

Extension of collective wage agreements through to the end of 2024 gives RWE employees security and orientation

- **Agreement reached with trade unions: RWE master wage agreement, Switch wage agreement and further regulations prolonged early**
- **Agreements also apply to future employees of RWE Renewables**

Essen, 12 June 2019

RWE has given its staff security and a point of orientation by means of a clearly defined collective wage framework. The company agreed with the Mining, Chemicals and Energy Industry Labour Union (IG BCE) and the German Service Workers Labour Union (ver.di) to extend RWE's master wage agreement, the Switch wage agreement and further supplementary regulations unamended and early through to the end of 2024.

RWE CEO and Labour Director Rolf Martin Schmitz emphasises, "We are pleased about having reached an early agreement with the social partners. It gives the current employees and the future staff members of RWE Renewables security. Another of its objectives is to show potential job applicants that RWE is a modern, dynamic company that offers good conditions to its employees."

The master wage agreement establishes the framework for all of the RWE Group's personnel. It includes provisions governing weekly working hours, vacation entitlements and continued pay during illness. The company and its employees have had a good experience with the Switch wage agreement, as it has allowed for staffing overhangs to be prevented. In addition, it sets the rules for socially acceptable headcount adjustment measures. RWE actively assists its staff in obtaining referrals and qualifications with a view to ensuring that they remain employed even during periods of organisational change. The collective wage agreements will apply to employees switching from the renewables operations of innogy and E.ON to RWE as part of the transaction.

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RWE AG

RWE AG, with its headquarters in Essen, Germany, has three operating divisions: Lignite & Nuclear, European Power based on gas, coal, hydro and biomass, and Supply & Trading. The company plays a major role in power system operations and security of supply across Europe. Its fourth pillar of business is a majority stake in innogy SE, one of the continent's leading energy companies. In March 2018, RWE announced that it will transfer this equity holding to E.ON as part of an asset swap. In exchange, RWE will receive the renewable energy activities of innogy and E.ON as well as further assets. The transaction is expected to be executed by the end of 2019. This will turn RWE into a leading supplier of renewable energy in Europe, with a total of over 20,000 employees.

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