

6 February 2026

Ørsted A/S: 2025 statement on the Danish Gender Balance Act

Ørsted A/S ('Ørsted') is subject to the Danish Gender Balance Act (in Danish "kønsbalance-loven").

Please find below the statutory reporting pursuant to Section 107(f) of the Danish Financial Statements Act (in Danish "årsregnskabsloven") as of 31 December 2025.

1. Board of Directors – members elected by the general meeting:

Ørsted had equal representation (as defined by the Gender Balance Act) among members of the Board of Directors elected by the general meeting. The Board of Directors consisted of six members elected by the general meeting, four women (66.7%) and two men (33.3%).

2. Board of Directors – members elected by the employees

Ørsted had equal representation (as defined by the Gender Balance Act) among board members elected by the employees of the Ørsted group pursuant to Danish mandatory rules. The Board of Directors consisted of four members elected by the employees of the Ørsted Group, two women and two men corresponding to 50% of each gender.

3. Executive Board

Ørsted had equal representation (as defined by the Gender Balance Act) on its Executive Board. The Executive Board consisted of three members, of which one or 33.3% was a woman.

4. Other managerial levels

Ørsted had equal representation (as defined by the Gender Balance Act) on its "other managerial levels", i.e. among members of the Executive Board and managers reporting to the Executive Board who are employed by Ørsted. The other managerial levels of Ørsted consisted of four managers, of which two were women and two were men corresponding to 50% of each gender.

Consequently, Ørsted has not set a target to increase gender diversity among its other managerial levels.