



Information for reporting persons

Acting ethically and legally is the top priority within the RWE Group.

At RWE, you can safely and confidentially report any misconduct or risks that could endanger the company – also anonymously if you wish. We follow up all relevant reports promptly and appropriately. In doing so, we ensure the greatest possible protection for reporting persons.

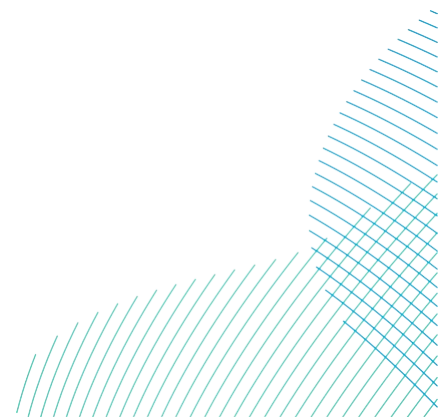
Persons who provide information in good faith or who contribute to the investigation will not face any disadvantages as a result of the report: Actions or omissions in connection with professional activities that are a response to a report or disclosure and that cause or may cause an unjustified disadvantage to the person making the report will not be tolerated.

When processing reports, we also ensure the highest level of confidentiality, i.e. the identity of the person providing the report is protected. Your identity or any information from which it can be directly or indirectly concluded will only be disclosed to the extent necessary for the proper processing of the report and clarification of the facts, or to the extent required by law or for other (legal) reasons.

To submit a report, you can reach out to our (external) contact persons by telephone or e-mail. They receive information on behalf of RWE and also assist you with any questions you may have regarding your report. The contact persons are available for both RWE-internal and external reporting persons. You can find the contact details [here](#).

We thank you in advance for your commitment to protecting the integrity of RWE Group.

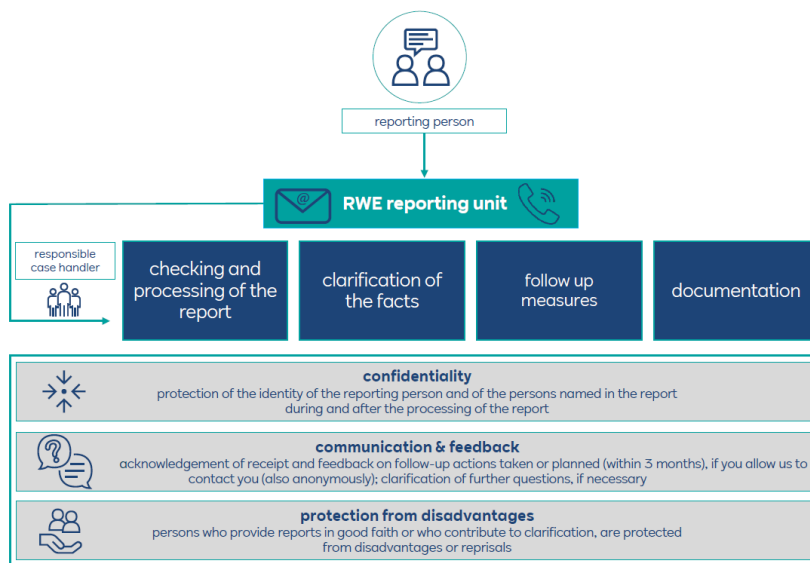
On the following pages we have compiled all important information you may need to submit a report.





Acting together responsibly

Our reporting system



Overview of the RWE reporting system, the process for handling reports and the most important procedural principles

You may report information about (potential) company-damaging misconduct or (potential) violations of laws, regulations or RWE-internal rules or other risks concerning RWE that have come to your attention in the course of your work or in any other connection with RWE.

Your report will be processed in accordance with defined responsibilities by the respective departments and there by competent and independent persons who coordinate and manage the procedure in accordance with the internal company regulations and processes provided for this purpose.

The responsible department registers the report, checks it for relevance and plausibility, and initiates appropriate and necessary follow-up measures. In particular, the following steps may be taken:

- Measures to clarify the facts and examine the information of the report
- Measures for further action (e.g., internal investigation or law enforcement activities) or closure of the procedure
- Involvement of other departments or third parties for the purpose of investigation or legal action
- Referral to other responsible bodies

Reports, investigation findings and any resulting measures will be documented appropriately.

Within seven days of receipt of your report, you will receive confirmation that your report has been received (provided you have left contact details). Within three months after your report, you will receive feedback on the further handling of your report and the measures taken or

RWE

planned. Please note that we must ensure that this feedback does not compromise any ongoing internal investigations or affect the rights of third parties.

In order for your report to be processed and investigated appropriately, it is important that it is as specific as possible. Our external contacts will provide you with assistance in this regard. Please describe the facts of the case as precisely as possible, name the organizational unit and the persons involved, the time and place of the incident. Please also provide the names of possible witnesses and, if possible, give us further information/documents to substantiate the report. You decide which data you wish to provide, whether you wish to remain anonymous or whether you wish to make yourself available to answer further questions.

Please do not provide us with any information if this is punishable under the law of your country. This applies in particular to the disclosure of state secrets.

The information you report may result in the initiation of internal and / or official investigation procedures and other consequences. Therefore, please only provide us with information that you believe to be accurate to the best of your knowledge. If you knowingly provide false or misleading information, you may be subject to consequences. Knowingly disseminating false information is a criminal offense in many countries. Information that you provide to the best of your knowledge will not have any negative consequences from our side.

Please also note that not all topics that may be of personal importance to you can be handled by us. In particular, the reporting system is not a suitable point of contact for emergencies.

According to the requirements of the Act for Better Protection of Whistleblowers (Whistleblower Protection Act), persons who wish to report information about a violation that falls within the scope of the act can also contact an external reporting unit. These are the external reporting channel of the federal government at the Federal Office of Justice, external reporting channels set up at the federal states, and the external reporting offices responsible for specific cases, such as at the Federal Cartel Office or the Federal Financial Supervisory Authority. In addition, you can submit your report to institutions, bodies or other offices of the European Union. These include, for example, the external reporting channels of the European Commission, the European Anti-Fraud Office (OLAF), the European Maritime Safety Agency (EMSA), the European Aviation Safety Agency (EASA), the European Securities and Markets Authority (ESMA) and the European Medicines Agency (EMA). You can find the contact details on the website of the respective authority. Upon request, we will be happy to provide you with further information on the external reporting procedures.

However, the law stipulates that you, as the person providing the information, should give preference to reporting to the internal reporting unit if internal action can be taken effectively against violations. At RWE, we follow up on relevant reports promptly and appropriately and ensure the greatest possible protection for you as reporting person. Therefore, please do not hesitate to submit your report via our [contact persons](#). Thank you very much!