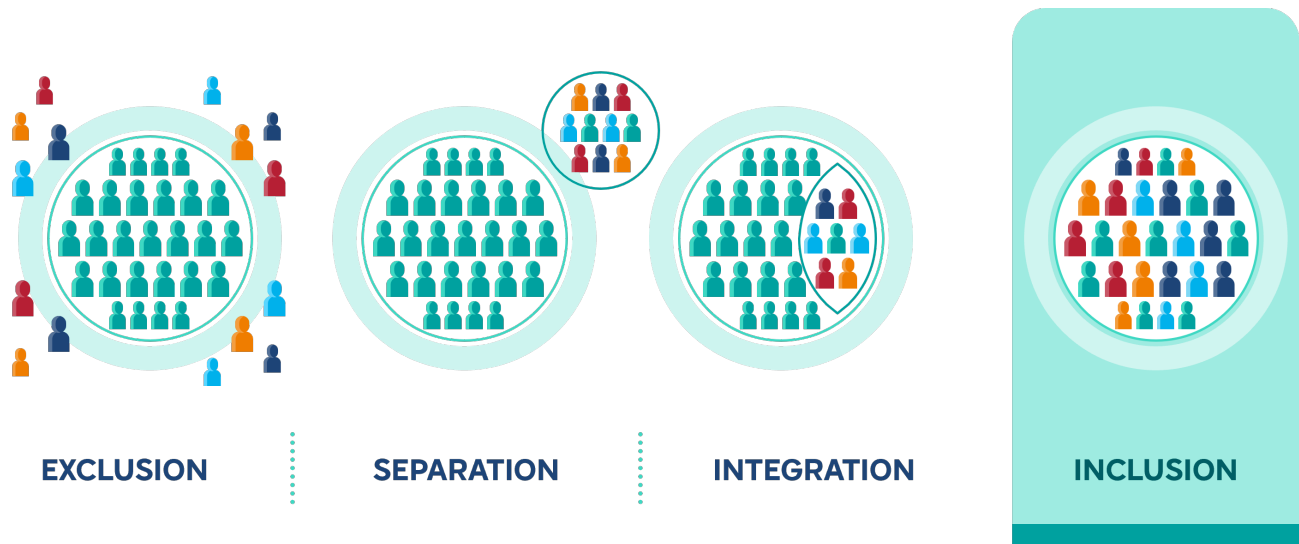


Inclusion – RWE Group Action Plan



Definition of inclusion and goals of the Action Plan 2.0

The right of people with disabilities to inclusion originates in the UN Convention on the Rights of Persons with Disabilities (UN CRPD). In Germany, it is anchored in the Federal Participation Act (BTHG).

Inclusion means that everyone is able to participate in all areas of society in a self-determined and equal manner from the very beginning. It means that people with disabilities do not have to live, work, and learn in segregated institutions. Instead, people with disabilities are comprehensively participating in all areas of life, including the workplace.

We, the signatories of this Action Plan, consider inclusion of people with disabilities in all areas of life to be a fundamental right that is essential as a prerequisite for justice, fairness, and tolerance in our society. We share the goals of the UN CRPD, the BTHG, and our inclusion master agreement, expressing our will to ensure inclusion of people with disabilities in our area of responsibility. To us, the term of disability does not start with an identity card or certificate. We specifically include those people in it whose participation in the workplace is impaired.

Our first Action Plan enabled us to lay the essential cornerstone for equal participation of employees with disabilities in our company. Inclusion is anchored as one of the mainstays of our corporate philosophy, serving as a guiding principle of our approach to diversity. Since RWE continues to be subject to ongoing change, this new edition of our Action Plan with its five action fields is to form a basis for sustainably consolidating the inclusion of people with disabilities in our corporate culture while continually developing it further in the course of new work requirements.

Our common goal is a corporate culture that gives people with and without disabilities the same opportunities to participate and to lead the kind of life they value. To achieve this, we are maintaining a wide-spread discussion across all corporate levels. We implement specific measures in our area of responsibility to promote inclusion, we respect the rights of the Representative Body for Disabled Employees, and we actively help it live up to its tasks.

1. Building awareness and publicity

The right of people with disabilities to participation and employment is to be supported by an open, inclusive, and accessible working environment. In light of this, RWE explicitly welcomes applications from people with disabilities. Job advertisements are submitted to the employment agency (*Agentur für Arbeit*) with a corresponding notice. In this context, we also actively address that target group in our public communication.

- Our organization thrives **on diversity**
- Diversity is **our strength**
- People with disabilities **are part of our diversity**

Application procedures and processes for filling our vacancies are designed to be as accessible as possible, developed with a view to inclusiveness and with involvement of the Representative Body for Disabled Employees.

Appreciative treatment of diversity and inclusion as well as awareness of their strengths must remain subject to constant internal development as well. As a result, managers and employees are familiarised with RWE's Diversity & Inclusion approach, the guiding principles of the UN CRPD, and the principles from this Action Plan periodically.

Appreciation of diversity and inclusion is generally considered in the Code of Conduct, change processes, the Diversity & Inclusion approach and any communication related to it, the Corporate Story, Model of Competence, and our human resources management tools in order to shape a corresponding understanding of leadership. Matters of people with disabilities are also addressed in employee interviews.



2. Work and employment

Vocational rehabilitation, job retention, and return to the job are to be promoted in all business areas of our organisation in order to make best use of the strengths and potentials of employees with disabilities. The people in charge are to develop economically sensible individual solutions for employment. Budget or job allocation matters are to be handled in alignment with this Action Plan. Employability of people with disabilities is supported, if necessary, by technical adaptations or changes to the work organisation (e.g., flexible working hours and work sites, cue: *hybrid working*) at the respective workplace. Public funding opportunities are used.

- Work is **meaningful**
- **Meaning goes across** organisations
- People with disabilities **add value** for our organisation

Where a disability newly develops or changes, the employer's first step will be conscientiously examining the options for continuation and adequate employment at the previous workplace, under consideration of all available support options. Processes and structures within and across the divisions are available to facilitate any necessary switch to a different workplace. The same applies to transfers to other companies of the Group.

True to our principle of "internal employment before outside employment", we will create and implement the option of insourcing suitable employment opportunities to match the employee's skills and knowledge to place employees with disabilities. RWE is working to ensure that any required provisions to secure employment of people with disabilities at RWE and to maintain their interests are made in the context of any transfer of operations.

3. Personnel development and training

The potential of people with disabilities must be recognised and promoted. To this end, personnel development measures at RWE should be equally and accessibly available to employees with disabilities. Special requirements of and support opportunities for people with disabilities are considered in the respective personnel development offers.

- Every person has some **special skills**
- Diverse **skills advance** our organization
- We **use the skills** of people with and without disabilities

Managers receive regular training to recognise and use the potential of people with disabilities. The goal is optimally using the diversity of all employees in a department to complete the tasks at hand.

Personnel marketing concepts are developed with an eye on better addressing people with disabilities in recruitment. Internal job placement and qualification processes offer special support and funding opportunities to people with disabilities.

Inclusive training of people with and without disabilities has become a matter of course at RWE. The employment agency is informed, and our advertisements make clear, that we explicitly welcome applications from trainees with disabilities. Furthermore, we make sure to keep the application process and our aptitude test accessible for applicants with disabilities.

Transition of young people with disabilities to vocational training must be facilitated and promoted. RWE has some additional career guidance offers for pupils with disabilities, cooperating with regional special-education schools, inclusion offices and bodies.

We actively involve the Representative Body for Disabled Employees in all measures accordingly. The “Key items for promoting the training of young people with disabilities at the RWE Group” contain further details on this.

4. Health and prevention

Occupational Health Management (*Betriebliches Gesundheitsmanagement; BGM*) has become even more firmly anchored in our companies and operations in order to improve the health of people with and without disabilities alike. In particular mental health is to be supported, rather than only physical health.

- Our organization promotes **health and supports** reintegration
- We consider **prevention** to be essential
- Accessible workplaces mean **active prevention**

Preventive measures and social benefits are designed to be equally available to employees with and without disabilities. The needs of people with disabilities are also considered in our cooperations with external partners.

Our employees with disabilities or impairments of their participation in working life will receive comprehensive support for returning to their previous workplaces within the scope of Corporate Integration Management (*Betriebliches Eingliederungsmanagement; BEM*).

The companies comply with the standardised process in accordance with the applicable company agreement on Corporate Integration Management. Sustainability of the measures is subject to periodic review. Corporate Integration Management is to be developed further constantly based on experience.

5. Workplace design and accessibility

Employment opportunities for people with disabilities and people whose participation in working life is impaired must be preserved as far as possible. The ability to work must be observed in this context and workplaces must be adjusted to individual needs.

- Our organization represents **diversity and inclusion**
- Inclusion means **being fully involved**
- Being fully involved **requires accessibility**

Not only workplaces must be designed to be accessible, but the access to workplaces, buildings, and social facilities within these buildings must be kept as accessible as possible as well, in particular in places where people with disabilities or special needs are working.

New buildings and conversions are, therefore, always built to be accessible. Existing premises are to be redesigned to be accessible to the greatest possible degree, if necessary. Minimum standards and guidelines for accessibility are planned and implemented.

Our experts from occupational medicine, social counselling, and the department in charge of occupational science/ergonomics, as well as the Representative Body for Disabled Employees, are essentially involved in ergonomic and accessible workplace design under consideration of people with disabilities early on. First technical, then organisational, and eventually person-specific measures will be examined, and any available external services and support options will be used.

Occasions directly related to work, such as events or business trips, should also be designed to be accessible to the greatest possible degree.

Accessibility of information technologies and communication must be observed in particular in light of advancing digitalisation. To this end, the Group's Representative Body for Disabled Employees has appointed a contact for accessible information technology and communication. They are consulted in addition to the experts named above in particular for the purchase of new hard- and software products to consider the current state of the art for reducing barriers and considering the special needs of people with disabilities to the greatest possible degree.



Implementation of the Action Plan 2.0

The Action Plan for Inclusion 2.0 replaces the previous Action Plan in the scope of the inclusion master agreement. It is going to be made available to all employees and managers of our RWE companies in Germany.

Implementation of the Action Plan for Inclusion 2.0 is supported by the Inclusion Officers and Representative Bodies for Disabled Employees at RWE companies who were involved in its development. The Action Plan will be subject to annual review to ensure effective and sustainable implementation.

Signed by RWE AG, the Group Works Council and Group Representative Body for Disabled Employees

