

# Diversity, Equity, Inclusion & Belonging (DEIB) Policy

November 2025



The Diversity, Equity, Inclusion & Belonging policy (DEIB policy) at hand outlines Vestas' approach and strategy to DEIB.

## Vestas DEIB Mission Statement

At Vestas, we know that providing affordable, secure and sustainable energy to the systems of the future depends on building a workplace where every individual can thrive. Diversity, equity, inclusion, and belonging are not add-ons; they are the foundation of how we innovate, operate safely, and deliver for our customers.

We commit to removing barriers, creating fair opportunities, and ensuring every voice matters in accelerating the energy transition. Our ambition is to be recognised not only for our technology and scale, but for the fairness, inclusion, and belonging embedded in how we work together.

### Purpose and Policy statement

This policy defines Vestas' commitment to integrate diversity, equity, inclusion, and belonging (DEIB) into all aspects of our business. As a global leader in renewable energy, we recognise that the way we work is as important as the solutions we deliver.

DEIB is key to how we operate. Building a sustainable energy future depends on creating workplaces where every individual can contribute and develop. Diverse teams enhance innovation and decision-making; inclusive environments strengthen safety, performance, and collaboration; and equitable opportunities enable us to attract and retain the most qualified colleagues.

Vestas is committed to removing barriers, ensuring fair treatment, and fostering an environment where all voices are respected and valued. DEIB is a business imperative for performance, trust, and long-term sustainability.

### Our commitments

1. Leadership accountability
2. Fair opportunities for all
3. Inclusive culture
4. Belonging and well-being
5. Transparent progress.

### International Frameworks & Legal Baseline

Vestas' DEIB commitments are grounded in international standards. We are a signatory to the United Nations Global Compact (UNGC) and align with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Fundamental Conventions, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

We comply with all applicable national laws. Where local standards are lower but do not prohibit application of higher international standards, we apply the higher standard.

### Scope

This policy applies to all employees, functions, and regulated subsidiaries of Vestas globally. Local additions may be made where legally required, but the global policy is binding and must be adhered to everywhere we operate.

### Definition of Diversity, Equity, Inclusion, and Belonging

**Diversity is a fact. We aim for our workforce to** reflect the societies we serve. Diversity includes people's identities, backgrounds, and lived experiences,

including gender, nationality, ethnicity, age, and abilities. We acknowledge intersectionality, meaning that people's experiences are shaped by the interaction of multiple identity factors which can create unique forms of advantage, disadvantage, inclusion, or exclusion.

**Equity is a process.** Equity means acknowledging differences and addressing them by providing the right resources, support, and opportunities according to individual needs to ensure that people receive what they need to contribute. It is creating opportunities to contribute and succeed.

**Inclusion is a behaviour.** It is the deliberate choice to create environments where every colleague is invited, heard, and respected. Inclusion is built through, everyday actions and through bigger organisational practices. Inclusion requires acting with intent in daily interactions that build trust.

**Belonging is the outcome.** It means employees feel safe to be their authentic selves, connected to their teams, and recognised for who they are. Belonging is how we unlock commitment, well-being, and pride in working at Vestas.

Classification: Public

## Focus Areas

### Gender

Vestas is committed to achieving a more gender-balanced organisation, while complying with local laws, with particular focus on leadership roles where women are underrepresented. Men remain the majority in our workforce, reflecting the manufacturing and STEM profile of the wind industry.

### Ethnicity, Nationality & Cultural Diversity

As a global company, cross-cultural collaboration is fundamental to how we innovate, operate safely, and deliver to customers worldwide. We are therefore committed to advancing representation and inclusion across cultures and backgrounds while complying with local laws.

### Abilities and Neurodiversity

We recognise that colleagues have diverse abilities and needs, including neurodiversity.

### Age and seniority

Vestas values colleagues at every career stage, including those with many years of experience. We are committed to ensuring that experience is valued and that colleagues at all career stages can continue to contribute meaningfully throughout their careers.

## DEIB Initiatives

At Vestas, we believe that successful DEIB initiatives are:

**Grounded in awareness and learning:** building understanding and motivation for cultural change through dialogue, training, and communication that connects to our values and business priorities.

**Contextualised:** tailored to regional contexts, reflecting different challenges, needs, demands, and opportunities.

**Evidence-based:** informed by scientific research and by our internal people data to identify specific challenges and measure progress.

**Embedded:** integrated into our core people processes, such as recruitment, performance reviews, leadership development, and succession planning.

### Harassment & Discrimination

Harassment and discrimination are not tolerated at Vestas. Employees are encouraged to report incidents through EthicsLine. Enforcement and protections follow the Vestas Employee Code of Conduct, which ensures zero tolerance for retaliation.

## Governance and accountability

DEIB at Vestas is governed through a multi-level structure that ensures both global consistency and regional accountability:

- The Board of Directors approves and monitors progress
- The Chief People & Culture Officer (CPCO) ensures execution
- The Global DEIB Team and regional team maintain oversight to ensure coherence between the global strategy and regional or local realities.
- Managers at all levels. Accountable for inclusive behaviours and for ensuring that decisions on hiring, promotions, and mobility align with DEIB commitments.

## Transparency & Reporting

- Annual DEIB Report to the Board and Executive Management Team (covering targets, progress, and risks).
- Diversity reporting will be conducted where required by local legislation, in accordance with the specific disclosure domains, metrics, and timelines set by each jurisdiction.
- Annual public DEIB disclosures integrated into the Vestas Annual Report. This includes the specific initiatives initiated across the Group, specific initiatives initiated in Vestas Wind Systems A/S, and the reporting on targets.