

Declaration of Human Rights

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The EnBW Board of Management's commitment

EnBW is one of the largest integrated energy companies in Germany and Europe, and supplies electricity, gas, water and heat together with products and services related to energy and infrastructure to its customers. Exercising our human rights due diligence is one of EnBW's core values and is firmly enshrined in our corporate strategy. Our responsibility in relation to human rights forms the basis of every decision taken by the company. EnBW AG has been a member of the United Nations Global Compact since 2010 and is committed to respecting human rights and internationally recognized labor standards in accordance with the UN Guiding Principles on Business and Human Rights.

EnBW's Declaration of Human Rights is based on the following frameworks:

- [The Universal Declaration of Human Rights](#)
- [The International Covenant on Civil and Political Rights](#)
- [The International Covenant on Economic, Social and Cultural Rights](#)
- [The core labor standards of the International Labour Organization \(ILO\)](#)
- [The UN Guiding Principles](#)
- [The OECD Guidelines for Multinational Enterprises](#)



Dr. Georg Stamatelopoulos

Chief Executive Officer



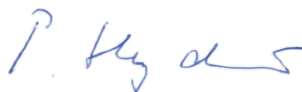
Thomas Kusterer

Deputy Chief Executive Officer and
Chief Financial Officer



Dirk Gusewell

Chief Operating Officer System
Critical Infrastructure and
Customers



Peter Heydecker

Chief Operating Officer
Sustainable Generation
Infrastructure



Colette Rückert-Hennen

Chief Human Resources Officer,
Director of Personnel

The scope of the Declaration of Human Rights

This Declaration of Human Rights is binding for EnBW Energie Baden-Württemberg AG (EnBW AG) as well as for all domestic and foreign majority shareholdings that can be instructed by EnBW AG by means of a domination agreement or in another legal manner. The other majority shareholdings of EnBW AG, which are de facto controlled, have agreed to the direct or analogous application of the Declaration of Human Rights. The Declaration of Human Rights does not apply to TransnetBW GmbH, terranets bw GmbH and Ontras Gastransport GmbH. These companies are requested to apply this accordingly.

Stakes in joint ventures over which EnBW Energie Baden-Württemberg AG has no controlling influence

are requested to apply the Declaration of Human Rights accordingly.

Furthermore, we expect our business partners to ensure that any business activities conducted on behalf of EnBW are done so in accordance with this declaration. We share the values and principles set out here with our business partners in our Supplier Code of Conduct and our Principles of Conduct for the Responsible Procurement of Coal and Other Raw Materials.

EnBW's focus on human rights

As an energy supplier and infrastructure provider, both our own business activities and those of our business partners and suppliers have an impact on the lives of people in different countries. EnBW respects and is mindful of the human and labor

rights of its employees as well as anyone directly or indirectly affected by its business activities and is committed to ensuring that its business partners also respect human rights and do not violate them.

In terms of our business activities and value chains, we have identified the following human rights as our main focus areas:

No child labor

EnBW does not tolerate any form of child labor. The physical and mental development of children and young people must not be impaired in any way by employment. Accordingly, in line with the ILO's core labor standards, we require that the legally prescribed minimum age be observed by our employees and those of our business partners and that safeguards are put in place to ensure that employees are no longer subject to compulsory education.

No forced labor

EnBW does not tolerate forced labor. All work must be performed on a voluntary basis. In line with the ILO's core labor standards, EnBW clearly opposes forced labor, modern slavery or any work carried out under the threat of punishment or coercion. The same also goes for debt bondage and involuntary prison labor. EnBW strictly adheres to this principle in its own business activities and requires the same from its business partners.

Freedom of association and the right to collective bargaining

At EnBW, trusting cooperation between all employees and a constructive culture of co-determination are of considerable importance. Recognizing the right of our employees to freedom of association and assembly, as well as the right to collective bargaining, is therefore unequivocally one of our fundamental values. All employees have the right to form, join, remain within or abstain from a trade union without any fear of discrimination or sanctions. Employees are free to disclose their union membership. We also require our business partners to comply with the principles of freedom of association and the right to collective bargaining in line with the ILO's core labor standards.

Equal opportunities and prohibition of discrimination

EnBW does not tolerate any form of discrimination or harassment in the workplace. Equal opportunities and equal treatment must be guaranteed. In line with the ILO's core labor standards, this means that we

strictly oppose any unlawful unequal treatment based on ethnic origin, skin color, sexual and gender identity, religious affiliation, political opinion, national descent or social background. In the same way, we oppose any kind of behavior that violates an individual's dignity, privacy and personal rights. In accordance with our Supplier Code of Conduct and our Principles of Conduct for the Responsible Procurement of Coal and Other Raw Materials, we also expect our business partners to consistently adhere to this principle.

Working hours

Compliance with working time regulations is a matter of course at EnBW. In addition, our employees can organize their work flexibly and adapt them as appropriate to suit their personal needs, whether in the form of various part-time models or extensive options for working from home or remotely, as far as possible and sensible for the type of their work. Overtime is compensated in line with the statutory provisions. We expect our business partners to comply with local working time regulations. This obligation is reflected accordingly in our Supplier Code of Conduct and our Principles of Conduct for the Responsible Procurement of Coal and Other Raw Materials.

Remuneration

EnBW pays its employees a fair salary at least in line with the statutory minimum wage and ensures that our employees and business partners across all locations can earn an adequate livelihood in accordance with the ILO's core labor standards.

We share our requirements in relation to fair remuneration with our business partners in our Supplier Code of Conduct and the Principles of Conduct for the Responsible Procurement of Coal and Other Raw Materials.

The rights of local communities

EnBW respects the rights of the local communities situated close to EnBW sites and project areas that may be affected by EnBW activities. In order to keep any negative impact on the local population to a minimum, we conduct social and environmental impact analyses in advance of planned projects wherever necessary and involve the local population in the planning process by consulting with them beforehand. EnBW tries to avoid having to resettle groups of the population as a matter of principle. We also expect our business partners to take a responsible and mindful approach to dealing with local population groups that may be affected by their business activities.

The right to water and sanitation facilities

EnBW expressly recognizes the right to water as a fundamental human right. Everyone has the right to access clean and safe drinking water and sanitation. EnBW therefore makes every effort to ensure that its business activities do not result in excessive water consumption or water pollution. We also expect our business partners to prevent any adverse effects on water bodies and drinking water supplies so as not to unduly restrict access to clean and safe drinking water and sanitation for local population groups.

Exercising human rights due diligence

Upholding our commitment to international human rights standards, particularly with regard to the aforementioned focus areas, is a key aspect of our internal governance structures. We regard due diligence at EnBW as a constantly evolving process based on intensive dialogue with internal and external stakeholders. In exercising our human rights due diligence, we act in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines.

A key aspect of our human rights risk management involves conducting a comprehensive risk assessment of our own business activities and our suppliers. Having identified risks, we take appropriate preventive or remedial measures to

reduce human rights risks or any negative impact in the best possible manner. We monitor the effectiveness and progress of these measures at regular intervals and when the need arises so that we can adapt our measures if necessary.

An important part of our human rights due diligence is the dialogue we maintain with various internal and external stakeholders. The focused conversation about potential and identified risks within our value chains enables us to continuously learn, identify gaps in how we exercise our human rights due diligence and jointly devise strategies that ensure respect for human rights in all our business activities and allow us to continue developing our strategy together.

Complaints mechanism

The internal guidelines on reporting potential violations of the principles set out in the Declaration of Human Rights apply to EnBW employees.

Furthermore, we expect business partners – and in particular suppliers and subcontractors – whose business activities are directly linked to EnBW's business activities, products or services, to respect the human rights principles set out herein and not violate them.

We expect our business partners to report to us immediately any (potential) human rights violations in their own business field or in the business field of

any of their direct suppliers connected to the business relationship with EnBW or its supply chain.

Third parties who can credibly demonstrate on the basis of specific evidence that their human rights have been violated by EnBW's business activities or who have reason to fear a violation, or who can credibly demonstrate on the basis of specific evidence that the human rights of others are being violated or these people fear such a violation, can report their complaints here:

Complaints channels

The various EnBW contact points are available to our employees, our business partners, suppliers and subcontractors as well as third parties to report violations or any suspected violations, regardless of whether they are personally affected. The measures put in place by EnBW define clear responsibilities and processes for dealing with information, guarantee confidentiality and offer the greatest possible protection for all parties involved.

Report to the compliance department

Whistleblower tool

[Online reporting channel and call center](#)

EnBW's whistleblower tool can be used to submit reports in various languages, in particular those relevant to EnBW's business activities, as well as anonymously via a confidential and protected system.

By e-mail:

verdachtsfallmeldungen@enbw.com

By post:

Compliance Department (Whistleblower Office)
Durlacher Allee 93
76131 Karlsruhe

Certain EnBW companies have set up their own whistleblower system for reporting violations or suspected violations.

Report to the external ombudsman

EnBW's ombudsman is subject to the lawyer's duty of confidentiality. They can guarantee whistleblowers complete confidentiality and anonymity with respect to EnBW.

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BREIT Rechtsanwälte PartG mbB**

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Gutenbergplatz 12
55116 Mainz

- Rules of procedure relating to the EnBW Group's complaints mechanism

Reporting

As part of its Integrated Annual Report, EnBW reports annually on measures for exercising its corporate due diligence, particularly relating to raw material procurement and purchasing. Furthermore, EnBW reports in detail on governance structures and processes for exercising environmental and human rights due diligence in its Report on German Supply Chain Due Diligence Act (BAFA Report) and in the EnBW Policy Statement pursuant to the German Supply Chain Due Diligence Act. All reports are available to view at any time on our website.

Contact persons

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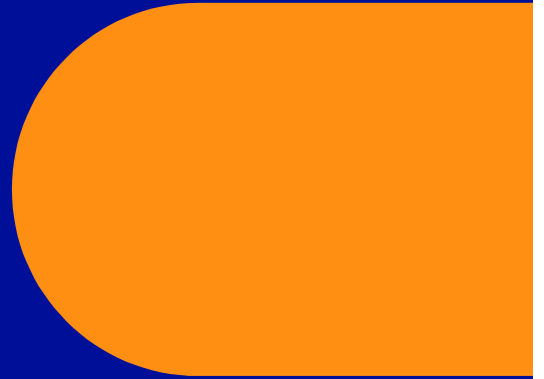
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- No claims or other third-party rights may be asserted on the basis of this EnBW Declaration of Human Rights.
- You can find further information on our [website](#).



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