

## Diversity and Inclusion @ E.ON

### Joint Statement of the E.ON SE Board and the SE Works Council E.ON SE

Diversity and Inclusion are fundamental to our vision and values. Responsible behaviour and being open-minded is the foundation of how we do business at E.ON.

All of our colleagues are unique and we believe in a workplace where our differences are valued, respected and celebrated, where we give everyone the opportunity to use and develop their talents and skills to their full potential.

What matters to us are the individual ideas and strengths that we each bring to E.ON because different perspectives and voices enrich our organisation and sustain the motivation of our employees. We want everyone who works for E.ON to feel welcome and proud to be part of a company that improves people's lives, regardless of their race, age, gender, ethnicity, religion, ability or sexual orientation.

In accordance with our values, each E.ON employee shall ensure equal opportunities and stand up against and prevent any form of discrimination and harassment in his or her area of responsibility.

We are committed to taking actions at Group level and within the countries in which we operate that create and maintain a diverse and inclusive environment.