Our purpose

Energy fuels human progress. At E.ON, we’re doing everything we can to make the future better and to enable our networks and energy solutions to connect people with one another.
E.ON business model fully focused on the energy transition

<table>
<thead>
<tr>
<th>Non-core activities</th>
<th>Core activities: Customer centric energy infrastructure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up-stream &amp; Power Generation</td>
<td>E.ON</td>
</tr>
</tbody>
</table>

E.ON fully focusing on the energy transition

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>78,948</td>
<td>€0.46</td>
<td>-€4.1bn</td>
<td>-€1.6bn</td>
</tr>
</tbody>
</table>

1. Adjusted for non-operating effects; pro-forma figures FY 2019, not audited
E.ON’s two core businesses

**Energy Networks**
- €33bn Regulated Asset Base
  - Germany €21.9bn
  - Sweden €3.8bn
  - CEE & Turkey €7.6bn
- 74 GW renewables capacity
  - connected to E.ON networks
- 20% of renewable assets in Europe
  - connected to E.ON networks

**Customer Solutions**
- 53m customers across Europe
  - Germany 13.9m
  - UK 10.5m
  - Other ~28m
- 30% of adj. EBIT from decentral energy infrastructure
- 4x Top 1 market leading positions
- 6x Top 3

---
1. 100% view for Slovakia and Turkey
2. Including at-equity participations; earnings of Customer Solutions business of Croatia, Slovenia and VSEH allocated to Energy Networks due to size
3. To standardize reporting, the definition of customers was adjusted
4. 2019 adjusted due to the disposal of EKER in Hungary and first-time consolidation of VSEH in Slovakia
5. Adjusted for non-operating effects
Agenda

1. Supervisory Board, Committee Work and Remuneration System
2. Environment and Social Impact
3. Back Up
E.ON's two-tier governance structure

Annual Shareholders Meeting

• Elects members annually
• Provides yearly information to

Supervisory Board

• Board of Management
• Annual shareholders meeting
• Supervisory Board, Committee Work and Remuneration System

Special features of an SE Supervisory Board

• German Co-Determination Act not applicable to SE, instead agreement on the involvement of employees
• More flexibility regarding size and composition of Supervisory Board, especially regarding internationality of employee representatives
Flexibility in E.ON’s Supervisory Board size

- **2016**: 12 Members
- **2017**: 18 Members
- **2018**: 14 Members
- **2020**: 20 Members
- **2023**: 12 Members

**Temporary extension to fulfill diversity requirements**

**Temporary extension due to innogy integration**

**Reduction to 12 members according to articles of association**
E.ON Supervisory Board – Experienced, diverse and independent

20 Board Members

10 Shareholder Representatives

10 Employee Representatives

Age

35% >65
10% 55–65
55% <55

Nationality

35% German
65% Other Nationalities

Member of the E.ON Supervisory Board for

<table>
<thead>
<tr>
<th>Experience</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shareholder Representatives</td>
<td>&lt;1 Year</td>
</tr>
<tr>
<td>Employee Representatives</td>
<td></td>
</tr>
</tbody>
</table>

Work experience gained¹

<table>
<thead>
<tr>
<th>Experience</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Other Company</td>
<td>4</td>
</tr>
<tr>
<td>2 – 5 Other Companies</td>
<td>4</td>
</tr>
<tr>
<td>&gt;5 Other Companies</td>
<td>2</td>
</tr>
</tbody>
</table>

¹: Only Shareholder Representatives; other companies outside E.ON Group
E.ON Supervisory Board
Shareholder representatives

Dr. Karl-Ludwig Kley
Chairman of the Supervisory Board
Born 1951, German
Member since 2016
Extensive leadership and supervisory board experience

Klaus Fröhlich
Born 1960, German
Member since 2018
Expert in brand and product strategies and digitization; particular focus on e-mobility

Andreas Schmitz
Born 1960, German
Member since 2016
Particular expertise in financial analysis and capital markets

Dr. Rolf Martin Schmitz
Born 1957, German
Member since 2019
Extensive management and strategy expertise paired with technical knowledge

Dr. Karen de Segundo
Born 1946, Dutch
Member since 2008
In-depth knowledge of energy market and regulated industries experience

Carolina Dybeck Happe
Born 1972, Swedish
Member since 2016
Profound experience in finance and digital transformation of products and services

Deborah Wilkens
Member since 2019
Proven capital market expert specialized in the energy sector

Dr. Ewald Woste
Born 1960, German
Member since 2016
Extensive expertise in the energy sector, ESG expert

Erich Clementi
Deputy Chairman
Born 1958, Italian
Member since 2016
Expert in digital transformation and strategy

Ulrich Grillo
Born 1959, German
Member since 2019
Excellent network in German industry as well as management and strategy expertise

Klaus Fröhlich
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Dr. Ewald Woste
Born 1960, German
Member since 2016
Extensive expertise in the energy sector, ESG expert
## E.ON Supervisory Board

### Employee representatives

<table>
<thead>
<tr>
<th>Name</th>
<th>Nationality</th>
<th>Year of Birth</th>
<th>Membership since</th>
<th>Experience/Expertise</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monika Krebber</td>
<td>German</td>
<td>1962</td>
<td>2019</td>
<td>Profound knowledge of business administration and supervisory board experience</td>
</tr>
<tr>
<td>Fred Schulz</td>
<td>German</td>
<td>1962</td>
<td>2014</td>
<td>Experience in grid operations and HR management</td>
</tr>
<tr>
<td>Szilvia Pinczésné Márton</td>
<td>Hungarian</td>
<td>1969</td>
<td>2018</td>
<td>In-depth knowledge of the network business and co-determination matters</td>
</tr>
<tr>
<td>Elisabeth Wallbaum</td>
<td>German</td>
<td>1975</td>
<td>2016</td>
<td>Expertise in Energy generation and IT-based process control</td>
</tr>
<tr>
<td>Eugen Gheorghe Luha</td>
<td>Romanian</td>
<td>1957</td>
<td>2012</td>
<td>Profound expertise in the gas business</td>
</tr>
<tr>
<td>Albert Zettl</td>
<td>German</td>
<td>1966</td>
<td>2016</td>
<td>Background in the fields of grid management, grid distribution</td>
</tr>
<tr>
<td>René Pöhls</td>
<td>German</td>
<td>1970</td>
<td>2019</td>
<td>Expert in network operation, HR and experience in co-determination</td>
</tr>
<tr>
<td>Stefan May</td>
<td>German</td>
<td>1970</td>
<td>2019</td>
<td>Technical expertise as well as extensive knowledge in co-determination</td>
</tr>
<tr>
<td>Miroslav Pelouch</td>
<td>Czech</td>
<td>1965</td>
<td>2020</td>
<td>Profound knowledge in HR, labour law and corporate culture</td>
</tr>
<tr>
<td>Christoph Schmitz</td>
<td>German</td>
<td>1965</td>
<td>2020</td>
<td>Expert in press and public relations</td>
</tr>
</tbody>
</table>

### Committee Work and Remuneration System
- Supervisory Board, Committee Work and Remuneration System
- Environment and Social Impact
Terms of Supervisory Board members

Dr. Karl-Ludwig Kley
Erich Clementi
Klaus Fröhlich
Ulrich Grillo
Carolina Dybeck Happe
Andreas Schmitz
Dr. Rolf Martin Schmitz
Dr. Karen de Segundo
Deborah Wilkens
Ewald Woste

1. Member since 2016   2. Member since 2008
Skills profile of shareholder representatives ensures superior governance and committee work

**Skills Profile**

- **Leadership Experience**
  Experience in companies or other large organizations, familiar with capital markets and/or a board member\(^1\) of listed organizations

- **Innovation & Digitization**
  Familiar with innovation, disruption and digitization as well as associated new business models and cultural change

- **Markets & Businesses**
  Specific expertise in businesses and markets relevant to E.ON

- **Risk & Accounting**
  Expertise in the field of accounting and risk management as well as in auditing of financial statements

- **Legal & Compliance**
  Familiar with legal and compliance as well as sustainability specifically in the dimensions of environmental protection, social concerns and governance (ESG), IT and HR

**Self imposed composition targets\(^2\)**

- Independence
- Maximum number of terms
- Sufficient time
- Etc.

**Diversity of minds**

- International experience
- Representation of women
- Age diversity

---

1. Member of Supervisory Board or Executive Board  
2. According to Rules of Procedure for the Supervisory Board of E.ON SE
## Competencies of shareholder representatives in context of skills profile

<table>
<thead>
<tr>
<th>Leadership Experience</th>
<th>Markets &amp; Businesses</th>
<th>Legal &amp; Compliance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>10</strong> Leadership experience</td>
<td><strong>5</strong> Energy sector</td>
<td><strong>2</strong> IT</td>
</tr>
<tr>
<td><strong>10</strong> Experience as management or supervisory board member</td>
<td><strong>5</strong> Sales and retail business</td>
<td><strong>3</strong> HR</td>
</tr>
<tr>
<td><strong>Innovation &amp; Digitization</strong></td>
<td><strong>5</strong> Capital and financial markets expertise</td>
<td><strong>4</strong> Legal and compliance</td>
</tr>
<tr>
<td><strong>4</strong> New business models / cultural change</td>
<td><strong>6</strong> Relevant customer sectors</td>
<td><strong>4</strong> Sustainability / ESG</td>
</tr>
<tr>
<td><strong>4</strong> New technology</td>
<td><strong>6</strong> International experience</td>
<td><strong>10</strong> Independence</td>
</tr>
<tr>
<td><strong>5</strong> Innovation, disruption, digitization</td>
<td><strong>6</strong> Regulated industries</td>
<td><strong>Risk &amp; Accounting</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>5</strong> Accounting, risk management and auditing of financial statements</td>
</tr>
</tbody>
</table>

The amount of shaded parts of the circle corresponds to the respective number of shareholder representatives that are equipped with the skills.
Efficient cooperation in board committees

Presidial Committee
- Prepares management personnel decisions and management remuneration, approves investment, M&A and financing transactions
- Advises the Board of Management on e.g. strategic developments

Members
- Dr. Karl-Ludwig Kley, Chairman
- Erich Clementi
- Ulrich Grillo
- Christoph Schmitz, Deputy Chairman
- Fred Schulz
- Albert Zettl

Nomination Committee
- Recommends candidates for election to the Supervisory Board by the Annual Shareholders Meeting

Members
- Dr. Karl-Ludwig Kley, Chairman
- Erich Clementi, Deputy Chairman
- Dr. Karen de Segundo
- Dr. Karen de Segundo, Chair
- Klaus Fröhlich
- Ewald Woste
- Stefan May, Deputy Chairman
- Monika Krebber
- Eugen-Gheorghe Luha

Innovation and Sustainability Committee
- Advises the Management on innovation and disruption/new businesses
- Advises the Management relating to ESG issues

Members
- Dr. Karen de Segundo, Chair
- Stefan May, Deputy Chairman
- Monika Krebber
- Eugen-Gheorghe Luha
- Stefan May, Deputy Chairman
- Monika Krebber
- Eugen-Gheorghe Luha

Audit and Risk Committee
- Monitors the accounting process and internal control systems
- Examines effectiveness of internal control and risk management systems

Members
- Andreas Schmitz, Chairman
- Carolina Dybeck Happe
- Deborah Wilkens
- Fred Schulz, Deputy Chairman
- René Pöhls
- Elisabeth Wallbaum

For an interim phase during the integration process, all committees (except nomination committee) have been extended to six members.
High level of dedication of Supervisory Board members\(^1\)

### Supervisory Board

- **5 Meetings in 2020**

### Presidial Committee

- **12 Meetings in 2020**

### Audit and Risk Committee

- **5 Meetings in 2020**

### Innovation and Sustainability Committee

- **5 Meetings in 2020**

### Nomination Committee

- **No Meetings in 2020**

#### Executive Board:

**27 Meetings in 2020**

---

1. Based on the occurred meetings and confirmed attendance for scheduled meetings in 2020

---

**Overview of the Attendance of Supervisory Board Members at Meetings of the Supervisory Board and its Committees**

<table>
<thead>
<tr>
<th>Supervisory Board member</th>
<th>Supervisory Board</th>
<th>Executive Committee</th>
<th>Audit and Risk Committee</th>
<th>Innovation and Sustainability Committee</th>
<th>Nomination Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kley, Dr. Karl-Ludwig</td>
<td>5 / 5</td>
<td>12 / 12</td>
<td>-</td>
<td>-</td>
<td>0 / 0</td>
</tr>
<tr>
<td>Clementi, Erich</td>
<td>5 / 5</td>
<td>12 / 12</td>
<td>-</td>
<td>2(^{3/5})</td>
<td>0 / 0</td>
</tr>
<tr>
<td>Dybeck Happe, Carolina</td>
<td>4 / 5</td>
<td>-</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Fröhlich, Klaus</td>
<td>5 / 5</td>
<td>-</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Grillo, Ulrich</td>
<td>5 / 5</td>
<td>11 / 12</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Schmitz, Andreas</td>
<td>5 / 5</td>
<td>5(^{1/5})</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Schmitz, Dr. Rolf Martin</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Segundo, Dr. Karen de</td>
<td>4 / 5</td>
<td>-</td>
<td>5 / 5</td>
<td>0 / 0</td>
<td>-</td>
</tr>
<tr>
<td>Wilkens, Deborah</td>
<td>5 / 5</td>
<td>-</td>
<td>5 / 5</td>
<td>1(^{1/5})</td>
<td>0 / 0</td>
</tr>
<tr>
<td>Woste, Ewald</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
<td>5 / 5</td>
<td>-</td>
</tr>
<tr>
<td>Scheidt, Andreas (until May 28, 2020)</td>
<td>3 / 3</td>
<td>7 / 7</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Bouatta, Clive (until Jan. 31, 2020)</td>
<td>0 / 0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Krebber, Monika</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
<td>5 / 5</td>
<td>-</td>
</tr>
<tr>
<td>Luhu, Eugen-Gheorghe</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
<td>5 / 5</td>
<td>-</td>
</tr>
<tr>
<td>May, Stefan</td>
<td>4 / 5</td>
<td>-</td>
<td>-</td>
<td>4 / 5</td>
<td>-</td>
</tr>
<tr>
<td>Pelouch, Miroslav (since May 28, 2020)</td>
<td>3(^{1/3})</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Pinczésné Márton, Szilvia</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Pölts, René</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
<td>5 / 5</td>
<td>-</td>
</tr>
<tr>
<td>Schmitz, Christoph (since Feb. 1, 2020)</td>
<td>5 / 5</td>
<td>5 / 5(^{4})</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Schulz, Fred</td>
<td>5 / 5</td>
<td>12 / 12</td>
<td>4 / 5</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Wallbaum, Elisabeth</td>
<td>5 / 5</td>
<td>-</td>
<td>5 / 5</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Zettl, Albert</td>
<td>5 / 5</td>
<td>12 / 12</td>
<td>-</td>
<td>1(^{1/5})</td>
<td>-</td>
</tr>
</tbody>
</table>

\(^1\) Committee member since February 5, 2020

\(^2\) Once as a guest

\(^3\) Participationas as a guest

\(^4\) Committee member since May 28, 2020
Efficiency review to continuously improve Supervisory Board work

- The **Supervisory Board conducts an efficiency review** of its work on a **yearly basis**, in line with the German Corporate Governance Codex.
- All Supervisory Members fill out a **detailed online questionnaire** to provide feedback.
- The **Chairman conducts bilateral meetings with each** Supervisory Board **Member** on a **two year basis** and follows up on their remarks.
- The **review** is considered a **very valuable tool** as it enables open discussion, mitigates conflicts and builds the **basis for continuous improvement**.
Remuneration system closely aligns management and shareholders interest

New Compensation Elements

- **Base Salary**
  - Criteria: EPS, individual and team performance
  - Payout: Cash
  - Cap: 200% of target value
  - Zero payout at underperformance

- **Bonus (STI)**
  - Criteria: relative TSR vs. STOXX Europe 600 Utilities and absolute share price
  - Payout: Cash
  - Cap: 200% of target value
  - Zero payout at underperformance

- **Long-Term Incentive (LTI)**
  - **Pension**
  - Criteria: EPS, individual and team performance
  - Payout: Cash
  - Cap: 200% of target value
  - Zero payout at underperformance

- **Share Ownership Guidelines (SOG)**
  - Mandatory share ownership:
  - CEO: 200% of base salary
  - Other board members: 150% of base salary

Illustrative

To be revised
The short-term bonus (STI)

The STI combines the group’s financial target (EPS) with individual targets.

**STI – Basic Functionality**

**Rationale**
- EPS is the basis for dividend payout, thus closely aligns executive incentives and shareholder interest.
- EPS is one of E.ON’s key performance indicators, reflects E.ON’s business strategy appropriately and serves as an indicator of E.ON’s profitability.
- The multiplier ensures the flexibility to adjust payouts according to individual performance.

1. The EPS target for each year is set by the Supervisory Board, taking into account the approved budget.
The long-term incentive (LTI)

The Performance Share Plan is based on the comparison of the relative total shareholder return (TSR) with an industry index.

Performance Share Plan – Basic Functionality

- The Performance Share Plan is aligned with the capital market perspective by focusing on share price development as well as dividends paid and strengthens shareholder-oriented culture.
- Relative TSR is a well-established and accepted performance measure from an investor’s point of view, focusing on absolute share price performance and comparison with peers.

Rationale

1. The fair market value per share unit at grant date is determined by applying methods accepted in financial mathematics, taking into account the expected future payout, and hence, the volatility and risk associated with performance share plan.
E.ON's Supervisory Board assumes responsibility for sustainability

The Supervisory Board addresses sustainability topics in each meeting.

The Supervisory Board established the Innovation and Sustainability Committee:
- to further focus the Supervisory Board's work on ESG topics and
- to advise the Board of Management on ESG topics

The Supervisory Board approves ESG targets of the management board.

1. Chief Sustainability Officer
E.ON with strong commitment to be European leader in sustainability

- **Sustainability Council** established **2013**
- Board commitment to UN’s Sustainable Development Goals, with closer alignment of E.ON strategy to SDGs in **2019**
  - June 2018
- **Innovation & Sustainability Committee** supporting the Supervisory and Management Board on ESG issues
  - December 2019
- **Commitment to new Climate Targets** – E.ON to become carbon neutral by **2040**
  - March 2020
- **Sustainability Strategy - EU platform on Sustainable Finance**
  - CFO Marc Spieker nominated one out of five real economy representatives
  - **2020/2021**
- **E.ON supporter of TCFD**
  - March 2020
- **Signatory to UN Guiding Principles & first Sustainability Report**
  - **2005**
- **Environment and Social Impact**

1. Scope 1 and 2: 75% carbon reduction by 2030, carbon neutrality by 2040, Scope 3: 50% reduction by 2030, carbon neutrality by 2050 (2016 baseline)
E.ON’s commitments to UN Sustainable Development Goals (SDGs)

Impact of core business

Stable, reliable and **smart networks** enable the energy transition, while **innovative customer solutions** help our customers to reduce their emissions. And with our climate targets E.ON is committed to become carbon-neutral until 2050.

Additional contributions

- Help to combat global warming
- Protect health, safety and environment
- Eliminate exploitative working conditions
- Create an inclusive and diverse workplace
Four focus dimensions for E.ON’s Sustainability Strategy

**WE ensure sustainable management and good governance**

**WE are climate leaders:** E.ON will become carbon neutral by 2040\(^1\)

**WE care for our people and periodically conduct employee surveys**

**WE foster a diverse and inclusive culture**\(^2\)

20% females on E.ON Board by 2022

Legend

<table>
<thead>
<tr>
<th>Governance</th>
<th>Environment</th>
<th>Social</th>
</tr>
</thead>
</table>

1. Scope 1 and 2: 75% carbon reduction by 2030, carbon neutrality by 2040, Scope 3: 50% reduction by 2030, carbon neutrality by 2050 (2016 baseline)  
2. 32% female executives by 2026 (equal to the overall share of female employees)
E.ON to achieve climate neutrality by 2040 for Scope 1 and 2

**CO₂ footprint 2019**\(^1\) (in million metric tonnes CO₂e)

<table>
<thead>
<tr>
<th>Scope</th>
<th>Emissions (in million metric tonnes CO₂e)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1 (direct)</td>
<td>6</td>
<td>4%</td>
</tr>
<tr>
<td>Scope 2 (indirect)</td>
<td>6</td>
<td>4%</td>
</tr>
<tr>
<td>Scope 3 (indirect)</td>
<td>148</td>
<td>92%</td>
</tr>
</tbody>
</table>

**E.ON’s main source of emissions and targets**

- Energy Infrastructure Business (CES & B2B)
- Fugitive emissions (gas distribution losses)
- Power distribution losses
- Power sold to customers
- Gas sold to customers
- Procured goods and services

E.ON’s Scope 1+2 emissions aligned with 1.5°C pathway as per the Paris Agreement\(^2\)

\(-75\%\) + Carbon neutral by 2030
\(-50\%\) + Carbon neutral by 2050

Note: Intergovernmental Panel on Climate Change (IPCC) set long-term goal to limit global warming to 1.5°C; Germany set goal to cut greenhouse gas emissions by 55% (pre Green Deal) by 2030; EU decided on Green Deal, becoming climate neutral by 2050

1. Preliminary Carbon footprint as of April 2020 – Greenhouse Gas reporting methodologies not yet aligned between E.ON and innogy
2. Study conducted by Arabesque S-Ray
E.ON's sustainability awards, ratings and rankings

- Overall ESG Score = 81 (Leader Group)
  Relative Position 11 out of 192

- E.ON is index member\(^1\), i.e. one of the 120 most advanced companies in Europe + Eurozone

- Rating: “C+“

- Result: AA

- CDP Score: B
  Sector Average: C

- Overall ESG Score: 3.2
  Sub Sector Average Multiutilities: 2.8
  Industry Average Utilities: 2.5

- E.ON ranks 4th in the Green Utilities Report from “Energy Intelligence (EI) Group”

---

1. Vigeo/EIRIS has rebranded as V.E, affiliate of Moody's
Key takeaways

E.ON is well positioned to succeed in the new energy world with effective governance structures

The Supervisory Board actively controls and guides E.ON

E.ON’s Supervisory Board is qualified, experienced and highly committed

E.ON’s Supervisory Board assumes responsibility for sustainability

E.ON is the enabler of a sustainable future of energy
Back up
Supervisory Board Compensation

<table>
<thead>
<tr>
<th>Name</th>
<th>Supervisory Board Compensation</th>
<th>Compensation for committee duties</th>
<th>Attendance fees</th>
<th>Supervisory Board compensation from affiliated companies</th>
<th>Total</th>
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<tr>
<td>Dr. Karl-Ludwig Kaes</td>
<td>€440,000</td>
<td>12,000</td>
<td>8,000</td>
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<td>462,000</td>
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<td>Prof. Dr. Ulrich Lehner (until May 5, 2018)</td>
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<td>Erich Clamann</td>
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<tr>
<td>Andreas Schröder</td>
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<td>9,000</td>
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<td>Olaf Strojny</td>
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<td>8,000</td>
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<td>218,000</td>
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<td>Klaus Fritzl</td>
<td>(since May 20, 2018)</td>
<td></td>
<td></td>
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<tr>
<td>Tiber Gis</td>
<td>€140,000</td>
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<td>2,000</td>
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<td>Ulrich Giralt</td>
<td>(since October 1, 2016)</td>
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<td>Carolina Dybeck Happe</td>
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<td>Banoness</td>
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<td>Meritx Nalam</td>
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<tr>
<td>Stefan Mayer</td>
<td>(since September 24, 2016)</td>
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<td></td>
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<td></td>
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<td>Irene Pfetsch</td>
<td>(since September 24, 2016)</td>
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<tr>
<td>Andreas Schmitz</td>
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<tr>
<td>Fred Schulz</td>
<td>(since May 9, 2018)</td>
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<tr>
<td>Silvia Strojny</td>
<td>(since May 5, 2018)</td>
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<td>Dr. Karen da Segundo</td>
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<td>Dr. Theo Siepert (until May 9, 2018)</td>
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<td>Deborah Winkler</td>
<td>(since October 1, 2016)</td>
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<td>Gerard Weste</td>
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<td><strong>188,000</strong></td>
<td><strong>81,000</strong></td>
<td><strong>332,000</strong></td>
<td><strong>3,006,001</strong></td>
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Table can be found in annual report 2019

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**Back up Supervisory Board remuneration in 2019**

- The Chairman of the Supervisory Board receives fixed compensation of €440,000.
- The Deputy Chairmen, €320,000.
- Other members of the Supervisory Board receive compensation of €140,000.
- The Chairman of the Audit and Risk Committee receives an additional €180,000.
- The members of the Audit and Risk Committee, an additional €110,000.
- Other committee chairmen receive an additional €140,000; committee members, an additional €70,000.
In 1982, Dr. Kley began his career with Bayer AG, where he initially worked in Corporate Finance and later became assistant to the Chairman of the Management Board. He was Chief Financial Officer of Bayer in Japan, Head of the Pharmaceutical Division Sales and Marketing Overseas, Head of the Pharmaceutical Division of Bayer’s Italian subsidiary and later served as Head of Finance and Investor Relations of Bayer AG until 1998. From 1998 to 2006, Dr. Kley was a member of the Executive Board of Deutsche Lufthansa AG, where he served as Chief Financial Officer, before joining Merck KGaA as a member and Vice Chairman of the Executive Board in 2006. From 2006 until 2016 he was Chairman of the Executive Board and CEO of Merck KGaA.

Mr. Clementi began his career with IBM in Italy in 1984. Initially, he held various positions in IBM’s sales, marketing & engineering functions in Eastern Europe and Germany, before he was appointed Vice President Enterprise Systems Group for Europe, the Middle East and Africa in the United Kingdom. In 2003, he moved to the United States, where he first held the position of General Manager, was then appointed Vice President Strategy & General Manager Enterprise Initiatives and, prior to his most recent position, Senior Vice President & Group Executive Global Technology Services in the United States. From 2015 to 2017, he was IBM Senior Vice President Global Markets and Chairman IBM Europe and until his retirement in April 2019 he was IBM Senior Vice President Global Integrated Accounts and Chairman IBM Europe.

Mr. Fröhlich joined the drive development of BMW AG in July 1987 as a development engineer. In 1993, he took over the management of the basic development of the V8 engines. From 1995, he was responsible for the project management of the BMW engine programs for the vehicles of the Rover Group. From 1996 to 1998, he worked for the BMW subsidiary Rover Group in the UK as Chief Engineer for the propulsion of future Land Rover vehicles. In 1999, he moved back to the engine development department of BMW AG in Munich and managed various functions of the Otto engine development. From 2005 to 2007, he was responsible for cross-brand product planning and subsequently for the brand and product strategies of the BMW Group. In 2012, he headed the small and mid-sized vehicle model series. From December 2014 until June 2020 he served as a member of the Board of Management of BMW AG and was responsible for development.

The supervisory board seats are marked as follows: * Membership in other statutory supervisory boards, + Membership in comparable German and foreign supervisory bodies of corporations

1 Listed Company
Mr. Grillo worked for Arthur Andersen & Co. GmbH. In 1989 he joined A. T. Kearney GmbH and from 1993 to 2001 he worked for Rheinmetall-Group. From 2001 to 2004, Mr. Grillo was a member of the board of management of Grillo-Werke AG. In August 2004, Ulrich Grillo was appointed chairman of the board of management of Grillo-Werke AG. From 2016 to 2019 Mr. Grillo was a member of the supervisory board of innogy SE and of its nomination committee as well as its executive committee. Since 2016, he is a member of the Supervisory Board of Rheinmetall AG and its Chairman since 2017.

At the beginning of her career, Ms. Dybeck Happe held various positions with EF Education First Ltd. in the United States, Switzerland and Russia. From 2000 to 2002, she was Chief Financial Officer of Establish AB in Sweden. In 2002, she joined ASSA ABLOY in Germany as Chief Financial Officer for the German-speaking regions; in 2007, she went to ASSA ABLOY in the United Kingdom, where she served as Chief Financial Officer for Europe, the Middle East and Africa. In 2011 she went to Trelleborg AB in Sweden, where she was Chief Financial Officer. Since 2012 she served as Chief Financial Officer at ASSA ABLOY AB, a publicly listed company in Sweden. From 2019 until 2020 she was Chief Financial Officer of A.P. Moller - Maersk A/S. Since March 2020, she is Senior Vice President and Chief Financial Officer of General Electric Company (GE).

Mr. Schmitz began his career with HSBC Trinkaus & Burkhardt AG in 1989. Until 2000, he held various positions in the corporate clients business and in investment banking. From 2000 to 2002, he was a member of the extended management board, in charge of Investment Banking and, since 2001, additionally in charge of Debt Capital Markets. From 2002 to 2004, he was a personally liable partner, responsible for Corporate & Investment Banking and Debt Capital Markets, before he was appointed Spokesman of the Personally Liable Partners. From 2006 to 2015, he was Chairman of the Management Board, and since June 2015, he has been Chairman of the Supervisory Board of HSBC Trinkaus & Burkhardt AG.

* Rheinmetall AG (Chairman)
+ Grillo Zinkoxid GmbH
+ Zinacor S.A.

None

* HSBC Trinkaus & Burkhardt AG (Chairman)
* Scheidt & Bachmann GmbH (Chairman)

The supervisory board seats are marked as follows: * Membership in other statutory supervisory boards, + Membership in comparable German and foreign supervisory bodies of corporations

1 Listed Company  2 Andreas Schmitz will leave the supervisory board of the HSBC Trinkaus & Burkhardt AG and join the supervisory board of Commerzbank AG by year end 2020
After working for STEAG AG in Essen and VEBA AG in Düsseldorf, Mr. Schmitz became a member of the Executive Board of rheinische Energie AG in Cologne, Germany, in 1998 before serving on the Executive Board of Thüga AG in Munich, Germany, from 2000 to 2004. He was then Chairman of the Management Board of E.ON Kraftwerke GmbH in Hanover, Germany, until September 2005 and later CEO of RheinEnergie AG in Cologne. He has been a member of the Executive Board of RWE AG since May 2008, Chairman (CEO) since October 2016 and additionally Labor Director of RWE AG since May 2017.

Dr. de Segundo began her career in 1971 when she joined the Royal Dutch / Shell Group, where she initially pursued an international commercial career in the gas and power business as well as in sales and marketing of oil products. She held various positions in five countries before she was appointed as a member of the Shell Brazil Management Board in charge of oil products in 1990. In 1996, Dr. de Segundo became External Affairs Director for the Shell Group. In 1998, she was appointed Chief Executive Officer of Shell Gas & Power and Chairman of Shell Coal; and from the year 2000 until 2005, when she left Shell, she served as Chief Executive Officer at Shell Renewables and President of Shell Hydrogen.

Deborah Wilkens started her career in 1993 working for Price Waterhouse Privatisation Service GmbH in Berlin. In 1997, she joined Deutsche Bank in London as a Manager in the Pan-European Utilities Research Team. From 1999 to 2000, she was Vice President of Equity Research for Pan-European Energy Utilities Research Team at Credit Suisse First Boston in London. Subsequently, Ms. Wilkens was with Goldman Sachs International in London from 2000 to 2016. As of 2003 she was Managing Director in the global investment research division and Head of investment analysis for European Utilities. In 2014, Ms. Wilkens became Head of investment analysis for European energy and commodity stocks, responsible for the sector research teams including utilities, oil & gas, oil services, metals, mining, steel and paper and pulp sector. Since June 2016, Ms. Wilkens has been a management consultant.
Mr. Woste began his professional career as assistant to the management of heroal, before joining Benteler AG as a controller in 1989. He has worked in the energy industry since 1992, when he joined the municipal utility of Paderborn. From 1998 to 2003, he was Managing Director of Städtische Werke Nürnberg GmbH and member of the boards of management of Verkehrsaktien-gesellschaft Nürnberg and N-ERGIE Aktiengesellschaft. In 2004, he was appointed Chairman of the Board of Management of Mainova AG, and from 2007 to 2014, he served as Chairman of the Board of Management of Thüga Aktiengesellschaft. From 2010 to 2014, he was President of BDEW Bundesverband der Energie- und Wasserwirtschaft e.V. (German Association of Energy and Water Industries). Since 2015, he has been working as a management consultant.

Other supervisory board seats
* Bayernwerk AG  
* GASAG AG  
* GreenCom Networks AG  
+ Energie Steiermark AG  
+ Deutsche Energie Agentur GmbH (dena)

The supervisory board seats are marked as follows: * Membership in other statutory supervisory boards, + Membership in comparable German and foreign supervisory bodies of corporations
Back up
E.ON’s authorized and conditional capital

- New capital authorizations have been approved by AGM 2020 taking into account investor requirements as well as company interests

Authorized Capital

- With subscription rights
  - Contribution in cash
  - Contribution in kind

- Without subscription rights
  - Contribution in cash
  - Contribution in kind

Up to €528m (=20% of share capital)

Conditional Capital

- Contribution in kind
  - Max. 10% of share capital

Up to €264m (=10% of share capital)
Back up Audit

- **Current audit firm**: PricewaterhouseCoopers GmbH, Wirtschaftsprüfungsgesellschaft
- **Current auditor**: Markus Dittmann (since 2014)  
  Aissata Touré (since 2015)
- **Auditor from 2021 onwards**: KPMG (appointed at AGM 2020)
- **Other attestation services**:  
  - This item includes mandatory audit-related services due to legal requirements as well as voluntary audit-related services
- **Non-audit services**:  
  - In consultation with the audit committee E.ON's management board has defined a cap for non-audit services which is closely monitored.
  - According to EU law the non-audit fees for Public Interest Entities must not exceed 70% of the average audit fees of the last 3 consecutive financial years (“Fee-Cap”). Only applicable for Germany at E.ON.
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investorrelations@eon.com
## Financial calendar & important links

### Financial calendar

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<th>Date</th>
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<td>March 24, 2021</td>
<td>Release of the 2020 Annual Report</td>
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<tr>
<td>May 11, 2021</td>
<td>Quarterly Statement: January – March 2021</td>
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<tr>
<td>May 19, 2021</td>
<td>2021 Annual Shareholders Meeting</td>
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<tr>
<td>November 10, 2021</td>
<td>Quarterly Statement: January – September 2021</td>
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### Important links

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<td>Facts &amp; Figures 2020</td>
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<tr>
<td>Annual Reports</td>
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<td>Interim Reports</td>
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<td>Shareholder Meeting</td>
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<td>Green Bond Framework</td>
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