

RWE
Aktiengesellschaft
Essen

Statement regarding the nomination of Mr. Thomas Kufen (TOP 7)

We hereby issue the following statement in relation to our proposal to the Annual General Meeting to elect Mr. Thomas Kufen to the Supervisory Board of RWE Aktiengesellschaft:

Our candidate nomination is in the company's best interests. Mr. Kufen possesses a wealth of know-how and experience in line with the skills matrix of RWE's Supervisory Board that gives him excellent qualifications for working on our corporate body. In addition, he fully meets the requirements imposed by German stock corporation law and the German Corporate Governance Code.

The proposal to elect Mr. Kufen is the result of a structured, transparent and professional process carried out by the Supervisory Board's Nomination Committee. The basis for selecting candidates for the Supervisory Board is the skills matrix which the Supervisory Board strategically refined in 2019. In choosing suitable candidates, we are guided by the principle of having at least one competent contact on the Supervisory Board for every aspect of its work, in order to ensure that the required skills, knowledge and experience are possessed comprehensively by the Supervisory Board as a collective. Important areas of expertise that we intend to strengthen in particular via our nomination proposal to this year's Annual General Meeting are in-depth knowledge of the public sector, comprehensive energy expertise, and a proven track record of leadership.

We need these skills to master our strategic challenges in the years ahead. Our focus lies on maximising green growth, in which we intend to make a gross investment of 50 billion euros by 2030, of which up to 15 billion euros have been earmarked for Germany. At the same time, in doing so, we are supporting the federal government's declared goal of bringing forward Germany's coal phaseout, ideally to 2030. Landmark decisions to ensure the success of Germany's energy transition as a whole are being made in North Rhine-Westphalia, the country's No. 1 energy state, in which RWE has been rooted for

over a century. We intend to make constructive contributions to reaching these landmark decisions and carry out projects in North Rhine-Westphalia that pay into achieving climate goals while preserving the attractiveness of the economic location.

Our proposal to elect Mr. Kufen fully pays into the skills we need in view of the company's current transformation and the challenges associated with the energy transition. Mr. Kufen has excellent knowledge of both the RWE Group and the energy sector. In this respect, he benefits not only from the experience he has gained as spokesperson for energy policy of the CDU parliamentary fraction of the state of North Rhine-Westphalia, but also from the offices he has held in other power utilities. As mayor of Europe's energy capital, he is demonstrating impressively how to design and implement the energy transition in practice in an energy-intensive metropolitan area by working hand in hand with key players in business, the scientific community and the region. Given his background, experience in running large organisations with numerous employees is a matter of course. Furthermore, he possesses a high level of political expertise and has an outstanding network within the CDU at the federal and state levels. Political experience as a representative of the public sector is extremely beneficial above all in the highly regulated energy market.

We are thus convinced that the company will benefit from Thomas Kufen's professional expertise and his proven experience in political decision-making processes in the years to come.

It has been guaranteed that Mr. Kufen will have the time required to exercise the office, and he has expressly committed to ensuring this. The further offices he holds were discussed in this context. Offices in municipal companies and organisations are an integral part of his main job as Mayor of the City of Essen. It is important to us that Mr. Kufen fully complies with the recommendations of the German Corporate Governance Code regarding office caps for supervisory board members. The sensible standards of the German Corporate Governance Code ensure that the time actually required to exercise offices is presented in an appropriate manner. Therefore, there is no doubt that Mr. Kufen will be able to meet the time requirements of an office on the Supervisory Board of RWE Aktiengesellschaft.

We expressly refute the isolated allegation that the relevance of renewable energy and new technologies is not adequately reflected on the Supervisory Board. These elements

are covered on the current Supervisory Board by proven operational expertise and top management experience.

We uphold our proposal in favour of the election of Thomas Kufen unconditionally.

Essen, April 2022

RWE Aktiengesellschaft

The Supervisory Board