

Qualification matrix pursuant to recommendation C.1 of the German Corporate Governance Code

RWE



Qualification matrix pursuant to recommendation C.1 of the German Corporate Governance Code

		Dr Brandt (Chair)	Sikorski (Dep- uty)	Dr Appel	Bochinsky	Bossemeyer	Dr Bünting	Dürbaum	Gerbaulet	Dr Kircher	Kufen
Membership	Member since	2013	2014	2024	2018	2016	2021	2019	2017	2016	2021
	Tenure expires	2025	2026	2027	2026	2026	2025	2026	2027	2025	2025
Personal suitability	Independence*	✓		✓			✓		✓	✓	✓
	No overboarding	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Diversity	Year of birth	1954	1961	1961	1967	1965	1964	1987	1968	1957	1973
	Gender	Male	Male	Male	Male	Female	Male	Male	Female	Female	Male
	Nationality	German	German	German	German	German	German	German	German	Austrian	German
Skills	Energy sector		✓		✓	✓	✓	✓	✓	✓	✓
	Strategy	✓	✓	✓	✓	✓	✓		✓	✓	✓
	Sustainability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	New technologies	✓	✓				✓				✓
	Digitisation	✓	✓	✓		✓	✓		✓		
	Leadership experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	International experience		✓	✓			✓			✓	
	Accounting/ financial statement au- dits	✓	✓		✓	✓	✓	✓	✓	✓	
	HR expertise	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Familiarity with the public sector		✓	✓	✓	✓	✓	✓		✓	✓

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

Independence within the meaning of the German Corporate Governance Code, based on the assessment of the shareholder representatives on the Supervisory Board. Moreover, the independence recommendations of the German Corporate Governance Code only relate to the shareholder representatives; there is thus no need to provide disclosure with regard to the employee representatives.

		Limbeck, van	Louis	Paasch	Prof Rocholl, PhD	Schumacher	Stars	Valentin	Dr Wagner	Weckes	Westphal
Membership	Member since	2021	2016	2021	2024	2021	2021	2021	2021	2016	2024
	Tenure expires	2026	2026	2026	2027	2026	2025	2025	2026	2026	2027
Personal suitability	Independence*				✓		✓	✓			✓
	No overboarding	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Diversity	Year of birth	1965	1967	1974	1973	1970	1967	1967	1967	1975	1967
	Gender	Male	Male	Female	Male	Male	Female	Female	Male	Female	Male
	Nationality	German	German	German	German	German	German	Danish	German	German	German
Skills	Energy sector	✓	✓	✓		✓	✓		✓	✓	✓
	Strategy	✓	✓	✓		✓	✓	✓	✓	✓	✓
	Sustainability	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	New technologies	✓				✓					
	Digitisation	✓				✓	✓	✓		✓	
	Leadership experience			✓	✓		✓	✓	✓	✓	✓
	International experience	✓			✓		✓	✓			
	Accounting/ audit of the consolidated financial statements	✓		✓	✓		✓	✓		✓	✓
	HR expertise	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Familiarity with the public sector	✓	✓	✓		✓		✓	✓	✓	✓

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

Independence within the meaning of the German Corporate Governance Code, based on the assessment of the shareholder representatives on the Supervisory Board. Moreover, the independence recommendations of the German Corporate Governance Code only relate to the shareholder representatives; there is thus no need to provide disclosure with regard to the employee representatives.