



Incorrect Conduct Prevention Policy

RWE Gas Storage CZ, s.r.o. is committed to maintaining a system of active prevention of incorrect conduct against RWE's interests.

The prevention of incorrect conduct against RWE's interests relies on the corporate culture, where the aim is to create an environment where incorrect conduct is discouraged, where an open and honest atmosphere is promoted, where employees work together with the management on the prevention of incorrect conduct, where the dignity and personality of all employees is respected, and where relationships between employees are marked by mutual respect, fair-play, team spirit, professionalism, and openness. The general rules of conduct are laid down in the RWE Code of Conduct, which forms the basis of the corporate culture.

RWE Gas Storage CZ, s.r.o. is committed to investigating any and all suspicion of unethical, unlawful, fraudulent, or other forms of incorrect conduct, to reviewing thoroughly all identified cases of incorrect conduct against RWE's interests, and using instruments provided under labor laws to eliminate any such conduct.

The fundamental principle for preventing incorrect conduct against RWE's interests is creating conditions allowing every person who suspects that such conduct has taken place to provide information to that effect to an RWE official.

The preferred way in which employees can report a suspicion of incorrect conduct against RWE's interests is contacting their line manager. Other company representative's employees can contact include the Compliance Officer and the officers in charge of IA, HR, or Security listed in the internal policy "Investigation of Suspected Incorrect Conduct against RWE's Interests". Upon request, the anonymity of the reporting person will be ensured, as RWE Gas Storage CZ, s.r.o. makes it possible for employees to report anonymously suspicions of incorrect conduct against RWE's interests, particularly through assigned Green Line representatives.

Any and all information about investigations is considered strictly confidential.

A detailed description of all the methods above, which employees can use to report a suspicion of incorrect conduct against RWE's interests, including relevant references and contact details, is available on the intranet and the SharePoint. Likewise, our business partners can use the above methods to report a suspicion of incorrect conduct against RWE's interest. Information to that effect is provided to business partners on the website of RWE Gas Storage CZ, s.r.o.

A handwritten signature in blue ink, appearing to read 'Andreas Frohwein'.

Andreas Frohwein
Chairman of the Executive Directors

A handwritten signature in blue ink, appearing to read 'Lubor Veleba'.

Lubor Veleba
Executive Director