

### "Coal exit" collective agreement finalised

- **Conditions for socially acceptable exit from coal-fired power generation established**

Essen, 28 August 2020

After intensive negotiations and under great time pressure, RWE has reached an agreement with the United Services Union (ver.di) and the Mining, Chemical and Energy Industrial Union (IG BCE) on the "coal exit" collective bargaining agreement.

This creates the conditions for the company to be able to end coal-fired power generation in a socially acceptable manner by 2038 at the latest, as provided for in the Coal Exit Act. Among other things, the collective agreement regulates the company's benefits that go beyond the state-guaranteed adjustment allowance ("Anpassungsgeld"). It lays down an appropriate level of cover for employees, for which RWE has gone to the limits of what is economically justifiable. This has not been easy for the company, since the economic damage resulting from the coal phaseout is already well above the envisaged compensation payments. RWE has also accepted the provisions in the collective agreement that exclude dismissals for operational reasons. In addition, measures for further internal and external training are intended to help employees who are not eligible for the adjustment allowance to be placed "from work to work".

Agreements on training and takeovers show that RWE will continue to meet its social responsibility in the future: until 2030, the company will continue to provide high-quality training beyond its own needs. Good training is an investment in the future of young people. RWE thus underlines its reputation as a reliable and attractive employer.

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## **RWE AG**

RWE is one of the world's leading companies for renewable energies. The company has a capacity of about 10 gigawatts based on renewables including hydropower and biomass as well as an efficient gas fleet and an internationally active energy trading business. RWE wants to expand its position by investing in onshore and offshore wind power, photovoltaics and storage technologies. As a driver of the energy transition, the company is also focusing on innovative projects such as floating offshore and the production and use of hydrogen. In addition to its core business, the company generates electricity from nuclear energy and coal; state-defined exit paths have been defined for both energy sources. In total, the company owns a portfolio of around 44 gigawatts of generating capacity and employs around 20,000 people worldwide. RWE has a clear target: carbon neutrality by 2040.

## **German General Data Protection Regulation (GDPR)**

Following the introduction of the GDPR, RWE would like to continue to send you press releases featuring information on the latest topics regarding RWE and to contact you via electronic means for this purpose. We hereby inform you that we have updated our privacy policy. We will not disclose any personal data that we have collected, stored and processed for the purposes of sending you our press releases to third parties. Your personal data has been submitted on a voluntary basis. You have the right to prohibit this use at any time. You have the right to obtain information from us concerning your stored personal data at any time and free of charge and to object to the processing or use of your data. If you do not wish to continue to receive press releases, please inform us of this via [datenschutz-kommunikation@rwe.com](mailto:datenschutz-kommunikation@rwe.com). Your data will then be removed from our system and you will not receive any more press releases from us. Please direct enquiries regarding our privacy policy to [datenschutz@rwe.com](mailto:datenschutz@rwe.com).

