

RWE

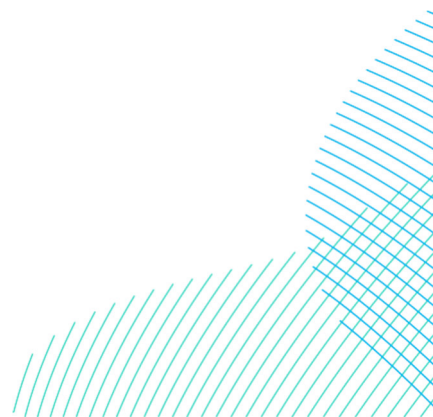
RWE Policy Anti-Discrimination

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RWE

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Foreword

RWE¹ commits to an open, inclusive, and discrimination-free working environment. Discrimination and harassment of any kind are addressed consistently, with a strict zero-tolerance approach. Therefore the RWE Policy Anti-Discrimination aims to set out clear expectations for how we treat one another at RWE. Any incident can be reported, will be treated confidentially, and will result in appropriate disciplinary action in the case of violations.

The Policy establishes a kind of minimum standard for the RWE group. If necessary, additional regulations can be created by the RWE company in the respective country, and any existing regulations remain unaffected by this policy.

1 Principles

The issue of anti-discrimination is taken very seriously at RWE. It is important to us that the cooperation within the company is characterized by respect and decency.

Integrity, honesty, compliance with the law and respect for our fellow human beings and the environment are the basis of our corporate actions and are of the utmost importance to us.

We are subject to laws, ordinances, company rules and comparable regulations. Together with the RWE Code of Conduct and this policy, they form the framework within which we operate. It is of great importance to us, that our internal and external employees as well as our business associates behave and act legally and ethically.

This policy supports our efforts to create and maintain an open and inclusive work environment free from discrimination and harassment for our entire organization. We all have the responsibility to act with integrity, to comply with applicable laws and regulations and to follow the Code of Conduct and this policy. In this regard, we expect from our managers in particular to act as positive role models.

At RWE, there is zero tolerance for discrimination and harassment in all professional contexts and social interactions at work, including related situations such as travel and events. Discriminatory or harassing behavior will be consistently pursued and may result in disciplinary and criminal consequences.

¹ "RWE" refers to RWE AG as well as all directly or indirectly affiliated domestic and foreign companies.

2 Explanation of terms

2.1 Discrimination

Discrimination is the disadvantage or the less favorable treatment of a person for reasons that have nothing to do with their ability, skills or professional duties. It includes, but is not limited to, disadvantage or less favorable treatment of a person because of their sex, gender, age, disability, race, ethnicity, religion or belief, sexual orientation, political opinion or trade union membership.

Discrimination may involve one or more incidents and may be intentional or unintentional. Even if a person did not intend to discriminate against another person, this can be the case if it unjustifiably puts the other person in a worse position or makes the other person feel humiliated or intimidated.

2.2 Harassment

Harassment is a form of discrimination and consists of, but is not limited to, inappropriate behavior that violates the dignity of a person such as physical, verbal or non-verbal misconduct because of race, ethnicity, sex, gender, religion or belief, age, disability, sexual orientation, political opinion or trade union membership.

Harassment includes, but is not limited to, intentional insults, physical threats or abuse, unfounded complaints, continued disruption of personal workspace, presentation of inappropriate materials, exclusion from normal professional communication and invasion of privacy.

Sexual harassment is a form of harassment that specifically targets the sex or gender of the person concerned. Sexual harassment includes in particular unwanted acts such as sexual advances or solicitations, as well as verbal, non-verbal or physically suggestive behavior.

3 Reporting of incidents

If an employee or business associate experiences discrimination or harassment or feels discriminated against or harassed, they should report the incident as soon as possible. To do so, they can contact their superior or the responsible HR department or, if applicable, make the report via reporting channels provided by RWE.

Reports are always taken seriously and each case is treated individually. It is our endeavor to thoroughly investigate each reported case and to fully clarify the facts, but however confidentiality will be maintained to the extent possible.

After the incident has been reported, the following measures in particular shall be taken:

- The incident shall be comprehensively investigated without delay.
- The investigation will be coordinated and led by the responsible HR department.
- In some cases, it might be useful to involve third parties for the purpose of mediation or investigation.
- The responsible departments shall decide on appropriate and proportionate (disciplinary) measures in consideration of the respective legal situation.

Persons affected by discrimination or harassment do not have to fear that they will suffer disadvantages or reprisals as a result of making a report.

4 Final provisions

If there are anti-discrimination guidelines in particular countries or RWE companies which go beyond this policy, these guidelines shall remain unaffected and shall continuously apply unchanged.

This Policy was initially approved by the Board of Directors on May 26th 2022.



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