

# Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act

**Reporting Year 2025**



## About this statement

### Scope & Purpose

This is a joint report to be published by Vestas Wind Systems A/S ("Vestas" or "the Vestas Group"), Vestas-American Wind Technology, Inc. ("Vestas-American") and Vestas-Canadian Wind Technology, Inc. ("Vestas-Canadian") pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* ("the Act") and covers the financial year ending December 31, 2025. The policies and statements contained herein are applicable to Vestas, Vestas-American, and Vestas-Canadian.

Vestas is a reporting entity under the United Kingdom's *Modern Slavery Act 2015*.

This document is prepared in accordance with international guidelines, such as the United Nations Guiding Principles on Business and Human Rights and underscores Vestas' commitment to respecting human rights.

## I. Structure, activities and supply chains

### Structure & Operations

Vestas is headquartered in Denmark and has offices globally with more than 36,000 employees. Vestas operates across five commercial regions: Mediterranean, Latin America, North America, Northern and Central Europe, and Asia Pacific. Vestas has manufacturing, assembly, and research and development facilities in 10 countries and has installed wind turbines, both onshore and offshore in over 88 countries. In 2025, the Vestas Group revenue amounted to EUR 18,8bn.

The Vestas Group is structured into six Executive Vice President areas: Finance, Sales, Service, Technology & Operations, People & Culture and Development & Digital Solutions.

Vestas-Canadian is a Canadian limited company and is a wholly-owned subsidiary of Vestas-American. It was first registered on August 4, 2000, and its registered office address is at 44 Chipman Hill, Suite 1000, Saint John, New Brunswick, E2L 2A9. Vestas-Canadian is comprised of approximately 494 employees.

Vestas-American is a wholly-owned subsidiary of Vestas Wind Systems A/S and is part of the Americas group of Vestas companies. It is a California corporation in the United States of America and its headquarters and registered office address is at 1417 NW Everett St., Portland, OR 97209.

Vestas designs, manufactures, installs, and services wind turbines worldwide.

Vestas-Canadian provides sales, project execution, operation and maintenance services in the Canadian markets.

For further information visit [www.vestas.com](http://www.vestas.com).

### Supply Chain

Vestas engages with suppliers around the world.

Vestas classifies suppliers into three scopes. The first is "direct scope", meaning our suppliers that deliver parts (components and materials) used in Vestas wind turbines. The second is "indirect scope" meaning the suppliers that deliver services to factories and wind farms. The third is "service scope" which includes suppliers that support our service operations.

Supplier expenditure predominantly falls within the following spend categories:

- direct procurement within the Vestas Group for blades, nacelles, towers and steel, hub, electrical and powertrain;
- indirect procurement for transport, construction, IT & business services, CAPEX (customer project execution), tools & MRO (Maintenance, Repair and Operations); and
- service procurement which includes service material procurement and service solutions procurement.

## II. Policies and due diligence processes

Vestas has been a United Nations Global Compact (UNGC) member since 2009, and is committed to implementing the 10 UNGC principles, including Principle 4 on elimination of all forms of forced and compulsory labour, and Principle 5 - the effective abolition of child labour, into our business and supply chain.

The policies and procedures listed in this section outline how Vestas upholds this commitment and Vestas' due diligence processes in relation to forced labour and child labour.

### Corporate Social Responsibility & Compliance teams

Our Global Compliance and Corporate Social Responsibility (CSR) team includes human rights experts based in Denmark and India. This team works alongside Sustainable Procurement - who also have human rights expertise - and other departments across the organization to ensure that human rights are embedded into the business.

### Sustainable Procurement team

In order to establish direct collaboration with suppliers and oversee due diligence processes, the Vestas Group has integrated a dedicated Sustainable Procurement team into its Global Procurement function. This team's key priorities revolve around initiatives, processes, and policies that aim at upholding the company's standards for sustainable and ethical business practices within the upstream supply chain.

In Sustainable Procurement, we have dedicated social sustainability experts in our team and this addition ensures improved oversight of human rights issues within our supply chain, further reinforcing our commitment to responsible practices.

### Human Rights Policy

In accordance with the UNGC principles, our Human Rights Policy publicly conveys Vestas' commitment to respecting human rights, to avoid infringing on human rights, and to address any adverse human rights impacts Vestas may be involved in. The Human Rights Policy specifically states our commitment to avoid using or contributing to forced or compulsory labour.

Our Human Rights Policy is signed by Vestas' Chairman Anders Runevad and that commitment includes respecting the eleven core conventions of the International Labour Organisation ("ILO") including the elimination of all forms of forced or compulsory labour (Convention No. 29 & No. 105) and the effective abolition of child labour (Convention No. 138 & No. 182).

The Human Rights Policy also states that Vestas will take measures to promote that suppliers and other business partners, respect human rights. The policy is distributed group-wide and communicated publicly at [www.vestas.com](http://www.vestas.com).

In order to manage human rights risks in the supply chain, we embed requirements from our Human Rights Policy into our onboarding and auditing process, aiming to build a sustainable and resilient supply base. In addition to our Human Rights Policy and Supplier Code of Conduct, we supplement the management of potential risks related to supply chain workers with the Vestas Conflict Minerals Policy.

## Codes of Conduct governing both Vestas and suppliers

In addition to our Human Rights Policy, Vestas operates according to the Codes of Conduct, which are a set of rules and principles that outline expectations towards employees and suppliers. Vestas has both an Employee Code of Conduct and a Supplier Code of Conduct. We are committed to the United Nations Guiding Principles (UNGP) on Business and Human Rights and, in addition, Vestas is guided by the Organisation for Economic Co-operation and Development's (OECD) Guidelines for Multinational Enterprises on responsible business conduct. We therefore respect all internationally recognized human rights, including the Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration of Fundamental Principles and Rights at Work.

Both Codes specifically prohibit the use of forced labour or child labour within Vestas' global business.

The Supplier Code of Conduct outlines our expectations for suppliers in four main areas: Human Rights and Labour Rights, Working with Integrity, Respecting the

Environment, and Fair Business Practices. The Code is an integrated part of our purchase agreements and is applicable to all suppliers. In addition to suppliers' own workers, we also request our suppliers to take diligent and reasonable steps to prevent human and labour rights violations within their own supply chains. Vestas suppliers are required to follow our Supplier Code of Conduct. If a supplier is not following the Supplier Code of Conduct, Vestas will take necessary actions to mitigate risk, and the relationship with the supplier can be terminated.

Both Codes of Conduct can be found at [www.vestas.com](http://www.vestas.com).

## Conflict Minerals Policy

Vestas maintains a separate policy on conflict minerals. The policy reflects our commitment to responsible sourcing practices and is aligned with the OECD Due Diligence Guidance. We engage with our suppliers through our Conflict Minerals Programme to ensure that minerals and metals, particularly tin, tantalum, tungsten, and gold ("3TGs"), sourced for our products, do not originate from conflict-affected or high-risk areas. Conflict-affected and high-risk areas are characterised by the presence of armed conflict, widespread violence, or other risks of harm to people.

This policy applies to all eligible direct suppliers. We mitigate risks associated with supply chain workers by leveraging our influence and requiring suppliers to conduct additional due diligence in their supply chains upon identifying any risks. The policy, signed by the Global Senior Vice President, Global Procurement, is available at our corporate website.

## Recruitment Policy and Processes

Vestas has established a comprehensive recruitment policy that adheres to the principles of consistency, global alignment, and compliance with applicable laws. This policy applies uniformly to all employees, irrespective of their employment status as salaried or hourly paid. The recruitment process at Vestas is well-structured and comprehensive.

Recruitment for both salaried and hourly-paid employees is managed by the Vestas Recruitment Team, a part of the People & Culture function. This team is guided by our Global Recruitment Process, which ensures a standardized and efficient approach to talent acquisition. They provide necessary guidelines, templates, and a global toolkit to ensure uniformity in recruitment practices across all regions.

The Vestas Recruitment Team outsources a significant portion of the recruitment process to a global recruitment partner. This partner is required to comply

with Vestas' Recruitment Framework and overall processes, including adherence to our Codes of Conduct. This ensures that our commitment to ethical practices and standards is upheld throughout the recruitment process.

In each of our regions, we have designated Regional Recruitment Managers, and they oversee the implementation of the Global Recruitment Process by our global recruitment partners. They ensure that the process is followed accurately and consistently across all regions.

The recruitment team works closely with hiring managers, providing them with necessary training and support to uphold this commitment. They also provide training and support to the personnel involved in the recruitment process, helping them understand the importance of following the hiring process.

### EthicsLine Policy

The Vestas EthicsLine Policy sets the governance framework for our whistleblower system. It allows both Vestas employees and business partners to use our whistle-blower hotline, [EthicsLine](#), to report suspected violations of the Vestas Codes of Conduct, applicable laws, and Vestas policies, including suspicions of forced labour or child labour within our supply chains or activities. EthicsLine is hosted on a secure external platform, ensuring anonymity. Our EthicsLine Policy includes protection from retaliation. If Vestas is linked to or may have contributed to adverse impacts involving supply chain workers, we seek to use our influence to promote that these impacts are remedied and we monitor the case closely.

The platform can be accessed publicly on our corporate website, the Vestas Compliance app, and our company intranet. The platform can be accessed publicly on our corporate website, the Vestas Compliance app, and our company intranet.

To raise awareness, we conduct training sessions and communication initiatives across Vestas. Training materials, translated into several languages, are available on the intranet and include anonymized EthicsLine cases. Furthermore, employees managing cases have received training on case management in 2025.

In 2025, 922 EthicsLine cases were raised, with 175 substantiated and 575 cases unsubstantiated. The remainder were still under investigation at the end of the year. Additionally, 111 of the substantiated cases were related to social or human rights areas, including termination of employment. We perceive the number of

EthicsLine reports as an indication of high awareness and trust in the whistleblower system.

### III. Human Rights Due Diligence- parts of business and supply chains that carry a risk of forced labour or child labour being used and the steps taken to assess and manage that risk

#### Risks within our own Operations

Vestas has identified the use of local recruitment agencies at the factory-level as a potential risk in relation to forced labour and child labour.

The recruitment of factory workers at Vestas is now fully led by the Global Talent Acquisition (TA) team, which has implemented a standardized, global recruitment process. Throughout 2023 and 2024, Vestas focused on establishing a unified global framework for selecting and managing recruitment suppliers for factory positions. As part of this effort, factories have been gradually integrated into the formal recruitment process, which is now managed centrally by the TA team.

Several factories rely heavily on temporary workers to accommodate fluctuations in manufacturing demand. To support this, these factories now operate under a Master Supply Agreement or local agreements designed to streamline and govern the use of recruitment providers at each site globally. In 2020, Vestas created a global overview of all recruitment providers at the individual factory level. This mapping exercise enabled Vestas, during 2021, to begin reducing the number of recruitment partners used and to ensure alignment with global procurement practices. This includes adherence to contracting requirements and Vestas' Supplier Code of Conduct.

#### Risks within the Supply Chain

Vestas operates within a global supply chain that includes both upstream suppliers responsible for producing components and extracting raw materials, and downstream suppliers who deliver products and services at wind farm sites. These collaborations are critical to our business strategy but can also contribute to potential negative impacts within our supply chain. To identify, manage, and mitigate these potential negative impacts, which Vestas can contribute to or be linked to, we request our suppliers take diligent and reasonable steps to prevent human and labour rights violations within their own supply chains as outlined in Vestas' Supplier Code of Conduct.

Our supply chain consists of a diverse workforce, including employees in the upstream supply chain working at suppliers' manufacturing facilities, individuals involved in raw material extraction, and downstream contractors responsible for constructing wind turbines at project sites or servicing already installed turbines. Recognizing that certain worker groups may face higher vulnerabilities, such as migrants, young workers, and women, in certain high-risk regions, Vestas is committed to promoting fair treatment, safe working conditions, and equal opportunities for all individuals throughout our supply chain.

### Corporate-Wide Human Rights Assessment

Our Corporate-Wide Human Rights Assessment ("CW-HRA") is the core foundation on which we identify adverse impacts and risks, and thereby is integral in the identification of appropriate actions and responses needed. The CW-HRA was conducted by external consultants and mapped out actual and potential human rights risks which included forced labour and child labour. The assessment consisted of desktop research, an analysis of internal management processes, and interviews with internal and external stakeholders.

In order to strengthen our human rights governance, in 2023, we established a steering committee with cross-functional members from Corporate Social Responsibility ("CSR"), People and Culture ("P&C"), Sustainable Procurement, and Health, Safety, and Environment ("HSE"). We continued to work on implementing the recommendations of our CW-HRA during 2025.

For the supply chain, the adverse human rights risks are generally managed through our standard due diligence processes. We have, however, prioritized child and forced labour and conflict affected areas with additional initiatives due to the severity of the impacts.

Vestas can be seen as linked to some of the adverse impacts taking place in our upstream supply chain, although we rarely contribute to them. However, due to their salience we strive to explore ways to use our leverage.

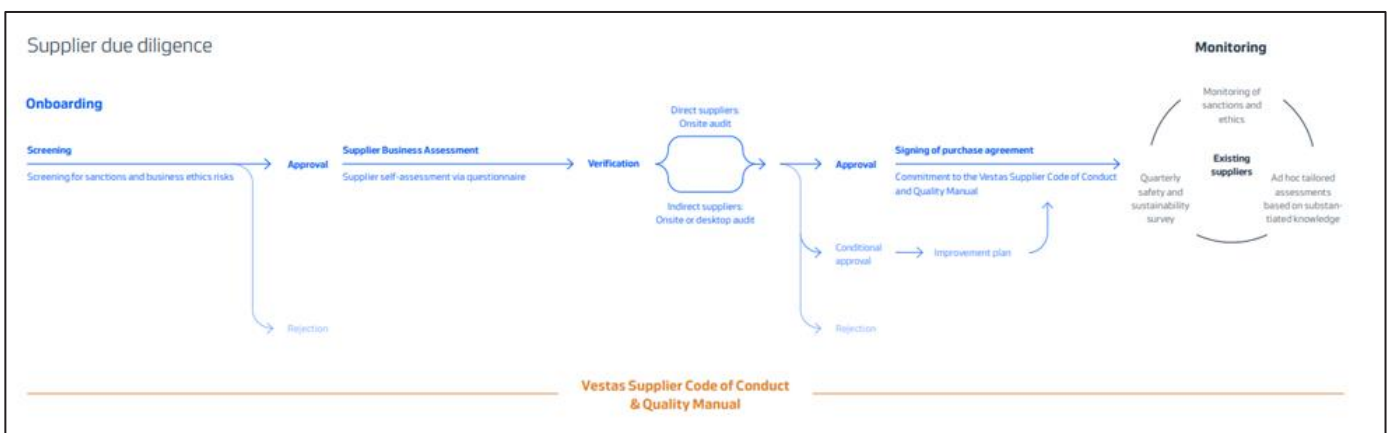
### Supplier due diligence framework

Vestas applies a supplier due diligence framework that covers both direct and indirect suppliers with whom we maintain contractual relationships. This framework is designed to identify and address potential adverse impacts and risks within our supply chain. At its core is the Vestas Supplier Code of Conduct, which sets out mandatory expectations for suppliers and their subcontractors regarding labor standards and human rights.

As part of onboarding, new suppliers are screened for sanctions and business ethics risks, followed by completing a Supplier Registration Questionnaire that includes an explicit commitment to the Vestas Supplier Code of Conduct. This commitment is required to proceed with the Supplier Business Assessment (SBA), which is tailored to the supplier's scope of supply. SBA results are verified through either onsite or desktop assessments.

For indirect suppliers, we apply a risk matrix that considers onboarding questionnaire results and global risk intelligence criteria to determine which suppliers require onsite assessments. Direct suppliers, however, undergo onsite assessments as a standard procedure. These assessments are primarily performed by Vestas' own teams and involve reviewing relevant policies, procedures and management systems related to human and labor rights to identify potential risks. Corrective action plans are developed for identified areas of improvement.

We also monitor existing suppliers on an ongoing basis to ensure that standards are upheld. This includes ad hoc assessments based on substantiated knowledge, media coverage, or other credible sources.



While we work collaboratively with suppliers to improve performance, we are prepared to terminate relationships if material concerns persist. Our commitment to secure supplier adherence to the Supplier Code of Conduct helps safeguard our supply chain workers from risks.

Our supplier assessment framework is illustrated above.

Note: The Supplier Due Diligence framework is currently undergoing revision. We plan to begin introducing the new Supplier Lifecycle Management Framework (due diligence) in 2026.

## Conflict Minerals

We remain committed to responsible sourcing principles as outlined in our Conflict Minerals Policy and Supplier Code of Conduct. Vestas has established a Conflict Minerals Programme ("CMP") to mitigate the risks of adverse human rights impacts associated with raw material extraction, including forced and child labour. Through this program, we survey our direct suppliers on an annual basis in component categories, where it is expected conflict minerals may be present. The survey is carried out through a third-party supply chain data management platform.

In 2025, we completed the fifth iteration of suppliers engaged in Vestas' CMP, which involved engaging 104 suppliers (2024: 181). We have fewer suppliers participating in the survey because we are focusing only on those whose products may contain 3TGs (tin, tungsten, tantalum, and gold). Suppliers who previously confirmed their products do not include these minerals have been excluded from the survey.

This approach ensures that our focus is targeted toward suppliers where due diligence efforts are most needed to address potential risks and impacts. These risks are identified using the Conflict Minerals Reporting Template ("CMRT"), a standardized reporting template developed by the Responsible Minerals Initiative ("RMI") to help companies collect and disclose information about the use of conflict minerals in their supply chains. Suppliers complete and submit the CMRT, which includes, among other elements, details on the country of origin of minerals.

Most suppliers submit responses at a company-wide level, covering all products they manufacture rather than those supplied specifically to Vestas. While this may introduce some uncertainty regarding Vestas-specific components, the approach nevertheless provides valuable insights that enhance our ability to identify and manage potential risks, improving the

resilience of our supply chain. The supplier response rate for 2025 was 93 percent, a slight decrease from 2024 (99 percent), yet still high compared to similar programs.

Additionally, in 2025 we participated in an annual smelter outreach initiative facilitated by our third-party supply chain data management platform. This initiative encouraged non-conformant smelters to engage with the Responsible Minerals Assurance Process ("RMAP") through an independent audit.

We continue to be committed to upholding the responsible sourcing principles outlined in our Conflict Minerals Policy and the Supplier Code of Conduct.

## Other Initiatives

### EU Critical Raw Materials Mapping

In 2025, we finalized our cross-collaborative initiative to map the minerals covered in the EU Critical Raw Materials Act, including conflict minerals and rare earth elements, across our components. This mapping enabled us to determine which components contain critical raw materials and formed the basis for expanding our Conflict Minerals Programme to include these additional materials.

The aim of this expansion is to also ensure that suppliers use conformant smelters and thereby mitigate risks of adverse human rights impacts in our supply chain. This program increases supply chain transparency on the critical raw materials which have been used in our components.

### Assessment of various third-party sustainability ratings

In 2025, a new initiative was launched to further support Vestas' supply chain diligence. In alignment with Vestas' due diligence framework, Supplier Code of Conduct and subject to confidentiality obligations, Vestas is requesting selected suppliers to disclose their most recent third-party sustainability rating. This complements Vestas' internal assessments and supports transparency across the supply chain. Looking forward, Vestas intends to align this initiative with the revision of our overall Supplier Due Diligence Framework.

### Wind Energy Initiative and EcoVadis implementation

In 2024, Vestas joined the Wind Energy Initiative, a multistakeholder collaborative effort between EcoVadis, WindEurope, other OEMs and customers. The initiative recognizes the importance of supply chain sustainability, aiming to improve transparency and raise ESG performance standards.

As part of this commitment, Vestas adopted a more structured approach to engage suppliers through EcoVadis assessments. Vestas will work closely with suppliers to implement corrective actions and address identified sustainability gaps.

In 2025, we hosted a series of supplier-focused webinars under the Wind Energy Initiative to support progress across the network, and we plan to continue offering more sessions in 2026. These webinars are designed for representatives of Vestas' suppliers.

## Grievance Mechanisms in the Supply Chain

### EthicsLine

In addition to requiring suppliers to establish their own grievance mechanisms, the Vestas Supplier Code of Conduct specifies that EthicsLine, Vestas' whistleblower system, is also available to suppliers and supply chain workers to raise concerns anonymously.

In line with the EU Whistleblowing Directive, EthicsLine's effectiveness is ensured by making the system accessible to supply chain workers, protecting reporters from retaliation, safeguarding confidentiality, guaranteeing that reporters receive timely feedback, having an investigation process to secure objectivity, and building transparency into the process.

Vestas is committed to providing or enabling remedy where actual material impacts occur. To support this, we maintain a structured process for receiving, tracking, and managing reports submitted by supply chain workers. Cases submitted through EthicsLine are recorded under a dedicated category

If a case involves Vestas' employees, it is handled by the EthicsLine team in collaboration with Sustainable Procurement and, where appropriate, the relevant supplier. If the case does not involve any Vestas employees, it will be handed over to the supplier.

In 2025, 11 concerns related to our suppliers and/or supply chain workers were reported to EthicsLine. The cases were handled in close collaboration with the suppliers, and three cases were substantiated.

Although Vestas does not systematically assess supply chain worker awareness or trust in these mechanisms, insights from some reports suggest that awareness varies across different parts of the supply chain.

### Operational Grievance Mechanism

Vestas is committed to remedying adverse impacts on individuals, workers, and communities caused or contributed to by our operations.

Vestas has in place an Operational-level Grievance Mechanism ("OGM") used during the construction of our wind farm projects.

Grievances are handled neutrally and without discrimination and are managed, tracked, and monitored through Vestas' Incident Management System (IMS) following our OGM Guideline.

More information about the OGM process can be found in our Social Management System which describes our social framework at [www.vestas.com](http://www.vestas.com).

## IV. Measures taken to remediate any forced labour or child labour

In 2025, no measures were required or taken to remediate forced labour or child labour during the reporting period.

## V. Measures taken to remediate the loss of income

to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in activities and supply chains

In 2025, Vestas did not identify any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour that would require remediation.

## VI. Training provided to our employees on forced labour and child labour

### Recruitment

At Vestas, we believe that effective recruitment is the foundation of our success. To ensure adherence to our policies, procedures, and processes, we have implemented a comprehensive Training & Capacity Building program. This program is designed to equip both our employees involved in the recruitment process and our recruitment partners with the necessary knowledge and skills.

The training begins at the onboarding stage. New employees and partners are introduced to our Global Recruitment Process, which outlines the standards and procedures for recruitment at Vestas. They are also familiarized with our Recruitment Framework and Codes of Conduct, which emphasize ethical practices and compliance with labour laws.

Our recruitment training program is not a one-time event, but a continuous process. We provide regular training sessions, workshops, and seminars to keep our employees and partners updated on the latest trends in recruitment, changes in labour laws, and updates to our internal policies and procedures. These training sessions are conducted by experienced professionals and industry experts, ensuring that the training is relevant and effective.

## Employees

Training and awareness initiatives are important tools to ensure that our human rights approach is understood by our employees, and that they are aware of our internal policies and commitments to help integrate human rights into the organization.

Training on forced labour risks are addressed through Vestas' active participation in relevant multi stakeholder networks. This includes our commitment to and ongoing engagement in the International Responsible Business Conduct (IRBC) Agreement for the Renewable Energy Sector. The Agreement aims to prevent and address human rights risks, including forced labour in the supply chain, through collective action and cooperation. Participation strengthens our insight and capability through shared learning in webinars, workshops and joint projects, contributing to continuous improvement across the sector.

In 2025, targeted training was provided to regional procurement employees in the United States and Canada, covering several crucial topics related to forced labour and child labour. These included labour rights, indicators of forced labour, current legislation concerning forced and child labour, conflict minerals and available resources for further education on these issues.

## VII. Assessing Effectiveness

### Feedback Channels

We are on a journey to define social sustainability targets related to supply chain workers, and have

established policies, processes, and initiatives to manage overall potential adverse impacts. This includes ensuring that forced labour and child labour are not being used in our activities and supply chains. The various feedback channels described above provide up to date information on the effectiveness of our efforts, permitting the relevant internal stakeholders to focus their attention on areas most needing attention.

### Tracking Implementation and Results

Vestas has not yet set specific targets related to workers in our supply chain, but plans to do so as part of the Supplier Lifecycle Management Framework starting in 2026. Furthermore, we will explore options for establishing specific targets and for measuring the effectiveness of our policies and actions through enhanced data collection. In the meantime, we continue to assess our suppliers and monitor their performance.

In 2025, we assessed our suppliers in the following ways:

- We conducted 2,164 due diligence screenings of potential suppliers, prior to the suppliers onboarding process (2024: 2,110);
- Our teams conducted 180 onsite supplier assessments for both direct and indirect suppliers (2024: 141);
- Of these suppliers, 148 of these suppliers scored above 70%, meeting our acceptable risk threshold based on our methodology; and
- For the 32 suppliers that scored below 70% (2024: 27), corrective action plans were developed and agreed upon by Vestas and the supplier. Of these, five suppliers were rejected.

### Committee Review

The Board of Directors ("the Board") and Executive Management (ExM) are the two most senior bodies governing Vestas. The Board approves policies, procedures, and controls in key areas and governance oversight is exercised by the Board and its committees, including in relation to ethics, compliance, and sustainability matters.

As set out in the [Charter of the Audit Committee](#), the Audit Committee of the Board of Directors monitors the development and implementation of Vestas' ethics and anti-corruption programme pursuant to the Vestas Code of Conduct and Vestas' participation in the World Economic Forum Partnering Against Corruption

Initiative (PACI). The Committee evaluates the adequacy and effectiveness of the programme and, where deficiencies are identified, ensures that necessary actions are implemented to address the associated risks.

The Audit Committee also oversees procedures for the receipt and handling of complaints and concerns relating to accounting, internal controls, auditing, and financial and non-financial reporting matters, including confidential and anonymous reporting mechanisms.

## An outlook in the future

Vestas has a responsibility to respect human rights, which includes ensuring our activities do not cause or contribute to the use of forced labour and child labour and to avoid being directly linked to such harm.

To further mitigate forced labour and child labour risks in our supply chain, we are expanding our Conflict Minerals Programme by engaging more closely with suppliers whose products contain additional critical raw materials. This work will strengthen transparency and oversight across our value chain. In 2026, we plan to begin introducing our revised Supplier Due Diligence Framework to continue to support a structured and consistent approach to risk identification and mitigation, ensuring alignment with our broader sustainability and governance priorities.

We will continue to create transparency in our business and supply chains, mitigating these risks through our policies, procedures and stakeholder engagement. Vestas acknowledges that this work is an evolving process and will be reporting on our progress in the 2026 Statement.

This Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of Vestas Wind Systems A/S.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above and I have the authority to bind Vestas Wind Systems A/S and its applicable subsidiaries.

Date: May 11, 2026

DocuSigned by:

*Anders Runevad*

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**Anders Runevad**

Chairman, Vestas Wind Systems A/S

Date: May 11, 2026

Signed by:

*Henrik Andersen*

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**Henrik Andersen**

CEO, Vestas Wind Systems A/S