

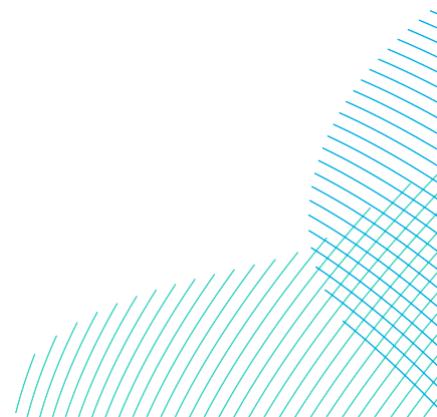


# Community Engagement Policy

December 2023

## Content

|                             |   |
|-----------------------------|---|
| Foreword.....               | 3 |
| 1 Purpose.....              | 4 |
| 2 Our principles .....      | 5 |
| 3 Ongoing developments..... | 6 |
| 4 Responsibilities .....    | 7 |



## Foreword

At RWE, we believe that community engagement is an important aspect of our business activities. We are committed to implementing effective mitigation measures and where possible creating positive and lasting impacts in the communities in which we operate. We believe that active involvement and collaboration with local communities is essential to achieving this goal. It is crucial to RWE that all projects endeavour to achieve strong community relations and positive long-standing impacts - this is something that the company is dedicated to, which has led to the prioritisation of community engagement as a key strategic initiative within our overarching sustainability strategy.

As one of the largest renewable energy companies globally, we are at the forefront of the energy transition, planning to invest more than €55 billion gross by 2030 in renewable and low-carbon technologies to combat climate change. We are working towards an ambitious target of achieving climate neutrality by 2040, having aligned our emissions reduction trajectory with a 1.5°C compliant pathway. Inspired by the United Nations Sustainable Development Goals (SDGs), we aim to grow our assets sustainably, ensuring that our business activities maximize positive impact while minimizing potential adverse effects on communities, wildlife and ecosystems.

Working across diverse global regions underscores the significance of community engagement. Recognizing this importance, we have introduced specialized community engagement and stakeholder management roles. These roles exemplify our commitment to fostering focused interactions with communities. Our aim is to comprehend potential impacts thoroughly, employ suitable and effective minimization and mitigation measures, and, wherever feasible, establish positive and long-standing impacts within the communities in which we operate. These initiatives are designed to ensure our projects align with local contexts and cultures, promoting mutual understanding and sustainable growth.

## 1 Purpose

This Community Engagement Policy expresses our commitment to actively listen to communities, integrate local knowledge, and cultivate meaningful partnerships. To ensure this, the document describes an internal RWE framework developed to integrate community engagement into our business activities. As a company with ambitious growth goals, we acknowledge there may be durations of unavoidable impact on local communities and stakeholders. It is essential to recognize that although the infrastructure necessary for all forms of our business activities support public interest, they inherently bring localized effects on surrounding communities and the environment. Therefore, RWE is committed to following recognised mitigation hierarchy, first avoiding and then, as far as reasonably possible, minimising and compensating/offsetting any relevant negative impacts which may occur. By adhering to this Community Engagement Policy, we aim to be a trusted partner and a good neighbour, contributing to the well-being and sustainable development of the communities in which we operate.

We at RWE understand Community Engagement as a continuous process, with the long-term goal of creating shared value in the communities in which we operate. Relevant Community Engagement activities include initiatives to build trust and constructive relationships through e.g., active listening, considering local knowledge and expectations in decision making and transparent communication. We consider this to be an important prerequisite to become or maintain the position of preferred developer based on the community's choice.

RWE considers communities in and near to the areas in which we operate as a group of stakeholders, including but not limited to residents, local businesses, other sea users, elected officials, regulators, educational institutions and civic as well as non-profit organizations which are potentially impacted by our activities and which impact RWE in return. We aim to consult with stakeholders so that we can better understand potential impacts and identify how appropriate amendments to project design and decision-making process can be considered to

minimise impacts and maximise the potential for positive outcomes for local communities as far as reasonably possible throughout every life cycle stage. Specific stakeholder groups may vary by business activity, country and legal requirements.

## 2 Our principles

As a responsible energy company, we take pride in our role as a good neighbour, cultivating positive relationships, and fostering shared value. This commitment is embodied by every business unit and employee at RWE, who are dedicated to upholding the following principles.

### **Our principles for having a positive impact on the communities in which we operate:**

- **Transparency:** We prioritize transparency by consistently maintaining open and clear communication with the community regarding our business operations, plans, and potential impacts. We engage with communities and stakeholders throughout the entire lifecycle phase to build relationships and incorporate minimisation and mitigation measures, as well as value-creation initiatives into our decision-making processes.
- **Long-term intention:** Our approach is to build a strong partnership with communities throughout the lifecycle of our activities. We continuously assess and seek to improve the social and environmental impact of our operations. We aim for long-term contributions to the well-being of the community e.g. by supporting local initiatives, charities, and social programs.
- **Co-creating positive impact:** We focus on co-creating positive impact through collaboration with our stakeholders to understand their concerns as well as where efforts in identifying positive impacts would be most valued and impactful. We guide behaviours and decisions toward beneficial outcomes while respecting individual choices and autonomy whenever reasonable. Our approach involves enhancing our

positive impact with the ambition that our actions and initiatives are optimized to generate beneficial effects to communities.

- **Cultural sensitivity:** We prioritize cultural sensitivity and diversity by actively engaging with communities to understand and integrate their cultural values and practices into our business activities, demonstrating our commitment to preserving and promoting cultural heritage.
- **RWE's dedication to indigenous peoples:** RWE is dedicated to respecting the legal, constitutional, and regulatory rights of Indigenous Peoples. The company is committed to fostering meaningful relationships with Indigenous Peoples and collaborating on sustainable initiatives and economic development opportunities that align with their cultural values and priorities.
- **Mitigation of negative impacts:** We adhere to the mitigation hierarchy principles of avoiding, minimizing, mitigating/offsetting<sup>1</sup> strategies to effectively address and reduce adverse consequences.

## 3 Ongoing developments

We are proud of the progress we have made in our community engagement efforts at RWE. We have undertaken numerous initiatives to engage with our communities, many of which can be found on our website and in our sustainability report. In addition, we have published an internal community engagement framework that serves as a guideline for our employees and helps to ensure the successful implementation of our community engagement policy. We believe that these efforts are critical to building strong, long-lasting relationships with our communities, and we remain committed to continuing to engage with our communities in a meaningful and impactful way.

---

<sup>1</sup> IFC Performance Standards on Environmental and Social Sustainability (2012), p. 6

## 4 Responsibilities

At RWE, we take our commitment to community engagement seriously. As part of this commitment, our Director for Strategy & Sustainability of RWE AG is responsible for overseeing the development and implementation of our community engagement efforts.

This policy applies to RWE AG and its operating companies. As every country, business activity and site have its own conditions, the principles are implemented in accordance with the respective country and project-specific conditions and in compliance with regulations.

This policy shall also apply, to the extent relevant, to new joint ventures formed, temporary joint ventures and other equivalent associations, if RWE assumes the management thereof. We communicate about our community engagement activities on our website and in our annual sustainability reporting.

This policy was initially approved by the Board of Directors on December 13, 2023 and will be regularly updated as necessary.

**Dr. Markus Krebber**

CEO, RWE AG

A stylized, handwritten signature in black ink, consisting of several fluid, overlapping strokes.

**Dr. Michael Müller**

CFO, RWE AG

A handwritten signature in blue ink, featuring a prominent loop and a trailing flourish.

**Katja van Doren**

CHO, RWE AG

A handwritten signature in blue ink, with a distinct 'K' and a circular flourish.

