Our energy for a sustainable life

ESG Presentation

As of April 2020
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 obligation to update any forward-looking statements.
Company Overview

1 Sustainable energy & reduction of carbon emissions at the heart of RWE
# RWE at a glance

## Driving force behind the energy transition – with a powerful position

<table>
<thead>
<tr>
<th>Well-established robust company with strong financial performance</th>
<th>120 years track record</th>
<th>~20,000 employees</th>
<th>~€17bn market cap(^1)</th>
<th>157% total shareholder return 2017-2019</th>
<th>€1.8bn dividend payments 2017-2019(^2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced operator of flexible assets and strong commercial platform</td>
<td>~43 GW generation portfolio</td>
<td>~153 TWh generated power</td>
<td>2.4 GW pumped storage/batteries</td>
<td>35 bcma(^3) total gas sales portfolio</td>
<td>Top 500 blue chip customers rely on RWE’s commodity solutions</td>
</tr>
<tr>
<td>A global leading renewables player with strong growth ambitions</td>
<td>#2 in offshore worldwide</td>
<td>~9 GW wind &amp; solar capacity</td>
<td>2.7 GW under construction</td>
<td>&gt;20 GW development pipeline</td>
<td>~€1.5-2.0bn net investment per annum</td>
</tr>
</tbody>
</table>

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\(^1\) As of 31 Dec 2019. \(^2\) Dividend proposal of €0.80/share for 2019 fiscal year subject to the passing of a resolution by the 2020 Annual General Meeting. \(^3\) Billion cubic meters per annum.
Unique renewables and conventional generation portfolio combined with leading commercial platform

RWE’s net generation capacity\(^1\) (pro rata)

- **Global leader in renewables**
  - No. 2 in offshore wind
- **Leading European generator with diversified and balanced generation technologies**
  - No. 3 gas fleet in Europe
  - \(\sim 19\) GW installed flexible hydro, biomass and gas portfolio\(^2\)
- **Significant gas portfolio player**
  - 4.3 bcm\(^3\) of gas storage
- **Strong commercial platform**
  - \(\sim 1,045\) TWh electricity & \(\sim 550\) bcm gas traded p.a.

Note: Figures may not add up due to rounding differences.\(^1\) As of 31 Dec 2019.\(^2\) Includes 1.6 GW hard coal generation in the Netherlands which co-fires biomass.\(^3\) Billion cubic meter.

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Business model fully aligned with our strategic focus on the energy transition

Core

Offshore Wind
- Global expansion of offshore wind capacity

Onshore Wind/Solar
- Expansion in onshore wind and acceleration of solar deployment in core regions

Hydro/Biomass/Gas
- Targeted investments in flexible back-up capacity

Supply & Trading
- Expansion of global trading business and commercial platform

Coal/Nuclear
- Responsible and socially acceptable phaseout of coal
- Phaseout of nuclear and secure and efficient dismantling

~28 GW
Installed capacity¹

299 g/kWh
Carbon factor²

23%
Share of coal in Group revenues

¹ Pro rata installed capacity of core business. ² Calculated for pro forma generation portfolio of core business. | Note: Figures for FY 2019.
RWE participates and receives recognition in leading sustainability ratings

<table>
<thead>
<tr>
<th>Rating Source</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSCI</td>
<td>A (from AAA to CCC)</td>
</tr>
<tr>
<td>Sustainalytics</td>
<td>68 out of 100 (71st out of 195)</td>
</tr>
<tr>
<td>SAM</td>
<td>54 out of 100 (12th out of 30 utilities)</td>
</tr>
<tr>
<td>ISS</td>
<td>Environmental score: 2, Social: 1, Governance: 2</td>
</tr>
<tr>
<td>ISS-oekom</td>
<td>C+ (from A+ to D-)</td>
</tr>
<tr>
<td>Euronext, vigeo-iris</td>
<td>Eurozone 120 Index constituent</td>
</tr>
<tr>
<td>FTSE Russell</td>
<td>ESG Rating 3.3 (Percentile Rank 58) above-average rating in sector comparison</td>
</tr>
<tr>
<td>CDP</td>
<td>Climate: B, Water: B- (from A to F)</td>
</tr>
<tr>
<td>Ecovadis</td>
<td>Gold Recognition Level One of the top 10% of all rated companies</td>
</tr>
</tbody>
</table>

1 ISS scale: the lower, the better.
ESG Performance

RWE committed to responsible management and long-term value creation
Our mission

- We invest heavily in the development of **renewable** energy. We resolutely reduce our CO₂ emissions until we reach **climate neutrality by 2040**.

- We support **secure supply of energy** with our flexible power station fleet and work on future-oriented **storage technologies**.

- We commit to **climate protection** targets, work towards high **social standards** and foster **diversity** in our corporate culture. We count on committed and motivated employees.

- We strive for **value-enhancing** growth and continuously increasing the company’s value.

- We implement attractive and **innovative solutions** for our customers and with our partners in all areas of our business. We drive forward **technological progress**.

- We commit to our roots and are a **responsible partner for the people and regions** where we operate.
RWE is strongly committed to the UN Sustainable Development Goals

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

1. 27% and 19% women in 1st and 2nd management level
2. ‘Total Equality’ certificate for diversity and 5th place in Women Career Index 2019
3. Member of the 2020 Bloomberg Gender Equality Index (GEI)
4. Leading operator of wind and solar with ~ 9 GW installed capacity
5. Strong employer with workforce of ~ 20,000 people
6. Regional support for structural change and energy transition
7. Focus on storage technologies to support the energy transition
8. Part of High-Tech Gründerfonds III since 2017
9. Fully supportive of Paris Climate Agreement
10. Target to be carbon neutral by 2040
11. Recultivation programme with focus on biodiversity
12. Increase in ecology in renaturalised mining areas
13. Part of High-Tech Gründerfonds III since 2017
14. Strict compliance requirements with RWE’s Code of Conduct
15. Member of Bettercoal to promote standards in hard-coal supply chain

1 Below the Executive Board of RWE AG.

RWE ESG presentation April 2020
Committed to promote the global transition to a carbon-free economy

**Decarbonisation**
- >90 million tonnes carbon emission reduction since 2012
- -75% reduction by 2030 vs 2012
- By 2038 coal-free at the latest
- Net-zero by 2040

**Committed to renewables expansion**
- ~9 GW installed wind and solar capacity
- ~€1.5–2.0 billion net investment p.a.
- 1.5 GW average net growth ambition p.a.
- >20 GW development pipeline

**Investing in new technologies**
- 1,070 patents and patent applications based on ~290 inventions
- 190 R&D projects
- €21 million R&D spending
Seeking ways to contribute to ecosystem preservation through our businesses as well as our environmental activities

**Environmental compliance**

- ~23,000 hectares of recultivated mining area
- ~€1.3 billion expenses in environmental protection in 2019
- 0 environmentally relevant accidents in 2019
- Own internal wastewater treatment system

**Biodiversity**

- 5 landscape protection areas located in recultivated areas designed under legislation
- ~1,500 plant and ~3,000 animal species identified over the entire recultivation process
- Diversity of species comparable to high value reference habitat
Moving to net zero emissions and a sustainable energy system

Target to achieve CO₂ neutrality for our global generation portfolio by 2040

Proven track record of carbon emission reductions

Fully supportive of Paris Climate Agreement

180 million tonnes

2012 -51%
2019 -75%
2030 Net Zero
2040

RWE engaged in leading sustainability initiatives:

#CEOsCall2Action
**A strong pipeline paves the way for expansion of carbon free generation portfolio**

**Our ambition to grow**

<table>
<thead>
<tr>
<th>GW pro rata</th>
<th>COD 2020</th>
<th>COD 2021</th>
<th>COD 2022</th>
<th>Residual target</th>
<th>Target 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Installed capacity</td>
<td>8.7</td>
<td>2.0</td>
<td>0.2</td>
<td>0.5</td>
<td>&gt;13.0</td>
</tr>
<tr>
<td>Projects under construction</td>
<td>1.6 Onshore</td>
<td>0.2 Onshore</td>
<td>0.5 Offshore</td>
<td>1.6</td>
<td></td>
</tr>
</tbody>
</table>

**Note:** Wind and solar installed capacity excluding storage.

**Track record in four technologies**

- **1.5 GW** Average net growth ambition per year
- **2.7 GW** More than 60% of growth target under construction
### Responsible phaseout of coal by 2038 at latest

<table>
<thead>
<tr>
<th>Year</th>
<th>Coal – installed capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>23.2 GW</td>
</tr>
<tr>
<td>2019</td>
<td>12.7 GW</td>
</tr>
<tr>
<td>2023</td>
<td>&lt;10.0 GW</td>
</tr>
<tr>
<td>2030</td>
<td>4.3 GW</td>
</tr>
<tr>
<td>2038</td>
<td>0.0 GW</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Coal as % of total capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>44.6%</td>
</tr>
<tr>
<td>2019</td>
<td>30.4%</td>
</tr>
<tr>
<td>2023</td>
<td>&lt;25.0%</td>
</tr>
<tr>
<td>2030</td>
<td>&lt;10.0%</td>
</tr>
<tr>
<td>2038</td>
<td>0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Coal as % of total production</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>62.4%</td>
</tr>
<tr>
<td>2019</td>
<td>38.4%¹</td>
</tr>
<tr>
<td>2023</td>
<td>&lt;35.0%</td>
</tr>
<tr>
<td>2030</td>
<td>&lt;20.0%</td>
</tr>
<tr>
<td>2038</td>
<td>0%</td>
</tr>
</tbody>
</table>

¹ Includes pro forma combined renewables portfolio. | Note: Based on full load hours under normal weather conditions and achievement of government renewables targets. Excluding plants in security reserve. Production in 2038 refers to first year post closure.
RWE’s R&D projects: focus on new technologies

<table>
<thead>
<tr>
<th>Thermal storage (StoreToPower)</th>
<th>Geothermal</th>
<th>Battery (Panta.rhei)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Adding a <strong>thermal-storage</strong> to a coal-fired power plant</td>
<td>• Deep <strong>geothermal utilisation</strong>: long-term transformation of the district heating network</td>
<td>• Simulation of requirements of potentially larger projects with Redox-Flow batteries</td>
</tr>
<tr>
<td>• Replacing the steam production <strong>with heat from liquid-salt storage</strong></td>
<td>• Using <strong>hot water from deep rock layers</strong></td>
<td>• Installation of 30 Modules with 120 kW/390 kWh in total located at RWE Campus</td>
</tr>
<tr>
<td>• Storage charged with heat <strong>generated by sun and wind</strong></td>
<td>• <strong>EU project</strong> overseen by Geologischer Dienst NRW at Weisweiler power station (Germany)</td>
<td></td>
</tr>
<tr>
<td>• Located in the Rhineland (Germany)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Hydrogen (GET H₂)</th>
<th>Power to X</th>
<th>Recycling (FUREC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Hydrogen produced <strong>from renewables sources</strong></td>
<td>• Production of <strong>synthetic fuels</strong> (‘e-fuels’), e.g. methanol, <strong>from green hydrogen and CO₂</strong> produced in power stations and industrial plants</td>
<td>• Conversion of several kinds of <strong>waste into base chemicals</strong> including hydrogen</td>
</tr>
<tr>
<td>• Research into the <strong>possible uses for decarbonisation</strong> in other industries</td>
<td></td>
<td>• Located in the Netherlands</td>
</tr>
<tr>
<td>• Project development for a <strong>105-MW power-to-gas electrolysis facility</strong> in Lingen (Germany)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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Note: All projects are joint projects.

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Providing a fair, inclusive and safe place to work

Health & Safety
- 93.2% health ratio
- 2.1 LTI\textsubscript{f}\textsuperscript{1}
- 6.8% health-related absenteeism rate
- Well established data private policy aligned with GDPR

Diversity
- 27% and 19% women in the 1\textsuperscript{st} and 2\textsuperscript{nd} management\textsuperscript{2}
- No 5 in the Women Career Index
- 66 different employee nationalities
- 9.7% employees with disabilities\textsuperscript{3}

Social commitments
- 27% of local suppliers
- \$\textasciitilde0.5\textsuperscript{4} billion local suppliers’ order volume
- \$\textasciitilde600 social projects with the support of 1,200 employees

\textsuperscript{1} Lost Time Incident Frequency, \textsuperscript{2} Below the Executive Board of RWE AG, \textsuperscript{3} In Germany.
Diversity is key to master the transformation process and we are well aware of that

Gender & Equality of opportunity
The energy transition is neither female nor male and concerns all of us. This is why we promote equality between men and women at all levels.

Age
We create a lively mix of young and older employees. In this way we are combining years of experience with forward-looking perspectives and innovative ideas.

Country of origin
RWE employees come from 66 countries in total. Founded 1898 in Essen (Germany), today’s global RWE network comprises subsidiaries in Europe, Asia, Australia and the U.S.

Disability & Inclusion
At RWE, people with and without disabilities work together as a matter of course. We actively support the training of disabled young people and offer internships for second level students with disabilities.

Sexual orientation & identity
At RWE, we want everyone to be themselves, without having to change who they are. We believe that this is the only way for employees to reach their full potential.

Our ratings:

- Overall rating: 45.97% (from 100%)
- Overall Dax30 ranking: Rank 1
- Overall ranking: Rank 5 (amongst the 10 best companies)
- Overall ranking: Rank 1 in utility sector
- Disclosure score: 34%
Group-wide external and internal initiatives and networks to enhance the focus on diversity topics

- TOTAL E-QUALITY evaluates equality with regard to all aspects of diversity
- RWE has been awarded certification for the company’s commitment to equal opportunities in day-to-day work and employee development
- Employers Network for Equality and Inclusion in the UK promotes diversity worldwide
- RWE engages in discussion forums and in knowledge transfer on a variety of diversity topics
- Initiative Chefsache promotes equal opportunities for women and men in top managerial positions
- Aimed at achieving fundamental changes in the world of work
- Charta der Vielfalt promotes diversity in Germany
- RWE is a founding member of this diversity charter and regularly takes part in conferences

- The Women in STEM Jobs network supports all female employees with a relevant educational background in developing their careers
- Female students and employees develop their knowledge of STEM subjects in regular workshops
- The Women’s Network brings together female employees at all levels
- Once a year, the network organises a business conference, providing networking opportunities as well as insights into cross-company business topics
- The Group’s representative body for disabled people @RWE ensures full inclusion of severely disabled colleagues at the company
- There are representatives for disabled employees in all operational companies
## Wide-ranging portfolio of employee benefits offerings to support the physical and mental well-being

<table>
<thead>
<tr>
<th>Flexible Working Patterns</th>
<th>Well Taken Care off …</th>
<th>Directly Profiting from the Company’s Success</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible Working (e.g. part-time, working from home)</td>
<td>Canteen Offering a Great Selection Free Refreshments Subsidised Public Transport Free &amp; Secure Parking Charging Posts for Electric Cars</td>
<td>Employee Share Programme Company Performance Bonus Employee Referral Scheme</td>
</tr>
<tr>
<td>Attractive Leave Policies incl. Time off for Study, Caring for Others, Volunteering &amp; Sabbaticals</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Certainty in Old Age</th>
<th>Kids &amp; Caring</th>
<th>Every Penny Counts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Health Department</td>
<td>Parental Leave – up to 4 Years In-house Nurseries Parent-Child Room Support in Caring for Relatives Holiday Programmes for Children</td>
<td>Employee Discounts Job ticket savings RWE Marketplace: Swap, Sell, Buy Rewards for Innovative Ideas</td>
</tr>
<tr>
<td>Pension Options</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direct Insurance Policy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Happy &amp; Healthy</th>
<th>Swot Up</th>
<th>From the heart</th>
</tr>
</thead>
<tbody>
<tr>
<td>On Site Medical Services Occupational Health Management Various Counselling Services Company-Wide Sports Activities Health &amp; Fitness Centre</td>
<td>Excellent Training &amp; Development Extensive Internal Courses Job Coaching, Job Rotation &amp; Mentoring, Onboarding Programme</td>
<td>Volunteering for Charitable Purposes (with Financial Support)</td>
</tr>
</tbody>
</table>
Committed to fairness, transparency and highest standards of corporate governance

Supply chain / Compliance

15 years of RWE’s Code of Conduct as an integral part of contracts

100% of the purchase volume covered by our Code of Conduct

Founding member of the “Bettercoal” initiative since 2012 (independent auditing of coal mines)

24/7 compliance hotline & audited CMS

Governance / Remuneration

German 2-tier board system

30% female representation in the Supervisory Board

164% total cap limiting the maximum annual payout

3 equally weighted KPIs in the long- & short-term bonus with ESG components

1 Compliance Management System. 2 Proposed new scheme subject to Supervisory Board approval.
Diverse and experienced Supervisory Board fully fulfils competence requirements

20 Board Members

10 shareholder representatives elected by the Annual General Meeting

10 employee representatives elected by the employees of RWE AG & its group companies

Board Tenure in Years

- 14 ≤ 5 years
- 4 6 - 10 years
- 2 11 - 20 years

Age

- 65+ 35%
- 65% <65

Gender

- Male 70%
- 30% Female
Executive Remuneration system consists of three components

- **Budget remuneration**
  - 100% (100%)

- **Minimum remuneration**
  - ~30% (fixed)
  - 30% (fixed)

- **Maximum remuneration**
  - ~164%
  - 80% (max. 200%)
  - 54% (max. 180%)

**Strategic Performance Plan**
- Long-term, share-based compensation scheme
- Conditional on achievement of earnings indicator
- Linked to performance of RWE shares
- Personal investment obligation
- Malus clause in case of infractions by Executive Board members

**Bonus**
- Based on economic performance of company and collective and individually achieved goals including corporate responsibility criteria
- Paid after end of fiscal year; no retention

**Annual salary**
- Fixed compensation may also include non-cash and other remuneration, e.g. use of company car
Proposed new management remuneration is aligned with strategic goals and shareholder interests

- Reflection of **new strategic goals** ‘post transaction’ in management incentive scheme
- Inclusion of CO₂ reduction target in long-term incentive plan
- Alignment with **shareholder interests and experience** as well as market best practice, with introduction of
  - **Relative total shareholder return** (TSR) in long-term incentive plan versus industry index
  - **Share ownership guideline** with target ownership of 200% (CEO) of gross base salary
  - **Clawback** provision in case of incorrect consolidated financial statements or major intentional corporate violations

**Long-term incentive**
Share-based compensation scheme with four year vesting period linked to 3 KPIs
- Relative Total Shareholder Return (TSR)
- Adjusted net income
- CO₂ emissions factor

**Short-term incentive**
Linked to 3 KPIs
- Adjusted EBIT
- Corporate Responsibility performance
- Individual and collectively achieved goals

**Fixed compensation**
Annual base salary, pension instalments & fringe benefits

Note: Subject to Supervisory Board approval.
## RWE: Key ESG Metrics

### ENVIRONMENT

<table>
<thead>
<tr>
<th>Metric</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO₂ emissions (Scope 1) million mt</td>
<td>120.4</td>
<td>91.7</td>
</tr>
<tr>
<td>CO₂ emissions (Scope 2) million mt</td>
<td>5.0</td>
<td>4.59</td>
</tr>
<tr>
<td>CO₂ emissions (Scope 3) million mt</td>
<td>188.7</td>
<td>187.2</td>
</tr>
<tr>
<td>Carbon intensity mt/MWh</td>
<td>0.670</td>
<td>0.569</td>
</tr>
<tr>
<td>Carbon strategy</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Water consumption m³/MWh</td>
<td>1.53</td>
<td>1.43</td>
</tr>
<tr>
<td>Energy consumption million GJ</td>
<td>1,213</td>
<td>934</td>
</tr>
<tr>
<td>Waste (Ash) thousand mt</td>
<td>6,344</td>
<td>4,197</td>
</tr>
</tbody>
</table>

### SOCIAL

<table>
<thead>
<tr>
<th>Metric</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of employees #</td>
<td>17,748</td>
<td>19,792</td>
</tr>
<tr>
<td>Total employee turnover %</td>
<td>5.5</td>
<td>7.3</td>
</tr>
<tr>
<td>Employee satisfaction Index 0-100</td>
<td>78</td>
<td>76</td>
</tr>
<tr>
<td>Diversity policy</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Women in Management %</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>Employees unionized %</td>
<td>99.8</td>
<td>95.5</td>
</tr>
<tr>
<td>Lost time injury frequency (LTIF) Per million hours worked</td>
<td>1.9</td>
<td>2.1</td>
</tr>
<tr>
<td>Fatalities #</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Regional engagement (donations, sponsorship, volunteering) € million</td>
<td>2.9</td>
<td>3.72</td>
</tr>
</tbody>
</table>

### GOVERNANCE

<table>
<thead>
<tr>
<th>Metric</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of board members #</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Shareholder Board members independence %</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Female board members %</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>Board meetings #</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>Overall attendance %</td>
<td>95</td>
<td>97</td>
</tr>
<tr>
<td>Performance based LTIP included within Exec Comp</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>ESG Linked Compensation for Executive Board</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

2040 target: CO₂ neutrality

2022 target: 30% for 1st management (2019: 27%)
20% for 2nd management (2019: 19%)

Currently, CO₂ reduction target in the short-term bonus. Future¹: inclusion of CO₂ reduction target in the long-term incentive

¹ Subject to Supervisory Board approval.
Contacts

Important Links

Investor Relations
- Annual and Interim Reports & Statements
- Investor and Analyst Conferences
- IR presentations & further factbooks
- IR videos

Corporate Responsibility
- Responsibility and sustainability at RWE
- RWE Corporate Responsibility Report
- Corporate Governance at RWE
- Sustainable supply chain
- RWE Diversity factbook

Contacts for Investors & Analysts

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  burkhard.pahnke@rwe.com

Financial Calendar

- **14 May 2020**
  Interim statement on the first quarter of 2020

- **26 June 2020**
  Annual General Meeting (fully virtual event)

- **13 August 2020**
  Interim report on the first half of 2020

- **12 November 2020**
  Interim statement on the first three quarters of 2020

Corporate Responsibility Contact

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