



Stakeholder Engagement Policy

Ørsted's vision is to create a world that runs entirely on green energy. It is a priority for Ørsted to translate the benefits of the green transition into tangible improvements for the communities we are part of. We engage with our stakeholders to enable them to take part in and benefit from the green transition.

Stakeholder engagement

Renewable energy attracts significant public attention, both with respect to the scale and pace of the green transition and with respect to the impacts on stakeholders affected by new infrastructure. Ørsted listens to and engages with our stakeholders to understand their positions, concerns and expectations. We strive to design our projects accordingly and stakeholder dialogues often translate into local solutions to the issues raised.

For the purposes of this policy, stakeholders are defined as including, but not limited to, customers, suppliers, businesses, elected officials, regulators, civic and non-profit organisations, industry and trade associations, labour unions, educational institutions, neighborhood associations and affected stakeholders in the communities where we operate.

Principles for engagement

Ørsted is committed to respecting the rights of individuals, groups and communities. We follow international norms and codes such as the United Nations Guiding Principles on Business and Human Rights, the United Nations Declaration on the Rights of Indigenous Peoples (including the principles of Free, Prior and Informed Consent), and the International Finance Corporation's Performance Standards on Social and Environmental Sustainability.

In our stakeholder dialogues we act with integrity by adhering to the following principles:

- We are open and transparent in making our interests and positions clear to stakeholders from the outset.
- The information we provide to our stakeholders is based on documented facts and trustworthy sources. We honour confidential information received and we do not disseminate false or misleading information.
- We engage with stakeholders and register in transparency registers of political systems in compliance with applicable laws and regulations.

- We take our stakeholders' concerns and expectations seriously when we make decisions on how to develop and operate our business. Where Ørsted has shared positions with other organisations, we may be represented by industry associations or other organisations.
- Our dialogue is guided by materiality. We want to provide solutions to our stakeholders on issues that are relevant to them and to Ørsted.
- When Ørsted develops new energy infrastructure projects, we consider it our responsibility to assess the impact from any new construction project on the local community and environment. Therefore, we engage in early dialogue with local stakeholders to understand their perspectives on the project and its local impact. Cooperation is key and sits at the heart of Ørsted's intentions.
- After due consideration of the expectations and opportunities within our project's area of operations, Ørsted will assess and implement community initiatives in compliance with applicable laws and tender rules.
- It will always be our preference to engage in initiatives that create opportunities for sustainable long-term benefits in the communities where we operate. However, if such initiatives are not possible or feasible, we will explore other options to support the local community.
- All initiatives must be in compliance with applicable laws and regulations, our Policy on Good Business Conduct, our Sponsorship Policy, our Human Rights Policy and our Code of Conduct for Business Partners.

This policy applies to all employees in Ørsted while exercising their job function.

This policy has been agreed by Ørsted's Sustainability Committee and is publicly available on [orsted.com](https://www.orsted.com).

Mads Nipper, CEO Ørsted
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