies and significant changes in internal controls reported to the Committee) and approve significant changes therein.
 - Review the adequacy and effectiveness of the Vestas Group's tax policy.
 - Review the adequacy of risk management systems relating to financial and non-financial reporting and monitor access to relevant expertise.
 - Ensure that the risk control measures are effective, including policies, action plans, and dedicated resources.
 - Communicate to the Board on any identified material deficiencies in the internal control system including initiatives to remedy such.

e. The procedure for handling complaints regarding accounting, internal accounting controls, auditing and financial and non-financial matters

Establish and maintain procedures for:

- The receipt, retention and treatment of complaints received by the Company regarding accounting, internal controls, auditing and financial and non-financial reporting matters, and
- The confidential, anonymous submission by employees of the Company of concerns regarding questionable accounting, auditing or financial and non-financial reporting matters.

f. Need for internal audit function

Annually evaluate the need for an internal audit function.

g. Vestas' ethics and anti-corruption program

- Monitor development and implementation of Vestas' ethics and anti-corruption program pursuant to Vestas' Code of Conduct and World Economic Forum Partnering Against Corruption Initiative (PACI).
- Evaluate the adequacy and effectiveness of Vestas' ethics and anti-corruption program and – if deficiencies are identified – ensure implementation of necessary actions to cover risks.
- Show visible and active commitment to the implementation of Vestas' ethics and anti-corruption program.

h. Due diligence processes in connection with sustainability in Vestas and in the supply chain

- Manage material sustainability matters (tracking effectiveness of these processes).
- Monitor that the Company is in compliance with applicable regulation on due diligence processes.

Miscellaneous

The Committee may engage independent counsel and other advisors as it determines necessary to carry out its duties.

The Committee shall have available appropriate funding as determined necessary by the Committee for the fulfilment of its tasks and duties.

The Committee shall, once a year:

- Conduct a performance evaluation of the Committee and report such evaluation to the Board.
- Review applicable independence, financial and non-financial expertise and other legal requirements of each member of the Committee to determine whether the Committee meets the applicable legal standards. Further, the Committee shall present such review to the Board for approval as well as propose any required or recommended disclosure.
- Evaluate the adequacy of this charter and recommend any proposed changes to the Board.

Meetings

The Committee shall meet as often as it determines appropriate, but at least four times each year. Further, the Committee shall meet upon the request of a member of the Committee, the Chief Financial Officer, or the external auditor.

Meetings shall be convened by the Chair with at least eight days' written notice to all members of the Committee and when applicable, invite members of the ExM, Finance, or other employees of the Company and such notice shall include an agenda for the meeting in question.

Any written material relating to the individual agenda items shall, to the extent possible, be forwarded to the members together with the notice convening the meeting. Minutes from the meeting shall be taken by representative from Finance who functions as secretary for the Committee.

Under special circumstances, a Committee resolution may be passed over the phone or in writing. In such cases, the proposed resolution shall be forwarded to the members and the Chair shall subsequently seek to obtain a written, oral, or electronically transferred statement from all members of the Committee and arrange for the recording of the resolution in the minute book.

Quorum

The Committee forms a quorum when two or more of its members are present. Resolutions are passed by simple majority.

Remuneration

Each member of the Committee shall receive a fixed annual remuneration – to be determined together with the remuneration to the members of the Board – at the Annual General Meeting.

Reporting to the Board of Directors

The Committee shall regularly inform the Board of discussions and present recommendations to the Board, including information about the outcomes of the audit of the financial reporting and of the assurance of non-financial reporting. Further, the Board shall receive the minutes of meeting of the Committee, while all material presented to or prepared by the Committee shall be available to all members of the Board upon request.

Audit Committee reporting

The Committee shall prepare the Committee report that is required by applicable law or deemed appropriate to be included in the Vestas Group's financial reporting.

Approved by the Board of Directors of Vestas Wind Systems A/S

Denmark, 8 April 2025