

# RWE

## RWE Corporate Governance presentation

As of January 2024

# Disclaimer

This document contains forward-looking statements. These statements are based on the current views, expectations, assumptions and information of the management, and are based on information currently available to the management. Forward-looking statements shall not be construed as a promise for the materialisation of future results and developments and involve known and unknown risks and uncertainties. Actual results, performance or events may differ materially from those described in such statements due to, among other things, changes in the general economic and competitive environment, risks associated with capital markets, currency exchange rate fluctuations, changes in international and national laws and regulations, in particular with respect to tax laws and regulations, affecting the Company, and other factors. Neither the Company nor any of its affiliates assumes any obligations to update any forward-looking statements.

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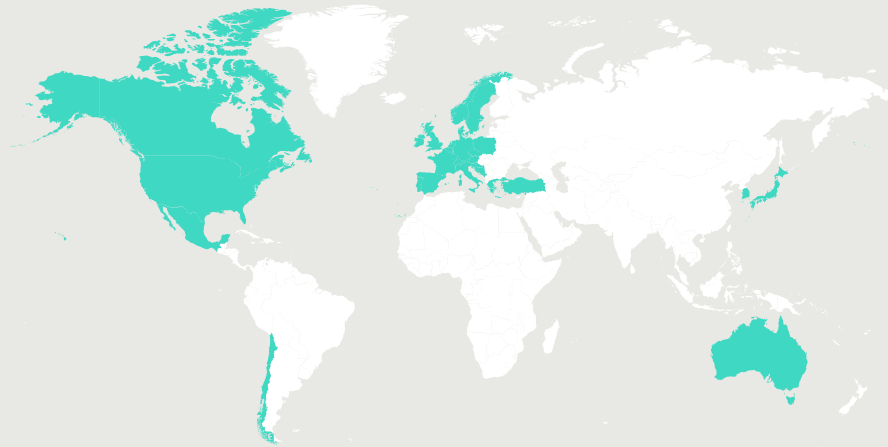
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# Executing **GROWING GREEN**

# RWE 2030 – A global leader in green energy

Green asset portfolio in industrialised, low-risk countries



Green generation portfolio **in line with**  
the **1.5°C SBTi emission reduction** pathway

**>65 GW** Green generation portfolio

**>€9 bn** Adj. EBITDA

**€3 bn** Adj. net income

# We are accelerating our investments in clean technologies

Green net cash investments  
2021 - 2023<sup>1</sup>

20

EUR bn

2024 - 2030

55

EUR bn

Net capacity additions  
2024 - 2030

≥ 30

GW

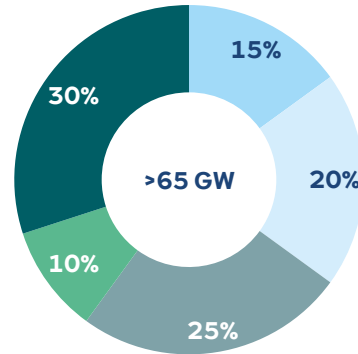
<sup>1</sup> EUR 13bn organic and EUR 7bn M&A

# We will operate a well diversified portfolio in 2030

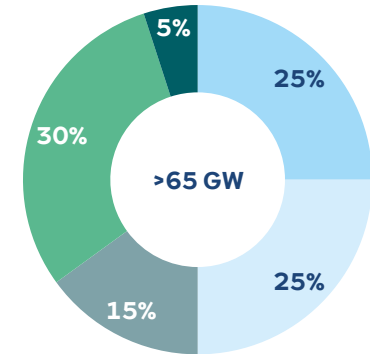
Installed net capacity target  
2030

>65  
GW

Diversified portfolio across  
technologies



and regions



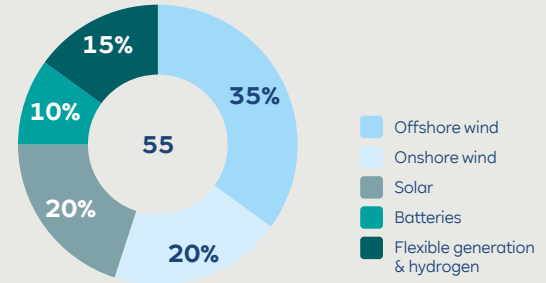
# We have accelerated our profitable growth across technologies and regions

## Net cash investments 2024 - 2030 EUR bn

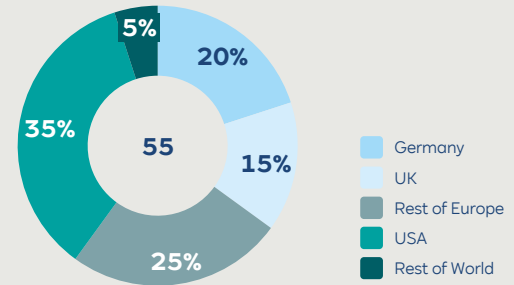
55  
EUR bn

~95%  
EU  
Taxonomy  
aligned

### Split by technology



### Split by regions





# We stick to strict investment criteria to ensure attractive returns

## IRR requirements for investments

### Offshore wind



Global

7%  11%

### Onshore wind, solar and batteries



Europe and USA

6%  10%

### Flexible generation and hydrogen



Europe

8%  12%

## EBITDA yields

~11%

~10%

- ✓ IRR requirements reflect current interest rate environment
- ✓ Commitment to **100 – 300bps spread** above WACC
- ✓ Hurdle rates include **risk premiums** depending on project risk profile
- ✓ **Post completion reviews carried out regularly** for monitoring investment performance and lessons learned for future decisions

Note: IRRs post tax, unlevered, nominal.

# We actively manage the supply chain to deliver projects on time and budget to safeguard returns

## Our measures

## Examples

We analyse the supply chain and identify & manage bottlenecks

We secured a **long-term charter of next-generation vessels** for the construction of offshore wind farms



We manage price risks actively by securing capacity and indexed contracts

We secured a **framework agreement with a wind turbine supplier** for over **1,000 MW of onshore wind capacity** covering a large part of project pipeline in Europe



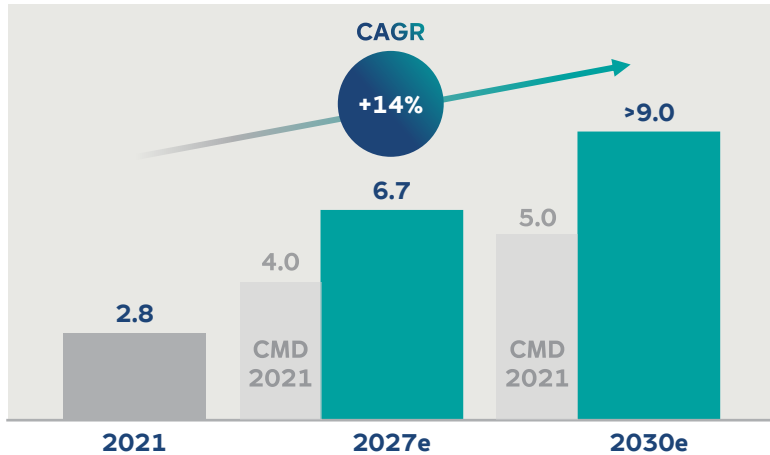
We focus on **security of supply** and **diversify our vendor base**

We secured **domestic manufacturing capacities** through supply contracts with **tier 1 suppliers**

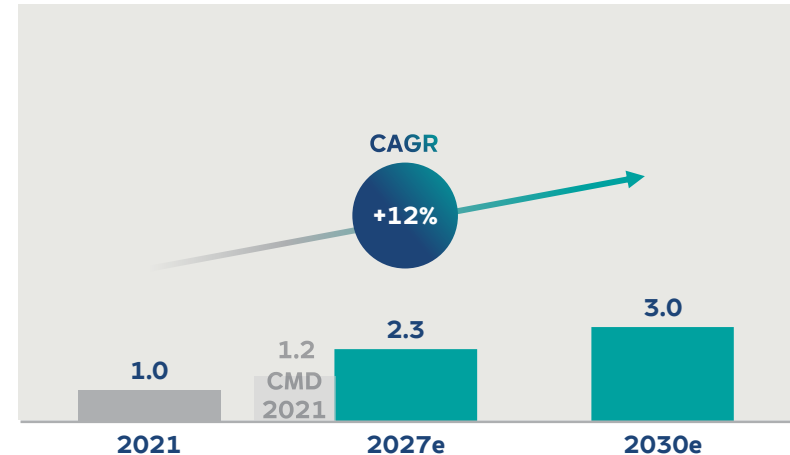


# Our investments in green growth deliver substantial earnings

Adj. EBITDA<sup>1</sup>  
EUR bn



Adj. net income<sup>1</sup>  
EUR bn

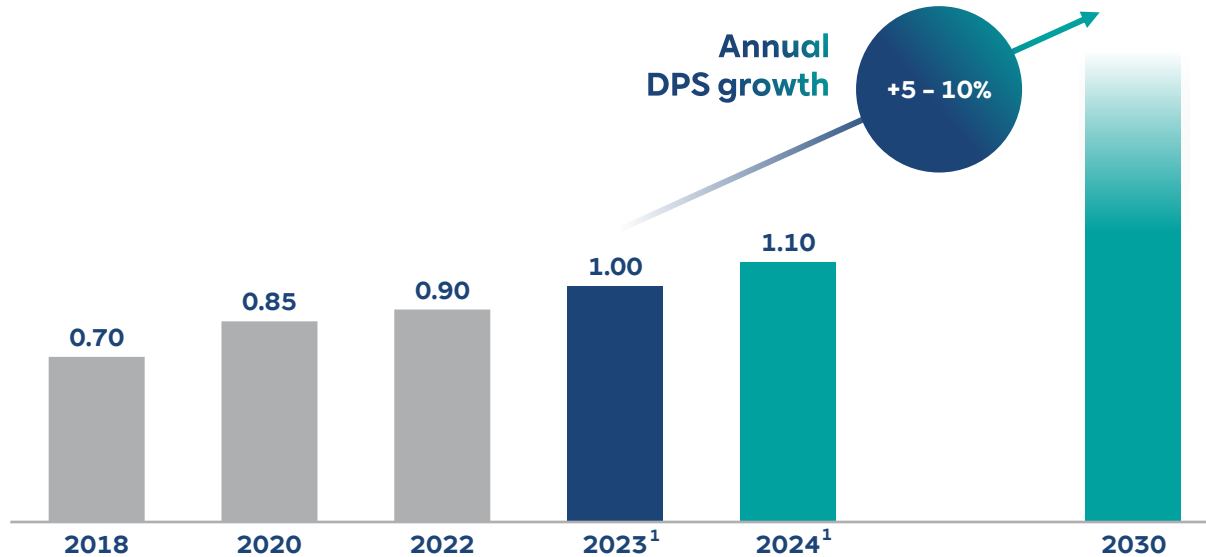


Target future dividend growth of 5 – 10% p.a.

<sup>1</sup> Pro forma figures excl. Coal/Nuclear

# Our transformation leads to continuous dividend growth

## Dividend policy EUR/share

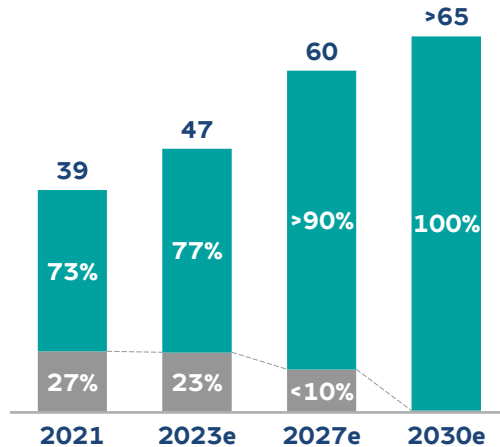


- Management committed to **grow dividend by 5 - 10% per annum**
- Dividend target of **1.10 EUR per share** for 2024

<sup>1</sup> Management target

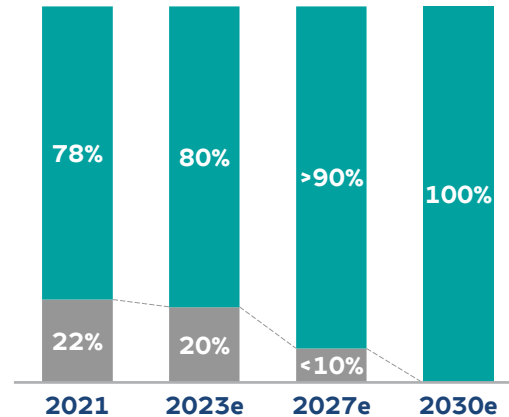
# We will rapidly decarbonise our portfolio

## Net installed capacity GW, pro rata



■ Non-coal ■ Coal-based

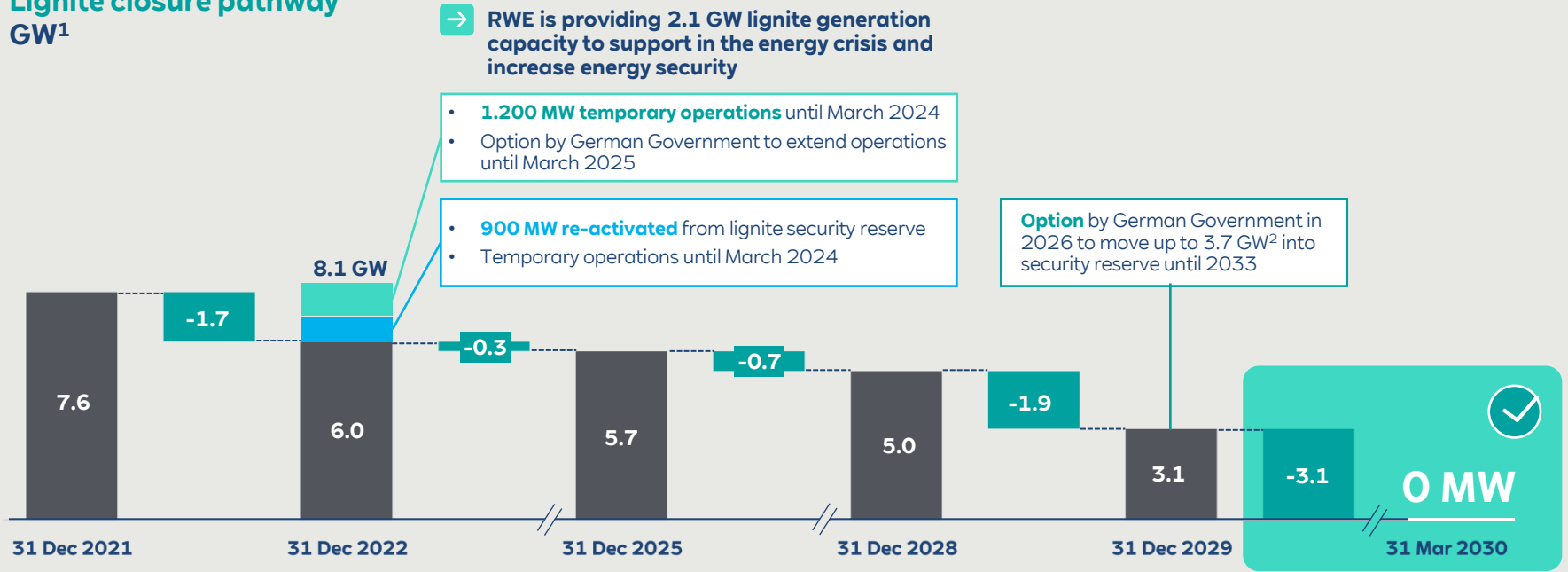
## Revenues split



- **Green portfolio growth accelerated** – more than 90% share of renewable and flexible generation capacity will be achieved in 2027
- **Coal to decline rapidly** – driven by closures and lower utilisation
- **Coal exit in 2030**

# Development of lignite capacity until exit in 2030 and short-term measures to increase energy security

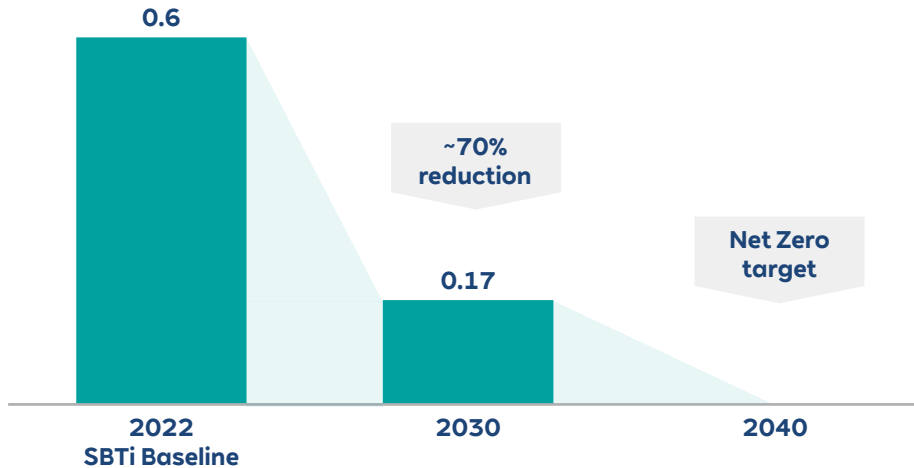
## Lignite closure pathway GW<sup>1</sup>



<sup>1</sup> Base for coal closures according to coal exit law, 2020. | <sup>2</sup> Includes 600 MW unit being in security reserve as of the end of 2029. | Note: capacity in security reserve not included in installed capacity. | Rounding differences may occur.

# We are committed to 1.5°C SBTi emission reduction pathway

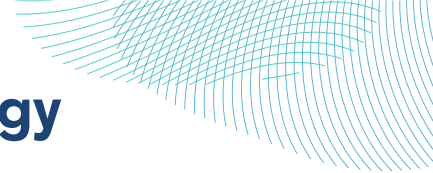
## Scope 1 & 2 emission targets kg CO<sub>2</sub> per kWh



<sup>1</sup> SBTi verification ongoing

- We reduced our **CO<sub>2</sub> emissions by 50% in the past decade**
- We are committed to reducing our relative **Scope 1 & 2 emissions by 70%** by 2030
- We are committed to reducing our **Scope 3 emissions by 40%** by 2030
- We will be **Net Zero in 2040 across Scope 1, 2 and 3** emissions
- Targets are **in line with the 1.5°C emission reduction pathway<sup>1</sup>**

# RWE is pursuing an ambitious sustainability strategy



**Our Purpose**  
*Our energy for a sustainable life*

**Our Sustainability Ambition**  
*RWE will be recognized as a leading example for the responsible and rapid transformation towards a sustainable industrial company*

<b>E</b>	<b>Climate Change</b> <b>Innovation</b> <b>Biodiversity &amp; Recultivation</b> <b>Circular Economy</b>	We will be <b>climate neutral by 2040</b> . On the way there, our <b>ambition is to reduce our emissions in line with a 1.5° compliant pathway</b> We accelerate the <b>adoption of technologies</b> for a zero-carbon energy system Because we care about the biodiversity impact of our business, we commit to the <b>highest standards in recultivation</b> . For new assets, we aim for a <b>net-positive contribution to biodiversity by 2030</b> We implement the <b>principles of circular economy</b> in our way of working. We reduce the use of <b>natural resources</b> , minimize <b>waste</b> and design our assets so that we maximize the <b>reuse / recycling</b> of materials
<b>S</b>	<b>Social Responsibility</b> <b>Diversity, Equity &amp; Inclusion</b> <b>Occupational Health &amp; Safety</b>	We make a positive <b>contribution to the communities</b> in which we operate. In the sense of a Just Transition, <b>we stand by our employees</b> who are impacted by the energy transition and find <b>socially responsible solutions and perspectives</b> We create an <b>equitable and inclusive working environment</b> which promotes diversity. We will strengthen the share of women in management, targeting <b>30% in our core business by 2030</b> We protect the <b>physical and emotional well-being</b> of our people
<b>G</b>	<b>Sustainable Investment</b> <b>Compliance &amp; Ethics</b>	Our growth is sustainable. <b>&gt;90% of our investments by 2030 will flow into sustainable projects</b> according to the EU taxonomy We have a <b>strong compliance culture</b> and act in accordance with our <b>values</b>



# Governance at RWE

# Experienced executive management team passionate about driving performance to the next level

## Introducing the executive management team at RWE AG

### Chief Executive Officer (CEO)



#### Dr. Markus Krebber

Born 1973, with RWE since 2012,  
Member of the Executive board of RWE AG  
since 2016, CEO since 2021.

##### Group departments

- Energy Transition & Regulatory Affairs
- Group Communications & Public Affairs
- Legal, Compliance & Insurance
- Mergers & Acquisitions
- Strategy & Sustainability

### Chief Financial Officer (CFO)



#### Dr. Michael Müller

Born 1971, with RWE since 2005,  
Member of the Executive board of RWE AG  
since 2020, CFO since 2021.

##### Group departments

- Finance & Credit Risk
- Tax
- Accounting
- Controlling & Risk Management
- Investor Relations

### Chief Human Resources Officer (CHO) & Labour Director



#### Katja van Doren

Born 1966, with RWE since 1999,  
Member of the Executive board of RWE and  
CHO since 2023.

##### Group departments

- Human Resources
- Information Technology
- Corporate Transformation
- Internal Audit & Security

# Supervisory Board is a highly qualified and experienced team

## Shareholder Representatives



**Dr. Werner Brandt**  
**Chairman of the Supervisory Board**  
**Born 1954, German**  
**Member since 18 April 2013**

Member of the Supervisory Board of Siemens AG and former Executive Board Member and CFO of SAP AG

**None of the members is considered overboarded under the provisions of the German Corporate Governance Code**

**Dr. Hans Bunting**  
**Born 1964, German**  
**Member since 28 April 2021**  
Self-employed Management Consultant and former Executive Board Member of innogy SE



**Ute Gerbaulet**  
**Born 1968, German**  
**Member since 27 April 2017**  
General Partner of Dr. August Oetker KG



**Prof. Dr.-Ing. Dr.-Ing. E. h. Hans-Peter Keitel**  
**Born 1947, German**  
**Member since 18 April 2013**  
Independent Corporate Consultant and former CEO of HOCHTIEF AG



**Mag. Dr. h.c. Monika Kircher**  
**Born 1957, Austrian**  
**Member since 15 October 2016**  
Independent Corporate Consultant and former CEO of Infineon Technologies Austria AG



**Thomas Kufen**  
**Born 1973, German**  
**Member since 18 October 2021**  
Mayor of the City of Essen



**Dr. Erhard Schipporeit**  
**Born 1949, German**  
**Member since 20 April 2016**  
Independent Corporate Consultant and former member of the Executive Board and CFO of E.ON AG



**Ullrich Sierau**  
**Born 1956, German**  
**Member since 20 April 2011**  
Independent Consultant for companies, administrations, political parties and civil society initiatives / former Mayor of the City of Dortmund



**Hauke Stars**  
**Born 1967, German**  
**Member since 28 April 2021**  
Executive Board Member of Volkswagen AG from February 1st, 2022

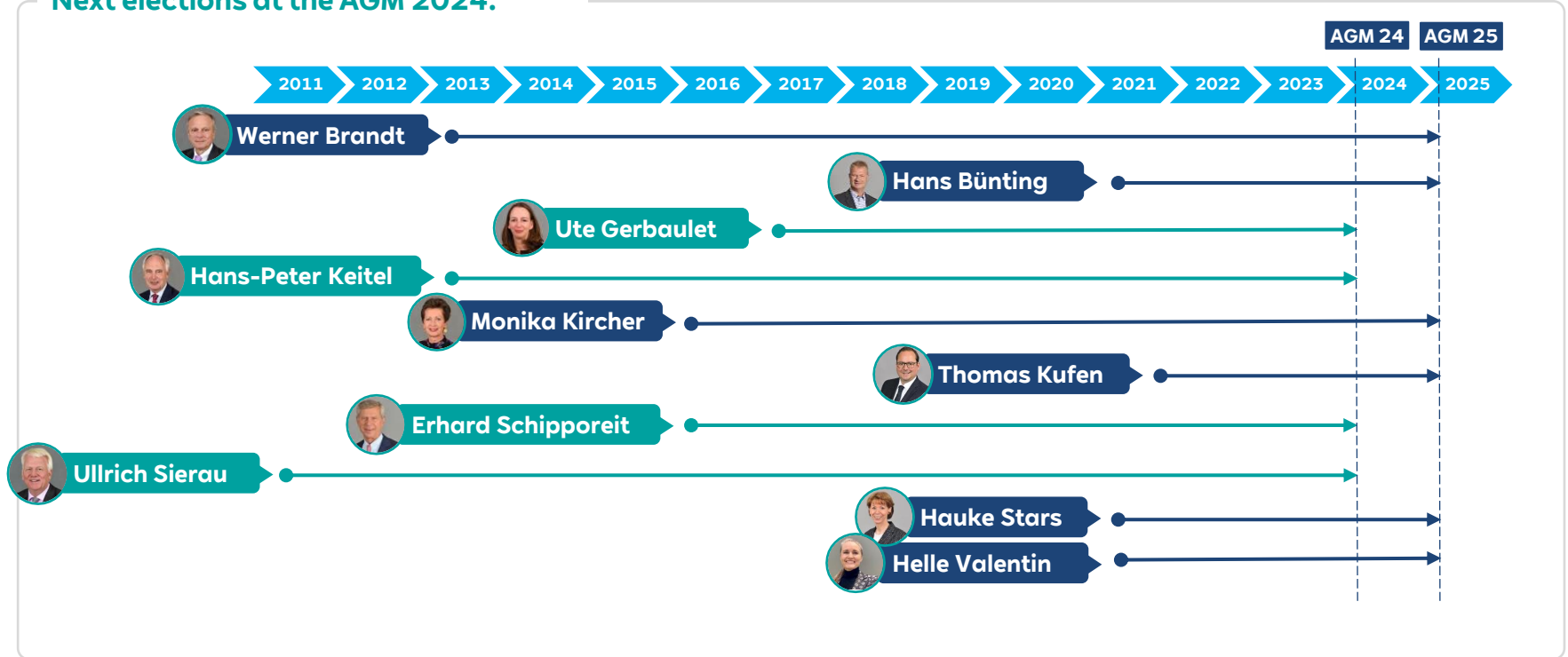


**Helle Valentin**  
**Born 1967, Danish**  
**Member since 28 April 2021**  
General Manager, Global Business Services Nordic, IBM Corporation



# Staggered terms of office ensure both personnel continuity and flexibility

## Next elections at the AGM 2024:



# The resulting vacancies are filled as part of a clearly defined process

## STEP 1

### Definition of the required profile

#### Fields of expertise

- Energy sector
- Strategy
- Sustainability
- New technologies
- Digitisation
- Leadership experience
- International experience
- Accounting/Financial statements audits
- HR expertise
- Familiarity with the public sector

#### Other essential targets

- Integrity and ethical action, personality and social skills
- Dedication and receptiveness to innovative thinking and new ideas
- Comprehensive diversity / female quota of  $\geq 30\%$
- Independence
- Regular age limit 72 years / total term of office 12 years
- Adequate time resources

## STEP 2

- **Nomination Committee** starts **selection process** to find best possible candidates
- **Assessment** based on the **required profile**

## STEP 3

- **Selection results** are presented to all members of the Supervisory Board

## STEP 4

- **Candidates**, who are fully in line with the goals of the Supervisory Board in respect of the corporate body's composition and competencies, **are proposed to the shareholders**
- **Shareholders vote** on the candidates at the **AGM**

# Nomination Committee recommends the following candidates for election at the 2024 AGM



## Dr. Frank Appel

Chair of the Supervisory Board of Deutsche Telekom AG and former CEO of Deutsche Post DHL Group

### Skills

Corporate Strategy, Sustainability, International experience, Leadership experience



## Ute Gerbaulet

General Partner of Dr. August Oetker KG

### Skills

Energy Sector, Corporate Strategy, Sustainability, Accounting/Financial Audit, Leadership experience, HR-Expertise, Digitisation

Member since 2017 runs for re-election



## Prof. Jörg Rocholl, PhD

President of the European School of Management & Technology (ESMT Berlin)

### Skills

Sustainability, International experience, Accounting/Financial Audit, Leadership experience, HR-Expertise



## Thomas Westphal

Lord Mayor of the city of Dortmund

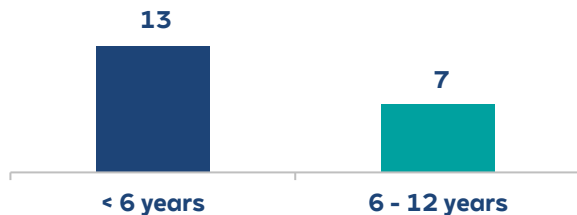
### Skills

Energy Sector, Experience on Public Sector, Corporate Strategy, Accounting/Financial Audit, Leadership experience, HR-Expertise

# Well balanced composition following the election of the proposed candidates

Supported by  
**6** Standing committees

## Board Tenure in Years

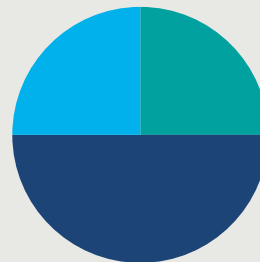


## Focus of competence

- ✓ Energy Sector
- ✓ Experience on Public Sector
- ✓ Corporate Strategy
- ✓ Sustainability
- ✓ International experience
- ✓ Accounting/Financial Audit
- ✓ Leadership experience
- ✓ HR-Expertise
- ✓ Digitisation

## Age

25%  
<55 yrs

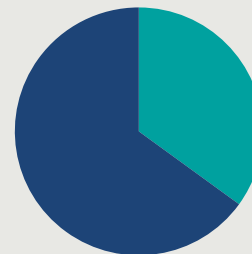


25%  
65+ yrs

50%  
55-65 yrs

## Gender

65%  
Male



35%  
Female\*

\*Shareholder representatives: 40%

# Shareholder representatives possess complementary skills and expertise

	Energy Sector	Experience on Public Sector	Corporate Strategy	Sustainability	International Experience	Accounting / Financial Audit	Leadership Experience	New Technologies	HR-Expertise	Digitisation
Werner Brandt		✓	✓	✓		✓	✓		✓	✓
Hans Bünting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ute Gerbaulet	✓		✓	✓		✓	✓		✓	✓
Hans-Peter Keitel	✓	✓	✓	✓	✓		✓		✓	✓
Monika Kircher	✓	✓	✓	✓	✓	✓	✓		✓	✓
Thomas Kufen	✓	✓	✓	✓			✓	✓	✓	
Erhard Schipporeit	✓		✓	✓	✓	✓	✓		✓	
Ullrich Sierau	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Hauke Stars	✓		✓	✓	✓	✓	✓		✓	✓
Helle Valentin		✓	✓	✓	✓	✓	✓		✓	✓

Note: The information is based on a self-assessment by the Supervisory Board members.



# Employee representatives support the work with a key perspective



**Ralf Sikorski**  
**Deputy Chairman of the Supervisory Board**  
**Born 1961, German**  
**Member since 1 July 2014**

Former member of the Main Executive Board of IG Bergbau, Chemie, Energie (trade union)

**Michael Bochinsky**

**Born 1967, German**  
**Member since 1 August 2018**  
Deputy Chairman of the General Works Council of RWE Power AG



**Sandra Bossemeyer**

**Born 1965, German**  
**Member since 20 April 2016**  
Chairwoman of the Works Council of RWE AG



**Matthias Dürbaum**

**Born 1987, German**  
**Member since 27 September 2019**  
Chairman of the Works Council of Hambach mine of RWE Power AG



**Reiner van Limbeck**

**Born 1965, German**  
**Member since 15 September 2021**  
Chairman of the Works Council of the Essen Headquarters of RWE Generation SE and RWE Technology International GmbH



**Harald Louis**

**Born 1967, German**  
**Member since 15 September 2016**  
Chairman of the General Works Council of RWE Power AG



**Dagmar Paasch**

**Born 1974, German**  
**Member since 15 September 2021**  
Regional Section Head ver.di NRW – Financial Services, Communication, Technology, Culture, Supply and Waste Disposal



**Dirk Schumacher**

**Born 1970, German**  
**Member since 15 September 2021**  
Chairman of the Works Council Central Workshop Greifath / Workshops of RWE Power AG



**Dr. Andreas Wagner**

**Born 1967, German**  
**Member since 15 September 2021**  
Head of Drilling and Water Management of RWE Power AG



**Marion Weckes**

**Born 1975, German**  
**Member since 20 April 2016**  
Officer of the Group Works Council of GEA Group AG



# Way of working of the Supervisory Board

- ✓ **Five ordinary meetings** of the Supervisory Board planned per year. Five ordinary meetings were held in 2023.
- ✓ **Extraordinary meetings in special situations** are called at short notice; in 2023 four such meetings took place (among other things due to the sale of the Czech gas storage business)
- ✓ The Supervisory Board **runs six standing Committees** with specific tasks that meet on regular basis or as required for their respective work
- ✓ **Separate pre-meetings for the preparation of Supervisory Board meetings** are held by both groups of representatives in the Supervisory Board; shareholder and employee representatives respectively
- ✓ Ongoing trusted **dialogue between Chairman of the Supervisory Board and the Executive Board**

# Supervisory Board is supported by six standing committees

■ Shareholder Representatives   ■ Employee Representatives

## Executive Committee

- **Werner Brandt**
- Ute Gerbaulet
- Hans-Peter Keitel
- Reiner van Limbeck
- Dirk Schumacher
- Ralf Sikorski

## Audit Committee

- **Monika Kircher**
- Michael Bochinsky
- Matthias Dürbaum
- Erhard Schipporeit
- Dagmar Paasch
- Ullrich Sierau

## Personnel Affairs Committee

- **Werner Brandt**
- Sandra Bossemeyer
- Harald Louis
- Ralf Sikorski
- Hauke Stars
- Hans Bunting

## Nomination Committee

- **Werner Brandt**
- Hans-Peter Keitel
- Hauke Stars

## Strategy & Sustainability Committee

- **Werner Brandt**
- Michael Bochinsky
- Hans Bunting
- Hans-Peter Keitel
- Harald Louis
- Dagmar Paasch
- Ralf Sikorski
- Helle Valentin

## Mediation Committee<sup>1</sup>

- **Werner Brandt**
- Ralf Sikorski
- Marion Weckes
- Thomas Kufen

<sup>1</sup> The Mediation Committee did not meet in 2023.

# Supervisory Board meeting attendance in FY 2023

Overall  
attendance YTD:  
99 % (flat vs. FY22)

	Supervisory Board	Extraordinary Supervisory Board	Audit Committee	Executive Committee	Nomination Committee	Personnel Affairs Committee	Strategy & Sustainability Committee
<b>Werner Brandt<sup>1</sup></b>	5/5	4/4	5/5	1/1	5/5	4/4	2/2
<b>Michael Bochinsky</b>	5/5	4/4	5/5				2/2
<b>Sandra Bossemeyer</b>	5/5	4/4				4/4	
<b>Hans Bunting</b>	5/5	4/4				4/4	2/2
<b>Matthias Dürbaum</b>	5/5	4/4	5/5				
<b>Ute Gerbaulet</b>	4/5	4/4		1/1			
<b>Hans-Peter Keitel</b>	5/5	4/4		1/1	5/5		2/2
<b>Monika Kircher</b>	5/5	4/4	5/5				
<b>Thomas Kufen</b>	5/5	2/4					
<b>Reiner van Limbeck</b>	5/5	4/4		1/1			
<b>Harald Louis</b>	5/5	4/4				4/4	2/2
<b>Dagmar Paasch</b>	5/5	4/4	5/5				2/2
<b>Erhard Schipporeit</b>	5/5	4/4	5/5				
<b>Dirk Schumacher</b>	5/5	4/4		1/1			
<b>Ullrich Sierau</b>	5/5	4/4	5/5				
<b>Ralf Sikorski</b>	5/5	4/4		1/1		4/4	2/2
<b>Hauke Stars</b>	4/5	3/4			5/5	4/4	
<b>Helle Valentin</b>	5/5	4/4					2/2
<b>Andreas Wagner</b>	5/5	4/4					
<b>Marion Weckes</b>	5/5	4/4					

<sup>1</sup>Werner Brandt attends the meetings of the Audit Committee as a guest.  
Note: The Mediation Committee did not meet in 2023.

# Annual General Meeting 2024

# Annual General Meeting 2024 again in virtual format

## Virtual format

based on the **authorization of the 2023 AGM**  
and the **positive experience and feedback** from the 2023 AGM season



## Full shareholders' rights

### Rights to information

- ✓ Full information rights during the meeting by way of video



### Statements

- ✓ Submission of statements before the meeting
- ✓ Right to speak during the meeting by way of video



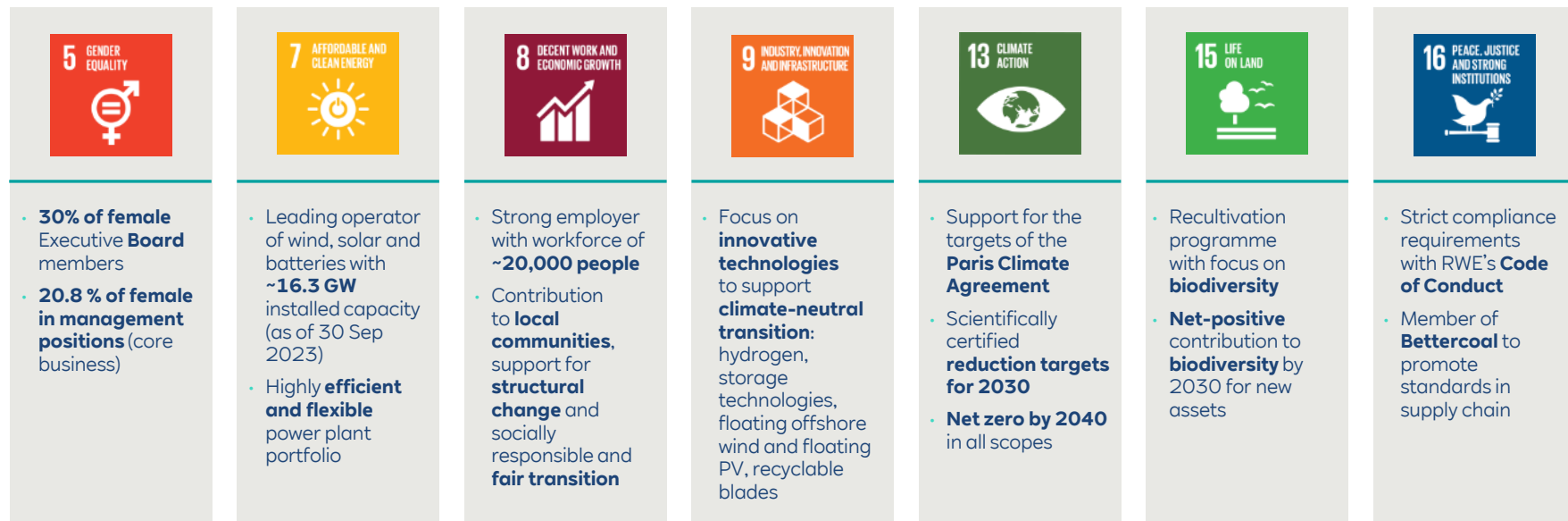
### Important agenda items at the AGM 2024

- **Approval of the Remuneration Report:** system unchanged to prior year - more details in the appendix
- **Election of four members of the Supervisory Board**
- **New auditor (Deloitte) for fiscal year 2024**
- **No capital authorizations**

# Appendix

# RWE's approach to ESG contributes directly to the UN SDGs

## Seven SDGs were defined as material in relation to the business activities of RWE





# Impressive improvement in major sustainability ratings



Note: Last shown rating scores based on the date of last comprehensive rating review.

# Supervisory Board remuneration as approved by the AGM 2021

Next say-on-pay vote in the AGM 2025

## Fixed annual Remuneration

																			
<b>Chairman</b> € 300,000					<b>Deputy Chairman</b> € 200,000					<b>Regular Member</b> € 100,000									

## Committee Remuneration

	<b>Audit Committee</b>	<b>Personnel Affairs Committee</b>	<b>Executive Committee<sup>1</sup></b>	<b>Strategy and Sustainability Committee</b>	<b>Nomination Committee</b>	<b>Mediation Committee</b>
<b>Committee Chair</b>	€ 120,000		€ 60,000		no additional remuneration	
<b>Regular Member</b>	€ 60,000		€ 40,000			

**self-imposed obligation:**

In principle, 25% of the remuneration is invested in RWE shares

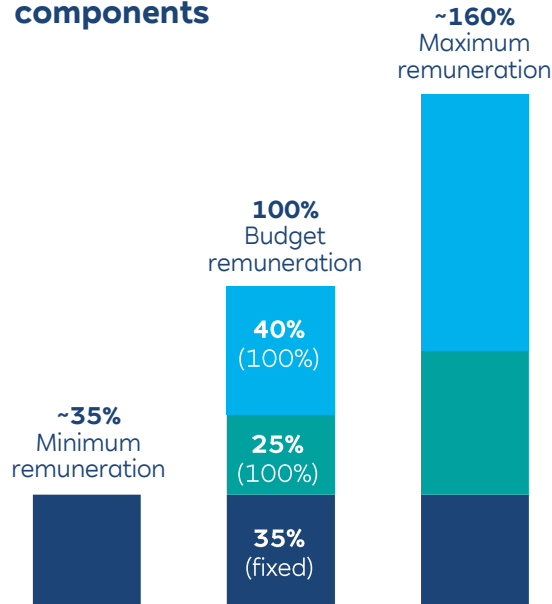
<sup>1</sup> Chairman of the Board and Deputy Chairman shall not receive any additional remuneration for their membership in the Executive Committee.

# Executive remuneration system aligned with strategic goals and shareholder interests

The executive remuneration system and the remuneration reports have been approved by the AGM's 2021, 2022 and 2023 with approval rates of 93.2 %, 92.8 % and 92.8 % respectively



## Remuneration components



### Strategic Performance Plan (Cap: 200%)

- Share-based linked to 3 equally weighted KPIs
  - Adjusted net income
  - Relative Total Shareholder Return
  - CO<sub>2</sub> emissions factor

4 year period

### Bonus (Cap: 180%)

- Economic performance
- Collective and individually achieved goals incl. ESG criteria

1 year period

### Fixed

- Annual base salary (25%) + pension instalments (10%)

## Further components

### Share Ownership Guidelines (SOG)

- CEO: 200%
- OBM<sup>1</sup>: 100%
- Shareholding during service period plus 2 more years

### Malus / Clawback

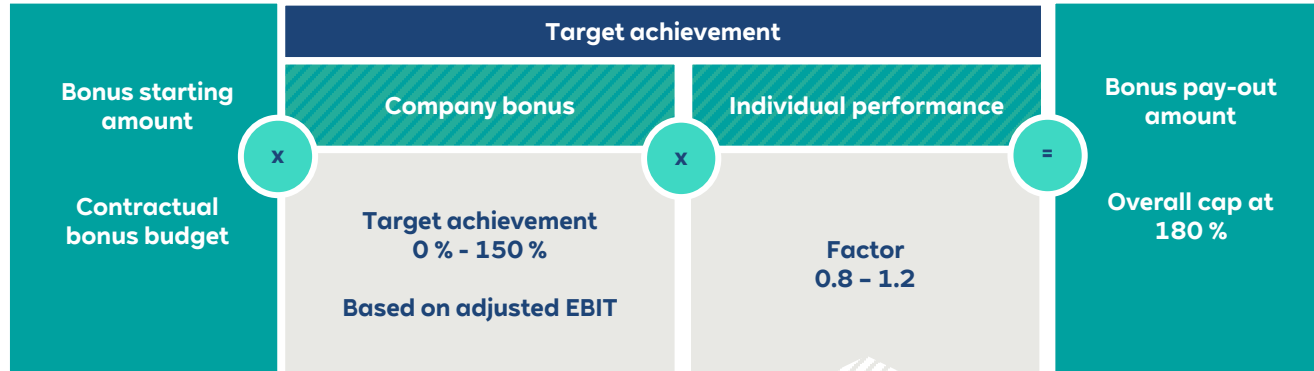
- Up to 100%
- For all variable pay elements

### Maximum remuneration

- CEO: €9.3m
- OBM: €4.8m

<sup>1</sup> Ordinary Board Members.

# Short-term incentive scheme is based on earnings target and individual performance



1/4

Individual targets

1/4

Collective performance of Executive Board

1/4

Corporate Responsibility/ ESG targets and employee motivation

1/4

Allocated between the other three components at the discretion of the SB

- ✓ Reflects **common market practice**
- ✓ Multiplier ensures **flexibility to adjust pay-outs according to individual performance**

# Long term incentive (LTI) scheme share-based with four year vesting period linked to three KPIs

Target	Capital market performance	Financial performance	ESG performance
KPI	Relative Total Shareholder Return	Adjusted net income	CO <sub>2</sub> -emissions factor
Weighting	33 %	33 %	33 %

x Share price

- ✓ LTI scheme **closely linked to strategic goals**
- ✓ LTI scheme **linked to three KPIs**
- ✓ Targets measured over a **three year performance period with one year additional holding period** (four year vesting period)

# Remuneration includes share ownership guideline, clawback and severance payment cap

## 1 Share ownership guideline (SOG)

- In order to further **align the interests of the Management Board and shareholders**, board members are obliged to make a **personal investment in RWE shares**
- The CEO is obliged to invest **an amount of 200%** of its annual gross base salary, while **ordinary board members** have to invest **100%**
- They are obliged to **hold the shares** while they are on the board of management and **for two more years** after their contracts have ended
- An annual amount of **at least 25% of the gross variable remuneration (STI and LTI) paid is invested** until the SOG-target is achieved

## 2 Malus / clawback

- In case of incorrect consolidated financial statements or major intentional corporate violations the **Supervisory Board (SB) can claim back some or all of the variable remuneration already paid ('clawback')**
- If a member of the Executive Board violates the code of conduct, the compliance guideline or an essential contractual obligation the **SB can furthermore reduce the unpaid variable remuneration** for the financial year to which the breach of duty is attributable **to partially or completely to zero ('malus')**
- In the event that variable remuneration has already been paid out, the SB can claim back some of all it paid ('clawback')

## 3 Premature termination cap

- In the event of premature termination, **payments** to a member of the Executive Board **do not exceed the value of two years' compensation** and **do not pay more than the remaining**
- The remuneration relevant for the purposes of the severance payment cap is the total of the basic remuneration including pension and fringe benefits at the time of termination as well as the bonus for the previous year

## 4 Change of Control

- In case of Change of Control, the members of the Executive Board have **no exceptional right of termination or contractual entitlement to a severance payment**

# Your contacts in Investor Relations

## Important Links

- [Annual and interim reports & statements](#)
- [Investor and analyst conferences](#)
- [IR presentations & factbooks](#)



**ADR programme available**

**Further information on our homepage**  
[RWE shares/ADR](#)

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## Financial Calendar

- **14 March 2024**  
Annual Report for fiscal 2023
- **03 May 2024**  
Annual General Meeting
- **15 May 2024**  
Interim statement on the first quarter of 2024

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