Sustainability Statement

General Information

E.ON's Approach to Sustainability [+]

Sustainability Governance and Management

We have clearly organized responsibility for sustainability. This ensures that we can work together efficiently and improve continually. The E.ON Management Board defines our sustainability strategy and bears overall responsibility for the results of our sustainability activities. We have appointed a Chief Sustainability Officer ("CSO") to manage and monitor sustainability activities throughout the company. Our CSO is Leonhard Birnbaum, E.ON's Chief Executive Officer. He informs the Management Board on a quarterly basis about important initiatives, developments, and key performance indicators; he likewise informs the Supervisory Board and its Committees.

The CSO chairs our Sustainability Council, which consists of the CFO senior managers from Corporate Functions, our units, and central functions who have expertise in sustainability issues. The Sustainability Council serves as a forum for doing preparatory work for decisions by the Management Board and its members, sharing information, discussing progress made toward achieving our sustainability goals, and identifying new challenges. It provides advice on company policies related to sustainability issues and periodically assesses whether our sustainability strategy is aligned with our vision, corporate strategy, and brand identity. The council also works with outside stakeholders to help us forge new partnerships and consider different interests. The Disclosure Committee, which likewise deals with the Sustainability Statement in the Integrated Annual Report, is responsible for issues relating to the publication of information relevant to financial markets.

The Sustainability Council met three times in 2024. The issues it discussed included E.ON's annual ESG performance and measures for its further improvement. Decarbonization in the context of the heating transition was also on the agenda in 2024. The Sustainability and Climate department at Corporate Functions is involved in all aspects of our strategic sustainability activities. Together with the Sustainability Council, it also supports our business units in achieving their sustainability targets. This department is part of the Strategy, Sustainability, and Innovation division in order to align the Group's general strategic course even more closely with sustainability and climate protection. Group Accounting's ESG Reporting department organizes and coordinates Group-wide sustainability reporting. E.ON has an ESG reporting manual. The manual's detailed descriptions and requirements guide the units in collecting and reporting ESG key performance indicators ("KPIs"). Both teams also advise our employees and work to reinforce awareness of sustainability issues across the organization. In addition, they inform the Supervisory Board on a regular basis.

Integrating the Sustainability department into the Strategy division ensures that the Management Board considers key sustainability issues in the context of corporate strategy (see also the Strategy chapter). Another example is the requirement for our central Health & Safety department to be involved in M&A activities. Sustainability has also played an integral role in the E.ON Group's risk management for many years. The Risks and Chances Report and the Climate Protection chapter describe this in detail.

When we talk about sustainability or material sustainability topics in this and the following sections, we are referring in particular to the material impacts, risks, and changes that we identified in the materiality analysis. The "Double Materiality Analysis" and "Sustainability: an Integral Component of E.ON's Business Model and Strategy" sections below contain more details.

Close Collaboration with the Supervisory Board

The Supervisory Board is informed on a regular basis about the results of our sustainability activities by the Management Board. The Innovation and Sustainability Committee advises the Management Board on innovation topics and growth opportunities as well as on the digital transformation. The committee also advises the Supervisory Board and the Management Board on environmental, sustainability, and social issues. For its part, the Audit and Risk Committee oversees and reviews Sustainability Statement. The committees' tasks are described in their respective Rules and Procedures. The two committees are supported by information prepared and provided by the Strategy, Sustainability and Innovation, and Group Accounting departments.

In 2024 the Innovation and Sustainability Committee dealt not only with E.ON's sustainability targets and performance and ratings and its position in leading sustainability rankings but also with its anticipated initial reporting pursuant to the CSRD. It focused in particular on developments relating to regulatory ESG requirements at the European and global level and with E.ON's implementation of them. It addressed the climate transition, climate targets, and biodiversity as well.

The Audit and Risk Committee was likewise informed on a quarterly basis about material sustainability topics, particularly in the context of sustainability reporting. In 2023, for example, we presented the CSRD's different materiality definitions compared with the Non-Financial Statement and their impact on E.ON's reportable sustainability topics and sustainability-related material impacts, risks, and opportunities. Our final analysis and its implementation in 2024 drew on the committee's feedback. At other meetings, the committee was regularly informed on the latest findings regarding the CSRD's transposition into German law, its impact on Group companies, and the status of implementing its requirements in the E.ON Group. The Supervisory Board's role relating to the CSRD was another focus topic. Furthermore, the committee assigned to the independent auditor the task of conducting the voluntary audit of E.ON SE and the E.ON Group's combined Non-financial Statement as well as the audit of mandatory non-financial disclosures in accordance with the EU Taxonomy Regulation and of additional sustainability information integrated into the Combined Group Management Report. The committee also assigned the task of the sustainability auditor's audit services in the event of Germany's anticipated transposition into law of European sustainability reporting requirements.

Composition, Diversity, and Competency of the Management Board and Supervisory Board

In 2024 the Management Board consisted of five members of whom one was Chairman; the Supervisory Board had 16 members. Pursuant to E.ON SE's Articles of Association, the Supervisory Board is composed of an equal number of shareholder and employee representatives. Women make up 40 percent of the Management Board since June 2024.

The proportion of women among the Supervisory Board's shareholder representatives is 38 percent; the proportion for the Supervisory Board as a whole is 38 percent. All Supervisory Board members were independent at the end of the 2024 reporting year.

When appointing members of the Management Board, the candidates' outstanding professional qualifications, long-term leadership experience and past performance, as well as value-driven management are of paramount importance. Members are to be capable of taking forward-looking strategic decisions. In particular, they should be capable of managing businesses sustainably and of ensuring that they are consistently focused on customer needs. The Management Board as a whole must have expertise and experience in the energy sector as well as in the fields of finance and digitization. Management Board members should be leaders and as such should act as role models for employees through their own performance and conduct. Energy-industry and digitalization issues intersect with key sustainability topics, particularly in the context of climate protection, energy affordability, and security of supply, but also cybersecurity and dialogue with policymakers. The key topic of sustainable financing is considered as well.

Attention is paid to diversity when appointing members of the Management Board. For the Supervisory Board, diversity means, in particular, different complementary academic profiles, professional and personal experience, personalities, as well as internationality and a reasonable age and gender structure. To ensure sustainable corporate governance, the selection process also takes into account sustainability aspects that enable candidates to make strategic and operational business

decisions. The appointment period of a member of the Management Board ends, at the latest, at the end of the month on which the Management Board member reaches the general retirement age.

The Supervisory Board's composition reflects the requirement that members have specific knowledge is required regarding the energy sector, the sales and customer business, and regulated industries. Independence and diversity play a role as well. Alongside other extensive experience that must be represented on E.ON's Supervisory Board, the following play a special role in the context of the Group's material sustainability issues:

- specific knowledge in the areas of new technologies, digitization and IT, innovation and disruption
- knowledge of the functioning of the capital and financial markets
- special knowledge of the application of accounting principles and internal control and risk management systems, and knowledge and experience in auditing
- specific knowledge in the field of sustainability, specifically in the dimensions of environmental concerns (especially the reduction of CO_2 emissions), employee and social concerns as well as human rights and anti-corruption
- specific knowledge in the areas of human resources and cultural change as well as law and compliance
- experience as a Management Board or Supervisory Board member in the strategic management or supervision of listed organizations.

The Supervisory Board believes that its current members meet the requirements of its competency profile; for example, about 80 percent of Supervisory Board members currently have sustainability competencies.

In accordance with Principle 23 of the German Corporate Governance Code in the version dated April 28, 2022, the Corporate Governance Declaration is the central element of corporate governance reporting. The Corporate Governance Declaration, which the E.ON SE Management Board and Supervisory Board issue annually in accordance with Sections 289f and 315d of the German Commercial Code ("HGB"), contains more information.

Sustainability as a Component of Compensation

The presentation of the compensation system and the current Compensation Report provide comprehensive commentary on the principles and structure of the compensation of the E.ON SE Management Board and Supervisory Board.

The Management Board's compensation system takes full account of the aforementioned aspects and represents an important governance element for the implementation of corporate strategy. Management Board compensation is linked to E.ON's performance to a high degree and has a clear pay-for-performance orientation. The compensation system provides an incentive for successful and sustainable corporate governance—which also takes into account the ESG aspects relevant to E.ON—and links Management Board members' compensation to the Company's short-term and long-term performance. In designing and determining Management Board compensation, the Supervisory Board follows in particular by the following principles: promote the corporate strategy, conformity with regulatory requirements, appropriateness of compensation, pay-for-performance, long-term business development, sustainability, and consideration of shareholder interests.

The Supervisory Board as a whole is responsible for determining the compensation system as well as the level and structure of Management Board compensation. The compensation system for the members of the Management Board is determined by the Supervisory Board in accordance with Section 87, Paragraph 1, and Section 87a, Paragraph 1 of the German Stock Corporation Act (German acronym: "AktG") on the basis of a proposal by the Executive Committee. After the Supervisory Board passes this resolution, the compensation system is submitted to the Annual Shareholders Meeting for approval. The Supervisory Board reviews the compensation system's structure, the appropriateness of total compensation, and the individual compensation components on a regular basis in accordance with the AktG's requirements and the German Corporate Governance Code's recommendations. In the event of significant changes, but at least every four years, the compensation system is resubmitted to the Annual Shareholders Meeting for approval.

In accordance with the compensation system presented to the Annual Shareholders Meeting, the Supervisory Board sets the specific target compensation for members of the Management Board for each financial year. Furthermore, the Supervisory Board sets the target values for the upcoming financial year that are used to measure the Management Board's performance for the performance criteria defined in the compensation system.

Management Board compensation consists of non-performance-based and performance-based compensation components. The performance-based components consist of a base salary, fringe benefits, and a pension substitute, while the performance-based components include the annual bonus and long-term variable compensation in the form of the E.ON performance plan. In addition, other compensation provisions exist for Management Board members, including share ownership guidelines and malus and clawback provisions.

Overall, the compensation system is based on transparent, performance-related parameters geared toward the Company's success and aims to offer competitive and performance-oriented compensation in line with the market. The Supervisory Board also ensures that the compensation system for the Management Board and executives provides uniform incentives for the joint implementation of the corporate strategy and pursues the same objectives.

E.ON's sustainability strategy is incorporated into Management Board's compensation system by means of Net Promoter Score and the agreement of collective and individual targets in individual performance factors included in short-term variable compensation (annual bonus), but in particular also by means of the E.ON Sustainability Index in the long-term variable compensation (E.ON Performance Plan). The proportion of sustainability-related variable compensation in relation to total variable compensation for the 2024 financial year amounted to 23 percent for the Management Board Chairman and likewise 23 percent for ordinary Management Board members. The proportion of climate-reduction target-related compensation in relation to total remuneration for the 2024 financial year amounted to 3 percent for the for the Management Board Chairman and 2 percent for ordinary Management Board members.

The E.ON Sustainability Index is a component of the E.ON Performance Plan, long-term variable compensation that is allocated in annual tranches. The ESG aspects in this plan have comprehensible and measurable targets. For each tranche, the Supervisory Board determines the specific target values for each target and the respective target achievement curves for the tranche's entire term. Depending on target achievement, up to 50 points are awarded for each target; at most, double the target values is possible. In determining the targets for the eighth trance of the E.ON Performance Plan (2024–2027), the Supervisory Board retained the ESG aspects as already included in the E.ON Sustainability Index of the seventh tranche as well as its targets:

- reduce carbon emissions (Scope 1 and 2) toward the Group's target for 2030
- increase the proportion of female executives toward 27.5 percent
- reduce the frequency of severe incidents and fatalities ("SIF") toward 0.06 percent
- achieve a stable performance in the ESG ratings by MSCI, Sustainalytics, and ISS ESG.

Target achievement for the E.ON Sustainability Index can range from 0 percent to 200 percent (cap) and is calculated based on the total points achieved at the end of the performance period. Total target achievement of the E.ON Performance Plan is calculated as a weighted average of the target achievement for each performance criterion.

Double Materiality Analysis

E.ON has conducted an annual materiality analysis since 2006. It did so in 2024 for the first time in accordance with ESRS requirements. The materiality analysis enables us to identify and evaluate the sustainability topics that are most important to us and our stakeholders. Pursuant to

ESRS requirements, dual materiality refers to the materiality of environmental and social impacts and financial materiality. A sustainability topic therefore fulfills the criteria of dual materiality if it is material either from an impact perspective or from a financial perspective or from both of these perspectives. The Sustainability Statement, which is integrated into the Combined Group Management Report, contains information on the ESG topics that the materiality analysis deemed to be particularly significant. The Sustainability Statement also addresses voluntarily reported sustainability topics. E.ON thus aims to meet the different expectations of stakeholders as well as the requirements of environmental, social, and governance ("ESG") rankings and ratings. The end of this section provides an overview of the material and less material topics. The process has the following steps:

Understand E.ON's Business Model, Value Chain, and Main Stakeholders

The first step was to identify fully consolidated business activities and relationships, relevant resources, and countries. We then identified these business activities' entire relevant value chain—that is, upstream and downstream activities—as well as activities in our own business operations. We analyzed all business divisions and their key activities in detail. For example, we also took into account the fact that the value chains of our power and gas activities differ and respectively procure different goods and services from different countries. This enabled us to ensure that in our subsequent identification and evaluation we factored in regional differences and valued different segments' assets separately. The next step was to examine whether E.ON has any not fully consolidated subsidiaries that have different business activities that need to be accounted for separately. Finally, relevant specialist departments helped identify key stakeholder groups. E.ON did not actively involve external stakeholders in the materiality analysis for the 2024 reporting year, because our specialist departments conduct extensive dialogue with identified stakeholder groups during the year (see, for example, the Stakeholder Engagement chapter). Instead, representative specialist departments assumed the position of the respective stakeholder group in the validation phase of the analysis.

Identify Impacts, Risks, and Opportunities

E.ON first gathered information and evidence on potentially material topics. We consulted a variety of sources, including regulations (particularly the ESRS, namely ESRS 2, Appendix A), sustainability reporting standards, risk indices, sector-specific criteria, ESG ratings, and peers. These were then compared and combined with our existing material topics and collated. Relevant central specialist departments and our regional units' ESG reporting experts reviewed this long list—which is a list of potential sustainability issues and/or impacts, risks, and opportunities ("IROs")—and checked it for completeness. Additions proposed by the specialist departments and units were included for further analysis and added to the long list. Including the units enabled us to ensure that we not only considered regional particularities but also benefited from operational expertise. Supported by specialist departments (among others: Sustainability, HR, Health & Safety, Governmental Affairs), we then compiled an overview of possible material sustainability aspects. We divided them into impacts on people, impacts on the environment, risks, and opportunities and reviewed in which of E.ON's segments they occur or could occur. We also differentiated by power and gas. Impacts can be positive or negative, actual or potential. Sustainability aspects that create risks or opportunities that have or are expected to have a material financial impact on E.ON are deemed material from a financial perspective. We considered short-, medium-, and long-term time horizons. In addition, we included not only our own business activities, but also our upstream and downstream value chain. Our identification of risks and opportunities also takes into account potential dependencies on natural, human, and social resources as well as their availability and quality.

We used a variety of topic-specific processes to identify material impacts, risks, and opportunities relevant for E.ON. The Climate Protection chapter and Risks and Chances Report describe these processes for climate change, such as scenario analyses of physical and transitory climate risks. The Environmental Management chapter describes the consideration of specific requirements for the aspects of environmental pollution, water and marine resources, biodiversity and ecosystems as well as resource use and circular economy. We worked closely with relevant specialist departments for sustainability, HR, Health & Safety, and the segments to identify social and human rights impacts, risks, and opportunities. We drew in particular on the expertise of the Compliance and Government Affairs departments for governance topics.

Assess Impacts, Risks, and Opportunities

We defined an evaluation mechanism (which implements ESRS 1's criteria) for the subsequent assessment of impacts, risks and opportunities. To ensure that the assessment by our specialist departments and units reflects the level of detail required by the ESRS, we have placed the criteria defined for impacts, risks, and opportunities on a scale of 1 to 5 to use for assessing materiality. We conducted information events and explained the assessment mechanism described below so that everyone involved understands their tasks related to assessing impacts, risks and opportunities and so that we obtain meaningful results.

The impacts were assessed by the responsible central specialist departments as well as regional sustainability strategy and ESG reporting experts, but also by other specialist departments at the units. They were able to base their assessment on, for example, regional sustainability strategies, findings from projects, cooperation with trade associations, regional requirements, and their own expert knowledge. To support the specialist departments and units in their assessment and to obtain comparable results, we provided additional guidance for how to apply each scale. This included a qualitative explanation for assessing the scale's values. For example, in the assessment of the "Extent" criterion, 1 stood for "There is no or only minor damage or added value" and 5 for "The resulting damage or added value is extremely significant." We did the same for the other criteria (scope, irreversibility, and probability), although the explanations for each scale of 1 to 5 were adapted individually. Finally, we calculated mean values from the individual criteria; these mean values were then included in the assessment of the impact as an overall score. The units supplemented their quantitative assessment with a brief written explanation.

Decentralized sustainability strategy and ESG reporting experts as well as other specialist departments (particularly the Risk function) likewise assessed the identified risks and opportunities to determine sustainability aspects have or could have a material financial impact on E.ON. The extent of the potential financial impact was measured on a scale of 1 to 5. The general criteria and underlying thresholds (value classes) of the E.ON-wide enterprise risk management ("ERM") process served as guidance for the assessment (the Risks and Chances Report provides additional information on the methodology of E.ON's risk and chances reporting system). The decentral units were instructed to use, in particular, the ERM's findings because E.ON has already integrated reporting on ESG-related non-financial risks, opportunities, and impacts on the Group into the ERM. The ERM system identifies all ESG-related risks and opportunities; these are assessed each quarter as part of the ERM process. We are currently fine-tuning our approach. We are aiming for synergies between the Sustainability and Risk departments as well as the involvement of foresight teams.

Due to the extensive knowledge gained from the implementation and risk analysis of the German Supply Chain Due Diligence Act, the units' feedback on human rights issues was already available centrally. Central Procurement also supported the assessment of upstream impacts, risks, and opportunities. The final step was to consolidate the specialist departments' and decentral units' feedback.

In assessing IROs, we also considered potential effects, risks, and opportunities relating to the dismantling of PreussenElektra's nuclear power plants. Although together with local experts we have come to the conclusion that no aspects have been identified as material at the Group level, we delineate the basic processes below. The overriding principle for the planning and implementation of dismantling is to protect employees, the population, and the surrounding area. The requirements for safe working during dismantling are just as high as those for power operations. In other words, all work is carefully planned, supervised by radiation protection experts, and inspected by the regulatory agency's independent experts or by PreussenElektra itself. After fuel elements have been

removed and unloaded, only 1 percent radioactivity remains for a plant's subsequent dismantling. To protect against this remaining radioactivity, we take extensive measures during dismantling to minimize radiation exposure, for example by means of primary circuit decontamination or remote dismantling under water.

Define the Materiality Threshold and Validate the Material Impacts, Risks, and Opportunities

E.ON defined a materiality threshold for the purpose of differentiating material impacts, risks, and opportunities from those that are non-material. Impacts, risks, and opportunities that exceeded this threshold for one of the two perspectives were deemed material within the meaning of the ESRS. In consultation with the specialist departments involved, the threshold 3.0 on the assessment scale used was selected for impacts, risks, and opportunities. This threshold was considered appropriate because it is exactly in the middle of the 1-to-5 scale and thus enables an objective differentiation between material and non-material aspects. We conducted workshops with the above-defined stakeholder groups' in-house proxies for the purpose of validating the Group-wide assessment's findings centrally and ensuring that the list of material impacts, risks. and opportunities is correct and complete. Each stakeholder group could use a correction factor to adjust the findings. Impacts, risks, and opportunities ultimately deemed material during the validation process were assigned to topic clusters and to the relevant ESRS disclosure requirements to be reported.

Our CEO/CSO and CFO then reviewed and approved the selection of the threshold, the topic clusters identified as material, and the resulting reporting obligations. In addition, we consulted the Supervisory Board's Audit and Risk Committee prior to the Management Board's final approval. There was also an information sharing about the materiality analysis with the Group Works Council and the European Works Council.

Material impacts, risks, and opportunities were identified for the following topics, which we assigned to topic clusters, as shown on the next page :

As anticipated, compared with the findings of our last materiality analysis, the number of material topics has increased. As in prior years, the topics of climate protection, affordable energy, and security of supply were again identified as material, whereas in the 2024 reporting year the topics of occupational safety, political dialogue, sustainable investment, and cybersecurity were deemed material for the first time.

E.ON subjects the materiality analysis's findings to an annual review in order to check the topicality and relevance of the impacts, risks, and opportunities deemed material. As we had already conducted the above-described materiality analysis in 2023, we reviewed its findings again in 2024 and had their validity confirmed by the Sustainability Council.

Section	Material Sustainability Aspects (IROs)			Disclosure Requirements	Chapter
General Information				ESRS 2	→ E.ON's Approach to Sustainability[1] → Environmental Management[2], E.ON's Approach, Specific actions
Climate Protection and Environmental Management	**Climate Protection, Digitization, and Innovation** • E.ON's investments to expand and digitalize its networks and to connect renewables facilities on an ongoing basis enable Europe's energy transition and give customers access to sustainably produced energy (opportunity). • At the same time, using smart grid technologies and detecting operational faults early make it possible to reduce the carbon emissions from network losses (positive actual impact).	Short to long term	• Own operations	ESRS E1-1 – E1-9	→ Climate Protection[1, 4] → Sustainable Products and Services[4]
	• Network losses lead to CO_2 emissions. CO_2 emissions likewise occur during the generation of power that E.ON procures and sells to customers, as well as during the combustion of gas that E.ON sells to customers (negative actual impact).	Short to long term	• Own operations • Upstream and downstream value chain		
	• Innovations lead to improved resource efficiency: E.ON focuses on innovations in order to develop new decarbonization solutions. Innovations also reduce the CO_2 emissions caused by the production and use of goods and services purchased from E.ON (positive potential impact).	Short to medium term	• Own operations		
				Information in accordance with Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)	→ EU Taxonomy[1, 4] → Compliance und Anticorruption[3, 8, 9], E.ON's Approach → Human Rights and Supply Chain Management[3, 7, 9]
Employees and Society	**Occupational Safety** • Many jobs in the energy sector are associated with occupational safety risks. E.ON's employees and contractors sometimes carry out high-risk activities. There is a risk of electric shocks, falls, and other occupational risks that can lead to accidents at work and health problems. Health and safety impacts can also occur in less risky areas (negative potential impact).	Short to medium term	• Own operations • Downstream value chain	ESRS S1-1 – S1-5, S-14	→ Occupational Health and Safety[1, 5, 9] → Human Rights and Supply Chain Management[3, 7, 9]
				ESRS S1-6	→ Working Conditions and Employee Development[1, 5, 9], Guidelines and Policies, Progress and Measures → Diversity, Equity & Inclusion[5, 9], Progress and Measures

[1]Chapter contains references to other sections of the Sustainability Statement and the Management Report. Further details can be found in the respective chapter and in the Index to the Sustainability Statement.
[2]Chapter contains relevant disclosure requirements from assigned ESRS but is assigned to the Climate Protection and Environment section of the Sustainability Statement.
[3]Chapter contains relevant disclosure requirements from assigned ESRS but is assigned to the Governance section of the Sustainability Statement.
[4]The topic is allocated to environmental matters in accordance with Sections 315b, 315c in conjunction with Sections 289b to 289e of the German Commercial Code (German abbreviation: "HGB").
[5]The topic is allocated to employee matters in accordance with Sections 315b, 315c in conjunction with Sections 289b to 289e of the HGB.
[6]The topic is allocated to social matters in accordance with Sections 315b, 315c in conjunction with Sections 289b to 289e of the HGB.
[7]The topic is allocated to human rights in accordance with Sections 315b, 315c in conjunction with Sections 289b to 289e of the HGB.
[8]In accordance with sections 315b, 315c in conjunction with sections 289b to 289e of the HGB, the topic is assigned to the issue of combating bribery and corruption.
[9]The topic was not identified as material within the meaning of Sections 289b to 289e of the HGB. In addition to the disclosures required by ESRS, further disclosures in accordance with ESRS 1.114 have been included in this section. They are disclosed in accordance with Sections 315b and c in conjunction with Sections 289b to 289e of the HGB.

Section	Material Sustainability Aspects (IROs)			Disclosure Requirements	Chapter
Employees and Society	**Security of Supply** • E.ON is an energy company and distribution system operator. It therefore helps provide customers with a secure supply (positive actual impact). • Increasing renewables capacity helps reduce carbon emissions. Alongside connecting renewables to the power network, increasing biogas capacity is an important component of a sustainable energy supply (positive actual impact).	Short to medium term	• Own operations • Downstream value chain	ESRS S3-1 – S3-5	→ Security of Supply[6, 9]
	Affordable Energy • Energy companies like E.ON play a central role in reducing climate protection's social impact. Investing in modern infrastructure, innovative technologies, digitalization, and intelligent customer solutions enables E.ON to increase energy efficiency along the entire value chain (positive actual impact). • To ensure fair and stable prices for customers, E.ON focuses on procuring energy farsightedly at the most favorable and stable procurement costs possible (positive actual impact).	Short to medium term	• Own operations	ESRS S4-1 – S4-5	→ Energy Affordability[1, 6, 9] → Customer Satisfaction[6, 9]
	Cybersecurity • The expansion of digital systems in our critical infrastructure must be designed so that in-house users, customers, and suppliers can trust them and negative effects like outages of any kind are avoided (negative potential impact).	Short to long term	• Downstream value chain	Entity-specific topic within the meaning of ESRS 1 para. 11	→ Data Protection, Cybersecurity, and Product Safety[1, 6, 9] → Business Resilience Management[6, 9]
Governance	**Political Dialog** • We seek dialog with policymakers, government agencies, industry networks, trade associations, and customers in order to realize the goal of a sustainable energy system that involves people in the energy transition (positive potential impact).	Short to medium term	• Own operations	ESRS G1-5	→ Political Dialog[8, 9]
Sustainable Finance and Sustainable Investment	**Sustainable Finance** • The transformation and decarbonization of the energy world require substantial investments. E.ON has a positive impact on this by issuing green bonds to finance and/or refinance projects for energy networks, renewables, energy efficiency, and clean mobility (positive actual impact).	Short to medium term	• Own operations	Entity-specific topic within the meaning of ESRS 1 para. 11	→ Sustainable Finance[1, 9] → ESG Ratings of E.ON[9] → ESG Asset Management and Pension Assets[9]

[1]Chapter contains references to other sections of the Sustainability Statement and the Management Report. Further details can be found in the respective chapter and in the Index to the Sustainability Statement.
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Sustainability: an Integral Component of E.ON's Business Model and Strategy

E.ON's purpose and attitude—"Making New Energy Work"—strive to help the energy transition achieve a breakthrough. The energy world is becoming increasingly decentralized, digital, and decarbonized. And this means: more sustainable. Our Energy Networks, Energy Infrastructure Services, and Energy Retail business divisions are helping make this development possible. The ESG impacts, risks, and opportunities identified in our materiality analysis are also in line with our purpose and our associated commitment to people and the environment. We describe below how our material impacts, risks, and opportunities relate to our business model and strategy and explain the extent to which they influence each other.

The Energy Industry's Supply Triad: Security of Supply, Sustainability, Affordability

E.ON acts systematically to promote the energy world's sustainable development. We focus in particular on climate protection, security of supply, and affordable energy. The ongoing increase in renewables' share in electricity networks, the digitalization and smartification of our networks, and the marketing of efficient and climate-friendly customer solutions that optimize energy consumption can make a positive contribution to climate protection. The climate protection topic cluster addresses standard climate protection aspects as well as innovation and digitalization.

In principle, E.ON wants to minimize its business activities' negative impact as much as possible. One example is the continual reduction of our Energy Network business division's network losses. There are also factors in our upstream value chain, such as climate-intensive upstream products, that have an adverse impact on E.ON's carbon footprint or rising carbon prices, which can propel electrification in various sectors. This can positively impact our strategy's defined growth areas, which are described in the Strategy chapter.

E.ON's network business promotes a secure energy supply in its downstream value chain, for example for industrial enterprises and end-customers in its markets. Unplanned outages can harm E.ON's image as a trustworthy energy-supply partner. In addition, our network infrastructure's complexity increases in line with digitalization. Cybersecurity is a key issue for E.ON to reduce digitalization's possible adverse impacts on society. This is, alongside the supply triad, a key component in supporting our Group strategy. In addition to a high-quality, modern network infrastructure, the energy transition and social challenges also influence energy affordability. By proactively procuring energy, E.ON can positively impact its customer' energy costs, particularly in its Energy Retail business division.

Our investments in our network business form the basis for strategically seizing the opportunities that arise for E.ON. The transformation and decarbonization of the energy world will require significant investments. This is why E.ON has decided not only to focus on a sustainable business model, but also to conduct green and/or sustainable financing. This supports the energy transition and E.ON's business model, in particular by means of sustainable projects in energy networks, renewables, energy efficiency, and clean mobility.

We also use our ability to influence policies for and on these issues—in the interest of a sustainable, democratic energy system that gets people involved in the energy transition. We seek dialog with policymakers, government agencies, trade associations, and our customers with the aim of making a climate-friendly future a reality.

E.ON relies on its employees' support to bring about the energy transition and to work together for a sustainable energy world. The health and safety of our employees and our contractors is essential for us to achieve our ambitious goals, as is their innovativeness and professional expertise, for which we want to offer an attractive, modern work environment.

The Climate Protection, Occupational Health and Safety, Security of Supply, and Energy Affordability chapters in particular contain more detailed information on our main impacts, risks, and opportunities as well as a description of where they are located in our value chain. The Financial Situation chapter and the Forecast Report describe the investments we have made and plan to make in the expansion and digital transformation of our energy networks and in sustainable customer solutions.

We critically analyzed at the Group level the extent to which E.ON's material sustainability aspects have a potential impact on its business model's resilience and its corporate strategy. Material impacts, risks, and opportunities are already a comprehensive and integral part of E.ON's strategy. This ensures that we can adapt ourselves and our strategy to changes that may arise from our material sustainability issues in the short, medium, and long term in order to continue to be successful in the long term. The Climate Protection chapter in particular contains a detailed description of our business model's climate resilience.

The Business Model and Strategy chapters in the Corporate Profile section and the EU Taxonomy chapter contain more detailed information on E.ON's strategy, business model and value chain (ESRS 2 SBM-1). The Working Conditions and Employee Development and Human Rights and Supplier Management chapters provide an overview of our employees by region. The respective chapters on E.ON's material sustainability topics offer more information on how sustainability is integrated into our strategy (ESRS 2 SBM-3).

The Index to the Sustainability Statement in the Appendix to the Sustainability Statement contains a comprehensive overview of all ESRS disclosure requirements relevant to E.ON. The appendix also provides a list of all data points resulting from EU legislation listed in ESRS 2 Appendix B.

Stakeholder Engagement

Stakeholder engagement is a core corporate governance process at E.ON. We want to listen to, understand, and consider our stakeholders' views on an ongoing basis.

Stakeholder Groups

Significance	Stakeholder	Expectations
Our customers' purchasing decisions determine our success.	**Customers**	• A secure energy supply at reasonable prices • An active role in propelling the energy transformation in Europe • Support for energy management and energy efficiency
Our employees' performance is crucial to our success.	**Employees**	• A safe, interesting, and inclusive work environment • Fair pay and equal opportunity
Our investors' capital is essential for the successful development of our Company.	**Investors**	• Transparent information about how E.ON manages chances and risks • Information about our long-term value growth potential
We procure the services of numerous suppliers and subcontractors.	**Suppliers and business partners**	• Fair and reliable terms and conditions • Mutually beneficial collaboration
The transformation of Europe's energy system can succeed only if it is actively shaped and supported by people as consumers and citizens.	**Regions and communities**	• Transparency about planned measures • Active participation at the municipal level
Our business activities are strongly influenced by social needs and developments and the political decisions based on them.	**Policymakers, media, society, and the general public**	• Transparent decision-making oriented toward the common good, fair treatment of customers, and innovative, forward-looking customer solutions • A reliable, economical, and environmentally friendly energy supply • Compliance with laws and regulations
We see universities and social institutions as important partners. Non-governmental organizations provide us with valuable information on public expectations.	**Non-governmental organizations and sustainability experts**	• Transparency • Accountability • Dialog

Depending on the stakeholder and topic, we organize this dialog differently and select a format suitable to all sides. The dialog formats this range from information campaigns and discussion forums with business associations and non-governmental organizations to personal discussions and public lobbying. The information is shared in-house with appropriate functions. This ensures that those responsible—from the administrative level to the Supervisory Board—are informed about our stakeholders' interests.

The purpose of this engagement is to be transparent about our business activities' potential short- and long-term impact. This is an important objective of our daily work at the local, national, and European level and ranges from project work to consideration in strategy development. Our materiality analysis therefore considered stakeholder interests. The section above that describes our materiality analysis contains more information.

Our strategy development is also founded on a trusting relationship with all our stakeholders. We regularly and continually factor stakeholder perspectives into the selection of strategic priorities and their development. We focus on topics that reflect market developments as well as the energy industry's supply triad—security of supply, sustainability, and energy affordability—in order to optimally integrate stakeholders' needs into the development of our corporate strategy. In 2024, for example, we conducted projects on affordability, flexibility, and the heating transition, which have direct implications for the material topics of affordable energy and security of supply. The social aspects identified as material and that relate to our employees, society in general, and our customers play a special role in stakeholder engagement:

Security of Supply: E.ON's regional network companies are responsible for the secure and reliable operation of its distribution network. The central network control center monitors and controls network operations to ensure a stable energy supply. Transparency and decisions based on responsibility and dialog for the common good are of particular importance. The Security of Supply chapter contains more information.

Energy Affordability: Alongside security of supply, affordability is a key topic of our strategic development. Transparent and regular s with our end customers is an important component of this. The Energy Affordability chapter provides more information.

Occupational Health and Safety: HR strategic development considers our employees' interests and perspectives. Occupational safety is a key issue. The Occupational Health and Safety chapter contains more information.

Generally, we set policies for regional business development based on stakeholders' needs. Our business units and regional companies implement these strategic policies so that local stakeholder interests, such as municipal management, are addressed as well.

E.ON is actively involved in the global investor initiative CDP (Carbon Disclosure Project), works with the United Nations Environment Programme ("UNEP"), and supports the UN Decade on Ecosystem Restoration. Furthermore, since 2021 E.ON has been part of the LEAF Coalition (Lowering Emissions by Accelerating Forest Finance), which is committed to biodiversity and the protection of tropical forests. More information on the CDP and the LEAF Coalition can be found in the Climate Protection chapter. E.ON is also a member of SolarPower Europe, a European association of energy suppliers and solar companies whose aims include creating more transparency for solar-power supply chains and ensuring the protection of human rights.

Fulfilling Our Due Diligence Obligation

It is important to have procedures in place for conducting due diligence in order to determine whether E.ON's plans and measures can mitigate or prevent its business activities' impact on the environment and society or the impact of parts of its upstream and downstream value chain. E.ON's management of sustainability aspects therefore considers various procedures. We review on a regular whether the measures we have developed are still fit for purpose and, if necessary, adjust them.

The respective sections of E.ON's Approach to Sustainability describes in detail the processes we use to conduct due diligence for that particular topic. We provide an overview of this in the Appendix to the Sustainability Statement.

Processes for Preparing the Sustainability Statement

The About This Report chapter provides information on the building blocks for preparing the Sustainability Statement (ESRS 2 BP-1) and information on specific circumstances (ESRS 2 BP-2). The Sustainability Statement does not contain classified, sensitive information within the meaning of ESRS 1 7.7.

The Internal Control System chapter describes our understanding of risk management and internal controls in the context of sustainability reporting.

In the ESRS's first clause, the European Commission establishes criteria that must be considered when preparing a Sustainability Statement pursuant to the CSRD. However, the interpretation of the ESRS's formulations and terms is subject to uncertainty. The relevant chapters of this Sustainability Statement present our interpretation of the criteria.

Climate Protection and Environmental Management

Climate Protection [+]

Climate change, which is becoming increasingly tangible, and associated environmental damage pose a serious threat to people and nature. The use of fossil energy results in the emission of greenhouse gases ("GHG"). Renewable and low-carbon energy generation along with efficient energy use play a key role in reducing emissions and thus limiting global warming. Ongoing geopolitical challenges to securing Europe's energy supply are not making this demanding task any easier. The transition to a low-carbon economy thus requires more joint efforts by all energy producers and consumers. But it also offers energy suppliers the prospect of expanding their business and adapting to this challenge. Many countries, communities, and companies are already focusing on climate-friendly energy generation and energy-efficiency measures to achieve their carbon-reduction targets. E.ON's strategic focus on customer solutions for the efficient use of energy and smart energy networks fully aligns its business model with these global demands.

E.ON's Approach

Distribution networks like E.ON's are the backbone of the energy transition: they integrate renewables, connect producers and consumers, and manage complex energy flows in line with demand. The solutions offered by our Energy Infrastructure Solutions and Energy Retail business divisions help customers of all kinds use energy more efficiently, produce their own renewable or low-carbon energy, and thus reduce their carbon footprint. In short, climate protection is an integral part of E.ON's business model. Our ambition is for our business activities to help promote a sustainable energy supply and shape a viable future for the energy world. For example, we support companies and communities in reducing their carbon emissions, connecting renewables to the network, and expanding their eMobility charging infrastructure. How E.ON's business model helps slow climate change is also confirmed by the fact that E.ON is eligible for inclusion in indices and investment funds that meet the requirements of Article 12 of EU Regulation 2020/1818 with regard to minimum standards for EU climate transition benchmarks and Paris-aligned EU benchmarks.

E.ON wants to reduce the size of its environmental footprint as well. Since 2004, the Company has disclosed the annual carbon emissions from its power and heat generation and from other business activities not directly related to generation. These include upstream and downstream emissions associated with E.ON's business activities. In 2024 the E.ON Management Board again updated the Company's climate targets, which had last been set in 2020. We have defined specific actions to reduce our Scope 1, 2, and 3 emissions (see the "Goals and Performance Review" section below). In addition, E.ON has included the achievement of its climate targets (Scope 1 and 2) in the Management Board's compensation system by means of the E.ON Sustainability Index.

Being climate-neutral means emitting almost nothing and offsetting residual, unavoidable emissions. The "Goals and Performance Review" section below provides an overview of E.ON's near-term climate targets validated by the Science Based Targets initiative ("SBTi") in line with the Paris Climate Agreement's 1.5-degree target. E.ON has defined a climate transition plan, which is described below under "Specific Actions," to achieve this and its other targets.

Guidelines and Policies

In 2022 the Group Sustainability department was incorporated into the Strategy, Sustainability, and Innovation division in order to integrate sustainability and climate protection even more closely into the Group's overall strategy. This sharpened our focus on environmental and climate protection as integral to E.ON's business operations and important management tasks. The policy statement obligates E.ON to consider

environmental and climate protection in all business decisions. E.ON's promise to use the best-possible technologies and procedures in its business processes highlights its ambition to reduce its environmental impact and enhance its energy efficiency. E.ON took the strategic step of extending climate protection to include the focus topics of ecosystems and resources, which are relevant for a holistic mapping of its interactions with nature (see the Environmental Management chapter). As part of this, E.ON intends to amend its existing HSE guidelines to create a functional policy for its central Sustainability department. This policy will define the roles, responsibilities, management approaches, tools, and minimum requirements for the entire organization. It will integrate key impacts, risks, and opportunities in conjunction with measures to mitigate climate change. Carbon management mechanisms can, for example, be combined with the promotion of renewables use. We expect to complete the policy for the next reporting cycle.

Organization and Responsibilities

The principles of corporate governance guide E.ON's responsible and value-oriented management. The clear organization of sustainability and climate activities promotes efficient collaboration of everyone involved and continual performance improvement. Information about E.ON's progress toward its climate targets is first presented to the CSO, who is also Chief Executive Officer, and the Sustainability Council for the latter's approval. The CSO, who chairs the council, reports to the E.ON Management Board about progress in carbon management on a regular basis.

The Group's central Sustainability department takes the lead in developing and monitoring E.ON's Group-wide climate targets. It is also responsible for the climate transition plan and the carbon management plan (see the "Goals and Performance Review" section below). The units are supported in their decarbonization efforts by their regional sustainability team. The central Sustainability department is involved as well. It tracks the implementation of climate-protection measures centrally, helps design energy-efficiency measures, and shares ideas and best practices. This setup has enabled E.ON to make progress toward its company-wide reduction targets for direct and indirect emissions since the targets were adopted.

The central teams of the Sustainability department and the Controlling & Risk department have worked together to systematize the management of E.ON's climate-related risks as well. In 2020 this involved further embedding climate-risk reporting into Group-wide risk management. The "ESG Risks and Chances" section of the Risks and Chances Report provides additional information.

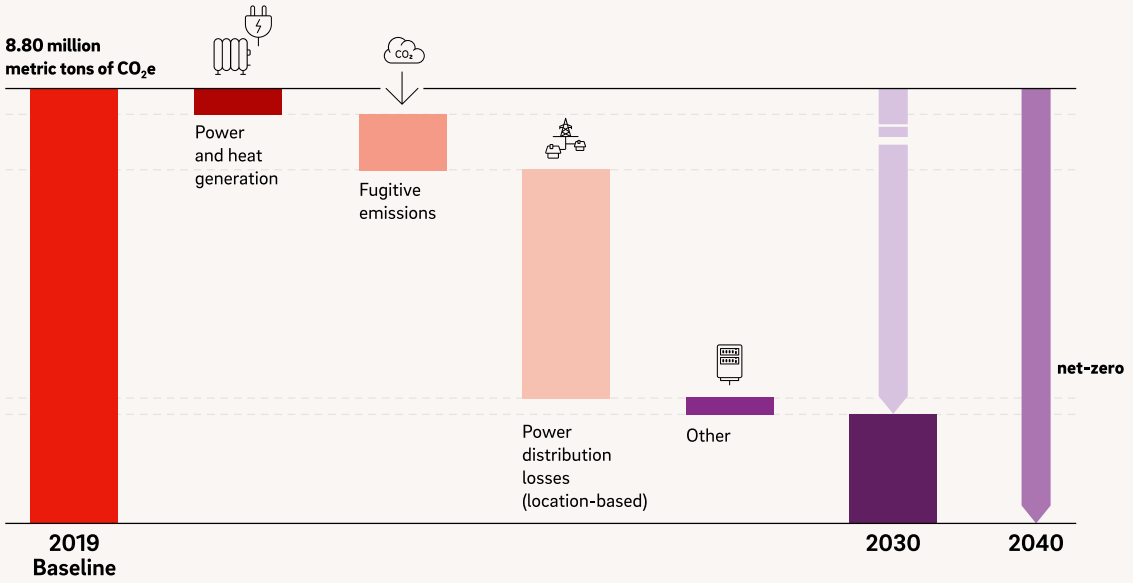
Specific Actions

E.ON's strategy update in 2021 included developing a Group-wide carbon management plan that breaks down the Group-wide climate targets to the business units and covers significant emission categories for Scopes 1, 2, and 3. Like E.ON's climate targets, the plan is geared toward the periods 2025-2030 and 2030-2040. Its purpose is to measure progress toward these targets separately for each of E.ON's business units, factoring in the characteristics of their particular business, their strategic ambitions, and the climate policies of the country or countries where they operate. Examples include national targets for renewables growth, national climate neutrality targets, and support measures to achieve these targets The plan reflects E.ON's general management approach: the Group sets the strategic course and governance framework, while the units have broad operational decision-making authority.

E.ON has designed an overarching climate transition plan for achieving its climate targets. The plan describes the main levers for the three scopes of emissions. It takes into account currently known major sources of carbon emissions, and we do not expect to add any other sources in the future. Scope 1 includes all direct GHG emissions from fuels that are directly related to our business activities. The transition plan aims to reduce these emissions by substituting electricity and heat output from gas-fired power plants owned and controlled by us with output from renewable energy sources. Existing plants will therefore require significant conversion. We will shut down our few remaining coal-fired heat generation plants by 2030 and, at the same time, decarbonize other types of fossil-fueled generation. Fugitive methane emissions from our gas distribution networks account for a large proportion of our Scope 1 emissions. We can minimize these emissions (by, for example, using innovative leak-detection technologies), but can never completely prevent them. We are gradually replacing other sources of fugitive emissions, such as the use of SF6 in switching equipment, with climate-friendly substitutes. We also aim to fully electrify our vehicle fleet (EV100) and make our buildings climate-neutral by 2030. Purchasing green electricity and gas is one aspect of this.

Scope 2 are indirect GHG emissions from the generation of electricity that the Company purchases to power its buildings, operations, and electric vehicles or that is classified as network losses in its power distribution networks. These emissions do not physically occur at E.ON's facilities but rather at an earlier link in the value chain where the electricity is generated. This is why power distribution losses are classified as Scope 2 emissions but gas distribution losses as Scope 1 emissions. Emissions attributable to network losses are lower in network segments with lots of renewables feed-in. Without market-based greening mechanisms recognized by regulatory agencies, we depend on the progressive decarbonization of the

Proportion of reduction measures: Scope 1 & 2



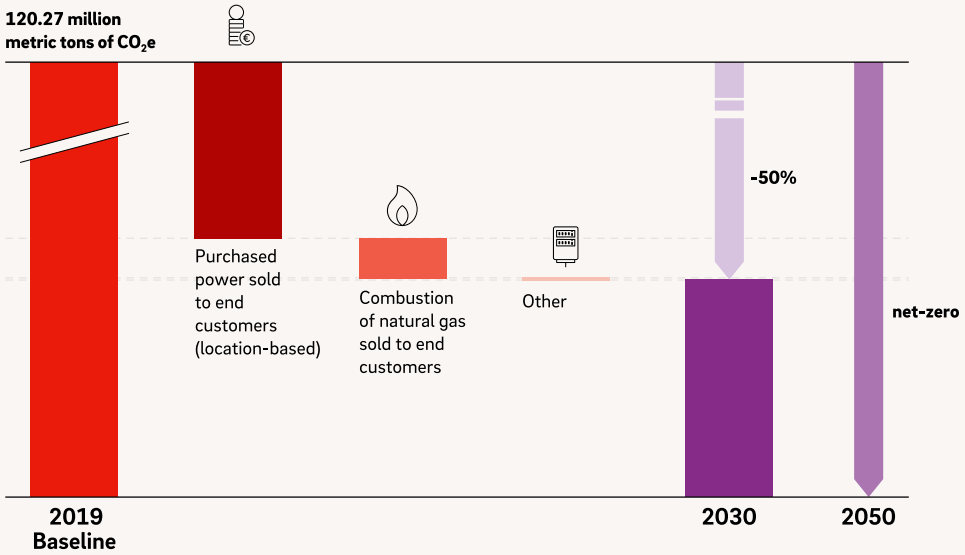
various national energy generation mixes. In general, networks losses scale proportionally with the length of the grid. In Germany, for example, E.ON invests an average of €400 to €500 million annually to expand its electricity networks and thus to connect more renewable energy sources. This leads to an increased flow of green electricity and thus to a reduction in emissions from the compensation of electricity grid losses. In addition, we intend to purchase electricity and gas for use in our buildings from renewable energy sources or produced locally from green sources. A roadmap specifies other measures, such as energy-efficient building insulation designed to minimize E.ON buildings' energy consumption.

Scope 3 are indirect emissions that occur upstream and downstream along E.ON's value chain. They result primarily from the generation of the electricity the Company purchases and resells to its customers and the use of the gas sold to them. Consequently, the steadily increasing share of renewable energy sources in the various national electricity mixes contributes significantly to the reduction of our Scope 3 emissions. Scope 3 also includes additional emissions that arise, for example, during the production of goods procured by E.ON. Our transition plan foresees achieving our Scope 3 decarbonization targets in part by using sustainable products to transform our customers' energy requirements. We actively support our customers in switching from gas to green, energy-efficient solutions like heat pumps as well as solar and PV systems. We are also expanding our range of green energy contracts for our customers in order to reduce Scope 3 emissions.

In line with the GHG Protocol, since 2020 we generally divide our emissions from power and heat generation into emissions from "plants owned and operated" (Scope 1) and "plants owned but leased to and operated by lessee" (Scope 3) for increased transparency. The "Progress and Measures" section below provides a detailed description of our calculation methodology pursuant to the GHG Protocol.

We plan to invest a total of €43 billion in the energy transition from 2024 through 2028. This investment program is intended to accelerate the expansion and digitalization of our energy infrastructure and the development of decarbonization solutions. Around €35 billion of these investments is supposed to go toward our energy networks, €5 billion toward our energy infrastructure business, and €2.5 billion toward our energy retail business. No investments in coal- and oil-based activities are planned. Only limited funds will be invested in transitional technology for natural gas. Because 98 percent of our taxonomy-eligible investments and 97 percent of our operating expenses are already taxonomy-compliant, our transition plan foresees no specific measures to increase taxonomy compliance. In principle, E.ON aims to maintain over 95 percent taxonomy compliance, particularly with regard to its total investments. E.ON generates the majority of its external sales from the sale of power and gas to end-customers. The EU taxonomy does not cover these activities, and

Proportion of reduction measures: Scope 3



we therefore do not place a strategic focus on them. The EU Taxonomy, Financial Situation, and Forecast Report chapters as well as Note 14 to the Consolidated Financial Statements contain more information about our investments and their development.

Under E.ON's holistic climate strategy, decarbonization measures follow a clear hierarchy: avoidance and reduction of emissions in our own value chain have the highest priority. E.ON funds measures to avoid or eliminate emissions outside its value chain by purchasing voluntary carbon certificates. Their purpose is to make a financial contribution to climate protection. The associated projects are often located in developing and emerging countries. E.ON currently uses emissions certificates to offset emissions at the product level and at the present time does not factor the amounts offset into its climate targets.

Given voluntary carbon markets' strategic importance, beginning in 2021 E.ON developed a comprehensive strategy for purchasing voluntary carbon certificates. It includes a minimum quality standard for certificates purchased, which we review and update on a regular basis. The standard contains guidelines for verification mechanisms, certificate age, and project types. E.ON sharpened its focus on certificate quality by beginning to work with Sylvera, a carbon data platform and due diligence provider, in 2024. We are currently developing an approach to future certificate purchases that incorporates Sylvera's ratings.

Another element of this strategy is E.ON's partnership with the LEAF Coalition, which has been in place since 2021. LEAF, which stands for "Lowering Emissions by Accelerating Forest finance," is the largest public-private initiative against the deforestation of tropical rainforests. Participants include the governments of Norway, the United Kingdom, the United States, and South Korea and more than 20 companies. LEAF's carbon offset certificates aim to finance the protection of these forests and to support sustainable management approaches that closely involve policymakers and local stakeholders. The "Progress and Measures" section below provides a comprehensive overview of our projects in the 2024 financial year.

E.ON has reported data on carbon emissions and climate action to CDP since 2004. CDP, a global non-profit organization that operates the world's leading environmental disclosure platform, recognizes E.ON as a pacesetter in climate protection and transparency.

Goals and Performance Review

E.ON's strategic transformation has led to a reorientation of its efforts to reduce emissions. In 2020 the E.ON Management Board therefore set climate targets In parallel, the Company developed KPIs that are relevant for management control purposes; they are used, among other purposes, to calculate the long-term compensation for Management Board members. In 2024 the E.ON Management Board again reviewed and affirmed the climate targets defined in 2020 and adjusted them to E.ON's near-term climate targets through 2030.[5] Compared with the prior year, E.ON's near-term climate target for Scope 1 and 2 emissions for 2030 was specified to be a target reduction of 50 percent relative to a 2019 baseline (instead of the previous target corridor of 50 to 75 percent). The reason for this change is to the absence of regulatory adjustments that would be necessary to address emissions resulting from power network losses by means of guarantees of origin in Germany.

In 2022 the Science Based Target initiative ("SBTi") confirmed that E.ON's current near-term 2030 climate targets are consistent with the Paris Agreement's 1.5°C target. This means that E.ON's planned Scope 1 and 2 emissions reductions accord with a global emission-reduction pathway that limits global warming to 1.5°C relative to preindustrial levels. The climate scenarios used for this assessment are global, sector-specific climate scenarios from the International Energy Agency (IEA, B2DS 2017) and the Intergovernmental Panel on Climate Change (IPCC, Global warming of 1.5° C, 2018). We plan to reduce our Scope 1 and2 as well as our Scope 3 emissions by at least 50 percent (using the location-based approach) by 2030 relative to a 2019 baseline. In addition, we intend to reduce Scope 3 emissions from the resale of power to end-customers by 75 percent per kWh by 2030 (intensity target). E.ON defines its climate targets relative to 2019, the first year it had consolidated emissions figures for its Group setup following the innogy transaction. The year 2019 can be deemed representative of market and weather conditions (energy demand, average temperatures).

E.ON's additional long-term climate targets are geared toward the European Commission's climate-neutrality target, which can generally be assumed to be science-based because the EU has ratified the Paris Climate Agreement and aligned its climate targets with it. Accordingly, E.ON plans to reduce its GHG emissions over the long term and thus to achieve climate neutrality by in Scope 3 by 2050 and, furthermore, to achieve climate neutrality in Scopes 1 and 2 even earlier, namely in 2040. Consequently, our reduction pathway foresee reducing our Scope 1 and 2 emissions by at least 90 percent by 2040 and likewise our Scope 3 emissions by at least 90 percent by 2050. Both targets are relative to 2019 and provide for offsetting any residual emissions in the target year. We validate our decarbonization pathway annually and publish the findings The baseline year for the annual validation of our 2040 climate targets is likewise 2019. Scope 3 emissions occur primarily during the generation of the power that E.ON purchases and resells and during the use of the gas that E.ON sells. We therefore quantify Scope 3 emissions from the generation of this power by using the official national emission factors of the countries in which we purchase the power that we resell to end-customers (see the "Progress and Measures" section below).

The adoption of our climate strategy initiated actions to help us achieve the aforementioned climate targets for 2030 and 2040, and thus to support Europe's energy transition. E.ON systematically monitors its progress toward these targets. It is important to remember that year-on-year comparisons of energy consumption can be affected by temporary fluctuations caused by weather patterns and other factors. A period of several years is necessary to determine whether E.ON's actions are effective and where we stand with regard to our targets. Since 2016 we therefore assess the trend in more detail every three years. The trend indicated that, so far, the reduction rate is in line with the forecasts. Along with the adoption of the carbon management plan in 2022 (see the "Specific Actions" section above) we refined this process by setting reduction rates for our individual business units as well. The units have to conduct controls on an annual basis so that we can see more exactly whether we are making progress along the prescribed path. In addition, each unit has the authority to pursue its own reduction targets that go beyond the target for E.ON as a whole. The Group provides strategic recommendations for action for this purpose.

We began the annual review of our qualitative scenario analysis in late 2023 (the "ESG Risks and Chances" section of the Risks and Chances Report contains detailed information on the scenarios analyzed). This involves carefully analyzing climate change's potential impact on our technical systems and identifying necessary adaptation measures. Weather extremes like strong winds, heavy snowfall, and lightning strikes can affect overhead lines in our electricity networks in particular. We minimize and counteract these risks by maintaining our infrastructure on ongoing basis. But we also have a crisis management plan in place to ensure our networks' operation and continually optimize network management. This includes measures to ensure security of supply as well as plans for disconnecting and reconnecting loads, emergency plans, and alternative sources of supply to protect our infrastructure. These measures ensure our distribution network's reliability even under extreme conditions; the Security of Supply chapter provides more detail. Our extensive investments through 2028 aim to modernize our networks and make them more resilient to climatic influences. Another way to protect against weather impacts is to lay power lines underground; an example of this is the underground cable project being conducted by Bayernwerk Netz, an E.ON distribution system operator in southeast Germany.

Our scenario analysis relates to the period through 2050 in line with our climate targets that were valid at the beginning of the reporting year—namely, to completely decarbonize our Scope 1-3 emissions by 2050. Its findings show that our statements from 2022 are still valid. The findings for our most important businesses are as follows:

- Our electricity network business can, to a certain extent, absorb weather-related risks while benefiting from the significant opportunities presented by massive electrification.
- Decarbonization increases risks for our gas network business; however, hydrogen may represent an opportunity to transform some parts of this business.
- Higher carbon prices on fossil fuels are accelerating the conversion from gas-based to electrified solutions, resulting in a greater reduction in carbon emissions
- The opportunities from electrification outweigh the risks for our gas commodity business, while volatility remains a source of risk in all three scenarios.
- The risks of a mismatch between our solutions portfolio and our customers' ESG needs are outweighed by the opportunities arising from the expansion of our current portfolio of decarbonization solutions.
- The electrification of transportation and the growth of solar energy offer significant opportunities, although a future shortage of raw materials could become an important problem.

The analysis indicates that the key value drivers of E.ON's core business remain unchanged. We identified minor adjustments in the updated underlying scenarios that lead to an even more positive outlook for electrification and decarbonization and offer significant opportunities for E.ON. The outlook for gas and hydrogen, by contrast, is less positive. Nevertheless, (regulated) electricity networks and decarbonization solutions make up a large part of our business. The updated analysis therefore shows that the advantages for E.ON's business opportunities outweigh the disadvantages.

The analysis's findings are in line with E.ON's strategy and investment planning. For example, E.ON intends to significantly accelerate the pace of growth of its businesses and digitalization. In view of future changes in reporting requirements and upcoming significant updates to the climate

[5] In defining and evaluating its own climate targets, E.ON refers to current scientific findings on climate change scenarios and their methodological classification by recognized organizations such as the SBTi. Statements on achieving the 1.5° target are subject to corresponding inherent uncertainties from future-oriented information and underlying assumptions.

and transition scenarios, we plan to fully update the analysis for future reporting cycles.

All of this makes it clear that E.ON's contribution to climate protection is not limited to reducing its direct or indirect emissions. E.ON's expansion and modernization of its electricity networks not only enable the integration and distribution of renewable energy, but generally help make the energy transition a success. Furthermore, E.ON's solutions for energy efficiency, renewables, and eMobility actively support its customers and municipalities in reducing their carbon missions. Our smart grids and customer solutions therefore not only help avoid emissions, but also make a contribution to society by enabling a sustainable and low-carbon energy supply outside our company.

The "Specific Actions" and "Goals and Performance Review" sections of the Sustainable Products and Services chapter describe other measures and targets relating to climate-friendly energy generation and energy-efficiency measures.

Progress and Measures

In line with ESRS E1 requirements, E.ON calculates its emissions using the globally recognized WRI/WBCSD Greenhouse Gas Protocol Corporate Accounting and Reporting Standard ("GHG Protocol") for the now seven GHGs covered by the Kyoto Protocol: carbon dioxide ("CO_2"), methane ("CH_4"), nitrous oxide ("N_2O"), hydrofluorocarbons ("HFCs"), perfluorocarbons ("PFCs"), sulfur hexafluoride ("SF_6") and also nitrogen trifluoride ("NF_3"). CO_2 is by far our biggest GHG. Other GHGs like SF_6 and CH_4 contribute to E.ON's climate impact. But they account for a much smaller share of our GHG emissions than CO_2. Global warming potential ("GWP") indicates how much GHGs affect global warming over a period of time compared with CO_2. All GHG emissions can be expressed as CO_2 equivalents ("CO_2e") and therefore be accounted together.

We calculate Scope 2 emissions using a location-based method and a market-based method. For its own management decision-making, E.ON uses the figure determined by the location-based method, which is based on the respective national generation mix. The market-based method yields a different figure because it is based on the contractually attributable generation mix of the Company's electricity suppliers. However, the effort required to identify every single provider that feeds electricity into each of E.ON's networks would be considerable. We therefore use the emission factor of each country's residual generation mix. In most cases, this factor is significantly higher than the factor of the national generation mix.

Alongside ESRS E1 requirements, we use the Corporate Value Chain (Scope 3) Accounting and Reporting Standard to calculate Scope 3 emissions. It defines 15 Scope 3 categories. E.ON conducts an analysis to identify the Scope 3 categories that are significant for the Group. We define as material those categories that account for more than 10 percent of E.ON's Scope 3 footprint. These are E.ON's emissions from the generation of electricity that the Company buys and resells to its customers (activities related to fuels and energy that are not included in Scope 1 or Scope 2) and from the use of gas sold by E.ON to its customers (use of products sold).

In addition, E.ON reports Scope 3 emissions from purchased goods and services including capital goods, downstream leased assets, business travel, employee commuting, and leased vehicles (upstream leased assets). These are below the materiality threshold set by E.ON and are also not considered for management purposes but are relevant for many stakeholders (such as our employees) and are therefore reported voluntarily. For the E.ON Group, the remaining seven categories—upstream transportation and distribution, waste generation in operations, downstream transportation, processing of sold products, end-of-life treatment of products, franchises, and investments—are below the materiality threshold due to E.ON's business model and are therefore not reported.

Since E.ON removed large-scale fossil-fueled power generation from its generation portfolio, it has procured power mainly from wholesale markets where the source of generation is often not traceable or information about the source is not reliable. When primary data are unavailable or of insufficient quality, the GHG Protocol recommends calculating emissions by using secondary data, such as industry-average data or government statistics. We therefore calculate the Scope 3 emissions from the generation of this power by using the official national emission factors of the countries in which we purchase power resold to end-customers.

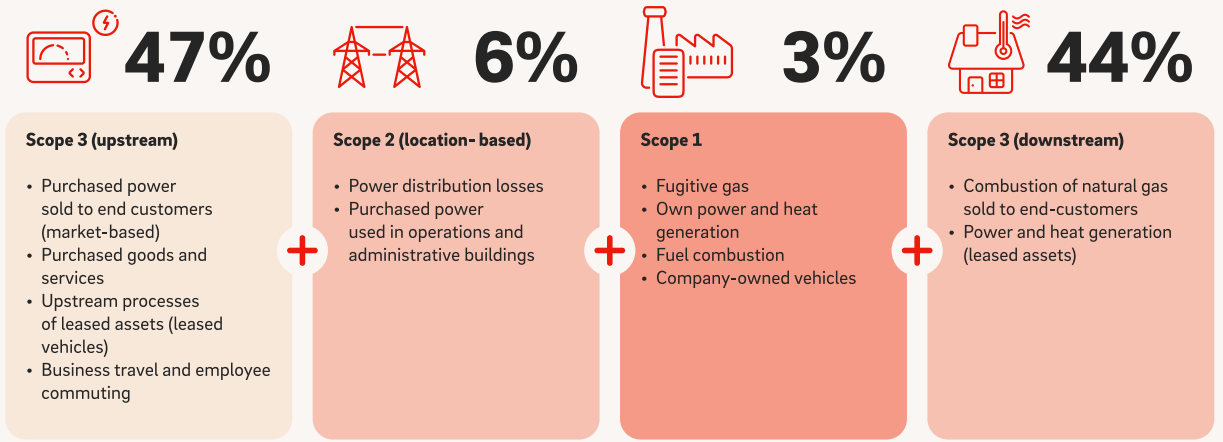
Furthermore, we also use market-based methods to calculate the emissions of power resold to end-customers. The Company can actively influence this figure by selling green power. This figure is therefore relevant for management control purposes.

The proportion of E.ON's market-based Scope 3 emissions calculated on the basis of primary data totaled almost 96 percent in 2024 (location-based: 45 percent). As described above, emissions from power resold to end-customers calculated using the location-based approach are classified as a secondary source. By contrast, we classify the market-based calculation of emissions from power resold to end-customers as primary data.

We have not identified any non-fully consolidated entities that must be included in our GHG emissions reporting pursuant to ESRS requirements. Our carbon footprint therefore encompassed fully consolidated subsidiaries.

Our direct and indirect CO2e emissions totaled 65.71 million metric tons in 2024; of these, 3 percent were direct Scope 1 emissions, and 97 percent

E.ON's Carbon Footprint



were indirect Scope 2 and 3 emissions. Scope 1 emissions were at the prior-year level, whereas indirect emissions declined by around 7 percent. The emissions figures relevant for management control purposes were used for these calculations: location-based Scope 2 emissions and market-based Scope 3 emissions.

E.ON's Scope 1 emissions amounted to 1.98 million metric tons of CO2e in 2024. They were thus slightly lower than the prior-year figure of 2.01 million metric tons of CO2e. The decrease is mainly attributable to the fact that owned generation declined year on year owing to a reduction in demand.

Emissions from power and heat generation were primarily due to our distributed combined heat and power ("CHP") plants. Our disclosure of Scope 1 emissions from power and heat generation at leased plants has been more transparent since 2020. We report emissions from downstream plants leased by us as Scope 3 emissions. These are plants that we installed at customers' premises and that they operate as lessees for their own needs. For heat, 63 percent of emissions come from owned generation plants and 37 percent from leased plants. For power, 40 percent of emissions come from owned power plants and 60 percent from leased plants.

► E.ON's own generation assets enabled it to produce a total of 13 million MWh of energy in 2024, of which 6 million MWh was renewable energy. ◄

Fugitive emissions at E.ON consist predominantly of methane (CH4) from leaks in gas infrastructure as well as leaks of sulfur hexafluoride (SF6) and coolants used in energy distribution equipment.

We recorded location-based Scope 2 emissions of 3.66 million metric tons of CO2e in 2024. The higher figure compared with the previous year resulted from an increase in power transmission and distribution losses due to a rise in the amount of power fed back into higher network levels.

Renewables expansion and the increasing proportion of distributed generating units in E.ON's distribution networks are leading to higher transmission losses in these networks. By contrast, E.ON's investments to maintain its networks help reduce network losses. E.ON's approach depends on the type of loss. Technical losses can be reduced through network optimization. For this purpose, we are upgrading our networks using smart-grid technology (more information can be found in the Security of Supply chapter). This enables the lines and transformers to adapt—in many cases automatically—to the actual production and consumption in a given grid segment. However, technical losses can only be reduced to a certain extent owing to the physical attributes of power grids. Alongside technical losses there are also commercial losses, which result primarily from theft. Network losses accounted for approximately 4 percent of the power E.ON distributed in 2024.

E.ON reduced its location-based Scope 3 emissions—which always account for the largest share of its total carbon footprint—to 64.97 million metric tons in 2024. We recorded a significant reduction of 8 percent year on year, mainly because of the power and gas E.ON sells to end-customers.

The main factor was portfolio streamlining as part of our B2B strategy. The market-based figure for Scope 3 emissions declined by about 5 million metric tons of CO2e for the same reason. The Sustainable Products and Services chapter contains more information about our green power products.

► The Annex to the Sustainability Statement contains more details on progress toward achieving our climate targets, in particular regarding application requirement 48 with relation to disclosure requirement E1-6. ◄

Greenhouse Gas Emissions

Total CO_2 equivalents in million metric tons[1]	2024	2023
Power and heat generation[2, 3]	1.84[4]	1.87[5]
Fugitive emissions	0.05	0.05
Company-owned vehicles	0.05	0.05
Fuels combustion[6]	0.04	0.05
Scope 1 Total	**1.98**	**2.01**
Power distribution losses (location-based)[7]	3.38	3.19
Power distribution losses (market-based)[8,9]	6.16	5.85
Purchased power (location-based)	0.28	0.27
Purchased power (market-based)	0.26	0.32
Scope 2 Total (location-based)	**3.66**	**3.46**
Scope 2 Total (market-based)	**6.41**	**6.17**
Purchased power sold to end-customers (location-based)[7,10,11]	33.08	35.95
Purchased power sold to end-customers (market-based)[10,11]	28.17	30.48
Combustion of natural gas sold to end-customers[10]	27.84	30.12
Purchased goods and services[12]	2.54	2.92
Power and heat generation (leased assets)[2]	1.42[13]	1.61[14]
Employee commuting[15]	0.06	0.06
Upstream processes of leased assets (leased vehicles)	0.03	0.03
Business travel	0.01[16]	0.01[17]
Scope 3 Total (location-based)	**64.97**	**70.69**
Scope 3 Total (market-based)	**60.06**	**65.23**

[1]The Department for Energy Security and Net Zero (DESNZ, formerly DEFRA/BEIS), the Greenhouse Gas Protocol, the Överenskommelse Värmemarknadskommittén and the IPCC AR6 report were used as external sources for the global warming potential (GWP). The figures for Power and Heat Generation (Scope 1 and 3), fuel combustion (Scope 1), and purchased power (Scope 2) are partially based on previous year values, which are used as approximations for the reporting year.

[2]In accordance with the GHG Protocol, emissions from power and heat generation are divided into emissions from plants owned and operated by E.ON (Scope 1) and emissions from plants leased to, and operated by, customers (Scope 3). This improves our ability to manage our emissions and make progress toward our targets more transparent.

[3]The Greenhouse Gas Protocol and the DESNZ do not attribute any direct CO_2 emissions to energy generated in renewable energy plants and nuclear power plants.

[4]This figure does not include 2,203 metric kilotons of CO_2 from biogenic emissions.

[5]This figure does not include 2,292 metric kilotons of CO_2 from biogenic emissions.

[6]To heat buildings.

[7]Based on the emission factors of the national electricity mixes for specific geographic regions (source: IEA).

[8]Based on the emission factors of the national residual mixes for specific geographic regions. A country's residual mix emission factor represents the emissions and generation that remain after certificates, contracts, and supplier-specific factors have been claimed and removed from the calculation (source: AIB).

[9]Power distribution losses in Sweden were almost completely offset by the purchase of green electricity.

[10]Scope 3 emissions from purchased power and the combustion of natural gas sold to end consumers (energy sold to our private and B2B customers) in accordance with the GHG Scope 3 Protocol. The emissions from the distribution losses of energy sold to distribution partners and the wholesale market are recorded accordingly under our Scope 1 and Scope 2 emissions.

[11]Includes the purchase of electricity at E.ON-owned and publicly accessible charging stations.

[12]Including capital goods. Figure is based on E.ON specific purchasing data as well as data from secondary sources.

[13]This figure does not include 4.4 kilotons of CO_2 from biogenic emissions.

[14]This figure does not include 3.8 kilotons of CO_2 from biogenic emissions.

[15]Based on internal assumptions, we estimate that approximately 40 percent of our employees have worked from home.

[16]This figure includes compensation of around 814 tons of CO_2, which has not been deducted from the stated value.

[17]This figure includes compensation of around 780 tons of CO_2, which has not been deducted from the stated value.

► E.ON consumed 17 million MWh of energy in 2024, of which renewable energy accounted for 43 percent. In line with E.ON's business model, all Group activities are assigned to the energy supply sector, which the ESRS define as a sector with a high climate impact, because E.ON's three business divisions make it active in energy distribution, sales, and generation. In addition, E.ON has water-supply activities, which is also defined as a sector with a high climate impact. The ratio of E.ON's energy intensity to net revenues is 0.21 MWh per thousand €. ◄

The ratio of location-based emission intensity to net revenues is 0.85 metric tons of CO_2e per thousand €, the ratio of market-based emissions intensity is 0.88 metric tons of CO_2e per thousand €. Revenues are equal to net sales excluding electricity and energy taxes as shown in the Consolidated Statement of Income.

Energy Consumption and Mix[1] [•]

Megawatt hours in millions	2024
Fuel consumption from coal and coal products	0.43
Fuel consumption from crude oil and petroleum products	0.21
Fuel consumption from natural gas	6.02
Fuel consumption from other fossil sources	2.35
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	0.48
Total fossil energy consumption	**9.49**
Share of fossil sources in total energy consumption (%)	*57*
Consumption from nuclear sources	**0.03**
Share of nuclear sources in total energy consumption (%)	*0*
Fuel consumption for renewable sources, including biomass	6.94
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	0.10
The consumption of self-generated non-fuel renewable energy	0.01
Total renewable energy consumption	**7.05**
Share of renewable sources in total energy consumption (%)	*43*
Total energy consumption	**16.56**

[1]The figures are partially based on previous year values, which are used as approximations for the reporting year.

► As already described, E.ON finances measures to avoid or remove emissions by purchasing voluntary carbon certificates. Current projects are shown in the table below. It provides an overview of carbon credits used in the reporting year ("carbon credits retired") and carbon credits to be used in the future that have already been purchased ("carbon credits still to be retired"). Retiring certificates means listing their use in the associated public carbon credit register.

In the case of retired credits, we also make transparent the type of project the credits are based on. We distinguish between reduction and removal projects: removal projects actively remove emissions from the atmosphere. Reduction projects, by contrast, avoid emissions compared with an alternative scenario in which the project is not conducted. Reduction projects, such as forest-protection projects, make up by far the largest share of the voluntary carbon credit market. E.ON currently procures a higher proportion of credits relating to reduction projects than to removal projects. Reduction projects are also subdivided according to the certification mechanisms on which they are based. The mechanisms apply different validation and certification standards for carbon credit projects.

E.ON purchases smaller quantities of removal credits and does not record any carbon removals from projects in its own value chain. In addition, carbon credits with a corresponding adjustment ("CA") label can be purchased on the market. A CA is a mechanism to prevent double counting of emission reductions and removals in international transfers of carbon credits in the accounts of the country of origin and the purchasing organization. The market for CA credits is still in its early stages, which is why E.ON has not yet purchased any carbon credits with a CA. E.ON is not aware of purchased projects that had reversals in the reporting year (cases in which a project's carbon sink becomes a source of emissions, such as through forest fires).

Carbon Credits [•]

Total CO_2 equivalents in metric tons	2024
Carbon credits retired in the reporting year	**672.06**
Share of removal credits in %	0
Share of avoidance credits in %	100
Share of Gold Standard in %	82
Share of Plan Vivo in %	0
Share of Verra in %	18
Share of other certification mechanisms in %	0
Share of projects in the EU in %	0
Outlook	
Carbon credits to be retired in the future	925.07
Carbon Removals	
Nature-based removal credits (e.g. afforestation projects)	0.00
Technology-based removal credits (e.g. direct air capture projects[1])	0.00
Carbon Credits purchased in the reporting year[2]	**0.00**
Nature-based removal credits (e.g. afforestation projects)	0.00
Technology-based removal credits (e.g. direct air capture projects[1])	0.00
Carbon removal from projects in the own value chain	**0.00**
Reversals	**0.00**

[1]Direct Air Capture (DAC) is the name given to chemical-technical processes for extracting carbon dioxide (CO2) from the ambient air.

[2]Corresponds to Carbon Removal Credits in the upstream and downstream value chain

A monetary assessment of future GHG emissions or avoidance—known as internal carbon pricing ("ICP")—can be used to make business activities more sustainable and propel progress toward GHG neutrality. ICP can be used to assess future projects' financial impact on the goal of GHG neutrality and the promotion of sustainable measures. ICP includes the shadow price, carbon taxes, internal emissions trading, and the implicit price. This makes it possible to assess the costs associated with GHG emissions and the promotion of low-carbon alternatives.

E.ON does not use Group-wide ICP because of the diversity of its business models. The Energy Infrastructure Solutions business division, for example, uses a shadow price in investment decisions on new energy infrastructure assets. This relates to projects involving the construction and operation of power, heating, and cooling plants. Energy Infrastructure Solutions strives to be perceived as a pioneer for decarbonization solutions. Energy Infrastructure Solutions therefore invests primarily in sustainable new assets. Non-sustainable assets can pose a risk, because regulatory changes or changes in demand may necessitate their decommissioning before the end of their technical or contractual life. Energy Infrastructure Solutions' investments must therefore meet certain sustainability criteria. If these criteria are not or only partially met, the division's Management Board must approve the investment.

Sustainability criteria play a decisive role in our calculation of capital costs and internal rate-of-return thresholds. Our prioritization logic gives preference to projects that use renewable or hybrid systems. Solutions with less sustainable characteristics are subject to higher minimum return thresholds, which are priced in using a mark-up factor. Such solutions fall in particular in the Scope 1 and 3 category "power and heat generation." They totaled 1.84 million metric tons of CO_2e (93 percent of Scope 1 emissions) and 1.42 million metric tons of CO_2e (2 percent of market-based Scope 3 emissions), respectively, in the reporting year. ◄

> Our publication entitled "On course for net-zero: supporting paper for E.ON's decarbonization strategy and climate-related disclosures" explains E.ON's SBTi targets in detail. <

Environmental Management [•]

E.ON strives to assume responsibility for preserving the natural environment and to minimize its business activities' environmental impact. The Nature.ON nature strategy that E.ON adopted in 2024 gives it a pioneering strategic roadmap alongside climate protection.

The introduction of E.ON's new nature strategy establishes a holistic approach to the climate, ecosystems, biodiversity, resources, and waste and integrates our objectives of having a net-positive impact on nature.

Consequently, E.ON is committed not only to reducing carbon (the Climate Protection chapter provides details), but also strives to take specific steps and make specific commitments in order to minimize its negative impact on nature and to contribute to a net-positive impact on nature.

Our nature strategy will place our focus on three core areas: climate (which remains the new strategy's largest element), ecosystems and biodiversity, and resources and waste. In addition, we will establish flagship projects for each core area that demonstrate our commitment by means of specific measures. Environmental management is therefore a central component in achieving the objectives.

E.ON operates distribution networks in various European countries. Environmental management therefore places particular emphasis on protecting and promoting natural habitats and the diversity of ecosystems and species in the vicinity of this network equipment. Furthermore, we aim to address primarily these environmental aspects: conserving wastewater, water, and other resources, reducing emissions, and generating less waste

at our facilities and offices as well as enabling compliance with all international and national environmental laws and regulations at all times.

E.ON's Approach

Our nature strategy is based on the issues and criteria defined by frameworks such as the Science Based Targets Network ("SBTN") and the Taskforce on Nature-related Financial Disclosures ("TNFD"). We conducted a gap analysis to assess our business activities' impacts, dependencies, risks, and opportunities in relation to water and marine resources, biodiversity, ecosystems, and resource use. It included insights from existing processes—such as environmental management systems—used to analyze site-related environmental aspects across the life cycle and to engage with affected communities as well as insights from our risk management system and projects relating to identification and assessment. It did not involve conducting site-specific analysis within the meaning of ESRS E2, E3, and E5 IRO-1. The "Specific Actions" section below contains more information on ESRS E4 IRO-1 under "Biodiversity and Ecosystems." Based on the findings, only the topic of climate protection was declared as material in the sense of the CSRD. In addition, in the years ahead we will focus more on individual sub-issues relating to environmental protection, because they fit with the objectives of our Environmental Protection Guideline, which we updated in 2024. It was published in the first quarter of 2024 and contains the following five commitments: "We protect ecosystems," "We steer our organization toward ecosystem protection," "We maximize our impact," "We set clear targets," and "We engage for environmental protection."

We use our energy management system to continually look for opportunities to optimize the Group's energy consumption and the energy efficiency of our processes. It enables us to reduce greenhouse gas ("GHG") emissions and thus also plays an important role in E.ON's environmental and sustainability management. Combining these topics underscores that E.ON is equally committed to protecting people and the environment.

E.ON is interested in business relationships solely with companies that share its commitment to environmental protection. Consequently, we strive for our suppliers and contractors to comply with our environmental standards, and to have a certified environmental management system in place.

Guidelines and Policies

Environmental Management Systems

All E.ON units—except for units with non-material environmental risks—strive to have an environmental management system that is certified to ISO 14001 or validated by means of the Eco-Management and Audit Scheme ("EMAS"), which identify and evaluate all relevant environmental aspects of our business activities across the life cycle. At year-end 2024, 81 percent of E.ON employees worked in business units that met this requirement.

E.ON uses the environmental management system it has deployed (ISO 14001) to identify relevant facility-specific environmental aspects of the life cycle and to evaluate the resulting local opportunities and risks. In this context, E.ON uses consultation processes as an opportunity to exchange information with affected communities. The aim is for the Group to minimize and/or continually reduce its impact on the environment and communities.

Energy Management Systems ("EnMS")

ISO 50001 is an international standard whose purpose is to enable organizations to continually improve their energy efficiency.

In accordance with the German Energy Services Act (German abbreviation: "EDL-G"), E.ON has also introduced ISO 50001 certification in units that already have an HSE management system. At year-end 2024, 61 percent of E.ON employees worked in business units with ISO 50001 certification.

E.ON measures and analyzes the energy use of facilities, vehicle fleets, and buildings at all of these units. The data help us identify opportunities for energy conservation and take cost-effective measures to improve energy efficiency. All units in Germany without ISO 50001 certification conduct energy audits in accordance with DIN EN 16247 under the EDL-G. The Climate Protection and Occupational Health and Safety chapters contain more information about measures and guidelines.

As part of the EnMS, the energy teams at E.ON's matrix companies in Germany and its companies in other countries sets annual targets and conducts systematic audits to monitor the effectiveness of the measures taken to achieve them. It also conducts an annual management review, which is audited by an accredited certification organization. These mechanisms confirmed the EnMS's effectiveness.

Organization and Responsibilities

The Group's central Sustainability department played a leading role in developing company-wide climate protection targets and has since then been monitoring progress toward them. E.ON's units are responsible for taking steps to reduce their emissions, those caused by their business activities, and other environmental impacts. Effective March 2024, the central Sustainability department is responsible for the environmental issues (biodiversity, environmental management, waste, and energy management) that were previously part of the Health, Safety, and Environment ("HSE") division. On balance, this results in these issues receiving greater strategic significance, which our nature strategy will further substantiate starting in 2025. The business units are supported in their efforts by local sustainability and HSE teams, which, for example, help design regional energy-efficiency measures and share ideas and best practices. The Climate Protection chapter contains information on E.ON's carbon management plan.

The E.ON Environmental Network ("EEN") is a forum for sharing information about business-related environmental issues, environmental management, sustainability, and related law. The EEN brings together experts from the Energy Networks and Customer Solutions segments and the HSE and Sustainability teams. They work together closely in the EEN, which meets on a quarterly basis, usually virtually. Since the EEN was founded, its reach in the Group has extended continually. Its existing working groups—commercial waste, ISO 14001 environmental assessment, and networking of biodiversity and environmental protection projects—were supplemented in 2024 by the launch of a circular economy working group. Besides the German EEN, E.ON also has an international EEN, which brings together E.ON colleagues outside Germany. Both forums met several times in 2024. We intend to expand these networks in the years ahead and transform them into Group-wide information-sharing platforms.

Specific Actions

E.ON employees and managers are required to report environmental incidents. They use an IT application called PRISMA (Platform for Reporting on Incident and Sustainability Management and Audits) for this purpose (the Occupational Health and Safety chapter contains more information on PRISMA and E.ON's incident management).

Energy Management

E.ON has taken several steps to improve the energy efficiency of its facilities in Germany. Its heat supply companies implement measures to optimize their networks. Its gas and power network companies conduct measures to improve the energy efficiency of network equipment. Other steps include installing sensor-controlled LED lighting in buildings and parking garages and reducing the energy consumption of ventilation and air-conditioning systems. We also adjust the heat in our buildings as needed (the Energy Affordability chapter contains more information about energy conservation).

eMobility

In 2017 E.ON began offering its employees in Germany incentives to embrace eMobility. They include discounted leasing contracts for electric vehicles ("EVs"), at-home charging points, and certified renewable power tariffs, which enable employees to charge their EVs with clean energy. E.ON's Car Policy for the procurement of company cars and leased vehicles unambiguously supports the use of all-electric and hybrid vehicles. More information on our eMobility efforts can be found in the Sustainable Products and Services chapter.

Environmental Impact Assessments

For projects to build new power lines, gas pipelines, and other large industrial facilities with a foreseeable environmental impact, E.ON conducts an environmental impact assessment during the development phase to obtain construction and operating permits. In addition, the operation of facilities is monitored to check whether the previous assessments were correct. In addition, E.ON maintains an ongoing dialogue with local stakeholders and interested parties on numerous environmental issues. Examples include Q&A sessions for nearby residents and information events conducted jointly with municipal decision-makers.

Biodiversity and Ecosystems

In the preparatory phase of the nature strategy developed in 2024, E.ON began to analyze the extent to which its business model impacts biodiversity. The analysis took into account the frameworks of the Science Based Targets Network ("SBTN") and the Taskforce on Nature-related Financial Disclosures ("TNFD"). It included E.ON conducting a biodiversity impact assessment. We used standardized industry data from the ENCORE platform and geodata to assess more than 100 facilities and suppliers. The findings are divided into the dependencies of E.ON's business activities on ecosystem services and these activities' impacts on ecosystem services. Energy infrastructure unavoidably impacts surrounding ecosystems, particularly at facilities in or near areas whose biodiversity needs protection. This therefore also applies to the facilities of E.ON, Europe's largest distribution network operator. E.ON's highest dependency on ecosystem services is hydroelectricity. The most important ecosystem services for E.ON's overall business are flood and storm protection. The production processes with the highest impact are energy from biomass, hydropower, and heat plants. We continue to view our powerline corridors as a lever for enhancing biodiversity and are using ecological corridor management to address it.

As part of its new nature strategy, E.ON intends to further increase transparency about its impact on biodiversity and ecosystems and expand its biodiversity measures. E.ON also takes steps to protect natural habitats and to specifically promote biodiversity, such as bird safety at E.ON distribution system operators ("DSOs"). In addition, E.ON has set up a Group-wide digital platform for biodiversity and environmental protection projects to enhance this issue's visibility and the exchange of information about it.

E.ON has developed an approach for ecological corridor management ("ECM") and introduced it Group-wide in 2023 as a standard for vegetation management in all areas under and near 110 kV high-voltage overhead power lines where ECM is potentially practicable. We intend to extend the ECM rollout to all of the Group's DSOs in Europe by the end of the decade. ECM enables E.ON to make a contribution to creating and maintaining permanently stable biotopes and structures and to promoting species protection, biodiversity, and the interlinking of valuable biospheres. Through 2029, we plan to invest a figure in the double-digit million range and to implement ECM along the 13,000 kilometers of our high-voltage lines. ECM was applied to 19 percent of relevant areas in 2024 (prior year: 12 percent). Our ECM approach has been acknowledged outside E.ON as well and received the Renewables Grid Initiative's ("RGI") 2023 Grid Award in the Environmental Protection category.

Waste Management and Circular Economy

E.ON periodically compiles environmental key performance indicators for waste. At the start of 2023, we began to catalog, in a structured way, our activities relating to a circular economy and to develop a circular economy strategy, which was further implemented in 2024 as part of our nature strategy. The new strategy commits E.ON to achieving "maximum circularity in the energy sector." We aim to achieve this by increasing the proportion of recycled content in newly purchased components, extending the average lifespan of existing assets, and reusing and refurbishing key components in the network business. In addition, E.ON has been involved in the BDI's Circular Economy Initiative since the beginning of 2024 and is also a member.

As part of this strategy, a cross-disciplinary team of employees drawn from the Strategy and Purchasing departments launched an in-house marketplace to establish a Group-wide secondhand market.

Sulphur hexafluoride (SF_6) may be used in E.ON's Energy Networks business division to insulate medium and high-voltage switchgear. After assessing E.ON's impact on the environment and society, we do not consider SF_6, which is used in closed systems and is properly disposed of, to be a material substance of concern for environmental pollution due to the small quantities involved. However, we do of course take SF_6 into account when calculating our greenhouse gas emissions; the Climate Protection contains more information about this.

Goals and Performance Review

The E.ON Management Board is informed about serious environmental incidents (category 3 in our Standard on Incident Management) by means of monthly reports from HSE and periodic consultations with the Senior Vice President for HSE. In the case of a major incident (category 4), the unit at which it occurred reports it directly to the E.ON Management Board member responsible for the respective unit and to Group HSE within 24 hours.

Progress and Measures

Circular Economy, Waste Avoidance, and Recycling

E.ON always tries to avoid creating waste and, when this is not feasible, to recover as much of it as possible. If neither avoidance nor recovery is possible, we ensure, in accordance with legal requirements, that waste is disposed of correctly and responsibly. E.ON's operating business generates hazardous and non-hazardous waste, as does the retirement of some assets, such as the dismantling of the Company's nuclear power plants ("NPPs") in Germany.

> E.ON's total amount of non-hazardous waste increased from 496.1 metric kilotons in 2023 to 652.7 metric kilotons in 2024. The increase in 2024was attributable to extensive construction activity at our network business and the associated increase in excavated soil. E.ON recycled 91 percent of its non-hazardous waste.

E.ON produced 196.1 metric kilotons of hazardous waste in 2024, about 9 metric kilotons less than in 2023. The year-on-year reduction in hazardous waste was due in part to volatility in dismantling projects to remove hazardous waste and also to improved data from waste-management companies. Of the total amount, 80 percent was recycled. <

Other Atmospheric Emissions[1] [x]

Metric tons	2024	2023
NO_x emissions	1,654	2,501
SO_2 emissions	519	828
Dust emissions	26	53

[1]For generation assets over 20 MW.

> Fossil-fueled power plants emit nitric oxide ("NO_X"), sulfur dioxide ("SO_2"), and dust. This type of power generation is no longer a core E.ON business. It is therefore no longer considered a core KPI. E.ON now focuses on small-scale, embedded generation units. NO_x, SO_2, and dust emissions result mainly from small gas-fired CHP plants and larger plants for district heating networks. The year-on-year decline in other atmospheric emissions reflects in particular a reduction in the use of coal for power generation. <

Responsible Water Management

To ensure responsible water use, E.ON takes specific measures to identify and use water resources sustainably. The NPP operated by PreussenElektra withdrew cooling water for power generation for the last time in 2023; since then, only maintenance has been conducted. Consequently, E.ON's water-related activities currently relate to the withdrawal of fresh water by E.ON's water utility subsidiaries, Rheinisch-Westfälische Wasserwerkgesellschaft ("RWW") and Avacon Wasser, as well as a small amount in conjunction with our decentralized heating business. In addition, LEW operates a number of small and medium-sized run-of-river power plants in Germany with an installed capacity of 0.5 to

12 MW per system, which only accounts for a small share of E.ON's electricity generation.

> RWW and Avacon Wasser supply about 970,000 people, industrial enterprises, and businesses in Lower Saxony, North Rhine-Westphalia, and Saxony-Anhalt with roughly 97.1 million m^3 of water annually, of which 45.8 million m^3 is groundwater, 51.2 million m^3 is surface water, and 0.2 million m^3 is spring water. <

Accordingly, this business involves the extraction of water as a resource and its treatment as well as final distribution to end-users; it also includes the reuse of wastewater and thus the closing of the water cycle. Although water operations account for only a small proportion of the Group's total sales, we pay particular attention to the associated consequences from the perspective of resource conservation and supply security. We use two KPIs to assess the water utility business's risks: total withdrawal and distribution losses. Withdrawal is the amount of water supplied to end-users; that is, not water used in our own operations. The basis for a permanent supply of water is a climate with sufficient precipitation to allow surface and groundwater to reform. This can generally be anticipated in RWW's and Avacon Wasser's service regions. The regions' available surface water and groundwater reserves will secure drinking and process water requirements.

The purpose of recording total water withdrawal is to identify and assess water risks using WRI's Water Risk Atlas. E.ON consults with affected communities in Germany as part of the granting of rights to withdraw water for water suppliers on the basis of the Water Resources Act (German abbreviation: "WHG") and the respective state water laws. We measure infrastructure leakage index ("ILI") by monitoring our pipeline network on a regular basis and conducting leakage tests in accordance with international standards.

Based on available data, E.ON assesses the current, and the potential challenge of future, water scarcity in the relevant regions in which E.ON uses fresh water for its activities to be generally low. Additional disclosures on E.ON's water withdrawal and risks areas can be found in the ESG Figures.

Water and climate protection go hand in hand at E.ON's water utilities: we conduct a variety of projects to address both issues and are always looking for new, more environmentally compatible solutions for wastewater disposal, sewage sludge recycling, as well as service water and rainwater utilization. For example, we are designing plans for smart water use in new residential areas and working on flood-protection systems in municipalities. Conducting research and development projects enables us to investigate innovative solutions for qualitative and quantitative water protection, such as additional potential resources for irrigation.

In addition, RWW and Avacon Wasser provide information on the careful use of water as a resource. Important channels are the company websites and press releases. For example, during the summer months RWW gives its customers advice on the careful, appropriate use of fresh water. In addition, RWW has operated educational facilities—Aquarius and Haus Ruhrnatur—since 1992, in which visitors can learn about topics related to water supply and preventive water protection. Museum educators at the two educational facilities offer various lessons on water and environmental protection to schools in RWW's service territory.

Infrastructure leakage index ("ILI") enables water utilities to measure and compare water losses. ILI is a KPI for assessing water losses that is widely used and recognized internationally. ILI factors in not only the amount of water loss, but also the relevant parameters (such as pipeline system length and pressure). Unlike the KPI commonly used in Germany (specific actual water loss, or Q_{VR}), ILI offers better comparability with structurally similar companies and better guidance for a company's own water management.

> By international standards, E.ON's ILI of less than 1.5 puts it in the best leakage performance category of A (ILI ≤2). <

Drinking water reduction targets in our water utility business have to do with reducing leakages at water utility facilities. Pursuant to Technical Annex 5.1 of the EU taxonomy, E.ON has set a target of reaching and consistently maintaining an ILI of less than 1.5 (very efficient performance, target figure of low leakage). As in the prior year, we met this target for 2024. We do so by conducting targeted maintenance measures to minimize damage rates at water distribution facilities. In addition, continual network monitoring and water leakage analyses make it possible to recognize damage at water distribution facilities early and to actively eliminate it. We measure the amount of water delivered to our customers by using metrologically highly efficient water meters and thus by minimizing metering errors.

> After PreussenElektra's Isar 2 NPP shut down in April 2023, PreussenElektra temporarily withdraws fresh water to ensure heat dissipation in the intercooling system. It withdrew a total of 132 million m^3 (2023: 203 million m^3). Of this, it consumed 1 million m^3 of fresh water and discharged 131 million m^3 (2023: consumed 13 million m^3, discharged 191 million m^3). <

Safe Handling of Radioactive Waste

PreussenElektra is responsible for the safe and reliable post-operation and dismantling of its nuclear power plants ("NPPs"). Both activities result in radioactive waste. E.ON is well aware of the high responsibility that is associated with both.

The Law on the Reorganization of Responsibility in Nuclear Waste Disposal (Entsorgungsübergangsgesetz, or "EntsÜG") and the contract to finance the costs of the nuclear energy phaseout between the German federal government and German NPP operators stipulate the division of responsibility for radioactive waste interim storage and final disposal and its financing.

E.ON aims to minimize the amount as well as the volume of radioactive waste. We do this in part by separating it from uncontaminated materials and by subjecting it to certain treatments that reduce its volume. The nuclear industry distinguishes between radioactive waste that generates negligible heat—low-level waste ("LLW") and intermediate-level waste ("ILW")—and waste that generates heat: high-level waste ("HLW"):

- LLW and ILW account for the largest amount of radioactive waste in terms of both weight and volume. Examples of LLW include protective clothing, cleaning equipment, tools, and building rubble from plant control areas. ILW includes, in particular, the reactor pressure vessel's near-core components. Together, the two waste categories contain less than 1 percent of an NPP's total radioactivity.
- HLW contains more than 99 percent of an NPP's total radioactivity and consists primarily of the fission products of uranium in the irradiated fuel assemblies.

NPP operators are obligated to package LLW and ILW safely and according to officially approved procedures. After conditioning and documentation are completed, official confirmation of "proper packaging" transfers ownership to the German federal government. The German federal government is then responsible for the interim and subsequent final disposal of LLW and ILW. The Law on the Reorganization of Responsibility in Nuclear Waste Disposal likewise transferred the responsibility for operating defined interim storage facilities for LLW and ILW. Pursuant to this law, the German federal government is the owner and therefore pursuant to nuclear law responsible for the following former PreussenElektra storage facilities effective January 1, 2020: Grafenrheinfeld, Stade, Unterweser I and II, and Würgassen interim waste storage facilities.

The approved Konrad repository for LLW and ILW is currently being built by BGE, the German Federal Company for Radioactive Waste Disposal. BGE expects Konrad to be commissioned in 2029.

Under the Law on the Reorganization of Responsibility in Nuclear Waste Disposal, which took effect on January 1, 2019, the interim storage facilities and containers of irradiated fuel assemblies inside them have become the property and responsibility of the German federal government. HLW transport and storage containers will remain in the German federal

government's interim storage facilities until a final storage facility for this waste enters service in Germany.

> For 2024 PreussenElektra submitted notification for 1,527 metric tons of LLW and ILW(2023: 1,374 metric tons). The amount of waste is subject to fluctuations, depending on the NPPs' dismantling activities. As in the prior year, HLW amounted to 0 metric tons due to the decommissioning of NPPs. New fuel rods were installed in Isar 2 NPP—which continued to operate temporarily until April 15, 2023—for the last time in October 2021. <

Sustainable Products and Services [+]

Greenhouse gas emissions cannot be limited only by the way energy is generated. Energy efficiency and other methods of reducing consumption as well as energy recovery can lower emissions, too. E.ON has a broad portfolio of such solutions, which it markets to residential customers and to industrial, commercial, and municipal customers. E.ON continually adjusts this portfolio to better meet its customers' needs, respond to market changes, and utilize new technologies.

E.ON's Approach

E.ON offers distributed energy systems for households under the brand name Future Energy Home. Customers can use a variety of solutions: solar modules for generating their own energy and battery systems for storing it as well as charging stations for electric vehicles ("EVs"), heat pumps, and other heating solutions. The devices are connected to E.ON Home, an energy-management app that was launched in 2018. Regardless of where they are, customers can use the app to view their home's energy output and consumption, control their devices, and reduce their energy use and carbon emissions. E.ON added new functions to the app in 2023, particularly for electromobility ("eMobility"). The aim is to enable customers to conveniently and automatically charge their EV when energy is cheaper and greener.

For digital energy-management solutions to function seamlessly, smart energy meters are essential. An EU Directive from 2021 stipulates that, to the degree technically and financially feasible, all customers should have a smart energy meter. Member states must transpose this directive into national law. For example, the German Metering Point Operation Act (Messstellenbetriebsgesetz) envisages the extensive installation of smart energy meters at all metering points by 2032.

Also, eMobility will play a significant role in the energy transition. Germany's transport sector emitted around 148 million metric tons of CO_2 equivalents ("CO_2e") in 2021. The German Climate Protection Act, which was amended in 2021, calls for these emissions to be reduced to a maximum of 85 million metric tons of CO_2e per year by 2030. To achieve this, passenger car and road freight transport must be climate-neutral and the range of alternative drivetrains and the infrastructure to supply them with energy must be massively expanded. One million publicly accessible charging points are to be installed in Germany alone by 2030. In addition, there will be charging points in eCar drivers' home and business environments and at the premises of EV fleet operators. E.ON's objective is to use its experience in the energy sector to enable EV charging in public places, at work, and at home.

E.ON offers comprehensive infrastructure solutions to make charging both economical and climate-friendly. Under its E.ON Drive brand, E.ON plans and installs charging stations and connects them to the power grid. E.ON is also responsible for supplying energy and operating the equipment. Our eMobility business continues to focus on three areas: E.ON Drive Solutions serves private and business users. Its focus is on offerings for charging at work, on the go, and at home, which include a variety of wall-mounted chargers as well as related installation and energy services. In addition, E.ON Drive eTransport is engaged in charging solutions for the electrification of commercial vehicles. E.ON Drive Infrastructure is a charge point operator ("CPO") and thus provides charging infrastructure in public places.

Distributed, flexible, and connected supply systems are crucial for the future energy world. E.ON wants to propel their development with its Energy Infrastructure Solutions ("EIS") business. This business develops energy units with the aim of sustainably supplying cities and municipalities, as well as commercial and industrial customers, with heat (steam), cooling, and electricity. Its portfolio includes district heating and cooling, distributed solutions for city districts and industrial and commercial customers as well as products and services for greater energy efficiency. EIS's offerings incorporate the latest technology, including large-scale heat pumps, combined-heat-and-power ("CHP") and energy-recovery plants as well as waste-heat recovery and low-temperature heating and cooling networks. Some solutions are complemented by software-based solutions and analytics that enable customers to reduce their energy consumption, costs, and greenhouse gas emissions by visualizing and optimizing their energy use.

Digital solutions along the entire energy value chain represent an important enabler for tackling the energy transition's challenges. E.ON One offers a portfolio of innovative digital solutions to accelerate the energy transition. Its product portfolio encompasses a broad spectrum of use cases and ranges from grid connection solutions (SNAP, One Portal), a cloud-based management system for active energy management (Optimum), intelligent heating control systems and intelligent data management tools (IHC), retrofit solutions for digitalizing existing energy and non-energy components (SMO), a digital twin for energy networks (envelio), SaaS white-label eMobility solutions that offer electric charging solutions (elvah) as well as a digital platform that uses modern gateways (gridX) to manage distributed energy resources (XENON). E.ON One contributes directly to reducing energy consumption and optimizing energy use for numerous customer groups.

Organization and Responsibilities

Our Chief Operating Officer–Commercial, who is a member of the E.ON Management Board, has overall responsibility for the entire customer business, including the Customer Solutions segment. E.ON Energy Infrastructure Solutions ("EIS") and Business-to-Customer ("B2C") work with various E.ON business units on a wide range of topics, such as product development, plant operation, and sustainability management. Responsibility for this lies with the regional units for their respective market (including Western, Central, and Eastern Europe, the United Kingdom, and Scandinavia).

E.ON's distribution system operators ("DSOs") across Europe, which are part of the Energy Networks segment, are responsible for installing smart energy meters in their service territories; the exception is the United Kingdom, where E.ON's retail organization provides them to its customers. German law created two roles for the provision of smart energy meters. The first role, the default metering provider, is responsible for the mass rollout of the standard smart energy meter mandated by German law. At E.ON, this role is performed by its DSOs. The second role, the competitive metering service provider, offers the standard smart energy meter as well as other metering solutions. At E.ON, this role is performed by its German retail sales unit. In addition, E.ON subsidiaries act as smart-meter service providers for municipal utilities and regional energy suppliers in Germany.

Specific Actions

Being an eMobility provider ("EMP") enables us to give eCar drivers access to our charging network. This network also includes charging points from other providers that are available to E.ON customers as roaming options. In addition, we offer residential customers innovative charging stations and specific electricity tariffs. We supply our commercial customers with both regular and fast-charging stations. Furthermore, we support them with solutions for EV fleet management.

On the commercial vehicle side, E.ON Drive aims to capitalize on growth in the market segments of electric road haulage and public passenger transport as well. Battery-powered commercial vehicles are still the exception, especially in the heavy-duty category. Unlike the passenger car market, the transportation sector is only at the beginning of its evolution toward zero-emission mobility. But interest among companies and municipalities in electrifying their truck, bus, and van fleets is growing. Climate targets, increasing freight transport, and the growth trajectory of electric drives in local and long-distance public transport will pose greater challenges for charging infrastructure, land use, and grid connections as well. E.ON wants to help fleet operators meet these challenges by

significantly expanding its portfolio of products and services for charging fleets of electric commercial vehicles.

EIS focuses on customer relationships to develop integrated energy solutions for heating, cooling, electricity, and steam. These solutions address different stakeholders' needs, like using waste heat from industrial processes for district heating. EIS has and will continue to enter into long-term energy partnerships with municipal, industrial, and real estate customers across Europe to support them in achieving sustainability goals.

In 2024, for example, EIS signed a partnership with Koelnmesse to realign and expand the trade fair operator's energy infrastructure cost-effectively and carbon-neutrally by 2035. This will involve replacing natural gas with renewable energy and using the district heating network as a virtual seasonal heat storage system in summer.

Goals and Performance Review

E.ON wants to offer its customers pioneering energy solutions for the energy world of today and tomorrow. We want our solutions to help them save money, use less energy where possible, and emit less carbon dioxide. E.ON has set a target for this: by 2030, the Company aims to reduce customers' carbon dioxide emissions by 50 percent relative to 2019 (the Climate Protection chapter contains more information about E.ON's climate targets).

E.ON's goal is to equip all its customers with a smart energy meter in the markets covered by the EU directive. However, regulatory delays in the certification of the communication units, known as smart energy meter gateways, prevented DSOs in Germany from starting to gradually rollout smart energy metering systems until February 2020. Until the responsible federal authority withdrew the market declaration in May 2022, the rollout of smart energy metering systems in Germany proceeded according to plan. Since then, it has continued on a reduced scale. A renewed ramp-up required an amended law that took effect in mid-2023.

The E.ON Drive Infrastructure team invests in, builds, and operates charging infrastructure at publicly accessible locations to support the development of a Europe-wide network. It aims to expand its network by 1,000 high-power charging points per year and is focusing on three key use cases to achieve this target: in the immediate vicinity of densely populated residential areas, city centers, and attractions; in partnership with high-traffic destinations, such as supermarkets, hotels and restaurants, and along freeways.

The impact that EIS's projects in the industrial sector have on our customers' sustainability can be measured by a variety of KPIs. These KPIs range from carbon-emissions savings to reductions in energy costs and consumption including reductions in final energy consumption (such as electricity) as well as primary energy usage (for example, fuel consumption to generate electricity or heat). Due to country-specific standards and reporting obligations, however, these KPIs are not consistently consolidated Group-wide.

Depending on the project and customer requirements, we also use a variety of KPIs to evaluate the effectiveness of EIS solutions for customers in the real estate and housing sector. These KPIs include primary energy consumption (such as the use of gas to generate heat), avoided emissions (typically CO_2), and the deployment of renewable generation technologies (such as geothermal energy and heat pumps) in new property developments. Targets for these KPIs differ based on customer demands and market standards. Teams from our regional units monitor these EIS projects on a regular basis.

Progress and Measures

Installed Smart Energy Meters by Country [•]

Thousand units	2024	2023
Rollout countries		
United Kingdom	6,435	5,830
Germany[1]	6,909	5,824
Sweden	1,050	1,052
Pilot countries		
Romania	545	451
Hungary	517	411
Czech Republic	36	25
Poland	361	211
Total	**15,853**	**13,804**

[1]Includes digital meters.

EU Taxonomy [•]

General Principles

The European Commission's action plan on financing sustainable growth defined a series of measures to channel capital toward environmentally sustainable activities and thus to help enable the European Union to become climate-neutral by 2050 as foreseen by the European Green Deal. The Commission laid the foundation for this in Regulation 2020/852, the EU Taxonomy Regulation, which describes what is considered an "environmentally sustainable activity", and which criteria are used to classify an economic activity as environmentally sustainable. The aim is to classify economic activities EU-wide on the basis of defined requirements with regard to their contribution to the six defined environmental objectives (Article 9 of the EU taxonomy) and thus to support the European Union's transformation to a climate and environmentally friendly economy. The six objectives are:

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

86% [+]

Proportion of renewables capacity to E.ON's electricity networks

56,157,190 MWh [+]

Green power sales.

49% [+]

Share of green power sales.

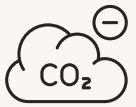
22,765 [•]

Number of charging points sold by E.ON in Europe.

Ultra fast charging > 150 kW: **1,921**

Fast charging 43–149 KW: **318**

Normal charging 0-42 KW: **20,526**



89,612 t of CO_2e [x]

The reduction in carbon dioxide emissions through year-end 2024 achieved by B2B customers in Germany through the use of large-scale CHP plants installed by E.ON.

Article 3 of the EU taxonomy defines economic activities as environmentally sustainable if they:

- contribute substantially to at least one of six environmental objectives (Articles 10 to 16)
- do no significant harm to any of the other five environmental objectives (Article 17)
- comply with minimum standards for occupational safety, human rights, anti-corruption, fair competition, and taxation (Article 18)
- comply with technical screening criteria defined by the European Commission.

Investments, revenues, and operating expenses are taxonomy-eligible if they are in conjunction with activities that are described in principle in Annexes I and II to the Delegated Act on environmental objectives and can be assigned, regardless of whether the corresponding TSC for environmentally sustainable activities are met.

Investments, revenues, and operating expenditures are taxonomy-aligned if the corresponding taxonomy-eligible activities also meet all the criteria in Article 3 of the EU Taxonomy.

The European Commission has defined taxonomy criteria for various economic activities under which conditions these activities make a substantial contribution to at least one of the environmental objectives and, at the same time, do not significantly harm the achievement of the EU's five other environmental objectives. However, the criteria's provisions, formulations, and terms are still subject to uncertainties of interpretation.

Of all activities relevant to E.ON, the following activities are of particular importance. By conducting them the Group makes a substantial contribution to climate change mitigation and/or to the sustainable use and protection of water and marine resources:

- Distribution of electricity
- Distribution networks for renewable and low-carbon gases
- Data-driven solutions for GHG emissions reductions
- Construction, extension and operation of water collection, treatment and supply systems
- Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings
- Cogeneration of heat/cool and power from bioenergy
- Power generation by means of photovoltaic technology
- District-heating distribution
- Infrastructure for personal mobility
- Generation of heat/cooling from renewable non-fossil gaseous and liquid fuels

E.ON reports on activities that already contribute to the environmental objectives or are activities that enable climate protection or represent transition activities.

E.ON's taxonomy-eligible and taxonomy-aligned economic activities are conducted predominantly at the Energy Networks, Energy Infrastructure Solutions, and Energy Retail business divisions. E.ON is an energy company, and thus, its activities in these business divisions are extensively covered by the economic activities listed in the EU taxonomy.

The figures for taxonomy-relevant economic activities were determined with reference to the FAQ documents published by the European Commission to date, which address questions of interpretation regarding Article 8 of the EU Taxonomy Regulation, and under application of the amendments to the Delegated Act on disclosure of taxonomy requirements published in 2023.

E.ON's Approach

E.ON has had a regular process in place since 2021 to ensure the appropriate assessment of all taxonomy requirements related to the EU's environmental objectives 1, "Climate change mitigation," and 2, "Climate change adaptation." The approach also applies to the taxonomy requirements to be considered for the first time in 2023 in relation to EU environmental objectives 3 to 6 ("Sustainable use and protection of water and marine resources," "Transition to a circular economy," "Pollution prevention and control," and "Protection and restoration of biodiversity and ecosystems"). E.ON's business activities are continually mapped to the relevant taxonomy criteria. We consider revenues to be the main criterion; that is, E.ON's activities are allocated to the taxonomy's economic activity with which revenues are or are supposed to be generated. The analysis's findings show that economic activities 5.1 (environmental objective 1, "Climate protection") and 2.1 (environmental objective "Sustainable use and protection of water and marine resources") partially overlap. The next step is an alignment check in which the mapping's findings are analyzed and checked in interviews, expert discussions, and workshops with the relevant operational contacts and experts from the specialist departments of the segments and business units as well as major Group companies to determine whether corresponding taxonomy criteria for the economic activities are actually met. The check's findings are documented for any taxonomy-eligible economic activities identified. This documentation is collated in an EU taxonomy manual that is binding for all E.ON companies. The companies use the manual's specifications to determine the extent to which their business activities actually meet the taxonomy's technical screening criteria and create suitable records for this purpose.

E.ON conducts the analysis of taxonomy-alignment in detail as follows:

Assessment of Substantial Contribution

Compliance with the technical screening criteria is generally assessed and documented individually for each economic activity and at the companies on a decentralized basis. If the criteria provide for simplifications that allow compliance with the criteria to be assessed at the level of the entire economic activity, an operating segment, or for the entire Group, E.ON makes use of them.

Assessment of Doing No Significant Harm ("DNSH")

The DNSH criteria mainly refer to compliance with legal requirements or, in the case of the "circular economy" objective, to fundamental aspects of the economic activity. DNSH conformity is therefore to be assessed at the level of an economic activity on a regular basis. DNSH conformity regarding EU environmental objective 2, "Climate change adaptation," is identified and assessed in E.ON's established risk management process. For this purpose, E.ON makes use of existing systems and processes for financial and non-financial risk management, which it has expanded to include EU taxonomy matters. Details can be found in the Risks and Chances Report.

Assessments of Minimum Safeguards

E.ON uses established processes and documentation at the Group level to assess and comply with the minimum safeguards. The Group ensures that the EU taxonomy's requirements are fully met in this regard by means of appropriate guidelines and related training and monitoring measures. E.ON companies are required to implement such policies and guidelines in a binding manner. Responsibility for compliance lies with the respective companies.

Taxonomy-Aligned Economic Activities

The assessment included a review of all activities relevant for E.ON to determine whether they make a substantial contribution to climate change mitigation (and/or to the sustainable use and protection of water and marine resources) and meet the criteria contained in Article 3 of the EU taxonomy. The review identified the following economic activities, which are assigned to environmental objective 1, Climate change mitigation, as taxonomy-aligned on a proportional basis:

4.1	Electricity generation using solar photovoltaic technology
4.3	Electricity generation from wind power
4.5	Electricity generation from hydropower
4.9	Transmission and distribution of electricity
4.10	Electricity storage
4.14	Transmission and distribution networks for renewable and low-carbon gases
4.15	District heating/cooling distribution
4.16	Installation and operation of electric heat pumps
4.19	Cogeneration of heating/cooling and power from renewable non-fossil gaseous and liquid fuels

4.20 Cogeneration of heating/cooling and power from bioenergy
4.21 Production of heating/cooling from solar thermal energy
4.22 Production of heat/cooling from geothermal energy
4.23 Production of heating/cooling from renewable non-fossil gaseous and liquid fuels
4.24 Production of heating/cooling from bioenergy
4.25 Production of heat/cooling using waste heat
5.1 Construction, extension, and operation of water collection, treatment, and supply systems (as well as 2.1 water supply, which is an activity assigned to environmental objective 3)
6.13 Infrastructure for personal mobility, cycle logistics
6.15 Infrastructure enabling low-carbon road transport and public transport
7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings
7.6 Installation, maintenance, and repair of renewable energy technologies
8.2 Data-driven solutions for GHG emissions reductions.
9.3 Professional services related to energy performance of buildings

E.ON identified no economic activities in 2024 that make a significant contribution to environmental objective 2, "Climate change adaptation," or to environmental objectives 4 to 6. If economic activities make a significant contribution to environmental objective 1, "Climate change mitigation," as well as to environmental objective 3, "The sustainable use and protection of water and marine resources," in line with our business model we assign the significant contribution to climate change mitigation.

Substantial Contribution to Climate Change Mitigation

By definition, electricity generation from wind and solar as well as run-of-river hydropower plants makes a substantial contribution to climate change mitigation within the meaning of the taxonomy. No other criteria for the assessment of their substantial contribution to climate protection need to be assessed. The same applies to the installation of devices such as solar panels, smart energy meters, and electric-vehicle charging stations in buildings.

E.ON's activities to establish infrastructure for personal eMobility meet the required criteria for creating low-carbon road transport.

E.ON's electricity networks make a substantial contribution to climate change mitigation within the meaning of the taxonomy, since they are downstream distribution networks, and thus part of the European interconnected system.

E.ON operates a large number of heating networks. Some of these heating networks are "efficient" within the meaning of the taxonomy's criteria. This means that they transmit at least 50 percent renewable heat, at least 50 percent waste heat, at least 75 percent CHP heat, or at least 50 percent of a combination of these energy sources. Such heating networks thus make a substantial contribution to climate protection.

In addition, E.ON operates water supply systems, the majority of which make a substantial contribution to climate change mitigation because they meet the energy-efficiency criterion (less than 0.5 kWh per meter^3 of water) and/or the leakage threshold of 1.5. For water supply systems that do not meet these criteria, investments made in the financial year to improve their energy efficiency and/or leakage rate by at least 20 percent are classified as taxonomy-aligned investments. The significant contribution to the sustainable use and protection of marine resources is made through the operation of water supply systems that provide consumers with high water quality and at the same time contribute to the efficiency of water resources. These water supply systems revenues are classified as taxonomy-aligned if the investments enabled them to meet the aforementioned criteria for taxonomy-aligned water supply systems.

In the case of gas networks, in particular investments in existing infrastructure that increase the possibility of blending hydrogen and other low-carbon gases were classified as taxonomy-aligned. Pilot projects to establish dedicated hydrogen infrastructure were also assessed to be taxonomy-aligned. This also applies to investments and operating expenses related to the detection and/or prevention of methane leaks.

E.ON operates a large number of CHP and heat generation plants. Depending on the energy source used, there are various sets of criteria, some of which are met by E.ON plants. Plants fueled solely by natural gas will be classified as taxonomy-eligible under the new sets of criteria but are not classified as taxonomy-aligned at present.

Investments in the development of broadband data infrastructure are classified as taxonomy-aligned because the data and analyses provided by them lead directly to the reduction of GHG emissions at E.ON or its customers.

Do No Significant Harm

Protecting assets against the physical impacts of climate change ("Climate change adaptation") is economically relevant for E.ON and is therefore factored into investment decisions. Climate-related risks and opportunities are also recorded in E.ON's risk management system. The Risks and Chances Report contains more information.

The criteria for the EU's environmental objective 3, "sustainable use and protection of water and marine resources," mainly refer to legal and regulatory requirements in the energy sector. Compliance with these requirements is a prerequisite for obtaining construction and operating permits. The same applies in principle to the criteria for the EU's environmental objective 5, "pollution prevention and control." Details can be found in the Environmental Management chapter.

There are general criteria for the environmental objective 4, "transition to a circular economy," such as long durability, easy disassembly, or reparability. Most components are designed for a very long lifespan, are recyclable, and still have economic value at the end of their useful life (such as steel, aluminum, and copper). Such components of assets can be recycled within the E.ON Group or sold to third parties for further use.

With regard to the EU's environmental objective 6, "protection and restoration of biodiversity and ecosystems," E.ON, where required, conducts environmental impact assessments and comparable assessments, which are a key prerequisite for obtaining permits to build and operate assets. Furthermore, one of E.ON's important ambitions is to conduct ecological corridor management or to convert to this approach.

Compliance with the Minimum Safeguards

Our corporate responsibility includes ensuring respect for human rights in all aspects of our own business as well as in our supply chain. E.ON takes its responsibility seriously and is therefore committed to conducting its business in accordance with compliance requirements. This includes respecting human rights, protecting the environment, and ensuring appropriate working conditions. To prevent human rights violations, E.ON adheres to external standards and defines its own principles and policies. E.ON's Human Rights Policy Statement explicitly acknowledges the United Nations' International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the latter's fundamental conventions. The statement also makes reference to E.ON's own policies, such as the Supplier Code of Conduct and the Code of Conduct for employees. The standards for human rights, work conditions, environmental protection, and compliant business practices that E.ON requires its suppliers to meet are defined in the Supplier Code of Conduct.

Conducting a periodic risk assessment serves to indicate potential threats. E.ON promotes compliance with its standards and minimize potential threats by means of numerous measures and processes. The principle focus of these activities at E.ON's own business is on occupational safety and fair work conditions. The respective chapters contain additional information about ensuring a responsible supply chain as well as compliance and anti-corruption.

EU Taxonomy Key Figures

E.ON's reporting applies the indicators defined in Article 8 of the Taxonomy Regulation: taxonomy-eligible and taxonomy-aligned investments, revenues, and operating expenses. All business activities identified at E.ON are assigned to precisely one of the EU taxonomy's economic activities in order to prevent double counting, except in cases where the taxonomy requires business activities to be assigned to multiple environmental objectives (see information on double counting according to Annex II of the Amended Delegated Act on the disclosure of taxonomy requirements in the table "Taxonomy eligibility and alignment per environmental objective" in the Appendix to the Sustainability Statement).

E.ON reports the following three indicators for investments, revenues, and operating expenses:

1. Taxonomy-eligible activities as a ratio of the total amount shown in the E.ON Group's Consolidated Financial Statements prepared according to IFRS
2. Taxonomy-aligned activities as a ratio of the total amount shown in the E.ON Group's Consolidated Financial Statements prepared according to IFRS
3. Taxonomy-aligned activities as a ratio of taxonomy-eligible activities

Investments

Investments were calculated on a gross basis; that is, without taking into account revaluations or depreciation and amortization or impairment charges. They consist of investments in non-current tangible and intangible assets (fixed assets), including assets acquired in asset deals (recorded directly) and share deals (investment amount determined by the purchase-price allocation). More specifically:

- Property, plant, and equipment pursuant to IAS 16.73 (e) (i) and (iii)
- Intangible assets pursuant to IAS 38.118 (e) (i)
- Investment property pursuant to IAS 40.76 (a) and (b), IAS 40.79 (d) (i) and (ii)
- Agriculture pursuant to IAS 41.50 (b) and (e)
- Leasing pursuant to IFRS 16.53 (h)

Group investments (denominator) consist of additions to fixed assets plus additions to property, plant, and equipment, and intangible assets from business combinations, which are shown in Note 14 to the Consolidated Financial Statements. The numerator is equal to, respectively, taxonomy-eligible, or taxonomy-aligned proportion of Group investments.

Of E.ON's taxonomy-eligible investments, property, plant, and equipment accounted for €6,023 million, intangible assets for € 428 million, and right-of-use assets for €300 million. The numerator for taxonomy-eligible investments consists of the following:

Composition of the investments nominator

in Mio €	Economic activity 4.9	Other economic activities	Total
Property, plant and equipment	4,702	1,155	5,857
Intangible assets	284	144	428
Investment properties	-	-	-
Right-of-use assets	253	45	298
E.ON Group	**5,239**	**1,344**	**6,583**

In accordance with the taxonomy's specifications, E.ON also includes non-cash-effective investments, but not additions to financial assets. The taxonomy's definition of investments differs from E.ON's internal performance indicator for investments, namely cash-effective investments. E.ON therefore reconciles total investments pursuant to the taxonomy to the investments disclosed in the "Financial Situation" section of the Business Report:

Reconciliation to Cash-effective Investments

€ in millions	Q1–Q4 2024
EU taxonomy: total investments	**8,260**
./. Right-of-use assets	-741
./. Non-cash-effective investments	-311
+ Cash-effective financial investments	528
./. Investment subsidies	-237
Cash-effective investments	**7,499**

At E.ON, all investments in the 2024 financial year fall under category a) of the Annex to the Taxonomy Regulation. An investment plan according to category b) or investments according to category c) do not exist at E.ON.

Revenues

Revenues correspond to net sales excluding electricity and energy taxes as shown in the Consolidated Income Statements of the Integrated Annual Report. These figures are included in the denominator, whereas the corresponding taxonomy-eligible and/or -aligned revenues are shown in the numerator.

Operating Expenses

The denominator for operating expenses is to be specified in accordance with the taxonomy requirements. Ecologically sustainable operating expenses are to include individually attributable, non-capitalized expenses for research and development, building renovations, short-term leasing, maintenance and repairs, other direct expenses in connection with the maintenance of assets, and other expenses necessary for the maintenance of ecologically sustainable economic activities. At E.ON, this mainly includes expenditures for repair and maintenance performed by third parties, which are reported under cost of materials and other operating expenses. The numerator reflects, respectively, the taxonomy-eligible or taxonomy-aligned proportion of operating expenses.

Below we report on Group-wide EU taxonomy investments, operating expenses, and revenue. Details on the EU taxonomy key figures by economic activity are presented in detail under "EU Taxonomy Key Figures and Templates" in the Appendix to the Sustainability Statement.

Investments

In the 2024 financial year, 82 percent of the E.ON Group's investments were within the scope of the EU taxonomy (taxonomy-eligible). Taxonomy-aligned activities accounted for 98 percent of taxonomy-eligible investments.

The Energy Networks business division made a significant contribution. About 90 percent of its investments were taxonomy-eligible; nearly all of them were taxonomy-aligned. At roughly €5.2 billion, the largest contribution came from E.ON's electricity distribution networks, which are part of the European interconnected system. They continually integrate renewable generating facilities, thereby propelling the energy transition in Europe and connecting customers to sustainable energy. E.ON again invested again significantly more in taxonomy-aligned electricity networks compared with the previous year. This trend is supported by the digitalization of E.ON's networks through the expansion of fiber-optics and broad-band technology. E.ON invested €295 million in this area in the year under review.

In addition, €347 million of investments in gas networks were taxonomy-aligned and thus slightly decreased relative to the prior year. In Germany in particular, these investments serve to establish and expand hydrogen infrastructure or enable hydrogen to be admixed to E.ON's existing gas networks. €97 million of the investments in our water supply networks were taxonomy-aligned and thus also higher than in the previous year.

The Energy Infrastructure Solution business division's taxonomy-aligned investments totaled €0.5 billion. Its businesses that install, maintain, and devices for measuring, regulating, and controlling buildings' overall energy efficiency represented its main contributor to the EU taxonomy. The expansion of its assets for district heating distribution as well as its energy-infrastructure business, which encompasses biofuel-fired electricity and heat cogeneration, as well as investments in plants for heat production with combined feedstocks are likewise covered by the taxonomy. E.ON's

distributed solar generating facilities as well as the installation and operation of electric heat pumps contributed additional amounts.

The procurement and sale of power and gas are not covered by the taxonomy. The Energy Retail business division's focus on the sale of power and gas to end-customers means that it has no significant assets and therefore has comparatively few investments covered by the EU taxonomy. Corporate Functions/Other's investments did fall within the EU taxonomy's scope.

Overall, the proportion of the respective taxonomy-aligned as well as taxonomy-eligible investments by economic activity are at the prior-year level, whereas investments in absolute terms—and thus also taxonomy-aligned and taxonomy-eligible investments in absolute terms—rose relative to 2023.

E.ON's Green Bond Framework—a framework for debt instruments whose issue proceeds are used to finance sustainable investment projects—has been aligned with the EU taxonomy, among other things, since 2021. The Sustainable Finance chapter contains detailed information. The green bonds E.ON issued in 2024 financed 54 percent of its taxonomy-aligned investment expenditures in that year.

Operating Expenses

In the 2024 financial year, E.ON had around €1.4 billion in operating expenses that meet the definitions of the EU taxonomy. €476 million of these expenses were not taxonomy-eligible, and €940 million were taxonomy-aligned. This corresponds to around 97 percent of taxonomy-eligible expenses.

As with investments, the majority of aligned expenses resulted, as in the prior year, from maintenance activities for E.ON's electricity network (€807 million). Smaller amounts related to gas distribution networks, particularly to prevent or reduce methane leaks (€27 million).

Energy Infrastructure Solutions' business with decentralized electricity and/or heat/cooling generation plants accounted for around €20 million. €18 million was related to the installation and maintenance of renewable technologies at the Energy Infrastructure Solutions division.

The proportion of the respective taxonomy-aligned as well as taxonomy-eligible operating expenses by economic activity are therefore at the prior-year level.

Revenues

As in the prior year, in 2024 the Energy Retail business division again generated the majority of E.ON's external sales. However, revenues from the sale of electricity and gas to end-customers are not covered by the EU taxonomy. As expected, therefore, only 27 percent of external sales were taxonomy-eligible.

Nearly all taxonomy-eligible revenues were also taxonomy-aligned, of which the vast majority— €19.8 billion—related to electricity transmission fees in E.ON's distribution networks. E.ON reports €15.3 billion as taxonomy-aligned external revenues in the Energy Networks business division and €4.5 billion in the Energy Retail business division from sales revenues for network charges insofar as these were attributable to E.ON's own distribution network territory.

The Energy Retail and Energy Infrastructure Solutions business divisions in particular generated additional taxonomy-aligned revenues of around €0.6 billion relating, as in the prior year, to the energy efficiency of buildings and renewable energy technologies, such as the installation, maintenance, and repair of photovoltaic systems, heat pumps, and solar-powered systems for water heating.

Our energy infrastructure business, which generates decentralized electricity and/or heat/cooling from a variety of sources as well as our district heating distribution generated around €0.2 billion in aligned revenues.

The proportions of the respective taxonomy-aligned as well as taxonomy-eligible revenues by economic activity are therefore at the prior-year level.

Regarding ESRS 2 SBM-1 para. 40d i. reporting requirements, E.ON's business activities relating to gas distribution networks and gas sales generated total revenues of around €19.9 billion in 2024 (see also Note 34 to the Consolidated Financial Statements). E.ON does not report taxonomy-aligned revenues from fossil gas. "EU Taxonomy Key Figures and Templates" in the Appendix to the Sustainability Statement contains additional information.

Employees and Society

Occupational Health and Safety [+]

E.ON works continually to establish a caring culture. This encompasses ensuring our employees' safety in the workplace, promoting their health, and also supporting their mental well-being. Many of our employees as well as contractor employees perform high-risk work, such as on energy networks, gas pipelines, and other industrial facilities. There is a risk of electric shocks, falls, and other occupational risks that can lead to serious injuries and health problems. However, effects on health and occupational safety can also occur in less risky business areas. Stringent safety standards are therefore of particular importance to E.ON, because employees' health is E.ON's top priority.

E.ON's Approach

Health and safety ("H&S") have long been firmly embedded in E.ON's Group-wide corporate culture and its organizational setup, policies, and procedures. E.ON's approach is proactive and preventive.

We are unambiguously committed to the principle of zero tolerance of accidents. E.ON's main objective is to prevent occupational accidents from the outset. This applies to E.ON employees as well as contractor employees who work on its behalf.

E.ON's ambition is to extensively promote employees' well-being and enable them to maintain their performance and employability. In particular, we try to prevent those health conditions that most frequently result in incapacity for work. E.ON's health management includes and providing health services (such as flu vaccinations) as well as target-group-specific individual measures to maintain health. It typically encompasses issues that are relevant for all employees or for certain target groups. Issues include general health maintenance, nutrition, exercise, mental health, stress management, and addiction prevention. E.ON promotes them by means of training sessions, information leaflets, presentations, and digital formats.

E.ON is aware of the safety risks associated with electricity and gas. We therefore inform the public about the dangers that can arise when handling electricity and gas. Examples include flyers, safety instructions, information on websites, and articles in trade journals. In addition, E.ON provides videos and a variety of teaching materials to schools to highlight the dangers of electricity. We also cooperate with local fire departments and technical aid organizations to train them in handling electrical systems in particular. Support is also provided for crisis exercises.

Guidelines and Policies

E.ON is committed to a Group-wide culture of prevention. We reaffirmed this in 2009 by signing the Düsseldorf Statement on the Seoul Declaration on Safety and Health at Work as well as the Luxembourg Declaration on Workplace Health Promotion.

E.ON's Human Rights Statement unambiguously acknowledges the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization ("ILO") of the United Nations ("UN") and its fundamental conventions. It also refers to E.ON's own guidelines and policies, which are the responsibility of the individual departments and support the implementation of suitable preventive measures, including the H&S division. The "Guidelines and Policies" section of the Human Rights and Supplier Management chapter describes additional content of our Human Rights Statement and provides an overview of our risks the measures we take to address them.

Many of the policies and guidelines described here—such as the Human Rights Statement and the E.ON Health, Safety, Environment & Climate Protection Policy Statement—are signed jointly by the Management Board and the Group Works Council.

E.ON has had a Group Company Agreement on Health for all employees in Germany since 2015; it was last revised in 2018. Its purpose is to foster a healthy work environment and promote the health of all employees. It defines four action areas: occupational health management, addiction prevention and intervention, occupational integration management, and employee counseling.

The E.ON Health, Safety, Environment & Climate Protection Policy Statement, which was originally published in 2018, was updated in 2021 to reflect E.ON's Vision Zero for safety targets as well as its climate and environmental targets in the context of the EU taxonomy. In addition, we simplified the document's language and eliminated redundancies.

A Group-wide standard for managing risks to health, safety, and the environment ("HSE") has applied in the Company since the start of 2021. It defines the minimum requirements for identifying, analyzing, evaluating, managing, and monitoring HSE and other sustainability-related dangers and opportunities. The standards' requirements are also supported by IT solutions, which are mainly used to create risk assessments and/or indices as well as activity-related danger evaluations. Our employees have the opportunity to view danger evaluations relevant to them and the resulting protection measures.

The Group HSE Function Policy defines roles, responsibilities, management expectations, and reporting channels in E.ON's H&S organization. It sets minimum requirements and defines management tools needed to prevent physical and mental harm in the workplace. It also requires all our operating units (except for very small ones and those with insignificant risks and potential impact) to have in place an occupational H&S management system certified to international standards—such as ISO 45001 (which replaced OHSAS 18001)—and to improve the system on an ongoing basis.

At year-end 2024, 99 percent of our employees worked at a company with an H&S management system. 80 percent of our employees work at business units certified to ISO 45001.

E.ON refined the Group HSE Function Policy in 2022. For example, we added or sharpened the definition of tasks and task areas and formulations, in part to better integrate sustainability aspects Group-wide, including task areas such as the environment and biodiversity, sustainability reporting, and supply chain.

In addition, the People Guideline on HSE communicates E.ON's H&S aspirations and states the expectation that all employees embrace H&S on the job. It also describes E.ON's Safety F1RST principles for the safety mindset and behaviors necessary to prevent accidents. The guideline contains extra tasks for managers because their responsibilities include leading by example with regard to H&S.

The Group Standard for Incident Management, which applies to E.ON contractors as well, establishes consistent rules for classifying, investigating, analyzing, and reporting H&S incidents and for sharing information. It complements PRISMA (Platform for Reporting on Incident and Sustainability Management and Audits), E.ON's IT solution for incident management, which is described below under "Specific Actions."

The Group Standard on H&S Management Expectations, which took effect in 2022, defines expectations for 15 core elements. It addresses occupational safety and accident prevention as well as the safety of E.ON's technical facilities, products, and services over their entire life cycle, H&S in project management. The Data Protection, Cybersecurity, and Product Safety chapter contains more information about product safety. This standard provides the foundation for all cascading H&S rules and processes at E.ON, thereby supplementing the requirements of the relevant standards (including VDE, DVGW, DIN, and ISO). E.ON developed an Expectations Maturity Assessment Tool ("EMAT") to simplify implementation and assess the status of management systems and rolled it out beginning in April 2023. The tool is a specification of the aforementioned Group Standard on H&S Management Expectations adopted in 2022. In addition, we opened and/or migrated two IT portals to support H&S E compliance processes: Red-on-line (formerly known as Gutwin) for managing E.ON's legal obligations and eNorm for managing obligations from norms that E.ON must apply (such as Paragraph 49 of Germany's Energy Industry Act) and/or would like to apply (including, for example, ISO 45001 and ISO 50001).

In addition, the H&S division works closely with the Human Rights Center of Expertise and Group Compliance with regard to Germany's Supply Chain Due Diligence Act to monitor compliance with procurement policies and standards and to ensure adherence to E.ON's minimum standards for H&S. This collaboration likewise resulted in additional H&S issues being embedded in procurement processes, such as dealing with smaller suppliers. Harmonized minimum H&S requirements for contractors now apply at all E.ON companies in Germany; these requirements may be supplemented by additional requirements depending on the services the companies procure. The implementation of a Group-wide standard for contractor management continues at E.ON companies, and their processes for contractor management are being adjusted accordingly. This new standard defines minimum requirements and roles and responsibilities to ensure the consistent management and evaluation of H&S issues and risks in the collaboration with contractors. They are supported by a catalogue of contractor management measures, which also serves as an assessment tool for the implementation of the standard.

More than 50 E.ON companies in Germany are now certified to ISO 45001 (occupational safety), ISO 14001 (environmental protection), and ISO 50001 (energy management) by means of a multisite process called E.ON Matrix Certification. Most of these companies are network companies and their subsidiaries, sales companies, and companies that offer integrated energy infrastructure solutions. This is another step to manage these companies in terms of occupational health and safety and environmental protection, to leverage synergies, and to harmonize processes.

Organization and Responsibilities

E.ON is committed to protecting people and the environment. Because the approaches and systems for both are similar, H&S functions in E.ON's business units are combined with environmental management in a single HSE organization. Due to the importance of H&S, the department reports directly to the Chairman of the Management. At the Group level (E.ON headquarters), the Environment function was reassigned the Sustainability department. The E.ON Management Board and the management of our organizational units are responsible for E.ON's H&S performance, which includes complying with and optimizing Group standards. They set strategic targets and update policies to foster continuous improvement. They are supported and advised by the H&S department at Corporate Functions and the E.ON H&S Council. The council is composed of senior executives from different business areas and countries in which E.ON is active. It meets at least two times a year and is chaired by the member of the E.ON Management Board responsible for H&S. E.ON units also have committees similar to the H&S Council and expert teams that likewise meet multiple times a year. They define the H&S requirements for their unit and plans to implement them. Every unit must ensure that it meets E.ON's corporate and H&S standards, designs and implements H&S plans according to local needs, and integrates and implements E.ON's H&S Strategy Roadmap for 2024–2026. To ensure this, over 400 employees in the E.ON Group work on HSE issues. Internal audits, annual meetings, and self-assessments are some of the ways we make sure the units implement the standards. In addition, works councils, the Group Works Council, the Group Works Council's HSE Committee, the E.ON Supervisory Board's Audit and Risk Committee, and the Supervisory Board itself are regularly informed about H&S issues and involved in projects.

E.ON's International Health Experts team intensified its collaboration to foster health-related improvements and innovations and thus E.ON's health strategy. Since 2022 the team has again been sharing knowledge and experience between countries to identify and leverage collaboration synergies.

Specific Actions

The H&S department oversees strategic H&S training sessions. This includes the training provided to the E.ON Group's top 100 executives, programs for senior managers in the operating business, and training for staff who conduct incident investigations (such as root-cause analysis). With regard to the Group H&S Strategy Roadmap, E.ON's units conduct their own operational H&S training, programs to enhance H&S culture, and training required by law that recurs annually or is conducted on an ad hoc basis.

E.ON managers in Germany can enroll in Healthy Leadership, a training module on how to address health issues and thereby promote health in their team. This training continued to be conducted digitally in 2024 and covered issues such as psychological security in teams, stress reduction, mental health, and tips for an ergonomic workplace. E.ON employees in Germany had free access to online ergonomics advisors, including for their home office.

We conducted a health management inventory in 2023/2024 at a large number of our companies in Germany and elsewhere in line with E.ON's H&S vision. The purpose is to further advance our health strategy, address challenges, and improve Group-wide transparency on health and well-being. We used the inventory's findings to identify action areas and define specific future measures for them. The first specific measure, for example, was to expand our mental health offerings Group-wide by introducing mental health first aid ("MHFA") training. The training is part of our learning inventory and is available throughout the year.

MHFA training aims to identify mental health problems at an early stage, understand them, and respond appropriately. The 12-hour course provides knowledge about various mental disorders, such as depression, anxiety disorders, addiction, and suicidal tendencies. It also shows how to recognize warning signs, how to communicate with those affected, and how to offer them support and help. MHFA's aim is to reduce the stigma of mental illness, promote mental health awareness, and alert those affected to help options. Rollout took place at E.ON companies in Germany in the summer of 2024 and continued at companies in other countries beginning in the fall.

In addition, workshops for a common understanding of E.ON's caring culture were held for the top 100 executives and senior managers from operations and administration. The workshops' contents were adapted using the findings of a needs analysis (an employee survey and in-depth interviews with senior management).

Training content given a sharper focus included psychological safety, communications, and appreciation. This was accompanied by an ambassador campaign in which selected top 100 personalities describe what caring culture means for their area of responsibility.

E.ON considers itself a learning company whose ambition is continuous improvement. This includes a constructive culture of failure as well. We thoroughly investigate incidents by conducting root-cause analyses ("RCA"). For this purpose, E.ON has introduced a specific Group standard and, in 2024, further expanded internationally the related training and continuing skills development offerings. The training courses on offer cover topics such as investigation methods and communication and, since 2024, a train-the-trainer program for employees outside Germany, in particular to train and manage RCA experts. Lessons learned from incident investigations are shared throughout the Group and are incorporated into the units' activities and into working groups. E.ON also uses the lessons learned to institute preventive measures. In 2024, for example, our network business made the use of electric field sensors (such as voltectors) for open, air-insulated, medium-voltage switchgear. These devices warn when approaching open medium-voltage switchgear could be life-threatening.

PRISMA, an integrated IT solution, is the main component of E.ON's online H&S incident management system and is used by all E.ON units. It enables us to reach many users, report and manage data, and ensure a high degree of transparency. Incident investigations are entered and stored directly in PRISMA, ensuring that all companies and Corporate Functions always work with the same database. Incident reporting is prompt, and the situation should be clear for everyone involved. All this is intended to help prevent incidents. E.ON has five categories of incidents. They range from 0 (low) to 4 (major). E.ON's H&S Standard on Incident Management requires the units to use PRISMA to report category 4 incidents to the H&S department at Corporate Functions within 24 hours; in addition, the units immediately forward the information to the Management Board. Employees must report all incidents, regardless of their severity, using PRISMA. No employee needs to fear any disadvantages. In addition, their personal data are always protected and can only be accessed by limited user groups. E.ON analyses all incidents. If employees or contractors who find themselves in a situation that they believe is potentially dangerous, they have clear instructions to suspend work immediately and, if necessary, leave the work area. They are also instructed to alert their colleagues to potentially dangerous situations.

We reviewed the specifications of our existing standard in early 2024 and set the goal of dramatically reducing the duration of incident investigations by 75 percent to a maximum of four weeks. Another goal was to make more efficient use of insights, improve follow-up, and to use AI support to become as digital as possible. All processes were reviewed for efficiency and benefits. Alongside adjustments to content, the main levers for reducing time are the commitment of everyone involved, clear guidelines, and monitoring. Content changes included revising the list of causes using the systematic cause analysis technique (SCAT) and adding the human factor. A new process was set up in PRISMA to improve the tracking of findings. Finally, the definitions of potential incidents were adjusted so that in the future E.ON will focus more on accidents that could have ended much more seriously due to inadequate measures

E.ON's managers fulfil their responsibility as health and safety leaders in part by going on safety walks and engaging in dialogue with employees. During management visits, known as gemba walks, they can take a close look at workplaces, talk directly with employees, and deepen their understanding of H&S issues, including risks.

The digitalization of H&S processes continued in the 2024 reporting year. We simplified PRISMA, our H&S data system, and improved its user-friendliness. In addition, innovation gained momentum with the use of AI in the first proof of concepts for analyzing H&S data. E.ON intends to use these improved analyses to proactively avoid incidents in the future. The Group-wide H&S app added or simplified functionalities, such as conducting inspections, reporting near misses, and automatically initiating the rescue chain in the event of incidents at E.ON's (main) facilities. All these functions aim to provide our employees with simple tools for daily H&S processes in order to improve our overall H&S performance.

The HSE organization has conducted quick checks since August 2021. They involve an outside partner rating E.ON's safety culture on the Bradley Curve and identifying and minimizing risks. By year-end 2023r, 21 quick checks had been conducted at our operating units. In 2024 the task of continuing the quick checks and reviewing the findings from the first round of checks was put out to tender and awarded. The program began in the second half of 2024. Six operating units were assessed in 2024, with a total of 25 units to be assessed by the end of 2025. In addition to the quick checks through year-end 2023, all administrative employees will also be involved from 2024 onward, as will E.ON SE Group headquarters

E.ON runs an H&S Community that extends across all regions and segments. It helps us be a learning company and serves in particular to share knowledge and experience. The community meets regularly and, as needed, in special expert groups. Experts work together to achieve improvements in key areas like incident prevention. The topics in 2024 included working in danger zones and cutting cables, H&S in the installation business as well as H&S in the networks business.

Uniform life-saving rules were introduced across the Group at the start of 2024. The rules are intended to raised awareness of the main risks faced by employees. Accident analyses show that many incidents are related to deviations from the rules. To counteract this, a Group-wide project is currently being carried out to deal with safety regulations.

Employees and managers who have questions or concerns about their physical or mental health can contact the Employee Assistance Program ("EAP"). The EAP is a free health-advisory and life-coaching service available in multiple languages to E.ON staff in Germany, the United Kingdom, Sweden, Italy, the Czech Republic, Slovakia, and Hungary. We have similar programs in other countries where we operate. Alongside the EAP, E.ON offers employees and managers one-on-one psycho-social counseling.

In addition, employees and people outside E.ON can use our whistleblower hotline to report potential violations of regulations and laws relating to occupational safety. The "Targets and Performance Review" section of the Human Rights and Supplier Management chapter provides additional information about the whistleblower hotline.

There are also supplementary functions and roles at E.ON, including social, addiction, and health counseling. Across the Company, these functions and roles are performed by employees alongside their regular duties. These employees are obliged to maintain confidentiality.

E.ON employees can also take advantage of specific preventive measures (for example, nutrition counseling and colon cancer screening), consult company physicians, and take advantage of EAP benefits as well as use company fitness facilities.

If E.ON employees are seriously or fatally injured, insurance policies provide initial coverage for ensuring recovery or supporting the bereaved. Unit-specific, individual measures may also be taken. For example, E.ON supports the transport of injured colleagues to other hospitals if necessary to ensure the best possible care. Another example is the provision of a savings fund to ensure the education of a deceased employee's children. Gradual reintegration into the workplace is possible after a long illness-related absence.

Goals and Performance Review

The E.ON Management Board is informed about category 3 and 4 incidents, developments relating to accidents, and related measures and programs by means of monthly reports from H&S and regular consultations with the Senior Vice President Group H&S. The units report fatal and life-threatening incidents directly to the Management Board within 24 hours.

Health and safety concerns have always been a high priority for the E.ON Management Board. For example, it comprehensively revised E.ON's H&S strategy. E.ON did not set any quantitative targets. Nonetheless, the Management Board will review the strategy's effectiveness in discussions as well as its impact on H&S key performance indicators. Quantitative targets will be introduced in 2025. For the purposes of the H&S strategy, the Management Board consulted with (business) stakeholders and H&S managers to discuss and analyze in detail the business's challenges and drivers and the resulting core topics for the new 2024-2026 roadmap. The strategy was derived from this and endorsed by the H&S Council at the beginning of 2024 for implementation in the units and in Group H&S from 2024 onward. The H&S strategy whose aim is to position E.ON as a leading H&S company. The strategy contains underlying targets for the operating units, including H&S, and their respective board members. In addition, the Management Board set personal H&S targets for top executives. The targets for top executives and units are individual. Their purpose is to further reduce the frequency of serious incidents and fatalities ("SIF") so that in the long term serious incidents and fatalities no longer occur. The primary focus in 2024 was on contractor management, digitalization, the optimization of incident management. In addition, a task force was initiated to achieve visible results even faster in technical safety, contractor safety, and manager and employee engagement in E.ON's H&S leadership ambitions, and to prevent serious accidents. In addition, a review program called DSS Quick Checks was used to design additional (in some cases company-specific) measures to improve H&S processes that began to be implemented in 2024.

E.ON conducts thorough incident analyses to understand causes, take measures to prevent them, and identify risks. If accident data indicate that a unit does not meet E.ON standards, the H&S department supports it in optimization. In addition, Group Audit may conduct an H&S audit at the unit.

The findings of the incident investigations and H&S audits completed in 2024 show that H&S management systems are largely effective. The units have adopted the auditors' resulting recommendations and have generally used them to design corrective and preventive actions. It also became clear, however, that employees' safety awareness was not fully adequate in all teams. It therefore remains extremely important to continually point out to E.ON employees and contractor employees all the requirements of H&S management and their own responsibility: they must look after themselves and their colleagues and speak up immediately if they detect a potential safety risk. Overall, E.ON has observed for several years that occupational safety in its units is improving continually.

The extent to which E.ON's health strategy is successful depends in part on whether employees receive information about health and prevention and whether this motivates them to participate in related programs. To increase willingness to participate, health programs are often tailored to the needs of specific target groups. E.ON's network operators in Germany, for example, target their employees aged 50 and over in particular as well as employees in their field offices. Actions include workshops on healthy living in older age and preparing for retirement. There are also special offers, for example, for operational employees such as fitters and administrative staff. The return on investment ("ROI") of many health programs is calculated by comparing costs with avoided absenteeism based on research and statistics. So that all employees feel comfortable, valued, and supported in their work environment, E.ON places particular emphasis on mental health. We provide information on the importance of stress management and show how to recognize signs of mental health issues. In addition, E.ON has assistance and training on stress reduction, self-assessment tests, and a direct support offering, including through the EAP.

Progress and Measures

96.1 percent [•]

E.ON employees' health rate in 2024 (2023: 96.3 percent). It reflects the number of days actually worked in relation to agreed-on work time.

Accident Statistics

The reporting below on accident statistics distinguishes between employees and contractors, who together represent our own workforce within the meaning of the ESRS. We consider E.ON's employees to be on-staff personnel and contractors to be non-staff personnel.

E.ON uses serious incidents and fatalities ("SIF") to measure accidents and incidents that caused serious or fatal injuries and that surpass a predefined severity threshold. Just as in the prior, employee SIF was 0.03.

Lost-time injury frequency ("LTIF") measures work-related accidents resulting in lost time per million hours of work. Employee LTIF was 2.46 (2023: 2.17).

Total recordable injury frequency ("TRIF") is one of E.ON's KPIs for safety. It measures the number of recorded work-related injuries and (acute) injuries per million hours of work. E.ON has calculated it since 2010 (employee TRIF) and included contractor employees in its safety performance since 2011 (combined TRIF). Employee TRIF was 3.24 in 2024 (2023:2.77).

► All accidents were carefully examined, both individually and in comparison. In some cases, this enabled us to identify patterns or multiple predominant causes and respond directly to them, for example, by means of work groups. TRIF increased mainly because of the greater frequency of

accidents during routine work or activities with a low risk potential. Many of these accidents involved cut/puncture injuries as well as tripping, slipping, and falling accidents that generally result in brief lost time. ◄

H&S Key figures[1]

	2024	2023
SIF[2] Employee	0.03 [+]	0.03 [+]
SIF[2] Contractor	0.12 [•]	0.06 [x]
SIF[2] combined	**0.07** [•]	**0.04** [x]
LTIF[3] Employee	2.46 [+]	2.17 [+]
LTIF[3] Contractor	1.76 [•]	1.62 [x]
LTIF[3] combined	**2.14** [•]	**1.90** [x]
TRIF[4] Employee	3.24 [+]	2.77 [+]
TRIF[4] Contractor	2.08 [•]	1.98 [x]
TRIF[4] combined	**2.71** [•]	**2.40** [x]
NMFR[5] Employee	36.57 [•]	40.32 [•]

[1]Working hours (denominator) based on actual hours recorded and extrapolation for employee figures, extrapolation based on the order volume of contractors for contractor figures.

[2]Serious incidents and fatalities measures accidents and incidents per million hours of work that have caused serious or fatal injuries and that surpass a predefined severity threshold per million hours of work.

[3]Lost-time injury frequency measures work-related accidents resulting in lost time per million hours of work.

[4]TRIF measures the number of reported fatalities and occupational injuries and also includes injuries that occur during work-related travel that result in lost time or no lost time and/or that lead to medical treatment, restricted work, or work at a substitute work station.

[5]Near-miss frequency rate measures unplanned incidents that had the potential to result in an accident (but did not) per million hours of work.

► The number of work-related injuries among employees (TRI) amounted to 443 in 2024. E.ON does not have comprehensive data on employees' work-related illnesses. An in-house survey and a survey conducted by deutsche Berufsgenossenschaft, an accident insurer, show that we are aware of 47 work-related illnesses in 2024. We are not aware of any fatalities due to work-related illnesses.

Near-miss frequency rate ("NMFR") measures unplanned incidents that had the potential to result in an accident (but did not) per million hours of work. E.ON analyzes how and why near misses happened and then puts in place controls to minimize or completely eliminate similar risks in the future. We actively encourage employees to report near misses so that we can continually improve our safety performance. E.ON's NMFR was 36.57 in 2024 (2023: 40.32). ◄

Fatal Accidents at Work

Regrettably, one employee died in 2024 due to an occupational accident. The employee suffered a fatal electric shock while rectifying a fault .Each fatal accident is thoroughly investigated so that we understand the exact course of events that led to it. Identifying root causes enables us to take the measures necessary to prevent similar accidents in future. Nevertheless, serious and even fatal accidents still occur. E.ON cannot and will not accept this. It has therefore further intensified its efforts to prevent accidents. Examples include the Group-wide introduction of life-saving rules and the mandator use of electric field sensors. No contractor employees had no fatal accidents.

Occupational Health and Safety at PreussenElektra

E.ON's subsidiary PreussenElektra ("PEL") is responsible for the operation, decommissioning, and dismantling of the Company's nuclear power plants ("NPPs"). Its top priorities in all these activities are the health and safety of employees—its own as well as contractors'—and environmental protection. PEL is fully integrated into E.ON's safety organization and is subject to its high standards. PEL's extensive experience in plant operations and decommissioning helps it continually optimize its H&S processes and procedures and thus to minimize possible risks in conducting its activities. Special focus actions, practical training sessions, and health promotion measures foster and support the safe behavior of PEL and contractor employees. Together, the systematic application of safety standards, the conducting of various training and awareness-raising measures (including for contractors), and continual H&S advice directly at the work site again helped prevent serious accidents in 2024.

Working Conditions and Employee Development [•]

We take responsibility for helping shape a green, digital, and decentralized energy world in Europe, and our strategic focus on growth, sustainability, and digitalization sets clear priorities. Our HR activities form an important basis for this strategy's successful implementation. We have defined overarching action areas for HR management that reflect the Company's strategic orientation. These People Priorities serve as a compass for E.ON's HR activities.

E.ON's Approach

Our People Priorities aim to put our employees at the center and create the environment they need to work successfully. This also includes the necessary resources and framework conditions for optimal professional and personal development. The People Priorities focus on five action areas: employer attractiveness and employee engagement, leadership and performance, learning and career development, digital transformation, and diversity, equity, & inclusion and well-being.

Guidelines and Policies

E.ON's HR management has defined clear responsibilities to ensure efficiency, flexibility, and competitiveness in a complex, international environment. The central HR function (Group HR/Executive HR) is responsible for important Group-wide tools and binding policies. Examples include the central management of the entire life cycle of E.ON top executives and the interfaces with the Group's works councils. Our policy approach is closely linked to the management logic of HR topics with Group-wide significance as described in the "Organization and responsibilities" section below.

Compensation Structures

E.ON's compensation structures are clear and transparent. We place great emphasis to fair remuneration. The compensation principles for our employees are mainly governed by collective bargaining agreements, which cover 82 percent of our employees. Whenever possible, E.ON offers permanent employment, which applies to 94 percent of employees.

Total Workforce by Contract Type[1] and Gender[2] [•]

Headcount	Total	Male	Female	Other
Employees with permanent contracts	77,554	53,147	24,404	3
Employees with a fixed-term contract	5,353	3,022	2,331	0
Employees without guaranteed working hours	-	-	-	-
E.ON Group	**82,907**	**56,169**	**26,735**	**3**

[1]Total workforce including board members, managing directors, apprentices, interns and working students.

[2]Gender according to the employees' own information.

Organization and Responsibilities

We have continually refined our HR model to ensure effective management of our activities in line with our People Priorities. In order to jointly move forward with HR topics that are critical to success and add value for E.ON, we have:

- defined central HR topics of Group-wide strategic significance
- established clear collaboration principles for cooperation between Group HR and local HR departments
- agreed on clear roles and responsibilities between the main HR committees
- introduced target agreements on HR topics that are critical to success.

We specifically promote cooperation between Group and local HR in order to add value for our employees, our customers, and our shareholders. The

units play a special role by sharing local requirements and perspectives and by managing implementation locally.

Our management model is complemented by close and trusting collaboration with employee representatives. This is based on our declaration of principles on social partnership. Collaboration between the social partners is coordinated by the central HR function and supported by the local units. There are works councils or other forms of employee representation in almost all units and Group-wide. We work with them openly and constructively, always keeping the interests of our employees in mind and actively informing them of all relevant upcoming changes. Especially in times of change, we can build on the partnership with our employee representatives and together make a significant contribution to ensuring that E.ON is a successful and future-oriented company. Employee representatives are involved in employee-related issues in a timely manner in accordance with applicable national laws. We treat employee representatives as social partners and equals and attach great importance to their experience.

Specific Actions

Numerous projects and activities put our People Priorities into practice. The most important measures for 2024 are outlined below.

Employer Attractiveness and Employee Engagement

We offer our employees exciting tasks that enable them to actively help shape tomorrow's energy world. Apprenticeship has traditionally been the E.ON Group's main way to secure skilled labor. Over 100 training locations in 14 federal states and 2,582 apprentices give E.ON broad base across Germany. Our range of apprenticeships covers the industrial-technical, commercial and IT sectors and occasionally also includes professions in the catering field. We also offer a variety of dual study programs. We support young people in their professional orientation by offering career orientation days, student internships, and entry-level qualification training. Apprenticeship at E.ON is founded on diversity, equality, and inclusion. In addition to a Group-wide recommendation for integrating young people with disabilities into training, there are also local initiatives for integrating refugees.

Alongside apprenticeship, we also want to be the employer of choice for recent Bachelor's and Master's degree recipients. In 2022 we therefore launched the Group-wide E.ON International Graduate Program ("EIGP") to develop university graduates personally and professionally and to retain them at E.ON for the long term. In 2023 the EIGP was expanded to include specialist tracks for customer solutions, energy networks, finance, and digital. Cross-functional, national, and international assignments enable participants to get to know our business and network Group-wide. We support them with mentoring, coaching, and training. Entrants in 2024 consisted of 32 university graduates from 14 different countries. A study published in 2024 rated our EIGP second best in Germany. We have already taken measures to further improve this ranking.

We view attractiveness not only in relation to the outside labor market, but also with regard to our current employees. We want to understand how they rate their personal work situation at E.ON, how strong their employee engagement is, and how it changes over time. This is part of promoting our active feedback culture. We introduced an employee engagement approach (YourVoice@E.ON) and rolled it out Group-wide in 2024. The survey is anonymous and voluntary and can be integrated into everyday working life with minimal effort. This continuous-feedback approach gives managers real-time access to results, which are displayed on a dashboard. This enables them to respond to individual issues or trends and initiate improvements together with their teams. The Group-wide engagement score, our central key performance indicator, was 8.2 in 2024, which means we achieved our benchmark target.

> In addition to the engagement score, we also calculate Employee Net Promoter Score ("eNPS"), which measures employees' willingness to recommend E.ON as an employer. In 2024 eNPS improved by 7 points to 43 (2023: 36).<

Leadership and Performance

We expect our managers to act as role models. We value a clearly defined leadership philosophy that applies to all managers. My Skill Guide, our Group-wide skills model, is based on our strategic approach and our mission to actively propel the energy transition. It applies to all employees and describes how we act toward each other and our customers in order to successfully implement our strategy. We drew on this model to develop E.ON's leadership principles, which formulate clear expectations for managers regarding employee leadership, continuous individual development, change management, and strategic business development.

We use a standardized performance-oriented remuneration system for our executives. It is based on a pay-for-performance approach and includes performance-related compensation elements. Fringe benefits are offered on a country-specific basis and are also at an attractive level.

Learning and Career Development

To achieve our objectives, we need highly qualified employees. We can only meet the challenges of an evolving business environment by means of continuous learning and development. Our clear goal is to become a learning organization. Our leadership and management team plays a central role in this by exemplifying and promoting a learning culture. As we see it, a learning organization creates an environment of lifelong learning, promotes a strong feedback culture, and provides the necessary resources so that continuous learning becomes a habit. This enables our employees to develop their full potential. Promoting a culture of lifelong learning enables us to ensure that the necessary skills are always available and can be deployed in a targeted manner.

The 70-20-10 learning principle is part of our efforts to become a learning organization. This model for effective learning and professional development shapes our understanding of learning at E.ON and guides our learning culture. The majority of learning (70 percent) ought to take place through practical experience on the job, such as new tasks, project work, and changing working methods. This is supplemented by practical learning opportunities outside daily work, such as filling in for someone else and job shadowing. Social interaction—such as dialoging with colleagues, customers, or experts—is supposed to account for about 20 percent of learning. We specifically promote this through measures like 360° feedback, coaching, mentoring, and numerous in-house communities. The remaining roughly 10 percent happens in formal learning opportunities, such as courses, workshops, and training, both online and in person.

20.6

Average training hours per employee[1]

[1]The completeness of the reported data can only be guaranteed for companies with more than 150 full-time equivalents ("FTE"). There is no reporting requirement for companies with fewer than 150 FTEs. However, this KPI is calculated based on the Group's total number of FTEs.

The 70-20-10 learning approach at E.ON is supported by digital applications. A Group-wide one-stop store (MyGenius) provides access to all formal learning content, while an opportunity marketplace (My Career Hub) facilitates project assignments and job rotations. Our employees can also benefit from more than 70 in-house coaches, whom they can access on a coaching platform. Going forward, a central portfolio management system for learning and development will ensure the availability of strategically important, high-quality, and personalized learning content and the avoidance of duplication in the portfolio.

Even a learning organization needs a certain system and structure. We create skill dashboards to visualize E.ON's existing and needed skills. These dashboards provide an overview of relevant skills and identify potential skill gaps. This information is incorporated into the targeted recruitment and development of employees to effectively close any gaps. Our employees' individual development process is therefore a key element of our approach to learning and development. All employees are to be regularly assessed and, together with their manager, design an individual development plan and discuss the status of their personal development in

periodic evaluations. This process, our end-to-end development journey, translates our strategy into individual learning and skills development.

Targeted activation measures are necessary to ensure that learning becomes an integral part of everyday working life. In 2024 we again successfully held Group-wide Learning Weeks. Over 110 in-house instructors offered 86 online learning events, in which over 18,000 employees registered. The feedback was consistently positive and underlined these events' high degree of relevance.

E.ON's comprehensive talent strategy is based on an open, flexible, and inclusive talent landscape. The focus is on development options for all employees and not just selected individuals. For example, all employees have the opportunity to nominate themselves for development measures and succession lists. Development is targeted and based on individual potential, which is identified using Group-wide criteria and tools, such as local and global people boards.

Our AI-based My Career Hub, which we rolled out in 2024, is an important component of our talent strategy. This platform suggests suitable development options, job offers, mentoring programs, and project assignments to employees based on their skills, interests, and career goals. A total of 18,890 employees were registered on the platform in 2024.

Digital Transformation

From an HR perspective, our Delphi HR program plays a significant role in promoting E.ON's digital transformation. Delphi's aim is to standardize, digitalize, and automate global HR processes and to harmonize role profiles. This will likely not only increase the efficiency and effectiveness of HR management, but also ensure the Company's attractiveness on the highly competitive job market. We will optimize our processes by introducing a standardized human capital management system as the Group's leading HR system. This system will enable automated data processing and offer an intuitive user experience that frees up time resources. Integrated AI functions will ensure the system's future viability and efficiency.

Beyond the process landscape, we are also propelling the digitalization of HR management by means of a proactive approach to people analytics. Our aim is to use data to answer HR-related questions and to support our corporate strategy. E.ON has therefore continuously expanded its people-analytics expertise and uses data science methods to analyze HR data. These investments provide valuable insights and make it possible to link other data sources. For example, we model diversity targets using predictive and prescriptive analytics to support targeted strategic interventions. The people-analytics approach also promotes a culture of fact-based decision-making.

Diversity, Equity, & Inclusion and Well-being

As a global company, we face a wide variety of challenges every day. We overcome them by drawing on our workforce's diversity and employees' different skills, experiences, backgrounds, and perspectives. Our teams reflect this diversity and benefit from mutual enrichment. Promoting diversity is an important tool for increasing competitiveness in all parts of our company. We are aware that the collaboration of people with different backgrounds and perspectives yields innovations and new ideas. The Diversity, Equity, & Inclusion ("DEI") chapter describes in detail our targeted measures to achieve our DEI targets.

Another key aspect of our commitment is our employees' well-being. We design working-hour models that respond flexibly to our workforce's needs. Hybrid work is now the Group-wide standard at E.ON. In addition, E.ON offers employees in Germany the option of workation. This means that, under certain conditions, they can work temporarily from another EU country.

To further promote our employees' physical and mental health, E.ON also offers support in special life situations, such as when a family member is ill. Furthermore we offer various additional company services ranging from stress and addiction counseling to support in caring for relatives.

Goals and Performance Review

There is a regular annual target-setting process for HR topics of Group-wide strategic importance. The HR Board, the E.ON HR organization's main decision-making panel, defines annual priorities and their performance indicators. They are reviewed on a regular basis to ensure that the targets are being achieved. This target-setting process involves all units that are managed by E.ON HR and for which the defined topics are relevant and add value.

In 2024 the HR priorities were integrated into the CEO target letters for the Energy Networks, Energy Infrastructure Solutions, and Energy Retail business divisions. E.ON SE coordinates and manages this centralized process.

Progress and Measures [+]

Core Workforce by Segment[1]

FTE[2]	2024	2023
Energy Networks	42,421	39,435
Energy Infrastructure Solutions	7,801	8,152
Energy Retail	20,372	18,865
Corporate Functions/Other	5,972	5,790
E.ON Group	**76,566**	**72,242**

[1]Core workforce includes board members and managing directors but excludes apprentices, interns, and working students.

[2]FTE (Full-Time Equivalent) is the reporting figure for employee capacity, taking into account the contractually agreed level of employment and the normal weekly working hours in accordance with collective agreements or company practice. A full-time employee counts as 1 FTE.

At year-end 2024, the E.ON Group's core workforce had 76,566 employees. This figure includes part-time positions on a pro rata basis. The number of employees increased significantly—by 4,324 FTEs, or 6 percent—in 2024. The proportion of employees working outside Germany (35,780 FTEs) decreased slightly to 47percent compared with year-end 2023 (48 percent).

The number of employees at Energy Networks rose significantly. This is mainly attributable to growth activities and the filling of vacancies in Germany.

The change at Energy Infrastructure Solutions mainly reflected the transfer of employees to Energy Retail due to E.ON's new segmentation. The addition of human resources, particularly in Germany, offset this increase slightly.

Similarly, Energy Retail's workforce increased, particularly in the United Kingdom, because of the aforementioned transfers from Energy Infrastructure Solutions. In addition, the acquisition of Solar Concept B.V. and increased customer requirements in the Netherlands along with increased staffing in energy trading led to an increase in this business division's core workforce.

The increase in the number of employees at Corporate Functions/Other resulted from hiring related to digitalization. This was partially offset by a decline in PreussenElektra's workforce due to the dismantling of its nuclear power plants.

The Diversity, Equity, & Inclusion chapter provides information about the breakdown of employees by gender. Note 11 to the Consolidated Financial Statements contains more information about the average number of employees in the reporting year.

Core Workforce by Country[1]

	FTE[2]		Headcount	
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2024	Dec. 31, 2023
Germany	40,786	37,526	42,293	38,945
United Kingdom	9,757	9,420	10,069	9,742
Romania	6,935	6,861	7,073	7,028
Hungary	5,996	6,009	6,019	6,035
Czech Republic	3,402	3,250	3,426	3,271
The Netherlands	3,368	3,075	3,718	3,438
Sweden	2,840	2,580	2,866	2,607
Poland	1,863	1,879	1,871	1,890
Other	1,619	1,642	1,648	1,662
E.ON Group	**76,566**	**72,242**	**78,983**	**74,618**

[1] Core workforce includes board members and managing directors but excludes apprentices, interns, and working students.

[2] FTE (Full-Time Equivalent) is the reporting figure for employee capacity, taking into account the contractually agreed level of employment and the normal weekly working hours in accordance with collective agreements or company practice. A full-time employee counts as 1 FTE.

Apprentices in Germany

	Headcount		Percentages	
	2024	2023	2024	2023
Energy Networks	2,420	2,208	7.3	7.3
Energy Infrastructure Solutions	34	29	1.8	1.8
Energy Retail	44	43	0.8	0.8
Corporate Functions/Other	84	85	1.6	1.7
E.ON Group	**2,582**	**2,365**	**5.6**	**5.6**

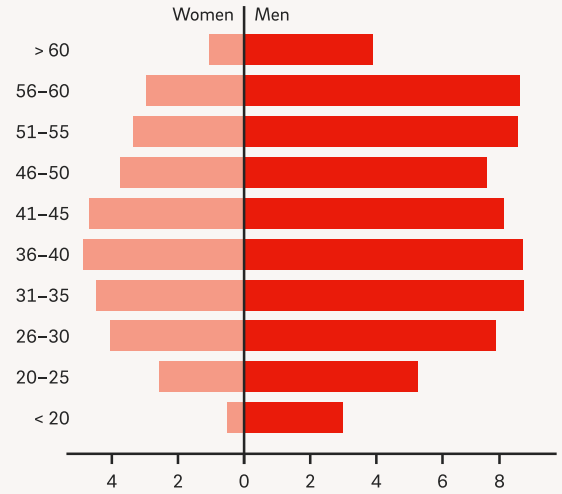
At the end of the year, E.ON had a total of 2,582 apprentices in Germany. This corresponds to an apprenticeship ratio of 5.6 percent. Of the 583 apprentices who completed their training in 2024, 537 were given a permanent or temporary employment contract. This is a very high takeover rate of 92 percent (2023: 538 of 587, or 92 percent). A consistently high takeover rate of apprentices is one of the ways E.ON is actively addressing the shortage of skilled workers.

Workforce Age Distribution

At year-end 2024, the average age of E.ON employees was 41. In 2024 around 22 percent of our employees were under the age of 31, 50 percent between 31 and 50, and around 28 percent older than 50.

Workforce Age Distribution in 2024[1]

Percentage, as of December 31, 2024



[1] Total workforce includes board members, managing directors, apprentices, interns, and working students.

New Employee Hires and Turnover Rate

E.ON hired 11,189 new employees in the year under review. This reflects the systematic implementation of our strategy and the achievement of our growth targets. We had 8,199 departures in 2024, yielding a turnover rate of 10.1 percent. This rate is equal to employee-induced terminations (voluntary turnover), employer-induced terminations, retirements, expiring fixed-term contracts, and deaths as a percentage of the average number of employees. The voluntary turnover rate, which is the relevant key figure for us, was 3.7 percent in 2024 (2023: 4.6 percent), reflecting 3,016 voluntary departures.

Diversity, Equity & Inclusion [+]

Society is diverse. So is our workforce. At E.ON, people work together who are diverse in many ways, including nationality, generation, gender, culture, religion, physical and mental abilities, sexual orientation and identity, as well as ethnic and social background. E.ON encourages and utilizes this diversity, which is an important component of our corporate culture, and creates an inclusive environment, because the interaction of people with different backgrounds, abilities, and personalities results in good ideas.

E.ON's Approach

Diversity is one of the dimensions of E.ON's sustainability strategy and an essential aspect of our vision. Consequently, diversity, equity, and inclusion ("DEI") together comprise one of E.ON's five People Priorities (the Working Conditions and Employee Development chapter contains more information).

We want to ensure equal opportunity for all our employees. Diversity is a prerequisite for creativity and innovation, and we therefore would like to take a targeted approach to promoting it. E.ON signed the German Diversity Charter in 2008, publicly affirming its long-standing commitment to a tolerant and inclusive corporate culture. The Company has been an active member since 2020.

In 2024 we again participated in initiatives organized by the charter, such as those in conjunction with German Diversity Day. For two weeks, our company intranet offered a variety of formats and information on DEI on a daily basis. In addition to the many formats offered Group-wide, our business units conducted various events and offers at their facilities and/or digitally.

Guidelines and Policies

The E.ON Management Board and SE Works Council signed the Diversity and Inclusion Declaration in 2016. It pledges their commitment to creating a diverse and inclusive work environment that empowers all employees to realize their individual potential. Likewise in 2016, the Company, the SE Works Council, and the Group representation for severely disabled persons signed the Shared Understanding of Implementing Inclusion at E.ON.

Organization and Responsibilities

DEI is managed by Group HR/Executive HR together with a network of HR experts that meets regularly in person or virtually and shares information. The Management Board—with Group HR/Executive HR's support—sets the diversity targets for the company as a whole and for its business units. Some of these targets may also relate to country-specific legal requirements. In addition, the challenges vary by country, so each business unit addresses diversity in its own cultural context. This gives them the opportunity to develop targeted programs that reflect the country or regions in which we operate.

Specific Actions

E.ON promotes DEI through a variety of programs and networks. These include a mentoring program at E.ON companies in Germany to prepare female employees for management positions.

The Women@E.ON network aims to increase the visibility and influence of women at E.ON. The Group-wide LGBT+ & Friends network promotes equality, diversity, and an inclusive work environment. In addition, E.ON is a member in various initiatives, such as the Initiative Women into Leadership ("IWiL") and the European Round Table ("ERT").

The E.ON Management Board continued its support for diversity networks in 2024. Currently, the following company networks are sponsored by Management Board members and receive financial support from E.ON SE.

- **adaptABILITY**, an initiative for disability and mental health. Sponsor: Chief Executive Officer ("CEO")
- **LGBT+ & Friends**, the second-placed diversity initiative at the 2021 CEO Award for D&I. Sponsor: formerly Chief Financial Officer ("CFO"), Chief Operating Officer–Commercial ("COO-C"), since June 2024
- **Women@E.ON**, an alliance of and for women, which won the 2020 CEO Award for D&I as best network group. Sponsor: Chief Operating Officer–Networks ("COO-N").

In 2024 the CEO Award for Diversity, Equity and Inclusion was conferred for the sixth time; the motto was "Accessibility." The awards pay tribute to individuals (category: Accessibility Hero) and initiatives (category: Best Diversity Campaign) at E.ON that strive to make a difference in diversity and inclusion. In 2024 the winners of the CEO Award for Diversity, Equity, and Inclusion were chosen in a Group-wide vote. Joanna Hammond was honored in the Accessibility Hero category. Joanna Hammond oversees the adaptABILITY network and actively promotes inclusion. The CEO Award for Diversity and Inclusion in the Best Diversity Campaign category went to envia TEL's workshop series entitled "Dealing with inappropriate behaviors." Its aim was to foster more sensitive and mindful interactions among employees.

A 15-month pilot project called Diversity Compass came to a successful conclusion in 2024. The project was initiated in 2023 by the Stifterverband and the Charta der Vielfalt (Diversity Charter). E.ON and five other companies participated. The pilot's aim was to design structures, tools, and measures to include diverse groups of people in everyday working life, to consider them in all Company areas and processes, and to firmly engrain DEI in corporate culture. The project was supported by an outside process consultant. As part of the project, E.ON formulated a DEI vision and mission in an international project group and developed a maturity approach for the continuous development of diversity activities.

E.ON's commitment to DEI was strengthened by the LGBT+ Roadmap. Launched in January 2024, the roadmap is an action plan to create a more inclusive workplace. This 18-month initiative, sponsored by an E.ON SE Management Board member, aims to increase visibility, support LGBT+ employees, and strengthen anti-discrimination measures.

In August 2024 E.ON was officially represented for the second time at the 21st Christopher Street Day in Essen, known as "Ruhr Pride." On this day, about 70 E.ON employees demonstrated our support for openness, diversity, and acceptance. Participation in Ruhr Pride was initiated by the LGBT+ & Friends corporate network.

The first E.ON LGBT+ & Friends Conference was held in Prague in November 2024, bringing together 100 participants from various Group units. The network sharpened E.ON's LGBT+ strategy and designed actions for the 2025 financial year.

The CEO Listening Tour, which was developed in 2021, continued in 2024 as well. This format is less about talking to employees and more about listening to them. The discussions focus on the work environment at E.ON, discrimination in the workplace, corporate networks, and many other topics. In 2024 the focus was on mental health and depression.

E.ON also introduced a pilot DEI survey as part of its commitment to promoting an inclusive work environment. This anonymous survey, which started in the fall of 2024, will help assess selected units' workforce diversity and inclusivity. The findings will contribute to targeted improvements in our DEI activities.

Goals and Performance Review

E.ON SE and E.ON companies in Germany must comply with the German Law for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and the Public Sector, which took effect on May 1, 2015. In February 2022 the E.ON Management Board adopted new target quotas for E.ON SE for the new implementation period beginning on July 1, 2022. The target quotas are 36 percent for the proportion of women occupying both the first and the second levels of management below the Management Board. The targets are to be met by June 30, 2027.

The proportion of women occupying the first level of management below the Management Board was 28.0 percent at the end of the 2024 financial year, that of the second of management below the Management Board was 30.9 percent.

The E.ON SE Management Board has recommended to those E.ON Group companies that are legally obligated to set targets for the proportion of women on their supervisory board, management board, and the next two levels of management that they select ambitious targets that likewise should be met by June 30, 2027.

In addition, it was recommended that other relevant E.ON Group companies set appropriate quota targets even if they are not legally obligated to do so. The companies of the E.ON Group have heeded this recommendation. In addition, in 2021 E.ON set a voluntary Company-wide target that goes beyond statutory requirements. The target is to increase the proportion of women in management positions in all business units in all countries to at least 32 percent by year-end 2031. This figure corresponds to the proportion of women in E.ON's workforce at year-end 2021. Group HR monitors progress toward the target once a year and reports the findings to the E.ON Management Board. E.ON discloses the respective figures at year-end for the E.ON Group as a whole. The development of the proportion of women in management positions in 2024 shows that the Group is well on the way toward achieving its 2031 target.

Share of Female Executives[1]

Percentages	2024	2023
E.ON Group	26	24

[1]Against the total number of managers.

Progress and Measures

The proportion of female employees remained constant relative to the prior year. Women accounted for 32 percent of our workforce at year-end 2024.

Women's Quota by Segment[1]

Percentages	2024	2023
Energy Networks	24	23
Energy Infrastructure Solutions	26	28
Energy Retail	50	50
Corporate Functions/Other	40	40
E.ON Group	**32**	**32**

[1]Total workforce; includes board members, managing directors, apprentices, interns, and working students. Due to the changes in segment reporting, the previous year's figures have been adjusted accordingly.

Employees by gender[1,2] [•]

Headcount	2024
Male	56,169
Female	26,735
Other	3
E.ON Group	**82,907**

[1]Total workforce including board members, managing directors, apprentices, interns, and working students.

[2]Gender according to the employees' own information.

Proportion of Severely Disabled Employees in Germany[1] [•]

Percentages	2024	2023
Energy Networks	4.3	4.4
Energy Infrastructure Solutions	2.7	3.3
Energy Retail	3.8	4.5
Corporate Functions/Other	5.0	5.6
E.ON Group	**4.2**	**4.5**

[1]Total workforce; includes board members, managing directors, apprentices, interns, and working students. Due to the changes in segment reporting, the previous year's figures have been adjusted accordingly.

► At the end of 2024, 1,813 people with severe disabilities or equivalent were employed at E.ON companies in Germany (prior year: 1,775). ◄

The Human Rights Policy Statement commits E.ON to freedom, equality, and respect for all people without distinction. The aim is to provide a fair and mutually trustful working environment to all employees. E.ON therefore does not ask for or collect information about employees' ethnicity, marital status, and so forth. In fact, the laws of some countries prohibit doing so. Germany, however, obliges companies to collect and publish data about the number of employees with severe disabilities at their operations.

114 [•]

The number of nationalities represented in our workforce in 2024 (2023: 115)

Security of Supply [+]

E.ON's objective as an energy company and distribution system operator is to ensure a secure supply of electricity and gas to its customers. E.ON is not only concerned with ensuring security of supply. Reducing the use of carbon-intensive fuels is important as well. An example of how to achieve this is by increasing biogas capacity and other low-carbon fuels.

Increasing the capacity of renewable energy systems ("RES") also helps decrease carbon-intensive energy. Investing in wind, solar, and other RES reduces the proportion of fossil fuels in the energy mix, which lowers greenhouse gas emissions and promotes a more sustainable energy supply

A reliable electricity and gas supply is essential for industrialized countries to be able to maintain their economy and meet their inhabitants' basic needs. Due to security of supply's social relevance, lawmakers serve as representatives of various groups' interests and exercise this function by enacting various regulatory requirements. Industrial customers that operate high-precision production facilities require a constant network frequency. If frequency fluctuates, machinery can break down, resulting in additional costs. A complete interruption of the electricity supply can have serious consequences, and not just for industrial customers. At companies, government agencies, and households, most processes are no longer possible without electricity. E.ON enters into dialog with local residents and customers in order to address their expectations as well as their concerns about risks relating to security of supply. One challenge in power supply is that energy is increasingly being generated decentrally and consequently fed into the E.ON network from many different points. Moreover, renewables feed-in fluctuates because it depends on the weather and other factors beyond E.ON's control.

E.ON's Approach

We continued the E.ON Lab in 2024 to study more potential innovations. In Arnsberg/Sundern and Lüneburg, Germany, E.ON is testing the extent to which various aspects of a future energy world are feasible, useful, and scalable. E.ON is expanding its digital equipment in these communities and assessing the value that such smart solutions add for customers and networks. We are also exploring whether and how current energy-market regulation can better reflect customer needs. E.ON's smart solutions promote secure and efficient network operation. This gives us a transparent view of the operating status of network equipment and energy flows and enables us to make targeted use of the flexibility available in our networks.

E.ON places great importance on ensuring that all customers and other affected stakeholders can make suggestions or express their needs quickly and easily. Numerous channels—such as mail, fax, telephone, our energy portal, social media, and branch offices—are available for this purpose. In addition, all of our distribution assets have a sign displaying an outage hotline that can be used to report an outage.

Our network operators' websites have a form that can be used to make quick and easy written contact. The data entered are automatically forwarded to the correct department. Affected customers receive a response within 24 hours. Staff in our network operators' branch offices are happy to make an appointment to provide free, personal, expert, and comprehensive advice—if desired, outside normal opening hours. In addition, individual on-site appointments can be used to address concerns. At the request of a municipality in one of our network territories, we can hold a town hall information event at which one of our employees advises residents on all topics relating to energy supply.

Our application documents for planning approval procedures for network expansion projects are displayed for one month in the town halls of nearby towns and municipalities. This is announced publicly in advance. All citizens can use the public display as an opportunity to submit suggestions and concerns about specific aspects of the plan.

Guidelines and Policies

In 2021 E.ON adopted a strategy for deploying more smart technology—smartifying—in its low- and medium-voltage grids. The smartification strategy aims to prevent outages at an early stage and to reduce their duration through more intensive maintenance. The strategy's implementation has four expansion stages: controllable and observable local grid stations, observable low-voltage grids, controllable low-voltage grids, and digital excellence. The strategy applies in Germany and all other countries in Europe where the Company operates. E.ON's smart-tech deployment targets vary by country but generally far exceed those set by each country's regulatory agency. The "Progress and Measures" section below presents the strategy's progress using key performance indicators ("KPIs").

Various laws, such as the Energy Industry Act (German abbreviation: "EnWG"), ensure the security of Germany's electricity and gas supply. This law makes sure that sufficient generating capacity is available and that electricity and gas networks remain stable. The Federal Network Agency monitors compliance with these requirements. In emergency situations, the Energy Security Act (German abbreviation: "EnSiG") and the Gas Security Ordinance (German abbreviation: "GasSV") stipulate how vital gas requirements are to be met in order to ensure security of supply even in times of crisis.

E.ON has likewise pursued a growth strategy since 2021 to promote security of supply and cross-sector decarbonization. Central to this strategy is achieving a balance between sustainability, security of supply, and affordability. This is all the more important because our customers

continue to expect a secure energy supply at affordable prices. The Strategy chapter provides more information about our growth strategy.

Organization and Responsibilities

E.ON's regional network companies are responsible for the safe and reliable operation of its distribution networks. Network control centers manage network operations. They are also responsible for resolving unforeseeable outages in their service territory. E.ON's crisis management system defines the responsibilities and procedures for dealing with widespread disruptions. The Incident and Crisis Management policy provides guidelines for such situations. The Chief Operating Officer–Networks ("COO–N") oversees the Energy Networks business division. Under his leadership, three departments (Energy Networks Europe, Energy Networks Germany, and Energy Networks Technology & Innovation) at Corporate Functions manage the business division's regional units. These departments' tasks include strategic development, investment planning, and asset management.

E.ON attaches great importance to taking the views and concerns of affected communities into account in its decisions and activities. This takes place through various forms of cooperation, such as citizen dialogs, the sharing of views within our industry and with regulators, as well as discussions with Germany's Federal Network Agency (German acroynm: "BNetzA").

Affected communities are involved at different phases depending on the respective decision-making processes and activities. This can begin as early as the planning phase and extend through implementation and operation. The type and frequency of involvement reflect each community's particular needs and demands.

Certain functions at our distribution system operators have operational responsibility for community involvement. These functions have different places in each organization's setup. They ensure that the results of community involvement are incorporated into the business plan. This ensures that communities' concerns are adequately taken into account. An example of project-related communications is the public information campaign conducted by Westnetz to accompany the construction of a 110 kV high-voltage power line in Idar-Oberstein in southwest Germany.

E.ON and its network companies provide the necessary personnel, technical, and financial resources to manage the impact of network construction projects. Employees in regional Public Relations are responsible for all communications with all the stakeholders affected by, say, a network expansion project and support the projects with press releases where necessary and, where appropriate, with local media events as well. They have all the necessary technical resources, such as a fully equipped (mobile) workstation, to perform these tasks.

Specific Actions

E.ON wants to operate secure and stable networks in a future energy world as well and thus offer its customers a reliable electricity and gas supply at reasonable costs. That is why E.ON is upgrading to smart grids by equipping networks with sensors and control technology, increasing the level of automation, and adding a digital layer. This will enable us to manage energy flows in line with demand and to monitor our grids in real time and with much greater granularity than today. Additionally, smart-grid technology makes it possible for us to partially avoid or delay some grid expansion.

Going forward, smart grids will serve as the platform for the innovative technologies and new business models that contribute to the energy transition's success. Examples include:

- Flexible tariff models that use price incentives to influence demand and thus help stabilize networks
- The aggregation of multiple distributed power generating units into virtual power plants that respond dynamically to changes in consumption
- Peer-to-peer sharing solutions in the form of a local energy market place, such as for households and businesses
- Fluctuation-tolerant local energy systems that have battery, gas, or heat storage devices and mutually complementary generating units.

E.ON has investment and maintenance programs under which it expands and maintains its networks in line with demand. E.ON will invest €43 billion from 2024 to 2028, of which €35 billion will go toward its Energy Networks business division and here, in particular, toward network expansion. This is intended to enable us to ensure that all our network customers are connected to the network and receive a reliable energy supply. In addition, E.ON invests an average of €400 to €500 million annually to expand its power networks to connect more renewables. The Sustainable Investments chapter contains more information about sustainable investing and E.ON's green bonds.

Our regional network companies are responsible for carrying out the measures, which are planned for one or more years. E.ON invested about €5.8 billion in network expansion in 2024. Part of the investment budget went toward the gradual expansion of smart grids: E.ON's network structure is being progressively equipped with sensors, control and relay technology, as well as being automated and digitally networked. The increasing use of smart-grid technology makes it possible to avoid or delay costly investments in network expansion, for example, by using new technology to make better use of existing overhead lines. Investment decisions always consider the efficiency of each measure alongside security of supply. This means that E.ON chooses those solutions that make the most sense from both a technical and business standpoint. The introduction of ISO 55001 is a building block in the systematization of decision-making. The core objective is to make optimal use of existing resources (in particular budgets, materials and personnel). To this end, projects are evaluated according to criteria such as cost-effectiveness, feasibility, and impact on the environment and the community.

E.ON is a long-standing and reliable network operator throughout Germany. Its network customers therefore benefit from the strengths of the Group as a whole as well as from its regional presence at numerous locations across Germany. Our community ambassadors organize local information events to keep communities and interested parties up to date on current topics and developments in the energy sector. They strive to find swift solutions for suggestions and complaints and involve company experts in this process.

Goals and Performance Review

E.ON works closely with national government authorities—like Germany's Federal Network Agency (German abbreviation: "BNetzA")—to address the objective of security of supply. The BNetzA is the regulatory agency for Germany' electricity and gas markets and plays an important role in monitoring and ensuring network stability and security of supply. Regular dialog and cooperation with the BNetzA enable E.ON to ensure that its electricity and gas supply complies with legal requirements and meets the stakeholders' needs. Security of supply is heavily regulated, and E.ON does not set quantitative targets and focuses instead on meeting regulatory requirements.

Nevertheless, E.ON measures the quality of the electricity supply by means of key performance indicators ("KPIs") like system average interruption duration index ("SAIDI") and system average interruption frequency index ("SAIFI"). SAIDI measures the average duration of power interruptions per year, while SAIFI measures the average number of power interruptions per year. These KPIs serve as indicators of the electricity supply's reliability and enable E.ON to continually improve its performance and further increase security of supply. The next section contains more details about the KPIs.

In addition, we use Journey NPS to measure our performance when interacting with existing and potential customers who have had one or more interactions with E.ON. The Customer Satisfaction chapter provides more information about related KPIs.

Progress and Measures

E.ON's regional network companies record all planned and unplanned service interruptions in their distribution networks. The data collected are aggregated into SAIDI for power. As stated above, it indicates the average interruption duration per customer and year.

E.ON reports SAIDI—the overall figure and broken down into planned and unplanned service interruptions—of its fully consolidated network companies by country. The figures for Germany reflect the weighted average of its fully consolidated network companies there. They are calculated using the method prescribed by the BNetzA. The calculations are based on service interruptions that have been verified by the BNetzA. All other countries in which E.ON operates networks have similar quality standards. Their national regulatory agencies verify and validate network operators' reported service interruptions. SAIDI figures for each country therefore reflect the methodology prescribed by its regulatory agency.

› Our network companies also calculate the system average interruption frequency index ("SAIFI"). As stated above, this measures the average number of interruptions per customer and year. The data collection process for SAIFI is the same as for SAIDI. ‹

By the end of the data collection period in 2024, no regulatory agency had completed the process of validating outages for 2024. This report is intended to contain final figures on the continuity of supply that have been officially validated. Consequently, the country-specific figures for the prior year are disclosed at right.

SAIDI and SAIFI provide important information on network service quality. At regular intervals, our network operators report them and other KPIs, such as network losses, to the E.ON Management Board member responsible for network operations for the purpose of managing supply reliability.

The following presentation of KPIs on service quality considers different causes when classifying disruption-related interruptions in individual countries because their respective national regulatory agencies use different methodologies. These KPIs are generally reported without interruptions due to force majeure; any exceptions are indicated.

SAIDI Power[1, 2]

Minutes per customer	2024	2023
Germany	23	21
Scheduled	*6*	*6*
Unscheduled	*17*	*15*
Sweden[3]	138	156
Scheduled	*43*	*33*
Unscheduled	*95*	*123*
Hungary	149	151
Scheduled	*92*	*94*
Unscheduled	*57*	*57*
Czech Republic	309	253
Scheduled	*163*	*154*
Unscheduled	*146*	*99*
Romania	280	331
Scheduled	*212*	*254*
Unscheduled	*68*	*76*
Poland	47	71
Scheduled	*8*	*7*
Unscheduled	*39*	*64*

[1]Totals may deviate due to rounding.

[2]The figures are based on previous year values.

[3] Includes the impact of force majeure.

SAIFI Power[1, 2] [x]

Interruptions per customer	2024	2023
Germany	0.45	0.41
Scheduled	*0.10*	*0.08*
Unscheduled	*0.35*	*0.32*
Sweden[3]	1.86	1.67
Scheduled	*0.68*	*0.47*
Unscheduled	*1.18*	*1.20*
Hungary	1.08	1.12
Scheduled	*0.34*	*0.33*
Unscheduled	*0.74*	*0.79*
Czech Repbulic	2.10	1.77
Scheduled	*0.60*	*0.59*
Unscheduled	*1.50*	*1.18*
Romania	1.51	1.80
Scheduled	*0.68*	*0.82*
Unscheduled	*0.83*	*0.98*
Poland	0.99	1.05
Scheduled	*0.16*	*0.14*
Unscheduled	*0.83*	*0.91*

[1]The SAIFI is subject to the same definitions as the SAIDI and is determined on the basis of the same fault causes as the SAIDI.

[2]Totals may deviate due to rounding.

The table below provides information on our system lengths through the end of 2024.

System Length at Year-end [x]

	Power		Gas	
Thousand kilometers	2024	2023	2024	2023
Germany[1]	692	694	98	99
Sweden	143	142	0	0
Hungary	80	85	18	18
Czech Republic	68	67	5	5
Romania	82	80	26	26
Slovakia	0	23	0	0
Poland	19	19	0	0
Croatia[2]	–	–	2	2
Total	**1,084**	**1,110**	**149**	**149**

[1]Figures for Germany are for the respective previous year: 2024 for 2023, 2023 for 2022.

[2]Gas grids only.

Customer Satisfaction [+]

Customers from different sectors—households and businesses, cities and government entities—understand that a digital and decarbonized future means that they will not only consume less energy, but also increasingly make and store their own clean energy. These customers are extremely knowledgeable and discerning. They expect E.ON not only to listen to and anticipate their needs, but also to design innovative and sustainable energy solutions, deliver best-in-class services, and provide a consistently good customer experience. Earning and retaining their trust and loyalty is very significant for us to sustainably grow our business. Satisfied customers tend to stay with us longer, to purchase additional products and services, and to recommend us to their family and friends.

E.ON's Approach

E.ON continually measures and improves the experience we offer our customers. It is essential for us to be systematically customer-centric. The E.ON brand promises to give our customers what they want in the future energy world: consistently positive experiences with our services and smart, sustainable solutions. Our new campaign in Germany positions E.ON as the playmaker of the energy transition and shows how energy gets from where it is produced to where it is needed. We work to empower people, companies, and cities across Europe to create the sustainable world that they want to live in. The purpose is to build energy communities in which everyone can do their part and meet these needs—from a household opting for green electricity to an entire city committing to sustainability. Delivering on this promise will make the E.ON brand distinctive and enable us to successfully expand our business. E.ON's objective is to become the number one energy-solutions company in all of its markets and thus to live up to its ambition of being the playmaker of the energy transition.

Organization and Responsibilities

The Chief Executive Officer ("CEO") coordinates, from Corporate Functions, our brand and marketing strategy with the aim of further developing and strengthening the E.ON brand. The Chief Operating Officer—Commercial ("COO—C") supports the Energy Retail and Energy Infrastructure Solutions businesses for all customer segments and in all E.ON markets. The regional units' Customer Experience teams are responsible for customer satisfaction. They carry out projects and measures in their respective sales territories and exchange information on successful approaches and progress on a monthly basis. There are Customer Experience teams in Germany, the United Kingdom, Italy, Romania, Sweden, the Czech Republic, Hungary, Poland, and the Netherlands.

The CCOs and COOs also hold quarterly meetings at the Management Board level. The aim is to improve customer orientation. The focus in 2024 was on creating a common operating model for successfully managing Net Promoter Score ("NPS").

The Customer and Market Insights team studies which trends shape our customers' attitudes and behaviors. For this purpose it conducts consumer studies on, for example, dynamic and flexible tariffs as well as innovative energy solutions.

Specific Actions

E.ON measures the loyalty and trust of its existing and potential customers by means of NPS, which was introduced in 2009 and became a Group-wide program in 2013. NPS indicates customers' willingness to recommend E.ON and its services. It also helps us identify which issues are currently of particular importance and thus to adapt our activities to current customer needs. E.ON measures two types of NPS:

- Strategic NPS ("sNPS") compares E.ON's performance with that of its competitors and is based on the feedback of customers regardless of whether they have had any interaction with E.ON.
- Journey NPS ("jNPS") measures the loyalty of current and potential customers who have completed one or more interactions6 with E.ON – for example, if E.ON helped them transfer their energy service to their new residence when they move.

NPS is used by our regional units in Germany, the United Kingdom, Italy, Romania, Sweden, the Czech Republic, Hungary, Poland, and the Netherlands.

A methodology introduced in 2017 enables us to measure strategic NPS consistently across all markets. The methodology for sNPS and jNPS is based on an automated reporting process in order to avoid the errors of manual data entry and to improve data quality and verifiability. This allows us to identify and resolve customer issues experienced in multiple markets. It also makes it easier for us to recognize the areas in which useful innovations can be offered.

Goals and Performance Review

Every year, E.ON sets company-wide targets for strategic and journey NPS. E.ON uses both indicators at the segment and unit level for purposes of management control. Targets are set for each unit using a uniform approach and are based on the previous year's performance. Strategic NPS is highly relevant for management control because of the information it provides about competitors. The E.ON Management Board has received a monthly NPS report since September 2020. In addition, periodic market reports enable the Chief Operating Officer—Commercial and the CEOs of the regional units to exchange views on NPS issues and customer topics.

NPS also plays a role in executives' variable compensation. This consists of two components: one factor reflects an executive's individual performance, the other company performance. Progress in strategic and journey NPS has accounted for 20 percent of the calculation of company performance since 2020. The achievement of NPS targets is also factored into determining the E.ON Management Board's compensation.

Group-wide sNPS fell by 12 points to 89 percent in 2024. sNPS in the United Kingdom recovered after declining sharply during the energy crisis. Germany bucked the market trend and is almost on a par with the competition. The Netherlands (Essent) remains the sNPS market leader but was unable to pull further ahead of the competition. After performing well for years, the Czech Republic and Italy are still ahead of the competition, but both regions are finding it difficult to maintain their lead. Romania and Poland increased their scores more than the competition, thus enhancing their position.

Which operational jNPS data must be measured by all regions was, for the first time, defined centrally in 2024, namely: customer feedback on complaint management and the payment process. The other two journeys vary by region. The regional teams in the United Kingdom, Germany, the Czech Republic, Romania, and Hungary exceeded their jNPS performance targets in all four target-relevant journeys and achieved 150 percent. Poland and Italy achieved 100 percent. Sweden achieved the target in two journeys, the Netherlands in one. The expiration of government support for households' energy costs in Germany resulted in all of EDG's work capacity being occupied with translating the altered regulatory conditions into its systems. These circumstances made it impossible to further improve the customer experience in our payment processes.

Energy Affordability [+]

Geopolitical events like the ongoing war in Ukraine and political instability in the Middle East continue to impact energy prices. This presents E.ON—as well as its customers—with more challenges alongside those posed by the energy transition. One thing is certain: the energy supply must remain reliable, secure, and affordable for industry and consumers.

Energy companies like E.ON play a central role in minimizing climate protection's social impact. E.ON's investments in modern infrastructure, innovative technologies, digitalization, and intelligent customer solutions enable it to enhance energy efficiency along the entire value chain. E.ON's long-standing approach is for its business to meet societal expectations regarding energy and also to make a positive contribution toward three objectives: climate protection, security of supply, and affordability.

[6] This can involve multiple interactions within a process such as a move, or multiple contacts from an existing or potential customer with the same request, for example via the chatbot.

E.ON's Approach

Prices on commodity markets constitute a major driver for the energy prices charged to our retail and industrial customers. E.ON's influence on customers' energy prices is limited. E.ON focuses on operating its networks efficiently and invests in network infrastructure to continually reduce maintenance costs in particular and thus to help lower end-customer prices. The "Specific Actions" section of the Security of Supply chapter describes such measures. To ensure fair prices for our customers and to be able to plan long term, we generally procure electricity and gas in advance. However, we cannot insulate ourselves from market developments and must factor in all cost components into our pricing—both when these components fall and when they rise. This affects our customers as well, who in some cases have to accept additional costs. Especially for vulnerable customers the situation can become challenging for a variety of personal circumstances. E.ON's approach to energy affordability therefore encompasses clearly defined guidelines and support programs.

Guidelines and Policies

Our corporate responsibility regarding energy affordability has two main aspects. We strive as an energy company to comply fully with all existing legal requirements and meet current standards and guidelines in our markets. In addition, energy affordability is an aspect of the fundamental right to be supplied with energy. This makes it part of the International Covenant on Economic, Social, and Cultural Rights and thus of the International Bill of Human Rights. E.ON is unequivocally committed to upholding these rights and has enshrined this in its Human Rights Statement. This statement obliges us not only with regard to our own business operations and our suppliers, but also to the customers to whom we supply our products and services. The "Guidelines and Policies" section of the Human Rights and Supply Chain Management chapter contains more information about the statement.

In October 2024 the Group Sustainability Council adopted the following Group-wide principles in order to place more emphasis on energy affordability and, in the future, to refine E.ON's approach to it:

- Support for vulnerable customers: we advocate for social policy solutions and reduced energy taxes and levies
- Support programs: we facilitate access to support for vulnerable customers through welfare organizations or our own programs—such as debt advice and energy-efficiency tips—that at a minimum meet legal requirements.
- Disconnection is the last resort: we engage with customers in a timely manner to avoid disconnections.

Organization and Responsibilities

Energy affordability is COO-C's responsibility. The Energy Retail division at E.ON SE's Corporate Functions is tasked with overall coordination and control. Our regional units are responsible for customer service in our markets. Each has established its own customer service organization. Ultimately, the regional units bear responsibility for supporting vulnerable customers. The units design individual, regional programs for vulnerable customers within a predefined framework. The Customer Satisfaction chapter contains more details on the organization of the regional units' customer areas.

Specific Actions

Our retail energy business prioritizes aims to create tailored solutions for our customers. We use transparency and open communications to help them make informed decisions—when they initially opt for a product and throughout a contract's term.

Loyal and satisfied customers are important to E.ON. We are committed to supporting households experiencing financial difficulties by offering them suitable and easily accessible programs so that we can continue to supply them with energy. We want to offer vulnerable customers effective and reliable support and help them overcome their challenges. Each case can be different. We therefore adapt our programs to customers' individual needs, the market situation, and government programs in different countries. Examples in our main markets include the following:

- Our sales units in Germany offer personalized advice via various channels (telephone, online, mail) and stay in contact with our customers. The energy-saving advice and tips we offer on our website and other channels are also important. Our customers can also contact the payment assistance team. It supports customers who are experiencing financial difficulties by working with them to find a suitable instalment payment plan.
- A team of trained specialists in the United Kingdom supports our most vulnerable customers there. In addition, all customer-facing employees receive extensive training on affordability. Eligible customers can benefit from the E.ON Next Energy Fund, which provides assistance in cases of financial hardship and, for example, can grant an award to clear any outstanding energy debt and provide replacement energy efficiency appliances. Customers can use the website to determine whether and to what extent they are eligible. In 2024 we also worked with charities like Citizens Advice, Stepchange, and Kidney Care UK and also supported these organizations financially. The support includes help accessing unused benefits, energy efficiency advice, prepaid meter vouchers, and financial grants.
- Our customer service in the Netherlands offers free advice over the phone and an online home scan to reduce energy consumption. Essent has worked closely with other major energy companies and the Dutch government to create "Noodfonds," an emergency fund for vulnerable households having difficulties paying their energy bills. Over 50,000 Dutch households received financial support in 2023. This number surpassed 110,000 households in 2024.

We only consider disconnection as a last resort. We therefore try to engage in a timely manner with customers who could potentially face a disconnection to prevent it from happening.

We ensure that the programs we offer actually help customers with payment difficulties by seeking direct contact with them. In the Netherlands, for example, we strive to proactively engage with such customers. Our approach is social collection: instead of simply offering payment options, we first try to understand why someone is unable to pay. Our employees speak with these people in order to identify the causes. We offer energy-saving advice and work with partners that offer independent payment advice and coaching.

Goals and Performance Review

Although E.ON has not set any measurable targets, it reviews the effectiveness of the above-described approach. E.ON first adopted guidelines for its approach to energy affordability in 2024. It therefore plans to fine-tune the evaluation and review process. COO-C will communicate the guidelines for energy affordability to the regional units to ensure that they understand them. We intend to do this in the first half of 2025. The topic will be included in the regional units' periodic performance reviews as well. We plan that in the future these reviews will include the regional units confirming their compliance with the guidelines and reporting on measures they have implemented regarding energy affordability. Net Promotor Score ("NPS"), however, already gives us a tool for measuring existing and potential customers' loyalty and trust against preset targets. The Customer Satisfaction chapter provides more information on NPS.

E.ON is convinced that it would be sensible to find a (social) policy solution to support vulnerable customers in crisis situations. Taxes, levies, and surcharges still account for a large portion of energy costs. Reducing energy taxes and levies for these customers would therefore be appropriate. Consequently, E.ON advocates reducing electricity taxes and levies, which account for a significant proportion of the final price. Reducing these costs would reduce the economic burden on end-consumers and companies.

Community Involvement [•]

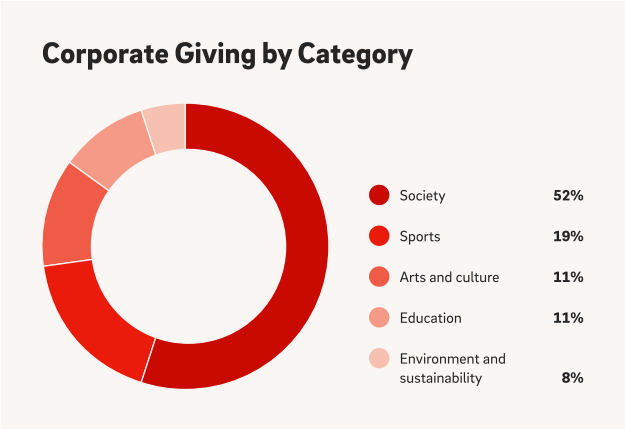
E.ON's Approach

E.ON is part of the countries and regions where it does business and therefore feels obliged to make a contribution to their prosperity, economic development, sustainability, and quality of life. We do this primarily by creating jobs and by offering energy solutions that enhance our customers' sustainability and comfort. In addition, E.ON engages in community involvement and supports employee volunteering in all regions where it operates.

E.ON local representatives know their country's needs and challenges best. So E.ON lets them decide which projects and organizations to support. E.ON is convinced that local decision-making is more suitable than central directives for giving its community involvement activities a societal impact.

Our Community Investments

E.ON reports its corporate giving by the categories below.



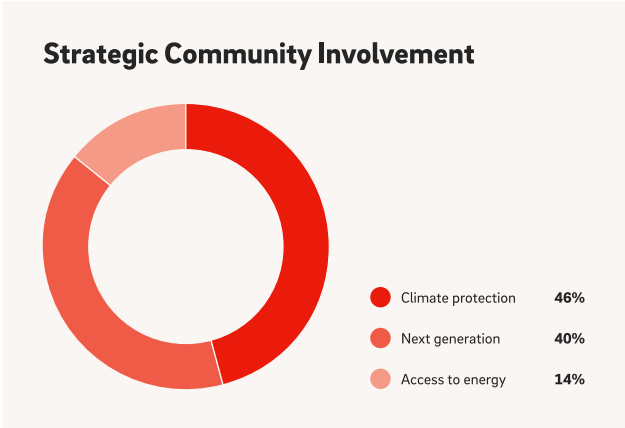
Alongside corporate giving, E.ON makes strategic investments in community involvement, which are typically more long-term in nature. In 2024 the financial resources for sponsorships went toward three focus areas: climate protection, access to energy, and support for the next generation.

E.ON's corporate giving and strategic community involvement totaled more than € 17 million in 2024 (prior year: € 22 million).

E.ON Foundation

The E.ON Foundation aims to promote a sustainable transformation of the energy system that reflects people and their social practices. Guided by the conviction that a purely government-mandated, over-regulated energy transition will not succeed, it supports projects, events, and practical formats relating to energy and society. In 2024 the foundation provided € 2.4 million in funding to the projects it supports. Because the foundation is independent, this funding is not included in E.ON's community investments.

In order to better coordinate Group-wide and regional activities as well as the E.ON Foundation's engagement and to increase its social impact, we bundled E.ON SE's and the E.ON Foundation's activities and linked them more closely. The aim is to ensure that responsibility for content coordination, decisions on projects, and process design lies in one hand.



Corporate Volunteering

In 2024 employees were again actively involved in non-profit projects in all regions in which E.ON operates. In total, 3 699 E.ON employees performed 25 514 hours of volunteer work in 2024. This figure may include double counting of employees who volunteer more than once.

Data Protection, Cybersecurity, and Product Safety [•]

E.ON processes personal data of a variety of stakeholders, primarily customers, employees, enterprise partners, and suppliers. We have a Group-wide data protection organization, which we continually improve. E.ON evaluates its processing activities on an ongoing basis in order to comply with applicable regulations and to protect data subjects' rights and personal data. In addition, E.ON has a broad-based cybersecurity organization whose aim is to efficiently protect systems and data regardless of where they are accessed from, which devices are used, and where the data are processed. In particular, the expansion of digital systems in our critical infrastructure must be designed so that our in-house users as well as our customers and suppliers can trust them and so that negative effects such as outages of any kind are avoided. Safeguarding all company information—in oral, written, and digital form—is crucial in order to prevent damage to E.ON's competitive position, brand, and reputation.

E.ON offers its customers digital solutions (like the E.ON Home app and the E.ON Drive app) as well as a steadily expanding range of products installed at their premises. This includes solar and battery storage systems, heating systems (including heat pumps and boilers), and electric vehicle charging points. The safety of these products is essential for E.ON to ensure that our customers can use them without concern, to retain customers' trust, and continue to serve them successfully.

E.ON's Approach

E.ON takes compliance with the General Data Protection Regulation ("GDPR") and national regulations seriously and aims to protect the rights of natural persons—above all customers, employees, suppliers, and other third parties—when processing their personal data. In principle, all natural persons may themselves determine the extent to which their personal data are processed. E.ON Group's Data Protection Management System ("DPMS"), which was established in reference to IDW PS 980, an audit standard for compliance management systems, describes the minimum standards for maintaining data protection in the E.ON Group. The DPMS is implemented by the individual units and, at the same time, serves to ensure a structured, coordinated, and consistent approach to data protection. The DSMS was extensively revised and was made available to E.ON employees through in-house channels.

In addition, the Group Data Protection Officer ("DPO") designed a data protection roadmap. The roadmap defines specific measures and tasks for each unit to implement for each of the DSMS's elements. These measures are derived from the findings of our data protection risk landscape (such as quarterly reporting), the type of operational business in question, and legal requirements and changes. The data protection roadmap's specific measures and tasks help ensure the DSMS's effectiveness, compliance with the GDPR, and a focus on current legal and factual developments and/or risks, even as framework conditions evolve.

Data protection is an ongoing task amid rapidly evolving technologies and practices. Using the plan-do-check-act ("PDCA") method enables E.ON to continually improve these processes (for more information, see "Goals and Performance Review" below). These improvement activities continued in 2024.

In 2024 E.ON began to fundamentally revise individual guidelines that are part of the DSMS as well as other handouts that serve to effectively implement data protection and to publish some of the revised versions.

To protect all company information, E.ON has in place an Information Security Management System ("ISMS") based on the standards of the ISO 2700x series, widely recognized international standards for information security. The ISMS is certified for those parts of the organization where it is required by law. E.ON works to ensure and maintain the confidentiality, availability, and integrity of its information resources. This includes monitoring infrastructure, vulnerabilities, and threats as well as detecting and responding to security events like cyberattacks. For this purpose, in-house and outside experts conducted extensive security tests of the systems on a regular basis. In 2024 E.ON updated its cybersecurity strategy and fundamentally restructured and expanded its cybersecurity rules. The purpose of this expansion was also to counter cyber-attacks and the resulting adverse impact on systems, energy networks, and energy equipment. The scope of this new cybersecurity strategy—including all its policies, standards, directives, and local instructions—applies to the entire E.ON Group and thus covers all aspects of cybersecurity at E.ON. It starts with our mission statement and organizational setup, which are covered in our Cybersecurity Functional Policy, as well as our rules and regulations for all employees, which are described in the Cybersecurity People Guideline. Our Information Security Standards define more specific rules and requirements, and our Cybersecurity Guidelines explain in detail how these requirements are to be met. E.ON will address this by improving security awareness, identity and access management, cloud security, and new detection and prevention capabilities.

E.ON extend its standards for occupational health and safety to the products it offers customers. The Company sets uniform standards to ensure that its products are safe throughout their life cycle, from development to recycling. Our ambition is to comply fully with all existing laws and regulations. This applies likewise to applicable safety laws and regulations. Due to confidentiality constraints and the sensitivity of such data, E.ON cannot provide information about complaints concerning data breaches, regardless of whether these complaints were substantiated or not.

Guidelines and Policies

E.ON's DSMS defines roles and responsibilities in a uniform manner across the whole Group. The information security standards introduced in 2018, which are based on the ISO 2700x series of standards, apply to the entire Group as well. They enable E.ON employees to design and operate new solutions with the required level of cybersecurity. For E.ON it is important to protect technology, data as well as customers, critical infrastructure, and society from negative consequences. E.ON's People Guideline Cybersecurity summarizes the most important cybersecurity rules relevant for all employees and accessible in our intranet.

Organization and Responsibilities

Each unit in the Group is responsible for complying with data protection regulations, above all the GDPR, and implementing the DPMS. E.ON has established processes across the Group to comply with data protection requirements, for example to respond to data subject inquiries and report data protection breaches. This set of processes also provides guidance when individual units implement the necessary processes.

The units are responsible for responding to all requests from data subjects, such as access to information on data processing, rectification, erasure, and data portability. The units' systems and policies must also comply with their national data protection regulations and those of any other countries where they operate. Where required by law, the units have appointed Data Protection Officers ("DPOs"). The units' DPOs work closely together and share information with the Group DPO on a regular basis, in particular on information relating to legal and regulatory developments and fines, the protection of data subjects' rights, relations to third parties, fulfilment of documentation duties, and correspondence with supervisory authorities.

E.ON's Group DPO is responsible for higher-level data protection issues at the Group level. In addition, the Group DPS informs the units' DPOs on a regular basis about relevant developments relating to data protection by means of periodic information-sharing meetings. This and other information is disseminated by email and through internal communications channels, such as the corporate intranet. Furthermore, the Group DPO reports periodically to the Cybersecurity and Data Protection Council, which also includes Management Board members, and to the Supervisory Board's Audit and Risk Committee.

The Cybersecurity function prevents the danger that technology and information would have an adverse impact on E.ON's overall business or its customers' trust in E.ON's customer solutions like E.ON Home and Drive. This function's tasks include designing a Group-wide cybersecurity strategy, monitoring its implementation, and coordinating the cybersecurity organization across E.ON. E.ON's Chief Information Security Officer ("CISO") oversees the Group-wide cybersecurity organization and is assigned to the Management Board's digital remit. His responsibilities include formulating E.ON's cybersecurity strategy and monitoring its implementation. The Group-wide cybersecurity organization includes Information Security Officers ("ISOs") appointed by the business units. They report to the CISO as well as to their unit's board on all relevant matters arising in their organizations. The CISO reports on a regular basis—as well as ad hoc in the event of serious security incidents—to the E.ON SE Management Board and the Supervisory Board. These vertical and horizontal reporting pathways ensure transparent and consistent reporting.

E.ON's regional units know their customers, their products, and the local market conditions and requirements. Consequently, their Product Development teams take the lead in product safety, supported by their unit's Health, Safety, and Environment ("HSE") department. They also work closely with several divisions and departments at Corporate Functions, primarily B2C/B2SME Solution Management, Innovation, HSE, and Sustainability.

Specific Actions

To the degree possible, all new E.ON Group employees receive data protection training during their first year as part of their onboarding process. In addition, E.ON conducts specific training for entities and departments—such as call centers and sales organizations—that process personal data on a bigger scale. In addition, employees use an eLearning module to refresh their data-protection knowledge annually. By the end of 2024, 86 percent of employees had completed the module.

E.ON uses eLearning, phishing simulations, and in-house workshops such as live hacking demonstrations to familiarize its employees with cybersecurity risks and their obligation to keep confidential company information secure. To enable its employees to handle information properly, E.ON uses a classification tool, including electronic document labelling, which was introduced in 2022. E.ON conducts an ongoing phishing awareness campaign that involves simulated phishing emails sent to employees several times a month. In addition, E.ON periodically performs penetration-testing for crucial services in order to further harden key services against cyberattacks. In addition to reinforcing employee awareness, cybersecurity is an essential part of our energy system, which is becoming more important as our infrastructure is digitalized and new innovative components are integrated into it. The more players that connect to our infrastructure and actively participate in the energy system, the more complex it becomes. If our customers want to connect their solar panels or heat pumps to the grid, for example, we need to ensure this connection's confidentiality, availability, and integrity. The next chapter describes other cybersecurity measures.

E.ON takes a variety of steps to address health and safety issues across the entire life cycle of its products. During product development, E.ON closely observes current standards and guidelines and monitors emerging issues. The regional units test all products, including eMobility solutions, for CE/UKCA conformity in their own test labs or have them tested in E.ON's test lab in Essen or by outside testing firms. Products that are CE-compliant meet EU-wide requirements for safety, health, and environmental protection, while UKCA-compliant products meet the British market's compliance requirements. This provides E.ON with a comprehensive assessment of risks, their likelihood, and other potential implications. Contractors who install and maintain products on E.ON's behalf must undergo prequalification prior to hiring to ensure that they

meet specific standards and values. In addition, E.ON engages in ongoing dialog with its contractors and trains them to ensure that they adhere to all requirements and the latest technical standards. Safety training, for example, is mandatory for all installers of solar and battery solutions in Germany. If a product has a safety-related issue, E.ON needs to be able to recall it immediately. E.ON therefore checks and tracks all hardware product changes so that it can contact customers immediately in the event of safety-related issues. We work to continually improve these processes.

Whenever E.ON is the product manufacturer or deemed to be such, the Company is legally obligated to comply with a number of requirements. These include establishing a local system to ensure product traceability and putting in place a plan for corrective measures. Other requirements include product certification, CE/UKCA labeling, the issuance of E.ON's own EU/UKCA Declaration of Conformity, and the creation and maintenance of a product's technical documentation. In the event of safety-related issues, E.ON immediately informs the appropriate market surveillance agency about the issue and the intended corrective measures, such as withdrawal, warning, and recall. E.ON is also obligated to take necessary corrective actions.

Goals and Performance Review

The recurring PDCA cycle results in the DPMS's processes being continually planned, implemented, managed, and improved. This enables E.ON to permanently monitor the DPMS's effectiveness, proactively and repeatedly look for potential blind spots, and take action if the need for improvement arises. E.ON units report on the status quo of their compliance with the GDPR on a quarterly basis. The review also includes regular assessments by Group Audit. The units implement Group Audit's recommendations in a timely manner.

E.ON assesses the maturity of its ISMS domains regularly and reports the findings to the Cyber Security and Data Protection Council on a quarterly basis. E.ON defined a minimum maturity level for all areas and units. If deficiencies or improvement potential are identified, E.ON adjusts its cybersecurity roadmaps accordingly. The purpose of these adjustments is principally to counter possible adverse impacts on systems, energy networks, and energy equipment.

Product safety incidents that occur are documented at the unit whose product was involved. The investigation and analysis of such incidents help us identify their causes and determine how to prevent them in the future.

Business Resilience and Security Management [•]

E.ON places great emphasis on the reliability of the energy supply. We work continually to ensure that our infrastructure and our customer solutions are safe, secure, and resilient to operational disruptions. In crises, it is important for E.ON to respond swiftly and handle the situation professionally.

The repercussions of the war in Ukraine continued to present a challenge in 2024. We face, among other things, a generally abstract and increased hybrid threat.

E.ON's Approach

E.ON conducts comprehensive business resilience and security management and has minimum requirements for physical security as well as crisis and business continuity management. Despite all the measures taken, the Company cannot rule out the possibility of crises caused by natural disasters, human or technical failure, cyberattacks, or other incidents. That is why we have detailed emergency plans and a Group-wide crisis organization with specialized local and cross-divisional teams that conduct exercises on a regular basis. This approach has proven its worth in past crises.

Guidelines and Policies

E.ON's Business Resilience and Security function policy, which is approved by the E.ON SE Management Board, defines responsibilities and minimum requirements that are binding for all business units. It also provides recommendations for conducting effective business resilience and security management. The policy encompasses physical security, emergency and crisis management, business continuity management, and travel security. These requirements make it possible to swiftly recognize and manage unpredictable and complex situations that could have a significant impact on E.ON's business, assets, stakeholders, and/or reputation. If necessary, the central Business Resilience function supports the business units in meeting the defined minimum requirements and continually adjusts these requirements in line with the threat situation.

Organization and Responsibilities

Ultimate responsibility for preventing and managing crises lies with the E.ON SE Management Board. Strategic implementation of physical security as well as crisis and business continuity management is carried out by the Business Resilience & Security function, which is part of the Legal, Compliance & Security department. With the exception of travel security, operational implementation at the business units is conducted as decentrally as possible, namely by their respective business resilience organizations, which are responsible for meeting Group-wide minimum standards. E.ON also has a comprehensive crisis management organization. The central reporting office is the central reporting point for crises and emergencies.

Specific Actions

To be able to respond quickly and adequately to crises, E.ON conducts several realistic crisis simulations and training sessions each year. In 2024 E.ON conducted several Group-wide crisis simulations in national and international environments as well as a variety of local crisis exercises at the business units. This is supplemented by ongoing training and continuing education for designated crisis management teams. In addition to crisis management, the Business Resilience & Security function takes a variety of steps to enhance E.ON's long-term operational resilience. The main activities in 2024 were to:

- further harmonize and update in-house guidelines, particularly those that interface with cybersecurity
- expand and further develop Business Continuity activities
- strengthen E.ON's security culture by conducting an awareness campaign that featured an eLearning module
- deploy and introduce central digital tools in line with the Group's digitalization strategy
- review our strategic orientation and focus, particularly amid the current security and regulatory environment.

Goals and Performance Review

E.ON relies on valuable security expertise—of its own experts as well as outside service providers—and has effective mechanisms and services to continually ensure and improve its operational resilience and security. E.ON has set the following objectives for this purpose:

- **Proactive crisis management:** identify crises at an early stage and respond to them effectively, conduct controlling and training sessions on a regular basis, use insights from crises.
- **Business continuity management:** deal with emergencies, ensure the continued operation of critical activities, conduct business impact analyses on a regular basis, update and test plans and measures.
- **Travel security:** minimize risks to employees when travelling and at a workplace, promote digital solutions.
- **Physical security:** protect employees and assets by analyzing security threats and sharing the findings and having up-to-date security plans and services.

The focus in 2024 was on sensitizing employees to business resilience and security issues and on collaboratively sharing information in E.ON's business resilience and security community. Cross-departmental involvement and engagement with business resilience raised the visibility and also helped sharpen the profile of the Business Resilience & Security function.

Crisis Prevention at PreussenElektra

PreussenElektra ("PEL") is only allowed to operate a nuclear power plant ("NPP") if it can demonstrate that it has taken all practicable steps to prevent security- and safety-related incidents. PEL demonstrates its compliance on an ongoing basis to the relevant authorities.

In 2024 there were no incidents that adversely affected the security and safety level at PEL's NPPs. They remained at the normal security and safety level adjusted to reflect dismantling operations. On average, ten to 15 reportable events per year occur. PEL conducts periodic reviews in which it discusses the findings derived from incidents with the responsible parties of the NPPs being dismantled.

PEL communicates incidents and measures to state and federal authorities, regularly conducts statutory emergency and crisis exercises, and keeps the E.ON Group's Business Resilience & Security function informed.

Governance

Compliance and Anticorruption [+]

Complying with the law and company rules as well as preventing, detecting, and immediately rectifying rule violations at our company is of crucial importance to E.ON. Customers, business partners and other stakeholders should not be deceived or deliberately harmed. We are committed to ensuring that laws and company rules are strictly observed and that compliance and integrity are systematically promoted as core elements of our corporate culture. This is the only way we can maintain and strengthen the trust of our stakeholders in the long term. E.ON therefore takes potential compliance violations very seriously. If they are substantiated, we systematically pursue and penalize them. E.ON's approach to compliance is applicable for all business units and Corporate Functions and extends to suppliers as well.

Information on compliance notices can be found in the "Progress and Measures" section below.

E.ON's Approach

E.ON is committed to combating corruption in all its manifestations and supports national and international efforts directed against it. The Company's participation in the United Nations Global Compact underscores its rejection of any form of corruption. The E.ON Management Board has the ultimate responsibility for ensuring that E.ON conducts its business legally and at all times refrains from criminal practices in achieving its business objectives. To ensure this for all business units, E.ON has established a central Compliance function. Its task is to support the E.ON Management Board in its responsibility to prevent, detect, and eliminate corporate crime.

E.ON has in place a compliance management system ("CMS") to mitigate the risk of compliance violations. The CMS enables E.ON to identify and analyze compliance risks, design a risk-adequate compliance program, and expand the Company's compliance organization.

Guidelines and Policies

Our Code of Conduct and our Supplier Code of Conduct (both of which are available in the languages of all countries in which we operate) focus on our guiding principle, "Doing the right thing." They provide easy-to-understand guidance for all areas that are relevant to E.ON. These include human rights, anticorruption, fair competition, and legally compliant relationships with business partners. The E.ON Code of Conduct also contains an integrity test that employees can use to check whether they are doing the right thing. All employees are obligated under their employment contract to act in accordance with the Code of Conduct's rules. In addition, ten People Guidelines, which apply to all business units, explain in detail how employees can be sure that they are doing things right. Our Code of Conduct is highly regarded by experts. The quarterly magazine published by the German Association of Compliance Managers (German abbreviation: "BCM") last reviewed our Code of Conduct in 2021 and awarded it the highest rating among all DAX companies.

An important People Guideline that supports the Code of Conduct addresses anticorruption. It contains a decision-making aid to indicate when accepting or granting offers or gifts is permissible, potentially problematic, or forbidden. If, for example, a gift's value exceeds a certain threshold, authorization is always required from the local Compliance Officer, who reviews the gift and decides whether it is permissible or not. Particularly strict requirements apply to invitations and gifts from public, elected, or government officials and their representatives. The Code of Conduct clearly states E.ON's prohibition against Company donations to political parties, political candidates, political officeholders, or representatives of public agencies.

E.ON's Compliance Function Policy defines basic compliance structures, roles, and responsibilities. All compliance policies are reviewed on a regular basis—at least every two years--to ensure that they are comprehensible, readable, and, in view of current legislation, up to date.

Organization and Responsibilities

E.ON refines and optimizes its CMS on an ongoing basis. Pursuant to the Compliance Function Policy, we have established a Group-wide organizational setup for this purpose. It consists of the Chief Compliance Officer ("CCO"), the Global Head of Compliance & Data Protection along with his Group Compliance team, and the business units' compliance officers. The CCO reports on a quarterly basis to the E.ON Management Board and to the Supervisory Board's Audit and Risk Committee on the CMS's effectiveness and current developments and incidents. In the event of serious incidents, the Management Board and the Audit and Risk Committee are informed without delay. Suspected fraudulent activities directed against the Company are investigated by Group Audit. The central Group Compliance and Data Protection function is responsible for investigating fraud within the Company.

Specific Actions

One focus in 2024 was to conduct confidence-building measures to remind E.ON managers of their function as role models. Throughout the E.ON Group , welcome talks were held with new managers within their first 100 days in order to build trust with their unit's compliance officers and to remind them of their responsibility to help create a culture of integrity. In addition, a discussion forum between top executives, which began with a welcome address from the EON SE Supervisory Board Chairman, gave employees the opportunity to ask specific questions and discuss dilemmas.

Furthermore, E.ON continues to use a variety of tools to identify the areas of activity where the risk for certain compliance breaches is particularly high. Such compliance risk assessments ("CRAs") are conducted on an ongoing basis and processed digitally. CRAs employ various methods, ranging from spreadsheet-style questionnaires to personal (and confidential, if applicable) discussions with executives and employees. Based on the findings, Group Compliance determines whether specific measures need to be taken to amend and refine the CRAs in order to appropriately address any (new) potential risks identified.

In addition, Group Compliance continually engages in dialog with the Compliance Officers appointed by local units' management and monitors their work. If employees suspect misconduct or a violation of laws or company policies, they are instructed to report it. For this purpose, they may use—if they prefer, anonymously—internal reporting channels or an IT-based whistleblower system. The system meets the requirements of Germany's Whistleblower Protection Act. It is available Group-wide and can be accessed via the E.ON website or by telephone. Not only E.ON employees, but also business partners, their employees, and other third parties can contact the hotline confidentially. Group Compliance forwards the information to the relevant department or unit.

E.ON wants to ensure that its compliance standards are adhered to in its supply chain as well. We therefore subject potential suppliers to a compliance check to assess whether they act in accordance with our values and principles. To ensure that they meet our compliance standards, we also conduct a prequalification process to verify potential suppliers' identity. This includes, for example, determining whether a supplier appears in the media in connection with compliance issues such as corruption or on official sanction and terrorism lists. Prequalification is mandatory for all new suppliers. The Human Rights and Supply Chain Management chapter provides more information on the supplier onboarding process.

Our Know Your Customer ("KYC") principle also defines minimum requirements for certain business partners and scenarios, other than suppliers. The KYC check, which is part of our large-scale digitalization strategy, is an IT-supported workflow that helps us assess counterparties' integrity and avoid legal, regulatory, and reputational risks related to compliance issues such as corruption, money-laundering, tax evasion, violation of economic sanctions, and terrorism financing. It is covered in our Know Your Counterparty People Guideline, which we again updated in 2024.

Goals and Performance Review

We continuously evaluate the CMS's effectiveness to ensure that E.ON is able to prevent, detect, and take appropriate remedial action against illegal or criminal conduct or other rule violations. The CMS's effectiveness is monitored by the E.ON Management Board and also Group Audit. The latter, an independent entity, is the third line of defense of E.ON's CMS.

The CMS's effectiveness depends on how serious and credible our compliance efforts within the Company are. This is reflected by, for example, the resources we devote to compliance as well as the quality, control, and monitoring of our measures. Evaluating E.ON's compliance culture and the perception of its compliance is also relevant for the CMS's effectiveness. Special consideration is given to violations that lead to an internal audit. The audit determines whether a violation resulted from negligence or misconduct by an individual or individuals or from shortcomings in the CMS. We use the findings to implement measures to avoid similar incidents in future. The Management Board and the Supervisory Board's Audit and Risk Committee are convinced that the CMS was again effective in 2024. Their assessment was based in part on audits as well as surveys of employees and stakeholders.

E.ON's CMS is structured and follows a uniform roadmap with defined steps for refining our business units' compliance measures. All Compliance Officers must present the status of their unit's compliance roadmap regularly to their board and to Group Compliance. The implementation of the compliance roadmap in 2024 proceeded as planned.

Progress and Measures [x]

Number of Notifications Received on Potential Compliance Violations

	2024	2023[1]
Business integrity concerns[2]	61	18
Fraud against the Company concerns[3]	179	130
HR-related concerns[3]	224	125
Any other concerns[5]	107	193
Total	**571**	**466**

1 Previous year's figures have been adjusted due to a change in the data collection methodology.

2 Such as potential illegal activity, violation of law and policy, corruption, antitrust, business partner compliance, and/or insider trading in E.ON shares

3 Such as theft, embezzlement, and occupational fraud

4 Conflict of interest, mobbing, sexual harassment, discrimination, unfair employment practices, and so forth

5 Any other Code of Conduct-related topics

E.ON divides compliance reports into four categories: business integrity concerns, fraud against the Company concerns, HR-related concerns, and other concerns related to the Code of Conduct. The resulting investigations found that none of the incidents reported was serious.

Fines for Non-compliance

E.ON paid a total of about €687,512 in fines for non-compliance with laws in 2024.

Human Rights and Supply Chain Management [•]

Our corporate responsibilities include respect for human rights in all areas of our business as well as in our supply chain. E.ON therefore expects its suppliers worldwide to meet minimum standards in their environmental, social, and governance ("ESG") performance, including in relation to human rights.

E.ON's Approach

E.ON takes its responsibilities seriously and is therefore committed to doing business in a compliant way, respecting human rights, protecting the environment, and ensuring proper work conditions. E.ON expects that its suppliers are likewise committed to high ESG standards and has processes in place to ensure that they do.

E.ON is convinced that good processes and measures can only be developed if different perspectives are considered. Engaging in dialogue with stakeholders and participating in industry initiatives help us pay particular attention to human rights issues. For example, E.ON is a member of econsense, a network of Germany-based multinational companies dedicated to promoting sustainable business development and respect for human rights. E.ON also participates in a working group at the German Compliance Institute (German acronym: "DICO") focusing on the same objectives. E.ON has been participating in the German Energy Sector Dialog since January 2023. This multi-stakeholder dialog consists of relevant players in the energy industry, civil society organizations, and the German federal government and focuses on the German energy industry's human rights and environmental risks along its global supply and value chains in order to improve the human rights and environmental situation. Our participation in the dialog's working groups enables us to look at different priorities and have contact with local stakeholders and communities in selected supply chains

Guidelines and Policies

E.ON's Human Rights Statement acknowledges the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization ("ILO") of the United Nations ("UN") and its fundamental conventions. The rules and regulations E.ON follows also include the European Convention for the Protection of Human Rights and the principles of the United Nations Global Compact ("UNGC"). E.ON's Human Rights Statement provides an overview of our risks and the measures taken to address them and refers to E.ON's own policies, such as the Code of Conduct for employees. The Code of Conduct (more information can be found in the Compliance and Anticorruption chapter) obliges all employees to contribute to a non-discriminatory and safe work environment and to respect human rights. Other guidelines and policies are the responsibility of the individual departments and support the implementation of suitable preventive measures. These are described in the chapters entitled Environmental Management, Occupational Health and Safety, and Compliance and Anticorruption. E.ON's Human Rights Statement is published on the E.ON website.

The Supplier Code of Conduct defines standards for human rights, working conditions, environmental protection, and legally compliant, honest business practices that E.ON requires its suppliers to meet.

The E.ON Supply Chain Function Policy describes the mandate and organizational setup of the Supply Chain function. The function encompasses the management of procurement processes, activities, policies, tools, and supplier relationships for all units to which the policy applies. In addition, the Function Policy (in conjunction with the Supply Chain Handbook) defines Group-wide principles, processes, and responsibilities for non-fuel procurement by the above-mentioned units. Excluded from this are the special cases on a specific list (for example energy and fuel procurement, financial and real estate transactions, and taxes), for which dedicated measures were implemented. These measures included formulating a Letter of Expectations, which is based on our Code of Conduct, that summarizes our expectations of certain business partners who are not part of our standard supply chain, such as in the banking and insurance sectors.

Organization and Responsibilities

The role of Chief Human Rights Officer is held by E.ON's General Counsel and Chief Compliance Officer. He is responsible for monitoring our human rights risk management system and reports on it to the Management Board on a regular basis. He is also a permanent member of the Sustainability Council. Staff in the Sustainability department and the Legal Affairs, Compliance and Security division deal with human rights issues, such as changes in legislation. Depending on the issue, the Chief Human Rights Officer can involve the Sustainability Council or the E.ON Management Board.

The Human Rights Center of Expertise, which is part of the Sustainability & Climate department, ensures that legal requirements are fulfilled across all divisions and units. Furthermore, it implements and maintains our human rights risk management system, conducts periodic risk analyses of our own business as well as our supply chain, and reports on them. It is also responsible for Group-wide complaints management and exchanges information with external stakeholders on topics relevant to human rights. In addition, it keeps the Chief Human Rights Officer informed about current developments and incidents and advises him on upcoming activities and decisions.

All employees of Group units are responsible for ensuring that requirements are met at our own company. The Supply Chain division deals with the full range of ESG aspects along the supply chain. It carries out the related tasks in observance of legal requirements as well as company policies, including HSE and sustainability standards.

Risk Management pursuant to the Supply Chain Due Diligence Act

We conduct periodic and ad hoc risk analyses for our own business and for our supply chain in order to identify human rights and environmental risks at an early stage. The analyses have two stages. First, we use publicly available indicators and sources to assess the human rights and environmental risks defined by the Supply Chain Due Diligence Act in line with country and industry risks. We also consider risks associated with specific procurement categories and use a digital solution for ongoing risk assessment of our own facilities as well as our suppliers. Our own facilities have been integrated into this digital solution since 2024. Information received through our complaints process is incorporated into risk analysis, as are our existing measures to reduce risk potential. For our own business, we have identified the gross risk of occupational health and safety as a risk inherent in our industry. The associated preventive measures are described in the Environmental Management and Occupational Health and Safety chapters. For our suppliers and our deeper value chain, we have additionally identified the gross risk of fair working conditions as a risk due to the complexity of our global supply chains. We have implemented numerous preventive measures both at our own business and in our supply chain to ensure that no high net risks arise. An example of one of these measures is the establishment of a solar and batteries focus group. It consists of experts from the Procurement, Sales, and Sustainability departments and provides closer support for these supply chains. We also address the issue in industry initiatives like Solar Power Europe.

Supply Chain Management

Our upstream value chain encompasses goods and services for operating, maintaining, and expanding our power and gas distribution networks, dedicated customer solutions like smart meters and charging stations, as well as goods and services for our power, heat, and cooling generating units. We procure power and gas for our Energy Retail business mainly on energy wholesale markets, on energy exchanges, and over-the-counter from energy wholesalers.

Our supply chain management for non-fuel suppliers consists of preventive measures that are interlinked and accompany the supplier in the procurement process. They are fine-tuned on a regular basis and described below:

The onboarding process for suppliers is carried out before a contract is signed. Its steps include self-registration by the supplier, a formal pledge to comply with the E.ON Supplier Code of Conduct, and a compliance check. Every non-fuel supplier whose individual transaction volume exceeds €25,000 must complete this process. Non-fuel suppliers that are not subject to supplier onboarding must agree to E.ON's General Terms and Conditions for Purchase Contracts, which are legally binding. These oblige non-fuel suppliers, among other things, to comply with the minimum standards of our Supplier Code of Conduct. This approach's purpose is to minimize potential HSE and CSR risks. As of year-end 2024, 99.60 percent of non-fuel suppliers had completed the onboarding process.

Depending on the transaction volume and HSE risk, suppliers must complete additional steps, such as answering one or more questionnaires or completing a supplier audit to check whether the supplier complies with E.ON's standards for human rights, working conditions, and environmental protection. E.ON may also require a supplier to have in place a certified environmental management system or a health and safety management system. Suppliers that participate in tenders as part of a public procurement act do not use the above-described process but instead follow the qualification procedures required under their country's laws.

Alongside onboarding, E.ON determines annually which of its non-fuel suppliers it deems material; E.ON evaluates them on the basis of five KPIs: quality, commercial aspects, delivery, innovation, and corporate sustainability, including human rights. E.ON discusses the results with its suppliers in feedback meetings. During this meeting, E.ON also decides whether it will require a supplier to take specific improvement measures if the business relationship is to be maintained.

Our human rights due diligence check covers all of E.ON's procurement categories. Potentially risky suppliers must first pass additional checks, such as a more detailed questionnaire or audit, and agree to make improvements and provide evidence of their implementation. Through year-end 2024, more than 5,300 new and existing suppliers answered the questionnaire, including all high-risk suppliers. Suppliers that have difficulty answering the questionnaire or providing evidence of their measures are supported and closely monitored.

E.ON uses a digital solution for ongoing risk assessment of suppliers with medium and high human rights risk. They are assessed in a variety of categories, including sustainability, finance, cybersecurity, supply chain disruption, and compliance. Since the program's introduction, over 5,700 points of interest ("PoIs") such as offices and facilities have been monitored on an ongoing basis, thereby covering 72 percent of E.ON's annual spend.

Specific Actions

Multistage Supplier Analysis

In 2023 we conducted a multistage analysis of certain product categories, including transformers, inverters, solar systems, batteries, and circuit breakers. The analysis was not only of end products, but also preliminary stages, including electronic components as well as chemicals and raw materials used. The findings indicated clear differences between product categories and thus provided important insights for future measures to improve sustainability at the product and supplier level. Sub-suppliers have been included in the digital solution and integrated into ongoing risk assessment since 2024.

Decarbonization

A first step toward decarbonizing supply chains is to make the current CO_2 emissions of purchased goods and services more transparent. E.ON therefore conducts an annual heatmap analysis of the greenhouse gas emissions in its supply chains based on third-party emission factors and cost-based data. We will repeat the analysis on an annual basis. In 2024 we studied the categories with the highest climate impact so that we can work with suppliers to determine the actual carbon emissions associated with E.ON's purchases. We are also talking to our materials suppliers about switching to zero- SF6 products as early as possible. The Climate Protection chapter contains more information on our reduction efforts.

Training

E.ON continually improves its eLearning tools for employees, such as the annual Web training module on human rights, compliance, antitrust law, and cyber and data security. More than 87 percent of employees had completed the module by the end of 2024.

In addition, E.ON trained about 467 Supply Chain employees on respect for human rights along the supply chain, new aspects of onboarding, and E.ON's risk matrix for human rights.

Goals and Performance Review

E.ON's objective is to avoid violations of human rights, environmental standards, and its corporate principles. For this purpose, E.ON endeavors to identify the relevant risks along its value chain. Periodic risk assessments can help E.ON detect actual or suspected violations. If violations occur, the Supply Chain Compliance Officer and the respective Supply Chain Director are notified immediately, and corrective measures are demanded of the supplier. Implementation is precisely monitored by E.ON. If the situation does not improve, E.ON terminates its business relationship with the supplier. No business relationships were terminated for this reason in 2024.

Employees can report possible violations of human rights through internal reporting channels and the E.ON whistleblowing channels. These consist of an E.ON whistleblowing system, a whistleblowing hotline, and an E.ON whistleblowing email address. They are published on our website. The E.ON whistleblowing system and the E.ON whistleblowing hotline can take calls and reports in the official languages of all countries in which E.ON operates. Not only E.ON employees, but also business partners, their employees, and other third parties can contact the hotline, anonymously if they wish. The E.ON Rules of Procedure Supply Chain Act, which are also published on the website, summarize the most important information on the complaints procedure for human rights and environmental complaints under the Supply Chain Due Diligence Act. Among other things, the rules explain that every whistleblower is protected from adverse consequences. The information is forwarded to the responsible department at Corporate Functions. Depending on the type and severity of the potential violation, the Compliance department immediately reports it to the E.ON Management Board, files criminal charges, initiates its own investigation, or takes other measures. We held an in-house workshop prior to implementation to ensure that the procedure is easily understandable and accessible for all stakeholders. At the workshop, experts from various functions presented their stakeholders' views, and access to the E.ON whistleblowing channels was discussed. We also conducted a Group-wide survey among our employees on their familiarity with the procedure and satisfaction with how it is handled. The survey showed that employees are familiar with and trust the complaints procedure and are satisfied with the way reports are handled.

The E.ON whistleblowing channels and other (local) reporting channels received 11 reports of potential human rights violations in 2024. These were submitted anonymously by employees in our supply chain and in our own Group. No violations were identified during the investigation of the reported suspected cases. A Human Resources investigation into a report from 2023 resulted in the identification of a violation of the Supply Chain Due Diligence Act at a non-consolidated affiliated Group company. The misconduct was stopped in the course of the investigation, and the persons concerned were given individual support.

Excursus: Biomass

E.ON is committed to procuring the fuel for its biomass-fired assets responsibly and sustainably. Suppliers of solid biomass must, like non-fuel suppliers, contractually agree to comply with our Supplier Code of Conduct. A Biomass Policy defines the terms for the purchase of solid biomass for our Energy Infrastructure Solutions ("EIS") business. Its rules ensure that E.ON procures and uses solid biomass in accordance with applicable EU regulations and E.ON's sustainability standards. All biomass suppliers must pledge to respect human rights, safeguard the general living conditions of persons affected by biomass production, and protect biodiversity and the environment.

Political Dialog [+]

E.ON actively participates in political debates on issues that affect it. We use a variety of tools for this purpose, such as media interviews, public appearances by executives, and information events.

In the E.ON Group, the CEO in particular represents the Company and advocates its positions and interests to stakeholders. The Management Board is monitored by the Supervisory Board in accordance with the applicable legal regulations. The Communications and Political Affairs department, which is part of the CEO's area of responsibility, coordinates the CEO's policy-related activities. E.ON maintains offices in Berlin and Brussels for contacts with policymakers, trade associations, and other stakeholders. E.ON's policy-related activities are characterized by a high level of transparency; the individuals involved, topics, and financial resources are listed in the European Transparency Register under the identification number 72760517350-57 and in the German Bundestag's lobby register under the register number R002309. These entries transparently disclose the costs of policy-related activities. E.ON does not make direct or indirect payments to political parties or party-affiliated organizations.

E.ON is called upon by policymakers and regulatory authorities to contribute its technical and energy-policy expertise to decision-making processes. The Company also proactively offers its expertise. This form of representation of interests is important, because policy and regulatory decisions have a significant influence on the energy sector. In 2024 policy discussions on energy issues in Brussels and Berlin focused on the financial and regulatory conditions for the success and broad acceptance of the energy transition, its affordability for private consumers and industry, and the necessary expansion of infrastructure.

We compiled and published a manifesto describing our energy-policy orientation and positions on the key issues for us. In Germany, the discussion has begun on the electricity market design, which includes changes to renewables support, capacity mechanisms to secure the electricity supply and distributed sources of flexibility. In addition, we have long called for Germany's electricity tax for all consumers to be permanently reduced to the European minimum rate in order to give additional impetus to the electrification of as many sectors as possible and thus to enhance energy efficiency and help achieve climate protection.

To highlight flexibility's relevance for achieving climate targets, system security, and grid stability, E.ON launched a policy campaign that introduces positions into ongoing discussions in Berlin. It emphasizes the role of small-scale demand-side flexibility sources like heat pumps and electric car batteries. This directly benefits our customers financially and also enables them to contribute to the energy transition and the stability of the energy supply.

A key task in the context of the energy transition is to ensure that the expansion of electricity network infrastructure keeps pace with developments upstream and downstream. Examples of these developments include the aforementioned overall greater electrification of the transport, heating, and industrial sectors on the consumption side and robust renewables growth on the generation side. We attach great importance to anticipatory network expansion to enable us to address these future developments. The aim is to expand our networks in line with the 2045 target system, the year in which almost no more greenhouse gases may be emitted. This target-oriented network expansion currently lacks a sufficient regulatory framework. We are in discussions about this with political and regulatory decision-makers at both the European and national level. We assume that this will ultimately make the correctly dimensioned infrastructure available faster and more cost-effectively—which will mean an efficient use of resources by E.ON and ensure that consumers have a reasonably priced electricity supply.

In addition, E.ON participate in a number of discussion forums on energy, environmental, and climate policy. For example, Leonhard Birnbaum is part of the European CEO Alliance, an alliance of leading EU-wide business representatives who jointly discuss ways to further support the EU Green Deal. He has been a member of the Steering Committee of the European Round Table for Industry since 2024 and has been President of Eurelectric, the association of Europe's electricity industry, since 2023. Eurelectric is an umbrella organization that represents more than 3,500 European companies active in electricity generation, distribution, and supply. Eurelectric's direct members are national trade associations, including BDEW, Swedenergy, and Energy UK. Leonhard Birnbaum is a member of the BDEW Executive Committee and the BDI Executive Committee as well as Deputy Chairman of the World Energy Council.

› E.ON's Climate Advocacy and Associations Report provides an overview of its policy-related activities as well as the trade associations and initiatives to which the Company belongs and the key positions it occupies in them as part of its efforts to promote the energy transition. All of E.ON's activities and dialog formats are in line with applicable national and European laws and guidelines for the representation of corporate interests and responsible lobbying. ‹

Sustainable Finance and Sustainable Investment

Sustainable Finance [•]

The ongoing decentralization, digitalization, and decarbonization of the energy world requires substantial investments. Debt capital represents an important financing source for the E.ON Group to implement its strategy. E.ON's systematic implementation of its strategy—whose key elements are sustainability, digitalization, and growth—aims to propel the energy transition and decarbonization in Europe. Sustainability aspects play an increasingly important role in many international investors' decision for or against a particular investment. Accordingly, E.ON has also systematically considered sustainability in the structuring of its financing as well.

E.ON's Approach

E.ON's sustainability efforts focus on decarbonizing its distribution networks and energy infrastructure around Europe. It has also set ambitious climate targets. E.ON wants to support its customers' decarbonization. It aims to achieve climate neutrality for Scope 1 and Scope 2 emissions by 2040 and to reduce its Scope 3 emissions by 50 percent by 2050. E.ON issues green bonds to finance or refinance activities that promote E.ON's contribution to climate protection. This highlights the connection between sustainability-oriented business and financing strategies.

E.ON recognizes the importance of stakeholder engagement and community involvement as part of its risk management strategy. E.ON's Sustainability Council works with outside stakeholders and seeks to forge partnerships with them. Stakeholders are invited to participate throughout the development process and E.ON strives to address its short- and long-term impacts on stakeholder groups. The Sustainability Council advises the Management Board on engagement with outside stakeholders and analyzes their trends and expectations. The Company adjusts its approaches to stakeholder engagement to its regional units' specific needs. The "Stakeholder Engagement" section of the E.ON's Approach to Sustainability chapter of this report provides a publicly accessible overview of company guidelines, principles, and procedures. Our guidelines for sustainable capital market financing—the Green Bond Framework described in the next section—are available to outside stakeholders in the Investors channel at www.eon.com. E.ON conducts ongoing dialog with its capital market investors, who represent a key outside stakeholder group for sustainable financing. Their market overview provides E.ON with an important source of information for ensuring the Green Bond Framework's marketability.

Guidelines and Policies

E.ON presented its first Green Bond Framework in 2019 and has been issuing green bonds ever since.

E.ON's Green Bond Framework is closely aligned with its sustainability strategy. The proceeds from green bonds are invested in categories that help achieve UN Sustainable Development Goals ("SDGs") 7, 9, and 11. These categories include electricity networks, renewables, energy efficiency, and clean transportation. These correspond to the areas recognized by our Green Bond Principles.

Eligible projects comprise a green portfolio. They are selected on the basis of strict criteria defined in a framework agreement. We check their compliance with E.ON's strategic sustainability targets, EU's environmental targets, the EU taxonomy's thresholds and requirements. Projects must also comply with the do-no-significant-harm principle as well as national, European, and international environmental and social standards. E.ON's annual Green Bond Report, which is published on our website, discloses the use of funds and, where possible, the impact achieved. Reporting includes:

- Total investments by category
- Projects' assignment to EU environmental objectives
- Projects' geographic distribution
- Type of projects finances (examples: assets, investment expenditures)
- Balance of unallocated revenue (if any).

In addition, E.ON's Green Bond Framework aligned the ICMA Green Bond Principles and takes into account most of the aspects and requirements of the proposed version of the EU Green Bond Standard at the time of the last update of the E.ON Green Bond Framework (December 2021). We review the framework on an ongoing basis to ensure that it meets current market standards, capital market investors' requirements, and E.ON's current business profile.

E.ON strives to select projects that do more to address environmental and social concerns. The net proceeds from bonds go exclusively toward eligible projects that, pursuant to our Green Bond Principles, have a positive impact and help achieve global climate targets. It is important, however, to implement strict measures toward mitigating the potential environmental and social risks of infrastructure projects. These include occupational health and safety challenges, impacts on land use and biodiversity, and relations with nearby communities. E.ON has policies, procedures, and certifications in place to effectively manage these risks and ensure that projects meet both environmental and social standards.

Organization and Responsibilities

E.ON's Green Bond Committee assesses sustainability projects' eligibility using the defined sustainability criteria at least once a year. E.ON SE's Chief Financial Officer ("CFO") chairs the Green Bond Committee, which is composed of representatives from Sustainability, Energy Networks, Energy Retail, Energy Infrastructure Solutions, and Group Finance as well as other parties who are invited to serve as subject experts as required.

The committee reviews sustainable assets and investments in view of the Green Bond Framework's objectives and criteria. If it becomes necessary to exclude assets and investments because they no longer meet the eligibility criteria or have been sold, the committee is also responsible for discussing their best possible replacement.

Specific Actions

E.ON's Green Bond Portfolio, a portfolio of qualifying assets in line with the Green Bond Framework, consisted of assets worth €26.5 billion at year-end 2024. E.ON's electricity networks in Germany and Sweden account for the largest share. The portfolio is limited to certain eligible categories by our Green Bond Framework, Green Bond Principles, the EU Taxonomy, and the avoided-emissions methodology.

E.ON had €12.95 billion of green bonds outstanding at year-end 2024, making it Germany's second-largest issuer of green bonds. The green bonds issued in the year under review accounted for €3.55 billion of this amount. Our Green Bond Reporting in the Investor channel at eon.com contains a list of our green bonds outstanding at year-end 2024. E.ON will invest a total of about €43 billion to propel Europe's energy transition through 2028. Green bonds in particular are an important tool for this, and we will continue to use them for our financing in the future.

Alongside its focus on green bonds, E.ON's corporate financing includes a sustainability-linked €3.5 billion syndicated credit facility that was concluded in 2019. After two options to extend the facility were exercised, its term ends in October 2026. The facility's credit margin is linked, among other things, to the development of certain ESG ratings. This gives E.ON additional financial incentives to pursue a sustainable corporate strategy. The facility serves as a reliable and sustainable liquidity reserve for the E.ON Group and can be drawn on as needed.

Goals and Performance Review

E.ON's sustainable financing follows specific objectives and guidelines:

- **Issuance of green bonds:** E.ON intends to cover more than 50 percent of its annual financing requirements with green bonds and to steadily increase the proportion of its financing raised through green bonds. This includes all capital market financing (regardless of currency) that our Green Bond Framework designates as green. Beyond this declaration of

intent, E.ON has defined no specific targets within the meaning of the ESRS.

- **Allocation of proceeds:** Proceeds from green bonds are allocated to projects that meet the E.ON Green Bond Framework's eligibility criteria. The focus is on areas like electricity networks, renewables, energy efficiency, and clean transportation. E.ON's annual portfolio-based allocation reporting contains aggregated information on the use of the net proceeds from outstanding green bonds and any other green financing. Ongoing green bond reporting continues to be prepared according to our 2021 Green Bond Framework and Green Bond Principles.
- **Impact measurement:** Impact reporting published annually in the Green Bond Report on projects financed with green bonds measures the environmental impact of quantitative indicators like connected renewables capacity, avoided carbon emissions, installed smart grid components, and number of charging stations for electric vehicles. Projects financed by green bonds help achieve the long-term climate targets verified by the Science Based Targets initiative ("SBTi") measured by sustainability key performance indicators defined in impact reporting. The Sustainability section of the Corporate Profile along with the Climate Protection and Environmental Management chapters contain more detailed information.
- **Taxonomy alignment:** E.ON ensures that projects financed by the proceeds of the green bonds are aligned with the EU taxonomy for sustainable activities and with the taxonomy's technical evaluation criteria and do-no-significant-harm principles. Any project that is no longer aligned is removed from our green bond portfolio. Alignment was confirmed by a third-party audit, which strengthens the credibility of E.ON's sustainable finance initiatives. The auditor, Sustainalytics, is an independent third party that provides an independent assessment of our Green Bond Framework's alignment with current market standards, in particular the ICMA Green Bond Principles, and prepares our second-party opinion regarding the EU taxonomy. The second-party opinion Sustainalytics issued in 2021 at the time of our Green Bond Framework's most recent update remains valid.

In addition, E.ON appoints an independent auditor annually to review the use of the net proceeds of the green bonds issued. This involves verifying these funds' allocation on an annual basis until they are fully allocated and, if applicable, describing any significant changes in the proceeds' allocation.

Three renowned agencies—ISS ESG, MSCI ESG Research, and Sustainalytics—decide with ESG ratings are linked to the above-mentioned sustainable syndicated credit facility. These agencies issue new ratings on an annual basis, which can lead to a contractually stipulated increase or decrease in the borrowing costs under the syndicated credit facility in the event of a deterioration or improvement.

ESG Ratings of E.ON [•]

E.ON has been included in numerous ESG ratings for years and has predominantly received good scores. E.ON strives to maintain this position by means of continual improvement but does not pursue any specific targets beyond this. ESG ratings are also a component of the E.ON Sustainability Index and factored into the Management Board's compensation system. The next section takes a closer look at four ratings that are relevant for E.ON. In addition, the Sustainability Channel at eon.com shows other ratings and ongoing results.

CDP Climate Change

In 2024 CDP placed E.ON on its A-List for environmental reporting. E.ON's current rating is in the Leadership Level.

ISS ESG

In the 2024 evaluation period International Shareholder Services ("ISS") rated E.ON C+, meaning we remain in Prime status with decile rank of 3.

MSCI ESG Research

In 2024 MSCI again gave E.ON a rating of AA, which makes us a Leader. E.ON's absolute weighted-average key issue score improved from 6.6 to 6.8 points year on year, its industry-adjusted score from 7.5 to 7.6 points.

Sustainalytics

In 2024 E.ON received a score of 20.1 points in the Sustainalytics ESG Risk Rating, putting it just above the 20-point threshold for medium risk. We ranked 20th of 105 in the multi-utilities sector.

ESG Asset Management and Pension Assets [•]

E.ON links the provision and investment of pension assets to sustainable purposes: by financing a company pension plan and by considering sustainability criteria when making decisions about how the plan's assets are invested. E.ON draws, for example, on the Norwegian State Pension Fund's research and embargo lists in order to avoid questionable investments. We also select asset managers whose investment processes systematically take ESG aspects into account. In addition, E.ON continually develops its own ESG approach to the investment process in order to adapt to the latest developments at the Company and in the market.

Business Report

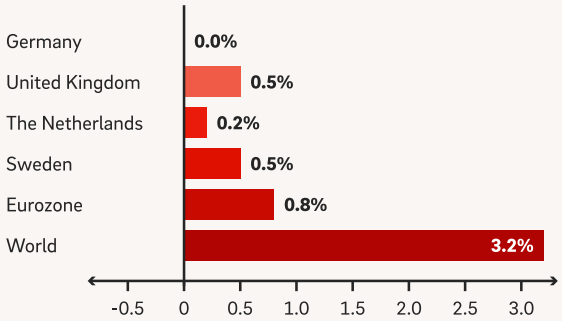
Macroeconomic and Industry Environment

Macroeconomic Environment

Geopolitical and trade tensions and the associated uncertainties for the global economy continued in 2024 and were reflected in forecasts for global gross domestic product ("GDP") growth, which the OECD put at 3.2 percent in 2024, the same as in the prior year. Despite the aforementioned challenges, global growth remained stable, whereas inflation continued to fall, and global trade recovered somewhat.

GDP Growth in Real Terms in 2024

Annual change in percent



Source: OECD, December 2024.

Economic Developments in the Eurozone

The OECD predicts that the eurozone economy grew by 0.8 percent in 2024 (prior year: 0.5 percent), which was less than expected. This was due to uncertainties, which weighed on consumption and investment, and to weaker global demand for industrial goods. The restrictive monetary policy of recent years was another factor, even though the ECB cut its key interest rate four times in 2024 to 3.0 percent at year-end. The inflation rate at the end of 2024 was 2.4 percent.

Economic Developments in Germany

The Germany economy stagnated in 2024 according to the OECD (prior year: -0.1 percent). The causes are similar to those in the eurozone and are attributable to sluggish industry, high uncertainty regarding investments, restrictive financing conditions, and a decline in exports to China. The inflation rate at the end of the year was 2.4 percent, 0.6 percentage points higher than the 1.8 percent forecast in September. The increase was due to higher prices for food, services, and other items.

Development of Energy Prices

Geopolitical events played a crucial role in the development and volatility of gas and power prices across Europe in 2024. This is of particular significance for E.ON and its procurement of power and gas on wholesale markets to serve its customer portfolio. The market experienced significant volatility due to increased risks to energy supplies from Russia and uncertainty relating to the transport and transit of residual Russian gas deliveries through Ukraine. Markets reacted to geopolitical tensions in the Middle East as well.

Energy prices at the beginning of the year continued their decline from the fourth quarter of 2023. In late February, year-ahead gas futures at the Title Transfer Facility ("TTF"), a virtual trading point for gas in the Netherlands, declined by €6 relative to the start of the year to €27.4 per MWh. German year-ahead baseload power futures fell by €23 over the same period to €68.6 per MWh. This ongoing decline was amplified by high inventory in Europe's gas storage facilities, which reached record-high levels of more than 58 percent at the end of the 2023-24 winter season. This downward trend began to reverse in late February and early March. In March energy prices were also supported by additional sanctions, which made it more difficult to export energy from Russian sources to the global market. This increased price risks, which was reflected in rising prices. In addition, the increase in Russia's attacks on Ukrainian energy infrastructure—including, for the first time, attacks on gas storage facilities—led to more volatility and risk mitigation in the form of price increases on energy markets.

Markets remained highly volatile in the second quarter due to more Russian attacks on Ukraine's energy infrastructure and speculation over the future of Ukrainian gas transit. Gas and power prices spiked in mid-May. TTF year-ahead gas futures almost reached €40 per MWh, and German year-ahead baseload power futures exceeded €100 per MWh.

European energy markets are more dependent on LNG deliveries because of the significant decline in the supply of Russian pipeline gas over the last three years. They therefore now tend to react to global events much more than in the past. For example, the market also experienced greater volatility because of the uncertain LNG supply situation caused by developments in other basins like Malaysia and Australia. Moreover, the Atlantic hurricane season was particularly strong in 2024, although this did not lead to any major or prolonged disruptions to LNG deliveries from the Gulf of Mexico.

Following a brief stagnation in gas prices and a limited decline in forward power prices driven by weak carbon prices, in late July and early August geopolitical developments put even more upward pressure on prices. Anticipation of heavy fighting around the last remaining Ukrainian interconnection point for Russian gas again pushed the prices of year-ahead gas and power futures to 2024 highs again. TTF year-ahead gas futures traded at around €42 per MWh in mid-August, 50 percent higher compared with the low from February. German year-ahead baseload power futures again moved above €100 per MWh for a brief period.

Middle East tensions and the future of Russian gas transit through Ukraine remained the decisive issues for energy markets in the second half of 2024 as well. In addition, in the fourth quarter—and thus the start of the heating season—the weather was another determining topic on markets. Inventories in Europe's gas storage facilities were around 40 TWh, or 4 percent, lower at the end of October than at the same time in the prior year.

In summary, the development of gas and power prices in 2024 was driven by a combination of weather events, supply disruptions, and geopolitical events. Energy markets experienced significant fluctuations due to several factors, including unplanned outages, extended maintenance work, ongoing conflicts in the Middle East, and the war in Ukraine. These factors led a volatile energy market through the year, with prices movements responding to impulses and risks, even those that did not materialize. In principle, E.ON endeavors to procure energy with foresight in order to ensure fair prices for customers and avoid short-term price fluctuations.

Energy Policy Environment

Global

The questions of by what means and how fast climate change needs to be slowed shaped the global energy policy debate in 2024 as well.

At the UN Climate Change Conference COP29 in Baku, Azerbaijan, in November 2024, heads of state and government from almost 200 countries met and adopted a new framework for the international financing of climate protection and adaptation to the consequences of climate change. It calls for the annual contribution, primarily from industrialized countries, to be increased to at least $300 billion by 2035. No progress was made on new resolutions for phasing out fossil fuels and reducing greenhouse gas ("GHG") emissions.

Europe

The current energy policy debate in Europe and Germany is shaped to a large extent by questions of affordability. Financing the energy transition requires considerable investments, whose financing is, however, not secured. Public funding is insufficient, and the energy industry's financial strength and debt capacity are limited in the current regulatory environment. Private investment can be mobilized if projects are economically viable and can deliver the necessary returns. This applies in particular to foresightful investments in network expansion and hydrogen

infrastructure. Access to capital must therefore be made easier, for example by means of a fully developed capital markets union.

Following the European elections in June 2024 and Ursula von der Leyen's reelection as Commission President, the EU's priorities are therefore also shifting toward competitiveness and market integration. A Clean Industrial Deal is intended to serve as a key lever and is likely to be considerably influenced by Mario Draghi's report on EU competitiveness, which advocates closing innovation gaps, reducing energy costs, and enhancing security of supply. Draghi's recommendations include striving to catch up with the United States and China technologically, combining decarbonization and competitiveness, and establishing a capital markets union to harness private capital. Although we share many of Draghi's assessments, we believe some proposals have potential complications—such as another review of the electricity market design—which could hamper rapid progress.

The EU Grid Action Plan presented by the Commission in November 2023 is a comprehensive package of measures to propel the modernization and expansion of Europe's energy infrastructure. The plan focuses on financing, optimizing the regulatory environment, and accelerating approval procedures for electricity network expansion. These are key points for implementing the energy transition while ensuring security of supply and network stability in Europe. On May 30 the EU Energy Council also adopted the European Council's conclusions for promoting sustainable electricity network infrastructure. In particular, the Council called on the Commission to promote a regulatory environment that is compatible with the requirements of the agreed-on decarbonization targets while also facilitating foresightful investments. An implementation agenda is to be developed as well. Its purpose is to support member states—in close collaboration with transmission and distribution system operators—in removing the main barriers to efficient use and in supporting the expansion of electricity infrastructure. We advocate a Power Infrastructure Deal to support urgently needed investments in network modernization. Such measures can create incentives to closely synchronize renewables growth and network expansion. In addition, lower taxes and a support scheme for electrification could help make energy more affordable in the long term.

In May 2024 the EU adopted a package of measures for hydrogen and a decarbonized gas market to support Europe's hydrogen ramp-up. The overarching goal is to create a common framework for decarbonizing the gas and hydrogen market and to adapt the legal framework to future gaseous energy mixes that contain less (fossil) natural gas and an increasing proportion of renewable and low-carbon gases. The package stipulates that most of the rules that apply to existing natural gas networks will remain largely unchanged for decarbonized gases and will be adopted for hydrogen networks. This concerns the ownership unbundling of transmission system operators, the unbundling of regulated facilities, and third-party access to natural gas and hydrogen networks, including storage facilities and terminals. Member states transposed the regulation into national law by August 2024.

The EU adopted the Artificial Intelligence Act ("AI Act") and the Cyber Resilience Act in 2024 as part of its digital agenda. The former aims to ensure the responsible use of AI. Its requirements range from simple labeling to extensive documentation obligations for high-risk applications. We believe this places too much focus on minimizing risk in high-risk AI systems and advocate clearer requirements that balance innovation and regulation. The Cyber Resilience Act is intended to establish basic security requirements for digital products on the EU market. It focuses on cybersecurity along the entire supply chain, particularly amid growing risks and geopolitical challenges in IT procurement. Its security-by-design approach is of particular importance to E.ON in view of the growing cyber risks in the supply chain and the increasing geopolitical implications of procuring IT components. Cybersecurity requirements are therefore no longer limited to operators of critical infrastructures but extend to the entire supply chain.

Germany

Germany's Heat Planning Act (German abbreviation: "WPG") and Building Energy Act (German abbreviation: "GEG") took effect at the start of 2024. Both laws are intended to propel Germany's heating transition. The WPG regulates details on the mandatory introduction of municipal heat planning from 2026 or 2028 onward (the latter for municipalities with fewer than 100,000 inhabitants). The GEG regulates details on the implementation of the heating transition for owners of new and existing buildings. Although the two laws' contents are linked, in some cases this makes the situation complex and inconsistent. In addition, the heating plan foreseen by the WPG is not legally binding: being assigned to a specific heating network territory does not imply an obligation to use or offer a specific type of heat supply. This means that practically all infrastructure operators currently lack the necessary planning certainty. A lack of planning certainty, which can also result from the expiration of concession agreements before investments have been amortized, could delay decarbonization measures.

The massive expansion and decarbonization of the district heating supply are indispensable for the heating transition. In the summer of 2024, the German government presented draft legislation to regulate district heating. E.ON sees this as an opportunity to create planning and investment security as well as transparency for its customers. The reform must be designed so that it provides sufficient incentives for investments in decarbonization.

The German federal government published its power plant strategy on February 5, 2024. The strategy will use auctions to promote the immediate expansion of new, modern, highly flexible and climate-friendly (H_2-ready) power plants that will be included in a capacity mechanism from 2028 onward. The strategy is a step in the right direction, but many important aspects remain undecided. These include the total capacity to be auctioned (currently only four auctions for 2.5 MW have been announced) and how this capacity will be integrated into a future capacity market (for which initial market designs were proposed in August). In addition, the strategy must be harmonized with state-aid guidelines, which require proof of a supply gap. The desired regional distribution of power plants puts bidding zoning back on the agenda as well. Another important issue is whether expanding capacity before Germany's planned coal phaseout in 2030 is possible. Nevertheless, we believe that the swift establishment of a market-based, technology-neutral capacity market is crucial.

The presentation of the power plant strategy on February 5, 2024, included the announcement that a capacity mechanism will be introduced by 2028. In August 2024 the German federal government published a paper with options for the electricity market design of the future. It included a proposal for a hybrid capacity market. This envisages dividing the market into two parts: a central capacity market for investments with longer refinancing periods and a decentralized market that gives balancing group managers access to capacity certificates and obliges them to ensure the respective maximum load at certain times of the year.

The challenge of the auction process for new power plants (see the power plant strategy above) will be to define, as quickly as possible, clear and comprehensive rules for capacity mechanisms so as to avoid unnecessary risk prices. The hybrid capacity market is intended to combine the advantages of a centralized and decentralized capacity market but also significantly increases the administrative burden. The objective should be to establish a capacity market that is as open as possible and thus liquid and that also encompasses load management and storage facilities. Belgium's capacity market could serve as a model, especially because the European Commission is already reviewing it.

The strategy also calls for the establishment of regional flexibility markets for network congestion and for renewables facilities (possibly including storage facilities and hydrogen sinks) to be assigned to them.

The law on the smart meter rollout in Germany (German abbreviation: "GNDEW") took effect on May 27, 2023. The law's aim is to accelerate the installation of smart energy meters across Germany. These meters are supposed to be in use in households and businesses nationwide by 2032. E.ON supports a pragmatic and rapid approach to the smart meter rollout in order to enable flexibility, which is essential for an efficient energy transition.

Shortly before the end of the 20th legislative period, the SPD, the Greens, and the CDU/CSU parliamentary group in the Bundestag agreed on an

energy policy package of laws that will facilitate the continuation of the energy transition. The package includes changes to the Energy Industry Act (German abbreviation: "EnWG"), the Renewable Energy Sources Act (German abbreviation: "EEG"), the Metering Point Operation Act (German abbreviation: "MsbG"), the Combined Heat and Power Act (German abbreviation: "KWKG") and the Greenhouse Gas Emissions Trading Act (German abbreviation: "TEHG"). From E.ON's viewpoint, the EnWG, EEG, and MsbG contain the most important changes. E.ON welcomes the fact that the EnWG, among other things, creates a legal basis for flexible grid connection contracts. However, the law also has a negative aspect in that it gives distribution system operators additional audit and reporting requirements that amount to complex additional tasks (Section 12 of the EnWG-E). In contrast, E.ON likewise takes a positive view of the MsbG's clarification of the mandatory smart meter rollout: that is, only for PV systems larger than 7 kW and customers that consume more than 6,000 kWh per year. We also consider constructive the EEG's creation of an option for flexible grid connection agreements, which, for example, give network operators the option of limiting PV units' active power during certain timeframes. Other amendments relate to the operation of biomass plants (EEG), combined heat and power (KWKG), and greenhouse gas trading (TEHG), but are only of limited relevance to E.ON. The draft laws passed the Bundestag in late January 2025.

Germany's fourth regulatory period for power began in 2024. The general productivity factor was set at the end of 2024. This means that all relevant major regulatory parameters for the fourth regulatory period for power have now been finalized. In December 2024 the Federal Court of Justice overturned the Düsseldorf Higher Regional Court's ruling regarding the setting of the regulatory return on equity for power and gas, a ruling that was appealed by the Federal Network Agency (German acronym: "BNetzA"). In August 2023 the Düsseldorf court had initially ruled in favor of network operators in their lawsuit. Consequently, the regulatory return on equity set for the fourth regulatory period is likewise legally binding.

On January 18, 2024, the BNetzA published a key elements paper entitled "Networks. Efficient. Secure. Transforming" ("NEST process"). It thereby launched a process to review its current regulatory framework with regard to the rapidly increasing demands on network operators as a result of the energy and climate transition. The process will affect the fifth regulatory period (gas from 2028 onward, power from 2029 onward). In refining the regulatory framework, the BNetzA must gradually replace existing legal ordinances by 2028—the Incentive Regulation Ordinance and the Network Charges and Network Connection Ordinances for Gas and Power—in order to comply with the ECJ's ruling from 2021. The NEST process has so far focused on possibly introducing weighted average cost of capital ("WACC") for determining regulated cost of capital. This determination would factor in the adjustment of the future determination of cost of equity and cost of debt, the consideration of operating costs that increase more rapidly during the regulatory period because of the energy transition, the future application of general and individual efficiency targets, and the incentive regulation scheme for the gas transition. These aspects have been the subject of a lengthy discussion process involving the industry since the beginning of 2024 and are to culminate in a series of legislative acts, starting with framework determinations, which will then be converted into methodological determinations, which will finally be used to set individual determinations. The future regulatory framework from the fifth regulatory period onward will then consist primarily of purely regulatory determinations, reflecting the BNetzA's new political independence due to the ECJ's ruling. In early January 2025 the BNetzA published extensive interim results on this. However, these are only preliminary statements of the agency's considerations and not yet a formal consultation. According to the agency's current schedule, the framework determinations are expected to be initially established in the first half of 2025. Additional methodological provisions based on this framework are to follow by 2027 at the latest. Subsequent individual determinations for power are expected by the end of 2028. This is a staged and ongoing consultation process. Consequently, the resulting effects on E.ON still cannot be fully estimated at this time.

In September 2024 the BNetzA published its decision to adjust the imputed useful lives and depreciation modalities of natural gas pipeline infrastructure (KANU 2.0). The decision reflects the federal government's decarbonization targets—which call for net greenhouse gas neutrality to be achieved by 2045 (Section 3 of the Climate Protection Act)—and aims to solve the problem of full regulatory amortization of existing gas network assets, a problem that the industry has long pointed out. It allows for significantly shorter imputed useful lives: in exceptional cases by 2035 and generally by 2045 or 2040, depending on federal or state-specific climate protection laws. In addition, it permits degressive depreciation with a depreciation rate of up to 12 percent in order to better align capital costs with the use profile of natural gas infrastructure and to rein in network fees for the last customers still connected to the network. The new depreciation modalities should be able to be used to calculate revenue caps and network fees for 2025 to 2027. E.ON welcomes the new rule and will apply in stages starting in 2025/2026.

A core hydrogen network is a key prerequisite for Germany's hydrogen ramp-up. The BNetzA approved the applied-for core network in October 2024. The extent to which distribution networks will in the future function as transport grids for hydrogen from the core network will depend on how various customer groups embrace the hydrogen ramp-up. The yet-to-be-determined financing framework for hydrogen networks outside the core network will—alongside distribution network infrastructure's proximity to the core network—be the primary influence on a possible transformation. The E.ON Group's network operators are monitoring developments closely.

United Kingdom

The new Labor government was elected in July 2024. It has a program of five main goals, including "clean energy by 2030." Since its election, the new government has focused on the energy transition. Initial measures to achieve the clean-energy target, which E.ON also welcomes, include eliminating the de facto ban on onshore wind turbines, pledging to reform planning and network connection procedures, conducting a successful contracts-for-difference ("CfD") auction for renewables, introducing the National Energy System Operator, and presenting legislative initiatives to establish Great British Energy, a new publicly owned energy company that will invest in national and community projects.

The government also made other announcements to accelerate the energy transition. These include reintroducing the ban on gasoline and diesel cars from 2030 onward, removing planning obstacles for certain heat-pump retrofits, increasing the heat-pump subsidy program, introducing a mechanism for a clean heating market in 2025 (which sets heat-pump sales targets for boiler manufacturers), and promising to raise the minimum energy efficiency standards for rental properties by 2030.

However, some policy gaps remain to achieving the clean-energy target and Britain's wider decarbonization targets. For example, with energy bills well above precrisis levels, energy affordability remains a big concern for consumers. The new government is therefore determined to work in partnership with industry to find long-term solutions for affordability and energy debt. The previous government's energy price cap remains in place. The current debate focuses on how this cap might evolve in the future, including the potential role of targeted support for vulnerable customers and the cap's interaction with other measures, such as a ban on tariffs that only apply to new customers.

Netherlands

The collapse of Mark Rutte government in 2023 reshaped the Dutch political landscape in 2024, leading to early parliamentary elections. A new coalition emerged that prioritized the energy transition to meet the EU targets of the Fit for 55 package and to achieve net-zero emissions by 2050. The centerpiece of the coalition's agenda was the adoption of a revised Energy Industry Act to simplify renewables projects and improve network capacity.

The netting system, which allows solar facility owners to offset the electricity they feed into the network against their consumption, is set to be eliminated at the start of 2027. This legislation was passed after parliament had previously rejected a gradual phaseout. Reforms to district heating under the proposed Heat Act aimed to increase access but were met with criticisms regarding their affordability for households and profitability for operators.

At the same time, network congestion became an urgent challenge as rapid renewables growth outpaced infrastructure development. The coalition promised to improve collaboration between public and private actors to expand network capacity and storage solutions. It also established an Emergency Energy Fund in 2024 to help vulnerable households keep their energy bills affordable.

Sweden

The Swedish government focused on developing new nuclear power stations. This included publishing a report on financing and risk sharing for such investments. The government also rejected 13 applications for offshore wind farms in the Baltic Sea for defense reasons, while approving one project on the west coast. District heating prices continued to rise sharply in 2024, owing mainly to higher demand for Nordic biomass as a result of lower imports from Russia. These price increases attracted attention, prompting the government to investigate the market and consumers' position in it. There remains little political interest in price regulation, however, not least because of the central role that district heating plays in Sweden's energy mix.

Romania

Romania's energy market was in transition in 2024, with full liberalization planned from April 2025 onward. This measure represents a reversal of the partial regulation introduced during the 2021-2023 energy crisis. Full liberalization includes the removal of price caps and other government controls to comply with EU market rules and promote competition. While liberalization is intended to improve market efficiency and attract foreign investment, the government is looking for solutions to protect vulnerable consumers from potentially rising energy prices and ensure fair access to energy. The government also introduced support measures and incentives to promote renewables projects, including a system of contracts for difference to encourage the production of renewable energy. In addition, the Romanian authorities changed their support policy for prosumers, focusing on integrating storage capacity with solar systems. Given the increasing decentralization of energy production and renewables' intermittency, the government sought to modernize electricity networks using smart technologies, with significant EU funding provided to network operators. Despite these positive developments, E.ON believes the regulatory framework still has room for improvement, particularly regarding incentives for network operators to support a just energy transition.

Slovakia

Slovakia experienced political and institutional turmoil in 2024, including an assassination attempt on Prime Minister Fico. Despite these challenges, it adopted a consolidation package, which included a three-percentage-point VAT increase and the introduction of a new transaction tax. The government concluded strategic partnerships with China in renewables, transport, and infrastructure projects. The Minister of Economy Affairs announced plans to conduct a public tender in 2025 for a new nuclear power station in Jaslovské Bohunice. The government reached an agreement to freeze household electricity prices at the current level of €61 per MWh in order to stabilize energy costs. It is also planning offset measures to cushion the impact of rising gas prices.

Czech Republic

New legislation took effect in 2024 that enables energy communities to be created and allows households, communities, and businesses to share electricity both locally and nationally. These communities are expected to be fully operational by 2026. The country introduced a new information system for public administration as part of its effort to digitalize construction procedures. The new system's numerous bugs, however, led to delays in many projects, including those for renewables. Demand for smaller renewable energy connections increased, which led to connection capacity being exhausted in many regions. In the ongoing tendering process for the construction of new nuclear power stations, the government decided to enter into negotiations with Korea Hydro & Nuclear Power Company. Another wave of legislation currently under discussion aims to transition to a new market model that will enhance consumer protection, expand energy storage options, and enable end-users to provide and aggregate flexibility. Plans call for the transition to this model to take place by the end of 2027.

Hungary

At the beginning of 2024, the Hungarian government changed the rules for the procedure for allocating network capacity to ensure that the increased demand for capacity is handled efficiently and fairly. Network operators reject all applications for which the earliest possible connection cannot be guaranteed until after 2030. During the year, the government began to review this procedure together with network operators. The findings are not expected until sometime in 2025 at the earliest. Hungary submitted its revised National Energy and Climate Plan in October. The plan for the period through 2030 aims to enhance Hungary's energy sovereignty, to ensure security of supply, and also to preserve the results of reduced utility fees. The new regulatory period for power began in 2025. It replaced real with nominal rates of return on investment, which reduced the regulated asset base. This change makes Hungary's regulatory system less attractive.

Poland

The transition from a system of government-imposed price caps for retail energy to market-based prices shaped 2024 in Poland. Although in December 2023 parliament had extended the old price-cap system to the first half of 2024, in the second half of the year the new government began working on a timetable for eliminating price caps for power, natural gas, and district heating. The government also presented a more ambitious draft of its National Energy and Climate Plan. Consultations on the plan were completed in early 2025.

Special Events in the Reporting Period

Significant Changes to the Management System and Business Model

On September 11, 2023, the Management Board approved a new management concept for the E.ON Group. The concept has been in effect since January 1, 2024, and entails a change in the definition of certain operating segments in accordance with IFRS 8.

Beginning January 1, 2024, the E.ON Group's business model consists of three business divisions: Energy Networks, Energy Infrastructure Solutions, and Energy Retail.

In addition, a number of regional markets at the Energy Networks business division were reassigned, likewise effective January 1, 2024. The reporting of our activities in East-Central Europe/Turkey is divided into two reporting segments: Central Eastern Europe (which includes the Czech Republic, Poland, and a shareholding accounted for using the equity method in Slovakia) and South Eastern Europe (which includes Hungary/Croatia, Romania, and our stake in Enerjisa Enerji in Turkey, which is accounted for using the equity method).

Furthermore, the E.ON Group's central commodity procurement entity, E.ON Energy Markets GmbH, is reported at Energy Retail—Other effective January 1, 2024. It was part of Corporate Functions/Other until December 31, 2023.

Impact on Goodwill Allocation

The change in the definition of E.ON's operating segments pursuant to IFRS 8 was accompanied by a reallocation—effective January 1, 2024—of existing goodwill amounts for all cash-generating units containing goodwill that were affected by the changes. Goodwill was reallocated on the basis of relative fair values in accordance with the requirements of IAS 36. Energy Infrastructure Solutions is significantly more asset-intensive than Energy Retail. As a result, its book value was high relative to its fair value. This necessitated a trigger-based impairment test at January 1, 2024. Including newly allocated goodwill, Energy Infrastructure Solutions' book value exceeded its recoverable amount. This required the recording of an impairment charge of originally €624 million on reallocated goodwill at Energy Infrastructure Solutions. This charge is recognized under depreciation and amortization. Exchange-rate developments resulted in the impairment charge on goodwill increasing by €4 million through the end of the third quarter of 2024. Following a total impairment charge of €628 million, goodwill at the Energy Infrastructure Solutions business division amounted to €1,490 million on December 31, 2024.

E.ON Successfully Issued €4.95 Billion in Bonds

E.ON successfully issued ten bonds totaling roughly €4.95 billion in 2024:

- €750 million green bond that matures in January 2031 and has a coupon of 3.375 percent
- €750 million green bond that matures in January 2036 and has a coupon of 3.750 percent
- €800 million bond that matures in March 2032 and has a coupon of 3.5 percent
- €1 billion green bond that matures in March 2044 and has a coupon of 4.125 percent
- €100 million green private placement that matures in June 2040 and has a coupon of 3.976 percent
- NOK 1 billion green private placement that matures in August 2034 and has a coupon of 4.4675 percent. It is fully hedged against interest-rate and currency risk. Including the hedging transaction, this yields a euro-denominated liability of roughly €86 million and an interest rate of 3.517 percent per year
- NOK 1.32 billion green private placement that matures in August 2034 and has a coupon of 4.4505 percent. It is fully hedged against interest-rate and currency risk. Including the hedging transaction, this yields a euro-denominated liability of roughly €112 million and an interest rate of 3.535 percent per year
- €750 million green bond that matures in March 2030 and has a coupon of 3.125 percent
- €500 million bond that matures in September 2038 and has a coupon of 3.875 percent
- JPY 16 billion green private placement that matures in December 2030 and has a coupon of 1.223 percent. It is fully hedged against interest-rate and currency risk. Including the hedging transaction, this yields a euro-denominated liability of roughly €100 million and an interest rate of 3.009 percent per year.

These bond transactions concluded from March onward enabled E.ON to begin securing a portion of its funding requirements for 2025 at an early stage. In addition, in March 2024 E.ON issued its first 20-year, euro-denominated bond. Lastly, E.ON was able to further diversify its investor base with the private placements issued in 2024.

Arbitration Proceedings in Spain

E.ON SE, E.ON Finanzanlagen GmbH, and E.ON Iberia Holding GmbH are plaintiffs in arbitration proceedings against the Kingdom of Spain. In the arbitration proceedings, the three companies are asserting claims for damages for changes to Spain's remuneration scheme for renewable energy. The arbitration proceedings have been pending at the International Center for Settlement of Investment Disputes ("ICSID") since they were registered on August 10, 2015. On January 18, 2024, an arbitration tribunal awarded the companies damages totaling approximately €0.3 billion. Spain initiated an annulment procedure with a filing dated May 17, 2024. As the legal process has not yet been exhausted and there are therefore still uncertainties regarding the final outcome of the proceedings, E.ON is not reporting a receivable or any associated income at the end of Dezember 2024 either. Instead, it continues to disclose a contingent receivable.

Termination of the Operating Concession for a Wastewater Treatment Plant in Croatia

A concession agreement for the operation of a wastewater treatment plant existed between Zagrebacke otpadne vode d.o.o., a company consolidated in the E.ON Group using the equity method, and the City of Zagreb. By majority resolution of the city assembly on January 25, 2024, the City of Zagreb exercised its contractually agreed-on right to unilaterally terminate this concession. The six-month termination period expired in early August, and operational control of the asset passed to the City of Zagreb. Negotiations on the amount of the compensation payment are ongoing. In the 2024 financial year E.ON recorded an earnings contribution to net income in the single-digit million range and does not anticipate a significant disposal gain.

Changes on the Management Board

At the start of June, E.ON completed the changes to the Management Board it had announced in March. Marc Spieker, previously Chief Financial Officer of E.ON SE, succeeded Patrick Lammers as Chief Operating Officer—Commercial on June 1. His new responsibilities include the sales and customer solutions businesses at the Energy Retail and Energy Infrastructure Solutions business divisions as well as Commercial Programming, Hydrogen, Energy Management, and Marketing. Patrick Lammers left the Company to assume an executive position outside E.ON. Nadia Jakobi, previously CEO of the E.ON Group's central commodity procurement entity, E.ON Energy Markets GmbH, succeeded Marc Spieker as Chief Financial Officer on June 1.

German Regulatory Agency Affirms E.ON's Pacesetting Role in Electricity-Network Efficiency

In late April 2024, the Federal Network Agency's nationwide efficiency comparison for the fourth regulatory period rated the efficiency of the E.ON Group's power distribution networks at nearly 100 percent (weighted-value rating of 99.5 percent). E.ON's power distribution networks significantly outperform the industry average of 95.9 percent.

Disposal of a Joint Venture in the Netherlands

As of the reporting date, Essent Energy Next Solutions B.V. (Essent) held a 49 percent stake in a joint venture, Kemkens Groep B.V., which was consolidated at equity. The joint venture partner had a contractually agreed call option entitling them to acquire the 49 percent stake. In June 2024, Essent was notified in writing by the joint venture partner about the intention to exercise this option. The closing of the transaction was expected in the second half of 2024. As a result, IFRS 5's criteria for a classification as held for sale were met for the first time as of June 30, 2024. The shareholdings at the Energy Retail—Netherlands segment was reported as an asset held for sale in the balance sheet in the second and third quarter of 2024. The transaction ultimately closed on October 8, 2024, yielding with a positive disposal gain in the low double-digit million range.

Agreement on the Sale of the Energy Retail Business in Romania

On December 16, 2024, E.ON entered into an agreement to sell its 68 percent stake in E.ON Energie România S.A. and its 98 percent stake in E.ON Asist Complet S.A. (both reported in the Energy Retail—Other segment) to the MVM Group. The transaction is subject to necessary approvals and is expected to close in the first half of 2025. Until the transaction closes, the business will continue to be classified as a disposal group in accordance with IFRS 5.

Subsequent Events

E.ON Successfully Issues Bonds at the Start of the Year

E.ON successfully issued two bonds totaling roughly €1.75 billion in early January 2025:

- €850 million bond that matures in April 2033 and has a coupon of 3.5 percent
- €900 million green bond that matures in January 2040 and has a coupon of 4.0 percent.

This—along with pre-financing conducted in 2024—enabled E.ON to secure, at the start of the year, a significant portion of its funding requirements for 2025.

Business Performance

E.ON's operating business performed in line with expectations in the 2024 financial year, and E.ON met its forecast for key performance indicators.

External sales in the 2024 financial year decreased by €13.6 billion to €80.1 billion. This performance is mainly attributable to lower price levels on wholesale markets and to a weather-driven decline in sales volume.

The E.ON Group's adjusted EBITDA of €9.0 billion was €0.4 billion below the prior-year figure of €9.4 billion but was at the upper end of the forecast range of €8.8 to €9.0 billion. Energy Networks recorded adjusted EBITDA of €6.9 billion, which was likewise at the upper end of the forecast range of €6.7 to €6.9 billion. Energy Infrastructure Solutions' adjusted EBITDA of €0.56 billion was at the lower end of the forecast range of €0.55 to €0.65 billion. Adjusted EBITDA at Energy Retail of €1.8 billion was at the upper end of the forecast range of €1.6 to €1.8 billion. Corporate Functions/Other's adjusted EBITDA of -€0.2 billion was in line with expectations.

Further growth in the regulated asset base due to additional investments was the main factor in Energy Networks' solid earnings contribution. In addition, the switch to the new regulatory period for power in Germany and Sweden resulted, among other things, in higher regulated revenues. Although Energy Infrastructure Solutions' adjusted EBITDA remained at the prior-year level, Energy Retail recorded a decline in earnings owing to the anticipated non-recurrence of positive one-off effects in the mid-to-high triple-digit million range recorded in the prior year.

Adjusted net income of €2.9 billion (prior year: €3.1 billion) was in the middle of the forecast range of €2.8 to €3.0 billion. Earnings per share based on adjusted net income ("EPS") amounted to €1.09 in the year under review (prior year: €1.18) and were thus at the lower end of the forecast range of €1.07 to €1.15.

Cash-effective investments of €7.5 billion were significantly above the prior-year figure of €6.5 billion and also above the forecast target figure of roughly €7.2 billion. Energy Networks' investments of €5.8 billion surpassed the forecast figure of roughly €5.7 billion. They went mainly toward network infrastructure projects. Energy Infrastructure Solutions invested €1.0 billion, which surpassed the forecast figure of roughly €0.8 billion. A large portion reflected investments in projects in the United Kingdom and Germany. Investments at Energy Retail (€0.5 billion) and at Corporate Functions/Other (€0.2 billion) were in line with the forecast figures.

Energy Networks

Power and Gas Wheeling Volume

On balance, power wheeling volume (307.2 billion kWh) was unchanged from the prior year. Gas wheeling volume (195.9 billion kWh) rose slightly over the same period, in particular because of lower gas prices, which stabilized again.

Wheeling Volume[1]

	Germany		Sweden		Central Eastern Europe		South Eastern Europe		Total	
Billion kWh	2024	2023	2024	2023	2024	2023[2]	2024	2023	2024	2023
Fourth quarter										
Power	62.0	61.1	9.5	9.9	5.4	6.1	8.1	7.9	85.0	85.0
Network loss, station use, etc.	1.9	2.0	0.3	0.3	0.2	0.3	0.5	0.4	2.9	3.0
Gas	51.1	44.1	0.0	0.0	1.1	0.9	14.3	12.2	66.5	57.2
Full year										
Power	221.7	220.5	34.4	33.3	20.8	24.1	30.3	29.8	307.2	307.7
Network loss, station use, etc.	7.1	6.9	1.1	1.0	0.8	1.0	1.8	1.8	10.8	10.7
Gas	155.6	149.8	0.0	0.0	2.8	3.0	37.5	37.0	195.9	189.8

[1]Because of changes in segment reporting, prior-year figures were adjusted accordingly.

[2]VSEH of Slovakia is only included until its transfer to ZSE (end of November).

System Length and Network Customers

E.ON's power system in Germany was about 692,000 kilometers long, almost unchanged from the prior-year figure (about 694,000 kilometers). At year-end E.ON had about 14.8 million network customers for power in its service territory (prior year: 14.9 million). E.ON's gas system in Germany was almost unchanged at about 98,000 kilometers, as was the number of network customers, roughly 1.9 million.

The length of E.ON's power system in Sweden was 143,000 kilometers (prior year: about 142,000 kilometers). The number of customers in the power distribution system was about 1.1 million, unchanged from the prior year.

E.ON operates power networks in Central Eastern Europe with a total system length of roughly 87,000 kilometers (prior year: about 109,000 kilometers) and supplies about 2.7 million network customers (prior-year: 3.4 million). The changes result from the altered consolidated method for Východoslovenská energetika Holding a.s. in Slovakia in late November 2023. Gas networks operated by E.ON were roughly 4,600 kilometers long (prior year: around 4,600 kilometers). As in the prior year, the number of gas network customers was about 0.1 million.

E.ON operates power networks in Southern Eastern Europe with a total system length of roughly 162,000 kilometers (prior year: about 165,000 kilometers) and, as in the prior year, supplies about 5.1 million network customers. Gas networks operated by E.ON were roughly 46,000 kilometers long (unchanged from the prior year). As in the prior year, there were about 2.7 million gas network customers.

Energy Infrastructure Solutions

Energy sold to third parties (heat, electricity, steam, and cooling) amounted to 16.8 billion kWh in the 2024 financial year, which was slightly below the prior year (17.7 billion kWh). The decline in sales volume due to weather and unscheduled maintenance work in the first half of 2024 was only partially offset in the second half.

Energy Retail

Power and Gas Sales Volume

Power sales in the 2024 financial year declined by 23.8 billion kWh year on year to 217.0 billion. Gas sales did as well by 3.6 billion kWh to 403.4 billion kWh.

The main reasons for the decline in power and gas sales in almost all of E.ON's regional markets were portfolio streamlining in line with our B2B strategy, mild weather, and the altered consolidated method for Východoslovenská energetika Holding a.s. in Slovakia in late November 2023.

Power Sales[1]

	Germany		United Kingdom		The Netherlands		Other		Total	
Billion kWh	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Fourth quarter										
Residential and SME	8.0	9.2	4.7	5.0	3.4	1.6	5.3	5.5	21.4	21.3
I&C	3.2	5.7	4.3	4.0	0.2	0.5	2.1	2.4	9.8	12.6
Sales partners	2.3	0.3	0.9	0.9	–	–	0.4	0.5	3.6	1.7
Customer groups	**13.5**	**15.2**	**9.9**	**9.9**	**3.6**	**2.1**	**7.8**	**8.4**	**34.8**	**35.6**
Wholesale market	2.6	2.5	1.4	1.7	0.2	0.9	19.9	22.0	24.1	27.1
Total	**16.1**	**17.7**	**11.3**	**11.6**	**3.8**	**3.0**	**27.7**	**30.4**	**58.9**	**62.7**
Full year										
Residential and SME	30.4	31.9	17.5	18.3	6.1	4.4	18.8	20.2	72.8	74.8
I&C	15.1	19.9	18.2	18.9	0.8	1.6	7.8	10.0	41.9	50.4
Sales partners	7.4	7.9	3.1	2.9	–	–	1.2	2.5	11.7	13.3
Customer groups	**52.9**	**59.7**	**38.8**	**40.1**	**6.9**	**6.0**	**27.8**	**32.7**	**126.4**	**138.5**
Wholesale market	6.3	6.8	6.0	7.5	0.9	1.1	77.4	86.9	90.6	102.3
Total	**59.2**	**66.5**	**44.8**	**47.6**	**7.8**	**7.1**	**105.2**	**119.6**	**217.0**	**240.8**

[1]Because of changes in segment reporting, prior-year figures were adjusted accordingly.