

RWE

2025

**Skills Matrix
Candidates for the Supervisory Board**

**Information on Item 6 on the Agenda
of the Annual General Meeting**

Skills Matrix - Candidates for the Supervisory Board

		Dr Bünting	Mag. Dr h. c. Kircher	Kufen	Dr Schulte	Stars	Valentin
Membership	Member since	2021	2016	2021		2021	2021
	Tenure expires	2025	2025	2025		2025	2025
Personal suitability	Independence*	✓	✓	✓	✓	✓	✓
	No overboarding	✓	✓	✓	✓	✓	✓
Diversity	Year of birth	1964	1957	1973	1960	1967	1967
	Gender	Male	Female	Male	Male	Female	Female
	Nationality	German	Austrian	German	German	German	Danish
Skills	Energy sector	✓	✓	✓		✓	
	Strategy	✓	✓	✓	✓	✓	✓
	Sustainability	✓	✓	✓	✓	✓	✓
	New technologies	✓		✓			
	Digitisation	✓			✓	✓	✓
	Leadership experience	✓	✓	✓	✓	✓	✓
	International experience	✓	✓		✓	✓	✓
	Accounting/financial statement audits	✓	✓		✓	✓	✓
	HR expertise	✓	✓	✓	✓	✓	✓
	Familiarity with the public sector	✓	✓	✓	✓		✓

✓ Criterion met. A checkmark indicates at least "good knowledge" and thus ability to grasp relevant issues well and to make informed decisions based on existing qualifications, on knowledge and experience acquired while working as a Supervisory Board member (for example several years of work on the Audit Committee) or based on the continued education measures regularly taken by all Supervisory Board members.

*Independence within the meaning of the German Corporate Governance Code, based on the assessment of the shareholder representatives on the Supervisory Board.

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