

## Equality and Inclusion Policy

At Eurowind Energy, we believe that everybody should be recognised and respected for who they are. This policy describes how we act on this belief to ensure an inclusive workplace and equal opportunities.

We promote equality, tolerance, and mutual respect. We are dedicated to creating and maintaining a culture where everyone is valued and feels they belong. Our employees are obliged and encouraged to contribute to a supportive, constructive, and open-minded working environment.

We are committed to creating and maintaining an inclusive environment free of bullying, harassment, and discrimination. Any form of harassment such as aggressive behaviour or the use of offensive language will not be tolerated.

### Gender equality

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Eurowind Energy supports gender equality at management levels as well as on the Board of Directors.

Eurowind Energy and the Board of Directors support a more equal gender distribution on the Board of Directors. With this policy, the Board has set a target of having a 15% share of female members by 2024 and intends to increase the share of female members to 30% by 2026. The ownership base of our Board of Directors makes it difficult to significantly increase the representation of women. However, we ask the owners of Eurowind Energy to follow the recommendations of this policy and seek the representation of qualified women on the Board to reach our targets.

At the management level, Eurowind Energy aims to achieve a balanced gender distribution. While qualifications and competencies are always the deciding factors in recruitment at Eurowind Energy, we focus on achieving equality. Gender can never become an item for rejection. Our long-term goal for gender equality is a 50/50 distribution at the management level. Our interim goal for the next years is to increase the share of female managers to approximately 35% by 2026.

We have implemented various initiatives aimed at advancing our goal of a balanced gender distribution at all management levels and promoting equality in the organisation in general. Eurowind Energy pays attention to gender diversity in the recruitment process. It is our policy to hire a candidate from the underrepresented gender when choosing between two equally qualified candidates. Furthermore, we plan to introduce a monitoring system of the qualified job applications we receive to gain an overview of the gender distribution in applicants, interviewed applicants, and hired employees. This monitoring will increase awareness of our equality goal and might highlight the potential for improvement in the recruitment process.

## Equal opportunities

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At Eurowind Energy, we are determined to provide equal treatment and opportunities to all employees as well as candidates in the hiring process, irrespective of their individual characteristics, such as gender, nationality, or religious beliefs.

We are focused on creating an inclusive recruitment process at Eurowind Energy. We encourage all candidates to apply regardless of background or characteristics. During candidate selection, we emphasise the diverse composition of teams and management levels to increase our ability as an organisation to draw upon unique perspectives to help drive innovation.

We welcome employees from international backgrounds and offer positions where speaking the native language of our locations is not required. We are a global organisation, and we take pride in being represented in many countries and by employees of many different nationalities.

## Compliance

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We hold ourselves accountable for complying with our policy and we will report on our progress towards the objectives laid out in this policy. We report annually in our ESG report as well as our annual report. In cases of non-compliance or lack of progress towards our goals, we are required to analyse and debate the causes and corrective measures.

This policy has been approved by Eurowind Energy's CEO and Board of Directors. Our Head of Human Resources is responsible for this policy.

We plan to update this policy when our interim targets are achieved. The yearly reporting on our progress and the policies presented above represent our reporting in accordance with section 99b of the Danish Financial Statements Act regarding diversity in management.