PUBLIC QUESTIONS

1. **Please provide one or two examples that demonstrate how your company has identified, assessed, and mitigated risks to Human Rights Defenders through its human rights and environmental due diligence processes since the adoption of your commitment.**

– Currently, the only way we have identified the impacts is through the Saliency Assessment conducted in 2022. This was informed by external reports and information on the renewable industry from the Business and Human Rights Centre (BHRC). We have not identified any issues touching on human rights defenders through our grievance mechanism (corporate nor local).

2. **What steps does your company take to ensure that affected or potentially affected stakeholders - including local communities, Indigenous Peoples, workers, and civil society organisations - are aware of its commitments regarding Human Rights Defenders? Please provide an example of how these commitments have been communicated in practice.**

We have a public policy, which is accessible to all. However, we do recognise that this is not enough. We actively work with our local stakeholder engagement teams (especially where vulnerable groups are present) to inform them on the policy and create awareness. This has not been scaled up to all markets and will remain a focus in the upcoming years, especially if human rights defenders will be a reconfirmed group through our saliency assessment in 2026.

3. **What steps does your company take to ensure that business partners - including suppliers, contractors, and other relevant business relationships - understand and respect its commitments regarding Human Rights Defenders? Please provide an example of how a business partner has engaged with or implemented these commitments.**

We have not yet implemented specific measures focused on Human Rights Defenders within our engagement with suppliers and business partners. To date, our efforts have primarily been integrated into our broader human rights due diligence framework, including supplier requirements, contractual expectations, and ongoing dialogue with suppliers and contractors. As our approach to Human Rights Defenders continues to mature, we will consider how expectations in this area can be further reflected in our engagement with relevant business partners, particularly where risks are assessed to be more salient.

4. **Please provide an example of how a Human Rights Defender or affected community member safely raised a concern related to your company's**

operations, projects, or business relationships, and describe the steps the company took to address the concern and prevent retaliation.

In Taiwan we received information through an investigative journalist related to migrant workers and forced labour issues in the offshore wind industry. While the accusations were not relevant for existing suppliers to Ørsted, we still engaged in the establishment of a joint industry initiative to address the systemic issues related to migrant workers and the risk of forced labour in Taiwan. The initiative is currently in early stages, however expected to provide concrete solutions to mitigate risks and create proper labour conditions for migrant workers.