

2.5 Business performance

RWE can look back on a successful 2025 financial year. Although it did not reach the highs of 2024, adjusted EBITDA was at the upper end of our forecast, coming in at €5.1 billion. In 2025, we once again commissioned many new wind farms, solar farms and battery storage facilities, which contributed to earnings for the first time. We also realised strong returns from the divestment of a development project for a data

centre in the UK. Gross investments reached €10.8 billion, broadly in line with the previous year's high level. Our capital expenditure was directed not only towards expanding climate-friendly generation capacity, but was also aimed at laying the foundation for increasing operating profit in the years ahead.

Business performance in 2025: what we forecast and what we accomplished

- ⬆ Forecast surpassed
- ⬇ Forecast met
- ⬇ Forecast not met

- 2024 actual
- ▨ Forecast for 2025¹
- 2025 actual

Adjusted EBITDA
€ million



Adjusted EBIT
€ million



Adjusted net income
€ million



1. See pages 59 et seq. of the 2024 Annual Report. The hatched portion reflects the forecast range.

Power generation ¹	Renewables		Pumped storage, batteries		Gas		Lignite		Other ²		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
GWh												
Offshore Wind	10,272	10,996	–	–	–	–	–	–	–	–	10,272	10,996
Onshore Wind/Solar	35,084	32,387	–	–	–	–	–	–	–	–	35,084	32,387
Flexible Generation	5,175	5,413	121	158	37,217	32,170	–	–	5,920	4,860	48,433	42,601
of which:												
Germany	1,614	2,055	121	158	5,807	4,540	–	–	197	146	7,739	6,899
United Kingdom	375	524	–	–	20,034	18,662	–	–	–	–	20,409	19,186
Netherlands	3,186	2,834	–	–	7,325	5,807	–	–	5,723	4,714	16,234	13,355
Türkiye	–	–	–	–	4,051	3,161	–	–	–	–	4,051	3,161
Phaseout Technologies	–	–	–	–	197	149	28,194	31,457	162	211	28,553	31,817
RWE Group	50,531	48,796	121	158	37,414	32,319	28,194	31,457	6,082	5,071	122,342	117,801

1 Figures reported in accordance with IFRS accounting, i.e. generation of fully consolidated companies is recognised in full, whereas activities in which we own minority shareholdings are generally not recognised.

2 Including generation volumes attributable to hard coal firing at the Dutch Amer and Eemshaven power stations. Amer has been exclusively biomass-fired since 1 January 2025.

Power production up 4% year on year. Last year, RWE generated 122,342 GWh of electricity. Of this, 41% was based on renewables, with gas and coal accounting for 31% and 27%, respectively. Power production was up 4% compared to 2024. Gas-fired power stations accounted for the biggest rise. Relatively low wind speeds in Europe played a role, resulting in tighter electricity supplies, which triggered price signals that led to increased utilisation of conventional power plants. Therefore, our hard coal/biomass-fired power station in Eemshaven in the Netherlands was used more than in 2024. Furthermore, electricity output increased at our gas-fired power station near the Turkish town of

Denizli. The rise was driven by low utilisation of hydroelectric power plants in the region due to low precipitation, resulting in increased deployment of other generation technologies. Despite improved market conditions, electricity generation from lignite was slightly down year on year. The decommissioning of our Neurath C, D, and E units as well as of our Niederaussem E and F units (all as of 31 March 2024) followed by Weisweiler F (as of 1 January 2025) as part of Germany's coal phaseout came to bear here. Moreover, some stations were temporarily out of service due to maintenance or repair work.

Power generation from renewables ¹	Offshore Wind		Onshore Wind		Solar		Hydro		Biomass		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
GWh												
Germany	1,888	2,152	1,280	1,314	121	93	1,614	2,055	–	–	4,903	5,614
United Kingdom	8,207	8,648	1,828	1,939	5	–	156	172	218	352	10,414	11,111
Netherlands	–	–	866	897	27	22	19	29	3,138	2,777	4,050	3,725
Poland	–	–	1,267	1,361	128	59	–	–	–	–	1,395	1,420
France	–	–	420	314	1	–	–	–	–	–	421	314
Spain	–	–	864	946	432	444	–	–	–	–	1,296	1,390
Italy	–	–	1,036	937	15	–	–	–	–	–	1,051	937
Sweden	177	196	288	298	–	–	–	–	–	–	465	494
USA	–	–	14,316	12,803	11,595	10,241	–	–	–	–	25,911	23,044
Australia	–	–	–	–	363	500	–	–	–	–	363	500
Rest of the world	–	–	27	21	235	226	–	–	–	–	262	247
RWE Group	10,272	10,996	22,192	20,830	12,922	11,585	1,789	2,256	3,356	3,129	50,531	48,796

1. Figures reported in accordance with IFRS accounting, i.e. generation of fully consolidated companies is recognised in full, whereas activities in which we own minority shareholdings are generally not recognised.

Our electricity generation from renewables increased by 4% to 50,531 GWh. This was attributable to the commissioning of new solar farms and onshore wind power capacities, particularly in the US. In addition, power production from biomass rose slightly. This was contrasted by production shortfalls resulting from unfavourable wind conditions in Europe. Additionally, reduced precipitation led to lower output from our run-of-river power stations.

In addition to our in-house generation, we procure electricity from suppliers outside the Group, in particular as part of our key account supply business. Reported purchases for 2025 amount to 24,351 GWh.

Installed capacity ¹	Renewables		Pumped storage, batteries		Gas		Lignite		Other ²		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
As at 31 December, MW												
Offshore Wind	3,515	3,515	–	–	–	–	–	–	–	–	3,515	3,515
Onshore Wind/Solar	16,495	14,364	1,316	814	–	–	–	–	–	–	17,812	15,179
Flexible Generation	1,281	1,281	554	431	15,601	15,592	–	–	1,808	1,794	19,244	19,098
of which:												
Germany	377	377	511	431	4,136	4,127	–	–	67	53	5,091	4,988
United Kingdom	133	133	–	–	6,969	6,969	–	–	253	253	7,355	7,355
Netherlands	771	771	43	–	3,709	3,709	–	–	1,489	1,489	6,011	5,968
Türkiye	–	–	–	–	787	787	–	–	–	–	787	787
Phaseout Technologies	–	–	–	–	400	400	5,832	5,832 ³	27	27	6,259	6,259
RWE Group⁴	21,291	19,160	1,870	1,252	16,001	15,992	5,832	5,832	1,835	1,821	46,830	44,057

1 Figures reported in accordance with IFRS accounting, i.e. electricity generation capacities of fully consolidated companies are fully included whereas activities in which we hold minority interests are generally disregarded. On a pro-rata basis, RWE's generation capacity at the end of 2025 amounted to 48.9 GW, of which 40.4 GW was attributable to renewable energy assets and flexible generation capacities (excluding coal-fired power plants).

2 Including the share of production capacity of the Dutch Eemshaven power station which is attributable to hard coal firing.

3 Figure no longer includes Weisweiler F lignite unit: it was officially shut down on 1 January 2025, but the unit stopped producing electricity at the end of 2024.

4 Including insignificant capacity at RWE Supply & Trading.

RWE's generation capacity: share of renewables at 45%. As at 31 December 2025, we had an installed power production capacity of 46.8 GW. This figure was not calculated on a pro rata basis, but was determined according to IFRS accounting methods (see footnote 1 in the table above). Our generation portfolio grew by 2.8 GW compared to the prior year. The rise was largely driven by the completion of new solar farms, onshore wind farms and battery storage systems. Amounting to 1.6 GW, more than half of the capacity was added in the USA. The single-largest projects completed in 2025 were the Texan onshore wind farms Peyton Creek II (243 MW) and Lane City (203 MW) as well as County Run solar farm (274 MW) in Illinois and Stoneridge solar farm (200 MW) in Texas.

At 21.3 GW, renewable energy accounted for the largest portion (45%) of our installed capacity at the end of 2025. Second place was taken by natural gas with 16.0 GW (34%). Our biggest source of renewable energy is wind (13.0 GW), followed by solar (7.0 GW), biomass (0.8 GW), and hydro (0.5 GW).

At the balance-sheet date, 29% of our generation capacity was located in our home market, Germany. The USA and the UK accounted for 26% and 23% of installed capacity, respectively. Based solely on renewable energy, the United States took the lead, with a share of 52%.

Installed capacity based on renewables ¹	Offshore Wind		Onshore Wind		Solar		Hydro		Biomass		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
As at 31 December, MW												
Germany	940	940	862	803	192	90	376	376	1	1	2,370	2,209
United Kingdom	2,527	2,527	795	800	185	—	78	78	55	55	3,640	3,460
Netherlands	—	—	400	381	27	27	11	11	742	742	1,179	1,160
Poland	—	—	557	557	162	83	—	—	—	—	719	639
France	—	—	244	164	3	—	—	—	—	—	247	164
Spain	—	—	497	493	242	242	—	—	—	—	739	736
Italy	—	—	580	527	9	9	—	—	—	—	589	536
Sweden	48	48	124	124	—	—	—	—	—	—	172	172
USA	—	—	5,432	4,815	5,745	4,811	—	—	—	—	11,177	9,625
Australia	—	—	—	—	314	314	—	—	—	—	314	314
Rest of the world	—	—	10	10	135	135	—	—	—	—	145	145
RWE Group	3,515	3,515	9,500	8,673	7,014	5,709	465	465	798	798	21,291	19,160

1. Figures reported in accordance with IFRS accounting, i.e. electricity generation capacities of fully consolidated companies are fully included whereas activities in which we hold minority interests are generally disregarded.

Continued decline in CO₂ emissions across our power plants. Our carbon dioxide emissions from power production continued to drop in 2025. Despite the increased utilisation of our gas-fired power stations, emissions declined from 52.6 million metric tons to 50.8 million metric tons. Above all, the closure of lignite-fired power plants had a positive impact. These closures played a significant role in the reduction of carbon dioxide emissions per megawatt hour of electricity generated from 0.447 metric tons to 0.415 metric tons. The drop was also driven by the fact that we generated more power from renewables.

CO ₂ emissions of our power stations Million metric tons	2025	2024	+/-
Flexible Generation	17.3	14.7	2.6
of which:			
Germany	2.4	1.9	0.5
United Kingdom	7.5	6.8	0.7
Netherlands	5.9	4.9	1.0
Türkiye	1.5	1.1	0.4
Phaseout Technologies	33.5	37.9	-4.4
RWE Group	50.8	52.6	-1.8

Lignite production continues to fall. We source a significant portion of the fuel needed to generate electricity from international markets, except for lignite, which we source from proprietary opencast mines in the Rhenish region. In 2025, the volumes extracted were equivalent to 11.4 million metric tons of hard coal units (HCU). This is a reduction of 1.6 million metric tons of HCU compared to the previous year, primarily driven by the decrease in coal demand for electricity generation. We use most of the mined lignite in our power stations. Some of it goes into the production of refined products, while small amounts are used to generate process steam and district heat.

Electricity and gas sales clearly down on 2024, reflecting a change in reporting.

In fiscal 2025, we sold 141,428 GWh of electricity and 19,209 GWh of natural gas. These volumes are primarily attributable to RWE Supply & Trading, our subsidiary which markets the majority of our electricity generation, manages sales activities with industrial customers and oversees our gas business. Electricity sales were 9% lower than in the previous year, with gas sales down as much as 55%. This was primarily because RWE Supply & Trading no longer recognises sales of purchases from third parties as of 1 July 2025. Since then, we only report deliveries of in-house generation, whereas natural gas, which we source exclusively from third parties, is no longer included in our sales figures.

External revenue down 27%. Our external revenue amounted to €17,628 million (excluding natural gas tax and electricity tax). This was 27% less than in 2024 (€24,224 million). Electricity revenue fell by 30% to €14,797 million and gas revenue declined by 36% to €1,147 million. The aforementioned change to the way in which we recognise sales volumes came to bear here. Electricity revenue was also impacted by negative price effects.

When calculating revenue in gross terms, i.e. including income from the commercial optimisation of our generation assets, external revenue comes in at €35,700 million (previous year: €55,959 million).

One key performance indicator that is of particular interest to sustainability investors is the portion of Group revenue related to coal-fired power generation and other coal products. Measured against net revenue, this KPI stood at 20% (previous year: 21%). Coal-related activities accounted for 16% of gross revenue (previous year: 15%).

External revenue ¹ € million	2025	2024	+/-
Offshore Wind	1,083	1,071	12
Onshore Wind/Solar	2,638	2,394	244
Flexible Generation	1,185	1,092	93
Supply & Trading	11,965	18,865	-6,900
Other, consolidation	3	2	1
Core business	16,874	23,424	-6,550
Phaseout Technologies	754	800	-46
RWE Group	17,628	24,224	-6,596
of which:			
Electricity revenue	14,797	21,047	-6,250
Gas revenue	1,147	1,805	-658

1 Excluding natural gas tax/electricity tax.

Adjusted EBITDA € million	2025	2024	+/-
Offshore Wind	1,488	1,559	-71
Onshore Wind/Solar	1,740	1,502	238
Flexible Generation	1,406	1,949	-543
Supply & Trading	339	679	-340
Other, consolidation	114	-9	123
Core business	5,087	5,680	-593

At €5.1 billion, adjusted EBITDA at upper end of guided range. Adjusted earnings before interest, taxes, depreciation and amortisation (adjusted EBITDA) totalled €5,087 million. We therefore clearly met the forecast published in March 2025, which envisaged a range of €4,550 million to €5,150 million (see pages 59 et seq. of the 2024 Annual Report). As expected, we did not match the high earnings level achieved in the previous year (€5,680 million). Contributing factors were that we realised lower margins on electricity sales and that we were unable to match the strong trading performance registered in 2024. Positive effects were felt from the commissioning of new wind and solar farms as well as battery storage facilities. Furthermore, the sale of a data centre development project resulted in a significant capital gain. In addition, earnings contributed by our 25.1% stake in German grid operator Amprion under the 'Other, consolidation' line item were significantly higher than in 2024, further strengthening our earnings position.

The following developments were observed in the segments:

- **Offshore Wind:** Adjusted EBITDA recorded here came in within the expected range, totalling €1,488 million. We had forecast a figure between €1,300 million and €1,700 million. However, we fell short of the year-earlier figure (€1,559 million) in part due to unfavourable wind conditions at our offshore sites. Furthermore, proceeds

on forward sales of electricity for which we do not receive fixed remuneration were lower than in 2024. Accounting effects in relation to the leasing of a construction vessel that we use to install turbines for new wind farms had a positive impact.

- **Onshore Wind/Solar:** Adjusted EBITDA posted by this segment amounted to €1,740 million. We therefore met our forecast which envisaged a range between €1,650 million and €2,150 million despite below-average wind conditions and negative effects from converting US dollars to euros. Earnings were up significantly compared to the previous year (€1,502 million). The commissioning of new generation capacities played a role. Additionally, in the US, electricity sales, the prices of which are not secured through long-term supply agreements, realised higher prices than in the previous year. Conversely, we realised lower prices in Europe.
- **Flexible Generation:** Here, we recorded adjusted EBITDA of €1,406 million, slightly exceeding our forecast, which envisaged a figure between €1,000 million and €1,400 million. The sale of a development project for a data centre being built at the site of a former RWE coal power plant in the UK contributed significantly to earnings. The transaction resulted in a book gain of €225 million. Nevertheless, compared to the previous year (€1,949 million), adjusted EBITDA declined, largely because the margins on forward sales of our electricity generation normalised, and therefore could not match the high levels reported in 2024.
- **Supply & Trading:** As expected, we were unable to match the strong performance achieved last year in proprietary trading of energy commodities. Adjusted EBITDA posted by the segment totalled €339 million (previous year: €679 million). We had forecast a figure between €100 million and €500 million.

Adjusted EBIT € million	2025	2024	+/-
Offshore Wind	736	895	-159
Onshore Wind/Solar	742	559	183
Flexible Generation	973	1,464	-491
Supply & Trading	305	653	-348
Other, consolidation	112	-10	122
Core business	2,868	3,561	-693

Adjusted EBIT drops to €2.9 billion. At €2,868 million, adjusted EBIT was at the upper end of the guided range of €2,350 million to €2,950 million, falling short of the previous year's figure (€3,561 million). Essentially, this was due to the same factors affecting adjusted EBITDA. This figure differs from adjusted EBITDA in that it includes operating depreciation and amortisation, which amounted to €2,219 million in 2025 compared to €2,119 million in the prior year.

Reconciliation to net income € million	2025	2024	+/-
Adjusted EBIT	2,868	3,561	-693
Adjusted financial result	-303	-466	163
Non-operating result	974	3,248	-2,274
Income before tax	3,539	6,343	-2,804
Taxes on income	-158	-1,054	896
Income	3,381	5,289	-1,908
of which:			
Non-controlling interests	250	154	96
Net income/income attributable to RWE AG shareholders	3,131	5,135	-2,004

Reconciliation to net income characterised by special items. The reconciliation from adjusted EBIT to net income was significantly influenced by the non-recurrence of positive exceptional effects seen in the previous year. Consequently, the non-operating result was much lower than the high figure recorded in 2024. The effective tax rate also dropped significantly. We present the development of the reconciliation items hereinafter.

Adjusted financial result € million	2025	2024	+/-
Adjusted interest income	663	683	-20
Adjusted interest expenses	-562	-847	285
Adjusted net interest	101	-164	265
Adjusted interest accretion to non-current provisions	-414	-424	10
Adjusted other financial result	10	122	-112
Adjusted financial result	-303	-466	163

Non-operating result € million	2025	2024	+/-
Adjustments to EBIT	453	2,768	-2,315
of which:			
Disposal result	—	-3	3
Effects on income from the valuation of derivatives	923	2,070	-1,147
EBIT from Phaseout Technologies	470	1,595	-1,125
Other	-940	-894	-46
Adjustments to the financial result	521	480	41
Non-operating result	974	3,248	-2,274

The adjusted financial result improved by €163 million to –€303 million. The following items experienced noteworthy changes:

- Adjusted net interest rose by €265 million to €101 million. This was primarily because we capitalised much higher borrowing costs incurred during the construction phase of growth projects, reducing adjusted interest expenses by €798 million (previous year: €217 million). Higher interest payments for bonds and commercial paper had a counteracting effect.
- The adjusted other financial result registered a €112 million decline to €10 million. Temporary effects from the valuation of currency hedges played a role here. These gains or losses arise because the hedging instruments do not offset the underlying hedged transactions on a one-to-one basis over their term. This temporary ineffectiveness is recognised primarily in the non-operating result and, to some extent, in the adjusted financial result.

The non-operating result amounted to €974 million (previous year: €3,248 million). This KPI is used to report major items that do not relate to operations or the period being reviewed, and which are deducted from EBIT and the financial result. Developments break down as follows:

- The contribution to earnings of the ‘adjustments to EBIT’ line item dropped by €2,315 million to €453 million. This was in part due to a reduction in temporary income from the valuation of derivatives. In addition, EBIT from Phaseout Technologies deteriorated. Substantial margin reductions versus 2024 from early forward sales of electricity produced from lignite in the year under review played a role here. Furthermore, last year’s financial statements included a significant contribution to earnings from the reversal of provisions for impending losses.
- Adjustments to the financial result were up by €41 million to €521 million. This was because of an increase in discount rates used to calculate non-current provisions, which led to a reduction in the net present value of the obligations, impacting earnings positively. Such effects also occurred in 2024 but were significantly smaller. Temporary losses from currency hedges had a counteracting effect.

Income before tax amounted to €3,539 million (previous year: €6,343 million). Taxes on income came in at €158 million, corresponding to an effective tax rate of 4%. This figure is significantly below the calculated mean value of 20%, which we established for the medium term taking account of projected income in our markets, local tax rates, and the use of loss carryforwards. One reason for the deviation were IFRS earnings contributions that were irrelevant for tax purposes.

Non-controlling interests increased by €96 million to €250 million compared to 2024. This was in part due to the sale of minority interests in the Nordseecluster and Thor offshore wind projects and the partnership with Apollo (see page 37), as this drove up non-controlling interests in fully consolidated RWE companies.

The Group's net income, which reflects income attributable to RWE shareholders, stood at €3,131 million. In fiscal 2024, the corresponding figure was €5,135 million.

Reconciliation to adjusted net income € million	2025	2024	+/-
Income before financial result and taxes (EBIT)	3,321	6,329	-3,008
Adjustments to EBIT	-453	-2,768	2,315
Adjusted EBIT	2,868	3,561	-693
Financial result	218	14	204
Adjustments to the financial result	-521	-480	-41
Adjusted financial result	-303	-466	163
Adjusted taxes on income (20%)	-512	-619	107
Non-controlling interests	-250	-154	-96
Adjusted net income	1,803	2,322	-519

Adjusted net income slightly higher than forecast. Coming in at €1,803 million, adjusted net income marginally exceeded the guided range of €1,300 million to €1,800 million. This development was driven by the book gain from the disposal of a data centre development project, the significant earnings contribution from Amprion and low interest payments. As expected, adjusted net income was much lower than the previous year's figure (€2,322 million) due to declining margins from electricity forward sales and trading profits. To calculate adjusted net income, we add adjusted EBIT to the adjusted financial result, reduce the sum by the taxes on income in the amount of the aforementioned budgeted rate of 20% and subtract non-controlling interests.

Adjusted net income per share totalled €2.48, based on 727.6 million shares. Share buybacks during the year being reviewed were prorated. A year earlier, adjusted net income per share amounted to €3.12, based on 743.6 million shares.

Capital expenditure on property, plant and equipment and on intangible assets € million	2025	2024	+/-
Offshore Wind	5,388	3,685	1,703
Onshore Wind/Solar	3,573	4,838	-1,265
Flexible Generation	708	515	193
Supply & Trading	79	70	9
Other, consolidation	—	—	—
Core business	9,748	9,108	640
Phaseout Technologies	266	269	-3
RWE Group	10,014	9,377	637

Capital expenditure on financial assets and acquisitions € million	2025	2024	+/-
Offshore Wind	74	1,400	-1,326
Onshore Wind/Solar	86	144	-58
Flexible Generation	1	6	-5
Supply & Trading	58	85	-27
Other, consolidation	558	228	330
Core business	777	1,863	-1,086
Phaseout Technologies	19	—	19
RWE Group	796	1,863	-1,067

Investments focus on renewable energy expansion. In the 2025 financial year, gross capital expenditure totalled €10,810 million (previous year: €11,240 million). This figure only comprises cash transactions. The funds were largely dedicated to the Offshore Wind (51%) and Onshore Wind/Solar (34%) segments. On a net basis, i.e. less earnings from divestments, investments amounted to €4.0 billion. This is significantly less than in 2024 (€10.0 billion).

Gross expenditure on property, plant and equipment and intangible assets amounted to €10,014 million (previous year: €9,377 million). Substantial investments were made in our current North Sea wind projects – in particular the construction of the Sofia (United Kingdom; 1,400 MW), Thor (Denmark; 1,080 MW) and Nordseecluster A/B (Germany; 660 MW/900 MW) wind farms. Significant funds were also attributed to the development of the Norfolk Vanguard West and Norfolk Vanguard East ventures. We also focused on building onshore wind and solar farms as well as battery storage facilities. The majority of our investments in these technologies was allocated to the US.

Our spending on acquisitions and financial assets totalled €796 million. The year-earlier figure was much higher (€1,863 million) because it included the acquisition of the three offshore wind projects Norfolk Vanguard West, Norfolk Vanguard East and Norfolk Boreas from Swedish energy group Vattenfall, which we completed in March 2024. The single-largest capital expenditure item was our €552 million contribution to a capital increase at German transmission system operator Amprion (see page 37).

As in the previous year, 94% of capital expenditure was taxonomy-aligned, meaning that these funds were spent on projects classified as sustainable according to the EU Taxonomy Regulation. This percentage is not calculated using the aforementioned gross capital expenditure, but is based on a value of €11,887 million. This deviation is essentially due to the fact that non-cash transactions are also taxonomy-relevant, financial assets are not considered and resulting additions to assets are recognised rather than associated acquisition expenditure.

Workforce ¹	31 Dec 2025	31 Dec 2024	+/-
Offshore Wind	2,533	2,733	-200
Onshore Wind/Solar	3,767	3,806	-39
Flexible Generation	3,453	3,437	16
Supply & Trading	2,281	2,239	42
Other ²	599	594	5
Core business	12,633	12,809	-176
Phaseout Technologies	7,487	8,176	-689
RWE Group	20,120	20,985	-865

1 Full-time equivalents.

2 This item only comprises employees of the holding company RWE AG.

Workforce declines slightly. As at 31 December 2025, the RWE Group had 20,120 people on its payroll, of which 12,862 were employed in Germany and 7,258 worked at locations abroad. These figures are full-time equivalents (FTEs), meaning that part-time positions are considered on a pro-rata basis. Personnel figures were down by 865 FTEs, or 4%, compared to the end of 2024. The biggest change occurred in the Phaseout Technologies segment (-689), where a large number of employees accepted early retirement offers particularly as part of the German coal and nuclear phaseouts. We also recorded a notable decline in the Offshore Wind segment (-200). One reason for this was that we scaled back our US activities in this field of business in reaction to the uncertain regulatory environment.

Personnel figures do not include apprentices. At the end of 2025, 738 young adults were learning a profession at RWE, compared to 707 in the previous year.

2.6 Financial position and net worth

Despite significant growth investments and the ongoing share buyback programme, RWE's financial position and net worth remain robust. Net debt remained largely unchanged in 2025, while the equity capital ratio rose from 34% to 41%. At 2.1, our leverage factor, which reflects the ratio of net debt to adjusted EBITDA, was well below the cap we set ourselves for this key indicator. We owe this development to the strong cash flows from our operating activities and to partnerships with international investors, which help us finance a more climate-friendly energy system.

How we procure funds. To implement our growth strategy, we require significant financial resources to be available long term. However, at times we also need liquidity at short notice, for example as collateral for commodity futures. We finance our business with cash flows from operating activities and at times by attracting international co-investors. We are also financed by debt capital and rely on the following instruments:

- Long-term debt capital is raised through our Debt Issuance Programme (DIP), which gives us the option to issue senior debt at short notice with a nominal value of up to €15 billion. In 2025, there were no issuances under the DIP, but we did repay a three-year senior note valued at €1,250 million. As at the balance-sheet date, we had used €5.4 billion of the financial headroom provided to us by the DIP.
- We also place bonds outside our DIP, such as the two US\$1 billion bonds each with tenors of 10 and 30 years, which we placed on the market in September 2025. Our subordinated debt is not issued under the DIP either. In June 2025, we placed two green hybrid bonds each valued at €500 million. This was the first time in ten years we had

issued such paper. However, we also redeemed two hybrid bonds from 2015. They had original issue volumes of €550 million and US\$500 million, but early repayments by RWE resulted in callable amounts of just €282 million and US\$317 million in April 2025 and January 2026, respectively. An overview of the RWE bonds outstanding is provided on the next page.

- We have two commercial paper programmes at our disposal for our short-term financing: a European one (ECP) and an American one (USCP). The ECP allows us to raise up to €5 billion in funds on the European money market. The USCP enables us to source up to US\$3 billion from investors in the USA. Last year, the maximum utilisation of the two programmes was €2.0 billion and US\$1.8 billion, respectively.
- To secure our liquidity, we can access three syndicated credit facilities totalling €10 billion. They were renegotiated in May 2025 to replace three credit lines in the same amount and now have longer maturities and lower financing costs. We did not utilise them in the year under review. The credit volume is provided by an international consortium of banks and is divided into two lines of €3 billion and €2 billion, which will extend until May 2030 (previously April 2026), and a third line amounting to €5 billion, which will remain available until May 2028 (previously July 2025). At our request, the terms of the credit facilities are linked to sustainability criteria, and depend in part on how our CO₂ emissions develop. Another criteria is the percentage of investments that are classified as sustainable under EU Taxonomy. We have set targets for the criteria mentioned above. If we fall short of these objectives, we must pay higher interest rates and commitment fees. Half of any resulting additional payments would then be directed to charitable organisations.

RWE bonds outstanding

as at 31 December 2025

Type of bond	Volume/Currency	Issue date	Maturity date	Coupon	German Securities Code	ISIN Code
Green bond	€1,000 million	24 May 2022	24 May 2026	2.125%	A30VJE	XS2482936247
Green bond	€750 million	26 Nov 2021	26 Nov 2028	0.500%	A3MP70	XS2412044567
Green bond	€500 million	13 Feb 2023	13 Feb 2029	3.625%	A30V83	XS2584685031
Green bond	€1,000 million	24 May 2022	24 May 2030	2.750%	A30VJF	XS2482887879
Green bond	€500 million	11 Jun 2021	11 Jun 2031	0.625%	A3E5VA	XS2351092478
Green bond	€500 million	10 Jan 2024	10 Jan 2032	3.625%	A3826L	XS2743711298
Green bond	€600 million	26 Nov 2021	26 Nov 2033	1.000%	A3MP71	XS2412044641
Green bond	US\$1,000 million	16 Apr 2024	16 Apr 2034	5.875%	—	US749983AA01
Green bond	€500 million	13 Feb 2023	13 Feb 2035	4.125%	A30V84	XS2584685387
Green bond	US\$1,000 million	18 Sep 2025	18 Sep 2035	5.125%	—	US749983AC66
Conventional bond	€12 million	26 Oct 2012	26 Oct 2037	3.500%	A1PGV8	XS0826313990
Green bond	US\$1,000 million	16 Apr 2024	16 Apr 2054	6.250%	—	US749983AB83
Green hybrid bond	€500 million	18 Jun 2025	18 Jun 2055 ¹	4.125%	A4DFJF	XS3094762989
Green hybrid bond	€500 million	18 Jun 2025	18 Jun 2055 ²	4.625%	A4DFJG	XS3094765735
Green bond	US\$1,000 million	18 Sep 2025	18 Sep 2055	5.875%	—	US749983AE23
Conventional hybrid bond (until 20 January 2026)	US\$317 million	30 Jul 2015	30 Jul 2075 ³	6.625%	A13SHX	XS1254119750

1 First potential call date for RWE: 18 June 2030.

2 First potential call date for RWE: 18 March 2033.

3 RWE called the bond early. It was redeemed on 20 January 2026.

Cash flow statement € million	2025	2024	+/-
Funds from operations	3,230	3,209	21
Changes in working capital	1,724	3,411	-1,687
Cash flows from operating activities	4,954	6,620	-1,666
Cash flows from investing activities	-9,092	-9,712	620
Cash flows from financing activities	7,111	1,116	5,995
Effects of changes in foreign exchange rates and other changes in value on cash and cash equivalents	-329	149	-478
Total net changes in cash and cash equivalents	2,644	-1,827	4,471
Cash flows from operating activities	4,954	6,620	-1,666
Minus capital expenditure	-10,810	-11,240	430
Plus proceeds from divestitures/asset disposals	360	514	-154
Free cash flow	-5,496	-4,106	-1,390

Solid operating cash flows totalling €5.0 billion. In the year under review, cash flows from operating activities amounted to €4,954 million. We could not match the previous year's figure (€6,620 million) partially due to the decline in operating income. In addition, the variation margins on commodity derivatives we paid were higher than those we received. In 2024, we recorded a net cash inflow from such transfers. Variation margins are sureties for exchange-traded futures contracts pledged during the term of the contracts. A reduction in expenses incurred to procure CO₂ emission allowances had a positive effect on the development of cash flows.

Cash outflows from our investing activities totalled €9,092 million in the year under review. This figure was lower than in 2024 (€9,712 million) despite increased spending on property, plant and equipment. One reason for this was that we spent less on financial assets and acquisitions. Furthermore, we earned higher proceeds from the sale of short-term cash investments.

At €7,111 million, cash flows from financing activities were significantly higher than in the prior year (€1,116 million). They include cash flows of €3.2 billion from the partnership agreement with US-based Apollo Global Management and proceeds of €1.4 billion from the sale of a 49% stake in our Nordseecluster A/B and Thor offshore wind projects. We provide information on these two transactions on page 37. In addition, collaterals resulted in a net cash inflow in the year under review, as opposed to a net cash outflow in 2024. Collaterals are sureties pledged for over-the-counter transactions. Unlike variation margins, they are reported in cash flows from financing activities. We received the equivalent of €2.7 billion from bond issuances (previous year: €2.3 billion), whereas bond redemptions led to a cash outflow of €1.5 billion (previous year: no redemptions). Cash outflows for the share buyback programme launched at the end of November 2024 amounted to €901 million in 2025. Furthermore, we made dividend payments of €809 million (previous year: €744 million) to RWE AG shareholders and €223 million (previous year: €262 million) to minority shareholders of Group companies.

The presented cash flows from operating, investing and financing activities increased our liquidity by €2,644 million.

Cash flows from operating activities, less capital expenditure, plus proceeds from divestments and asset disposals, results in free cash flow, which amounted to -€5,496 million in the period under review (previous year: -€4,106 million).

Reconciliation to adjusted cash flow from Phaseout Technologies € million	2025	2024
Cash flows from operating activities	4,954	6,620
Less cash flows from operating activities of the core business	-5,549	-5,824
Cash flows from operating activities of Phaseout Technologies	-595	796
Net investments of Phaseout Technologies	-245	-171
Use of provisions	3,383	3,328
Additions to/reversals of provisions	-1,819	-2,385
Other	-1,216	-984
Adjusted cash flow from Phaseout Technologies	-492	584

Phaseout Technologies: adjusted cash flow much lower year on year. The key performance indicator that we use to manage the Phaseout Technologies segment is adjusted cash flow. This figure is calculated by deducting net investments from the segment's operating cash flows. Furthermore, we eliminate effects from the cash utilisation of provisions not related to the period under review and add non-cash effects from additions to, or the release of, provisions related to the reporting period. At -€492 million, adjusted cash flow from Phaseout Technologies was within the range of -€650 million to -€350 million we forecast in March 2025. This represents a significant decline compared to 2024 (€584 million), mainly due to lower income from electricity forward sales. Earnings shortfalls were also caused by the decommissioning of capacities in line with the German coal phaseout as well as reduced availability of power stations.

Modest decline in net debt. As at 31 December 2025, the RWE Group's net debt totalled €10,921 million. Despite negative free cash flow and our share buybacks, net debt was slightly lower than at the end of the previous year (€11,177 million) and significantly lower than expected. Contributing factors were the cash flows from the partnership with Apollo Global Management, which had not been included in the planning for 2025.

Net debt ¹ € million	31 Dec 2025	31 Dec 2024	+/-
Cash and cash equivalents	7,734	5,090	2,644
Marketable securities	5,994	7,241	-1,247
Other financial assets	1,004	1,903	-899
Financial assets	14,732	14,234	498
Bonds, other notes payable, bank debt, commercial paper	-14,184	-13,559	-625
Hedging of bond currency risk	-19	16	-35
Other financial debt	-5,503	-5,111	-392
Minus 50% of the hybrid capital stated as debt ²	647	305	342
Financial debt	-19,059	-18,349	-710
Net financial debt (including correction of hybrid capital)	-4,327	-4,115	-212
Provisions from pensions and similar obligations	-1,123	-1,328	205
Surplus of plan assets over benefit obligations	556	613	-57
Provisions for nuclear waste management	-4,527	-4,981	454
Provisions for dismantling wind and solar farms	-1,500	-1,366	-134
Net debt	-10,921	-11,177	256

1 Mining provisions are not included in net debt. The same holds true for the assets which we attribute to them. At present, this includes our 15% stake in E.ON and the outstanding portion of our claim for state compensation for the German lignite phaseout.

2 Funds raised from the issuance of our hybrid bonds are classified as debt capital in accordance with IFRS, while rating agencies attribute half to equity. As we follow the rating agencies' methodology in determining net debt, we adjust this figure accordingly.

Leverage factor of 2.1 well below the cap we set ourselves. One of our key management parameters is the ratio of net debt to adjusted EBITDA (leverage factor). To secure our solid investment-grade rating, we defined an upper limit for this key figure, which was still 3.0 for the fiscal year that just came to a close. Thanks to the lower-than-expected net debt, at 2.1 (previous year: 2.0), this indicator remained well below the ceiling.

Lower off-balance-sheet obligations from investment orders. Net debt does not include our off-balance-sheet obligations, which largely stem from long-term purchase agreements for commodities. As at the balance-sheet date, our payment obligations from major fuel procurement contracts amounted to €3,641 million (previous year: €4,198 million). In relation to electricity procurement, our payment obligations totalled €7,038 million (previous year: €5,698 million). The figures are based on assumptions regarding the prospective development of commodity prices. Our contractual commitments for placed investment orders amounted to €9,638 million (previous year: €11,170 million). Further off-balance-sheet obligations resulted from liabilities for pension commitments that employees of our former subsidiary innogy had earned at RWE up to innogy's IPO in 2016.

Equity ratio improves to 41%. As at 31 December 2025, our balance-sheet total was €101,717 million compared to €98,442 million in the previous year. In addition to the aforementioned €2,644 million increase in cash and cash equivalents, property, plant and equipment was up by €3,839 million reflecting our growth investments. The carrying amounts of commodity derivatives conversely declined by €2,774 million on the assets side of the balance sheet and €3,908 million on the equity and liabilities side. Group equity totalled €41,564 million, constituting a rise of €7,941 million. Its share in the balance sheet total increased by 6.7 percentage points to 40.9%. In the Group financial statements, assets totalling €3,366 million were reclassified as 'held for sale'. This was largely due to the partnership agreed in December 2025 with financial investor KKR, on which we report in more detail on page 36.

Group balance sheet (abridged)	31 Dec 2025		31 Dec 2024	
	€ million	%	€ million	%
Assets				
Non-current assets	67,384	66.2	63,420	64.4
of which:				
Intangible assets	8,688	8.5	10,252	10.4
Property, plant and equipment	42,297	41.6	38,458	39.1
Current assets	34,333	33.8	35,022	35.6
of which:				
Derivatives, other receivables and other assets	16,094	15.8	20,521	20.8
Marketable securities	5,615	5.5	6,851	7.0
Cash and cash equivalents	7,734	7.6	5,090	5.2
Assets held for sale	3,366	3.3	–	–
Total	101,717	100.0	98,442	100.0
Equity and liabilities				
Equity	41,564	40.9	33,623	34.2
Non-current liabilities	37,224	36.6	37,244	37.8
of which:				
Provisions	14,010	13.8	15,690	15.9
Financial debt	15,509	15.2	14,772	15.0
Current liabilities	22,929	22.5	27,575	28.0
of which:				
Provisions	5,263	5.2	6,047	6.1
Derivatives and other liabilities	17,398	17.1	21,528	21.9
Liabilities held for sale	268	0.3	–	–
Total	101,717	100.0	98,442	100.0