

News release from Vestas Wind Systems A/S

Aarhus, 01 June 2021

Vestas to strengthen commercial setup and appoint Javier Rodriguez Diez to succeed Juan Araluce as Chief Sales Officer

The world needs a historical surge in investments in renewable energy to reach net zero by 2050¹, and as a global leader in sustainable energy solutions, Vestas seeks to play an instrumental part in helping the world eliminate CO₂ emissions. The acceleration of deployment of renewables is key to these efforts, and Vestas is therefore taking steps to scale and structure our organisation efficiently to support our customers across the globe and meet current and future demand for sustainable energy solutions.

As a next step in this evolution, and with Juan Araluce y Martinez de Azagra deciding to leave Vestas by end of June to continue his career outside Denmark, Vestas is strengthening our commercial setup and operating model to improve customer focus and intimacy. Specifically, this includes the creation of a new region within Vestas, Vestas Latin America, per 1 January 2022, and a simplification of Vestas' reporting setup that entails that from today all Regional Presidents will be reporting directly into Vestas' Group President and Chief Executive Officer, Henrik Andersen. To successfully fulfill the growing requirements from local and global customers, the strengthened commercial setup also includes changes in Vestas' top management², most prominently that Juan Araluce after almost ten years as Vestas' Chief Sales Officer will be succeeded by Javier Rodriguez Diez, who currently serves as President of Vestas Mediterranean.

"The wind industry would not have grown at the speed it has in the last decade without Juan Araluce's tremendous contribution to making wind projects more profitable, which has been key to making Vestas a global leader in sustainable energy solutions. Replacing Juan is tough and big shoes to fill, but we are excited that we have such a strong internal replacement in Javier Rodriguez Diez who has the track record, experience, and business acumen to lead Vestas' commercial and sales organisation towards our vision. A key part of this journey is getting even closer to our customers than we are today, and with the establishment of Vestas Latin America, we want to grow profitably by strengthening our footprint and reach in the region to the benefit of our customers. Last but not least, I want to thank Eduardo Medina Sanchez for his great contribution to Vestas, most recently leading Vestas North America through a difficult period and creating a strong foundation for Laura Beane to build upon", said Henrik Andersen, Group President and Chief Executive Officer.

Juan Araluce has spent almost 15 years in Vestas and played a key part in recreating customers' trust in the company during our turnaround in 2012-2014. Since then, Juan Araluce has lead Vestas' sales and construction business, growing order intake from 7.4 GW in 2011 to 17.2 GW in 2020 and deliveries from 5.2 GW to 17.2 GW during the same period. The appointment of Javier Rodriguez Diez as Vestas' new Chief Sales Officer is effective by 1 July and follows our succession planning, entailing Javier Rodriguez Diez will become part of Vestas' Executive Management with commercial and sales responsibility across onshore and offshore wind globally as well as relocate to Copenhagen with immediate effect.

"Vestas has been on a tremendous journey since I joined the company, and I'm incredibly proud of what we have achieved together in the last 10 years. The outlook for Vestas and renewables is tremendous and that makes it very hard to leave Vestas, but with the integration of offshore, our strengthened commercial setup, and an internal successor in Javier Rodriguez Diez, who I have worked closely with for the last 15 years, I feel the time is right. In that regard, I'm excited that we found another strong internal candidate in Jose Luis

¹ IEA: Net Zero by 2050 - A Roadmap for the Global Energy Sector, May 18th 2021.

² CVs for appointees are included on page 3-4

Jimeno to replace Javier as President of Vestas Mediterranean, while I'm truly proud we have found a proven American renewables executive as Laura Beane to become head of Vestas North America after Eduardo Medina Sanchez who has done a great job preparing the Region for the future", said outgoing Chief Sales Officer, Juan Araluce y Martinez de Azagra.

As President of Vestas Mediterranean, Javier Rodriguez Diez will be replaced by Jose Luis Jimeno, currently SVP of Global Service Commercial, who have previously served as SVP of Service in Vestas Mediterranean. At the same time, Laura Beane, currently Chief Renewables Officer of Engie North America, will become President of Vestas North America on 1 July, succeeding Eduardo Medina Sanchez, who will leave the company by end of August. The appointment of Laura Beane follows a period of preparing Vestas North America for the expected future growth in the US market in the coming years. Laura Beane joins Vestas from leadership roles in Engie, Avangrid and PacifiCorp and begins her onboarding and succession with Eduardo Medina Sanchez immediately. Eduardo Ricotta Torres Costa, who currently serves as Head of Sales for Latin America, has been appointed Regional President of Vestas Latin America from 1 January 2022.

"Having started as Sales Director in Vestas 20 years ago, I am extremely proud to be offered the opportunity to take over from an industry leader like Juan Araluce, who have been a close colleague throughout my time in Vestas, both in Madrid and Copenhagen. We are in a race to reach net zero by 2050 and with wind energy an integral part of achieving this goal, I'm really excited to join the Executive Management Team and work closely with our Regional Presidents as well as the rest of team Vestas to accelerate the deployment of renewables together with our customers. In that regard, I'm happy to welcome Laura Beane, who we already know well from her executive roles within key customers, to Vestas, and I'm delighted that our succession planning ensures that Jose Luis Jimeno will succeed me as President of Vestas Mediterranean and Eduardo Ricotta Torres Costa will become President of Vestas Latin America", said Javier Rodriguez Diez, incoming Chief Sales Officer, Vestas.

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About Vestas

Vestas is the energy industry's global partner on sustainable energy solutions. We design, manufacture, install, and service onshore and offshore wind turbines across the globe, and with more than 136 GW of wind turbines in 84 countries, we have installed more wind power than anyone else. Through our industry-leading smart data capabilities and unparalleled more than 117 GW of wind turbines under service, we use data to interpret, forecast, and exploit wind resources and deliver best-in-class wind power solutions. Together with our customers, Vestas' more than 29,000 employees are bringing the world sustainable energy solutions to power a bright future.

For updated Vestas photographs and videos, please visit our media images page on:
<https://www.vestas.com/en/media/images>

We invite you to learn more about Vestas by visiting our website at www.vestas.com and following us on our social media channels:

- www.twitter.com/vestas
- www.linkedin.com/company/vestas
- www.facebook.com/vestas
- www.instagram.com/vestas
- www.youtube.com/vestas

CVs

Mr Javier Rodriguez Diez

Born: 1974
 Nationality: Spanish
 Position: Incoming Chief Sales Officer, Vestas (2021-)

Education

1992-1999 Industrial Engineer. University E.T.S. Carlos III Madrid (ES)
 2007-2008 Executive MBA at Instituto de Empresa (IE), Madrid (ES)
 2008 Executive Development Program. IMD. Lausanne (CH)

Former positions

2020-2021 President, Vestas Mediterranean (ES)
 2019-2020 Senior Vice President, Global Sales and Key Account Management, Vestas (DK)
 2008-2019 Senior Vice President, Head of Sales, Vestas Mediterranean (ES)
 2006-2008 General Manager, Vestas Spain (ES)
 2001-2006 Sales Director, Vestas Spain (ES)

Ms Laura Beane

Born: 1974
 Nationality: American
 Position: Incoming President, Vestas North America (2021-)

Education

1991-1999 M.B.A., graduated magna cum laude — Bachelor of Science (B.S.) graduated magna cum laude, University of Utah (US)
 2005 Witness Training Program, Communications Counsel of America (US)
 2015 Master of Business Administration (M.B.A.), graduated with distinction, Strathclyde Comillas Universities (UK/ES)

Former positions

2020-2021 Chief Renewables Officer, Engie North America (US)
 2017-2020 President and CEO, Avangrid Renewables (US)
 2015-2017 Vice President, Operations & Management Services, Iberdrola Renewables (US)
 2012-2015 Director, Regional Market Structure & Policy, Iberdrola Renewables (US)
 2007-2012 Manager, Market Structure & Compliance, Iberdrola Renewables (US)
 2000-2007 Regulatory & Project Manager, PacifiCorp (US)

Mr Jose Luis Jimeno Gutierrez

Born: 1967
 Nationality: Spanish
 Position: Incoming President, Vestas Mediterranean (2021-)

Education

1991 Bachelor of Industrial Engineering. Universidad Politécnica de Madrid (ES)
 1993 Master of Science. Energy Generation. Universidad Politécnica de Madrid (ES)

Former positions

2019-2021 Senior Vice President, Service Commercial Management, Vestas (DK)
 2014-2019 Senior Vice President, Head of Service, Vestas Mediterranean (ES)
 2012-2019 Head of Country, Vestas Spain & Vestas Portugal (ES)
 2008-2014 Head of Service Iberia, Vestas (ES)

Mr Eduardo Ricotta Torres Costa

Born: 1968
Nationality: Brazilian/Italian
Position: Incoming President, Vestas Latin America (2022-)

Education

1993 Bachelor of Science, Electrical Engineering, INATEL – Instituto Nacional de Telecomunicações, Santa Rita do Sapucaí (BR)
1997 Post-graduate degree, Project Management, Fundação Getulio Vargas (BR)
2000 Post-graduate degree, Marketing, ESPM – Escola Superior de Propaganda e Marketing (BR)
2005 MBA (Executive Program), IBMEC – Instituto Brasileiro de Mercados Capitais (BR)

Former positions

2021-2021 Head of Sales Latin America, Vestas Mediterranean (BR)
2019-2021 President of Ericsson Latam South (BR)
2016-2018 President of Ericsson Brazil (BR)
2011-2016 Vice President Latin America and the Caribbean, Ericsson (BR)
2010-2011 Head of Sales Brazil, Ericsson (BR)
1992-2010 Various positions within Ericsson (BR/SE)