

Declaration of corporate management of the EnBW Group and EnBW AG

2025

Declaration of corporate management

- 3 Board of Management and Supervisory Board**
- 10 Diversity**
- 11 Shareholders and Annual General Meeting**
- 11 Compliance**
- 12 Remuneration of the Board of Management and the Supervisory Board**
- 12 Transparency**
- 13 Financial reporting and the audit**
- 14 Declaration of compliance**

Good corporate governance is an essential part of the corporate culture at EnBW Energie Baden-Württemberg AG (EnBW). We are convinced that responsible and transparent corporate governance strengthens the trust and confidence that customers, capital providers, employees and the general public place in the company, thereby contributing to its long-term success. The Board of Management and Supervisory Board have the responsibility of managing and supervising the company above and beyond merely fulfilling statutory requirements, but to do so in accordance with recognized benchmarks for good corporate governance and in harmony with the principles of a social market economy, guaranteeing the continued existence of the company and ensuring a sustainable increase in its added value. As the member of the Board of Management responsible for corporate governance, Colette Rückert-Hennen monitored compliance with the German Corporate Governance Code (DCGK) at EnBW and also reported extensively in the 2025 financial year to the Board of Management and Supervisory Board on all current themes pertaining to corporate governance. Both boards acknowledged the report from Colette Rückert-Hennen and subsequently approved the company's declaration of compliance, which is reproduced in full at the end of this report.

In this declaration of corporate governance, the Supervisory Board and Board of Management report on the corporate governance of the company (corporate governance report) above and beyond the legal requirements according to sections 289f (2) and 315d HGB.

The corporate governance report is based on the current version of the DCGK from 28 April 2022, which was published in the German Federal Gazette on 27 June 2022. References to the DCGK in this declaration refer to this version from 28 April 2022.

Board of Management and Supervisory Board

Close and trusting cooperation for the good of the company is considered an integral part of the EnBW culture by the Board of Management and Supervisory Board.

The Board of Management jointly manages the company on its own responsibility. In the reporting period, the Board of Management comprised five members, of which one held the position of Chairman. The Board of Management is tasked with defining the company goals and developing the strategic orientation of the EnBW Group, agreeing this with the Supervisory Board and implementing it accordingly. In addition, the Board of Management ensures Group-wide compliance with statutory regulations and internal guidelines, as well as appropriate risk management and risk controlling.

Important aspects of cooperation within the Board of Management are defined in its rules of procedure. These regulate, among other things, the frequency at which the meetings of the Board of Management led by the Chairman are held multiple times a month and stipulate that all important questions relating to the management of the Group and any cross-departmental issues will be addressed at these meetings. Furthermore, the rules of procedure include a rule that resolutions will be taken by the Board of Management on a majority vote basis, whereby the Chairman has the casting vote in the event of a tie.

The Chairman of the Board of Management is Dr. Georg Stamatelopoulos and the Deputy Chairman of the Board of Management is Thomas Kusterer. Further details on the members of the Board of Management and the allocation of responsibilities can be found in the information provided on the page [The Board of Management](#), in the section [Corporate governance of the Annual Report 2025](#)⁷ under Management and supervision and in the [curricula vitae of the members of the Board of Management](#)⁷.

A standard age limit has been set for members of the Board of Management at EnBW, which is generally the same as the age at which a person is eligible to claim their statutory pension. In the reporting period and also currently, the members of the Board of Management did not and do not hold more than two positions on supervisory boards at non-Group listed companies or on supervisory bodies at non-Group companies that have comparable requirements. As in the past, there were also no known conflicts of interests for the members of the Board of Management in the 2025 financial year. EnBW did not enter into any significant transactions with individuals or companies that are related to a member of the Board of Management in the reporting period.

In the reporting period, the Board of Management discussed the Half-Year Financial Report and the quarterly statements with the audit committee of the Supervisory Board before publication.

The Supervisory Board of EnBW is comprised of 20 members, half of which are representatives elected by the shareholders and half by employees in accordance with section 7 of the German Co-determination Act (MitbestG). The Chairman of the Supervisory Board is Lutz Feldmann.

The elected employee and shareholder representatives began their term of office at the conclusion of the Annual General Meeting of EnBW on 5 May 2021. The defined term of office for the elected members of the Supervisory Board ends at the conclusion of the ordinary Annual General Meeting in 2026.

There were the following changes to the composition of the Supervisory Board in the reporting period: After the shareholder representative Dr. Wolf-Rüdiger Michel stepped down from the Supervisory Board, the ordinary Annual General Meeting of EnBW on 8 May 2025 elected Günther-Martin Pauli to serve on the Supervisory Board as his successor. The employee representative Achim Binder also stepped down from the Supervisory Board and was replaced with effect from 1 September 2025 by the employee representative Steffen Pfisterer as a substitute member of the Supervisory Board pursuant to section 17 MitbestG.

Further details on the Supervisory Board and its composition can be found in the information provided on the pages The Supervisory Board and Other offices held by members of the Supervisory Board, as well as in the section Corporate governance of the [Annual Report 2025](#)⁷ under Management and supervision.

The key task of the Supervisory Board is to advise and supervise the Board of Management on its management of the company. The supervisory and advisory function of the Supervisory Board also covers issues related to sustainability. In general, all members of the Supervisory Board have the same rights and obligations and are not bound by orders or instructions. Important aspects of the cooperation within the Supervisory Board are defined in its rules of procedure. These rules require the Supervisory Board to meet regularly for ordinary meetings, as well as for extraordinary meetings as necessary, that are chaired by the Chairman. The members of the Board of Management generally participate in the meetings, although the Supervisory Board can also convene without the Board of Management if necessary. The Board of Management regularly, comprehensively and promptly informs the Supervisory Board in accordance with the rules of procedure for the Supervisory Board about, in particular, all of the issues listed in section 90 of the German Stock Corporation Act (AktG), all important financial and non-financial performance indicators and the risks faced by the company and the Group and their development, strategy, planning, the accounting process, the appropriateness and effectiveness of the internal control system, risk management system and the internal auditing system, compliance, the implementation and further development of the EnBW Sustainability Agenda and other important matters.

Between the meetings of the Supervisory Board, there is ongoing communication between the Chairman of the Supervisory Board and the Board of Management, particularly with the Chairman of the Board of Management, in order to discuss issues relating to the strategy, planning, business performance, risk situation, risk management and compliance within the company. He is immediately informed about important events that are material for the assessment of the situation, development and management of the company by the Chairman of the Board of Management. If necessary, the Chairman of the Supervisory Board then reports to the Supervisory Board and may also convene an extraordinary meeting.

In addition, the rules of procedure for the Supervisory Board also define business activities and measures that may only be carried out by the Board of Management with the approval of the Supervisory Board. Furthermore, resolutions are also passed by the Supervisory Board on a majority vote basis, whereby the Chairman of the Supervisory Board has the casting vote in the event of a tie in accordance with the Articles of Association of EnBW. If ordered by the Chairman of the Supervisory Board, resolutions can also be passed outside of meetings, if this is not opposed by a majority of the members of the Supervisory Board. The Supervisory Board provided detailed information on its main activities and the contents of its discussions in the 2025 financial year in its [report to the Annual General Meeting](#)⁷. The rules of procedure for the Supervisory Board are not published on the Internet.

Another important task of the Supervisory Board is to appoint and, if necessary, dismiss the members of the Board of Management. In this context, the Supervisory Board works together with the Board of Management to ensure appropriate long-term succession planning for the Board of Management. This is the task of the personnel committee. It consults regularly and in close communication with the Chairman of the Board of Management on issues relating to the up-to-dateness and further development of the Board of Management structure, the allocation of responsibilities and ensuring the Board of Management divisions can be filled after the end of the term of office, taking into account the current terms of office. In advance of any decision to appoint a new member of the Board of Management, a requirement profile is developed in good time as necessary and a comprehensive selection process is usually carried out with the aid of specialist support.

In order to improve the efficiency of its work and to handle complex issues, the Supervisory Board has formed specialist committees:

- **Nomination committee:** Dr. Danyal Bayaz, Dr. Dietrich Birk, Stefanie Bürkle, Lutz Feldmann (Chairman), Günther-Martin Pauli, Gunda Röstel
- **Audit committee:** Michaela Kräutter, Dr. Hubert Lienhard, Bernad Lukacin, Günther-Martin Pauli, Thorsten Pfirmann, Gunda Röstel (Chairwoman), Heiner Scheffold, Ulrike Weindel
- **Personnel committee:** Dr. Danyal Bayaz, Stefanie Bürkle, Lutz Feldmann (Chairman), Stefan Paul Hamm, Steffen Pfisterer, Joachim Rudolf
- **Finance, investment and sustainability committee:** Dr. Danyal Bayaz, Dr. Dietrich Birk, Stefanie Bürkle, Lutz Feldmann (Chairman), Stefan Paul Hamm, Steffen Pfisterer, Joachim Rudolf, Dr. Bernd-Michael Zinow
- **Mediation committee** (pursuant to section 27 (3) German Co-determination Act): Dr. Danyal Bayaz, Lutz Feldmann (Chairman), Klarissa Lerp, Joachim Rudolf
- **Digitalization committee:** Christina Ledong, Dr. Hubert Lienhard, Bernad Lukacin, Marika Lulay (Chairwoman), Harald Sievers, Ulrike Weindel
- **Ad hoc committee:** Gunda Röstel, Joachim Rudolf, Harald Sievers, Dr. Bernd-Michael Zinow (Chairman)

In accordance with the DCGK, the nomination committee exclusively comprises shareholder representatives and proposes suitable candidates to the Supervisory Board for election as members of the Supervisory Board at the Annual General Meeting.

The audit committee is responsible, in particular, for monitoring accounting, the accounting process, the appropriateness and effectiveness of the internal control system, the risk management system, the internal auditing system, the audit and compliance. In 2025, it presented a justified recommendation for the appointment of the auditor to the Supervisory Board, which must include at least two candidates if an invitation to tender for the audit mandate is issued in accordance with article 16 (3) EU Regulation 537/2014. The audit committee monitors the independence of the auditor and is also responsible for supervising the additional services provided by the auditor, the award of the audit mandate to the auditor, the definition of areas of focus for the audit, monitoring the quality of the audit and negotiating the auditor's fees with the auditor.

The Chairwoman of the audit committee, Gunda Röstel, is independent and is not a former member of the Board of Management of EnBW. As the long-standing Commercial Director of Stadtentwässerung Dresden GmbH and Authorized Officer of Gelsenwasser AG, she possesses expertise in the field of accounting and special knowledge and experience in the application of accounting principles and internal control and risk management systems. As a result, and also through her experience as Chairwoman of the audit committee for several years, she possesses additional expertise in auditing. She has special knowledge and experience in this field that covers the aspect of sustainability reporting and its auditing, as this has already been practiced at EnBW for several years with the participation of Gunda Röstel. In her position as the Chairwoman of the audit committee over the last few years, she has gained even more expertise in the aforementioned fields. As a long-standing chief executive and member of management boards at various companies and in his role as a member of the audit committee over many years, Dr. Hubert Lienhard also has expertise in the fields of accounting and auditing, including special knowledge and experience in the application of accounting principles and with internal control and risk management systems, as well as in the area of auditing including sustainability reporting and its auditing. In the opinion of the Supervisory Board, both of these members possess, as outlined, the expertise in the areas of accounting and auditing that is required to carry out the work of the audit committee.

The members of the audit committee have a broad competency profile that covers all areas relevant to the committee's work. In particular, there is strong expertise in the fields of finance and accounting, law, corporate governance and compliance, as well as in sustainability and environmental matters. The remaining areas of competence are also appropriately represented through the diverse professional backgrounds and experience of the committee members, ensuring that the committee's tasks are carried out properly and comprehensively. An explanation of the competency profile, as well as the specific expertise possessed by each of the members of the Supervisory Board, is presented transparently on the following pages.

The roles of the other committees of the Supervisory Board and their specific activities in the past financial year are described in the [Report of the Supervisory Board](#)⁹ for the 2025 financial year.

The chairpersons of the committees report on the work carried out in their committees at the latest at the next plenary meeting of the Supervisory Board. No separate rules of procedure exist for the Supervisory Board committees; they are subject to the rules of procedure for the Supervisory Board and all relevant procedural rules contained therein.

The Supervisory Board has set specific objectives for its composition that take into account the company's situation and has developed a competency profile for the entire Supervisory Board, whereby the special rules defined in the German Co-determination Act and associated legislation were and are taken into account for employee representatives. The primary aim is to ensure that the members collectively possess the knowledge, skills and specialist experience required to properly perform their functions.

The objectives for the composition of the Supervisory Board that are currently valid and were valid during the entire reporting period appropriately take into account the international activities of the company, potential conflicts of interest, an appropriate number of independent members in the estimation of the Supervisory Board, age limits for members of the Supervisory Board apart from the exception described below, a maximum time limit for the period of service on the Supervisory Board apart from the exceptions described below and diversity, whereby the special rules defined in the German Co-determination Act and associated legislation were and are taken into account for employee representatives.

In the reporting period, the Supervisory Board also examined the independence criteria defined in the German Stock Corporation Act and the DCGK. The Supervisory Board came to the conclusion that these criteria have – as in the past – been satisfied and that it comprised and still comprises a sufficient number of independent members and reflects the shareholder structure, whereby it is of the opinion that all shareholders on the Supervisory Board are independent in the sense of the DCGK and this proportion of members is appropriate. Refer to the overview [The Supervisory Board in the Annual Report 2025](#)⁹ for the names of the shareholder representatives. Alongside the successfully achieved objective of continuing to ensure a majority of independent members, the Supervisory Board will take care to avoid any conflicts of interest also in future. Dr. Hubert Lienhard and Gunda Röstel, who have each been members of the Supervisory Board since 2011 and thus for longer than twelve years, are also independent in the sense of the DCGK. Due to their long period of service on the Supervisory Board, both Dr. Hubert Lienhard and Gunda Röstel bring long-standing knowledge and experience to the board. The flat-rate limit on the period of service on Supervisory Boards laid down in the DCGK is not appropriate. In particular, the fact that the premature termination of service outlined in the DCGK contradicts the statutory election periods is evidence of its inappropriateness. As the Supervisory Board is aware that exceptions may be desirable because long-term members of the Supervisory Board bring long-standing knowledge and experience to the board, it has ultimately defined a maximum time limit for the period of service on the Supervisory Board of three full election periods, which was not reached or exceeded during the reporting period or currently by any member of the Supervisory Board.

The Supervisory Board does not believe that it is necessary to define quantitative objectives with respect to internationality due to the structure and business activities of the company. The newly added recommendation in the DCGK in 2022 that the competency profile for the Supervisory Board should also cover expertise on sustainability issues that are significant to the company has already been fulfilled by the competency profile for the EnBW Supervisory Board since 2017. The rules of procedure for the Supervisory Board stipulate that candidates proposed to the Annual General Meeting for the election of shareholder representatives as members on the Supervisory Board should generally not be older than 70 at the time of the election. This general age limit was exceeded in the

reporting period by Dr. Hubert Lienhard. However, there are no doubts surrounding the suitability of Dr. Hubert Lienhard as a member of the Supervisory Board. On the contrary, the membership of Dr. Hubert Lienhard on the Supervisory Board also clearly serves the interests of the company.

The Supervisory Board has not defined any further diversity targets beyond the legal regulations that apply to the company for the minimum proportion of women and men and the previously described objectives for its composition.

The competency profile of the Supervisory Board stipulates that the eight fields of competency of particular significance to the company shown in the following diagram must be covered to an appropriate extent by the members of the Supervisory Board in its entirety. They possess extensive knowledge in the areas of finance and accounting, which enables them to make comprehensive assessments of the company's economic situation and which appropriately supports financial decision-making. This includes, in particular, in-depth knowledge in accounting, financial reporting and auditing, as well as expertise in the evaluation of liquidity and profitability. The competency profile is further enhanced by strong strategic and innovative thinking, which comes from their experience in developing, evaluating and implementing corporate strategies, as well as from their experience in the area of mergers and acquisitions. These skills are crucial for the ongoing development of the company and for evaluating new business models in the context of changing market conditions. Legal expertise and a deep understanding of corporate governance and compliance form another key pillar that ensures adherence with legal and ethical standards. Effective communication skills are another core component of the competency profile. These are essential for clearly conveying complex issues, effectively moderating discussions and bringing together different perspectives constructively. Furthermore, professional stakeholder management skills help to identify relevant stakeholder groups, analyze their interests and incorporate them into the committee's decision-making processes. Sector-specific expertise in segments relevant to the company facilitates targeted identification and assessment of challenges and opportunities in the respective markets. Expertise in board of management and personnel matters ensures that the Supervisory Board can competently support, among other things, personnel decisions and succession planning. An in-depth understanding of the regulatory and political framework conditions is of central importance in view of the complex and dynamically evolving regulation of the market. It is also essential for effectively addressing industry-specific risks arising from the regulatory environment. Finally, expertise in sustainability and environmental matters is an integral part of the competency profile and ensures that the Supervisory Board can meet the requirements for responsible corporate governance and social responsibility.

Supervisory Board skills matrix

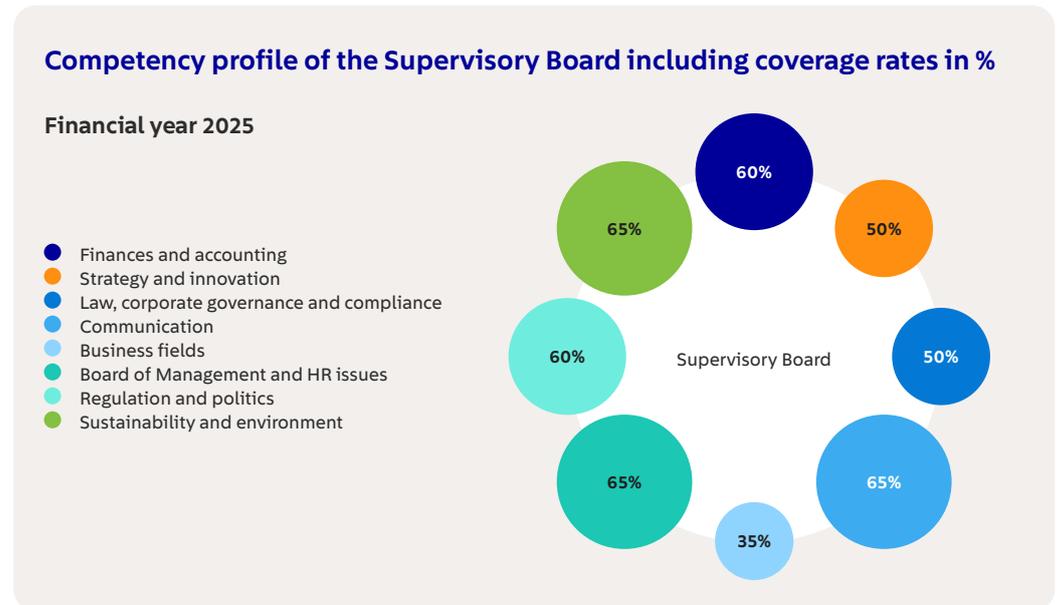
Shareholder representatives	Feldmann	Dr. Bayaz	Dr. Birk	Bürkle	Dr. Lienhard	Lulay	Pauli	Röstel	Scheffold	Sievers
Finances and accounting		+	+	+	+			+	+	+
Strategy and innovation	+	+	+		+	+			+	
Law, corporate governance and compliance	+			+			+	+		
Communication		+	+	+			+	+	+	+
Business fields	+		+		+	+				
Board of Management and HR issues	+				+	+				+
Regulation and politics		+	+	+			+	+	+	+
Sustainability and environment		+		+	+		+	+	+	+

+ Criterion fulfilled.

Employee representatives	Rudolf	Hamm	Kräutter	Ledong	Lerp	Lukacin	Pfirmann	Pfisterer	Weindel	Dr. Zinow
Finances and accounting		+	+			+		+	+	
Strategy and innovation	+					+		+		+
Law, corporate governance and compliance	+		+		+		+		+	+
Communication	+	+		+		+		+		+
Business fields	+					+	+			
Board of Management and HR issues	+	+	+	+	+	+	+	+	+	
Regulation and politics				+	+		+	+		+
Sustainability and environment		+	+	+	+				+	+

+ Criterion fulfilled.

The Supervisory Board took full account of the objectives for its composition during the reporting period and ensured that its competency profile was appropriately covered. The Supervisory Board is convinced that the competency profile is appropriately covered when each of the eight fields of competency of particular significance to the company are covered by several members of the Supervisory Board. However, it does not strive to ensure that every field of competency is covered by all members of the Supervisory Board (which would correspond to a coverage rate of 100%) as this would be unrealistic for a Supervisory Board with a diverse composition. In the 2025 financial year, the Supervisory Board in its entirety had the following coverage rates for the eight fields of competency, whereby the Supervisory Board successfully covered its defined competency profile:



In its future proposals to the Annual General Meeting for the election of members, the Supervisory Board will continue to take into account the objectives for its composition and will strive to ensure that the competency profile continues to be covered by the Supervisory Board in its entirety.

The [curricula vitae for all members of the Supervisory Board](#)⁷ have been published on the company website and provide information on the relevant knowledge, skills and experience of the members and have been supplemented by an overview of their main activities in addition to their position on the Supervisory Board. These curricula vitae are updated on an annual basis for all members of the Supervisory Board.

The members of the Supervisory Board are all able to dedicate the expected amount of time required for their activities on the Supervisory Board. The Supervisory Board will also ensure for its future proposals to the Annual General Meeting for the election of new members of the Supervisory Board that all candidates are able to dedicate the expected amount of time required for their activities on the Supervisory Board. In the 2025 financial year, all members of the Supervisory Board participated in more than half of the meetings of the Supervisory Board and the majority of the members of the Supervisory Board participated in more than half of the meetings of the committees on which the member serves; this was also noted in the Report of the Supervisory Board to the Annual General Meeting. Participation via telephone and videoconference is also valid, although this form of participation was not a normal occurrence for any member of the Supervisory Board in accordance with the suggestion in the DCGK, except for those meetings of the Supervisory Board in which all members participated via an electronic form of communication. In the reporting period, all except four of the meetings of the Supervisory Board were held in person. Some meetings of its committees were held in digital form via telephone and videoconference.

In its proposals made to the Annual General Meeting for the forthcoming by-election of members, the Supervisory Board will also disclose the personal and business relationships of each candidate with the company, the company's corporate bodies and with shareholders holding a major interest in the company, whereby this information will be limited to information that the Supervisory Board considers material in order for a shareholder to cast their vote objectively.

No former members of the Board of Management of EnBW were members of the Supervisory Board during the reporting period nor are they currently members. The members of the Supervisory Board also did not perform any advisory or board functions for important competitors of EnBW during the reporting period nor do they currently.

Every member of the Supervisory Board is bound to act in the interests of the company. In making decisions, members may not pursue personal interests or take advantage of business opportunities intended for the company. Conflicts of interest, particularly those that could arise due to advisory or board functions for customers, suppliers, lenders or other third parties, must be disclosed to the Supervisory Board. In such cases, the Supervisory Board will disclose any conflicts of interest that have arisen and how they were handled in its report to the Annual General Meeting. Any material conflict of interest relating to a member of the Supervisory Board that is not merely of a temporary nature will result in the termination of their position. Advisory and other service agreements and contracts for work between a member of the Supervisory Board and EnBW require the approval of the Supervisory Board.

Pursuant to the recommendations of the DCGK, the Supervisory Board regularly assesses how effectively the Supervisory Board as a whole and its committees are performing their duties (self-assessment). The last self-assessment was carried out by the Supervisory Board at its meeting on 1 October 2025. As part of this assessment, the Supervisory Board discussed content-related and organizational themes, as well as questions related to how the self-assessment itself is carried out. In addition, the Supervisory Board examined the implementation of the measures agreed after the efficiency review in the previous year. It confirmed that its diverse competency profiles positively enrich the advisory capacity and that collaboration within the Supervisory Board itself, as well as within the individual committees, is perceived as constructive and characterized as trusting with an open culture of discussion. The involvement of the Board of Management was also viewed as being transparent and informative. The current self-assessment has given impetus for more detailed examination of sector-specific strategies and more in-depth analysis of the important topics of digitalization and sustainability together with ESG. The Supervisory Board will incorporate these suggestions into its future work in order to improve the efficiency and quality of its activities even further.

The members of the Supervisory Board are responsible for participating in any necessary basic and further training measures required for their tasks and are supported appropriately and as necessary by the company in this area. This includes providing them with regular information on relevant themes and developments, such as digitalization and artificial intelligence (AI), and with respect to legal issues, the energy industry, financial industry or other aspects related to the current situation of the company or to the work on the Supervisory Board. During its meeting on 9 May 2025, the Supervisory Board undertook further training on the subject of AI. During an on-site visit to Siemens Gamesa Renewable Energy in Aalborg, Denmark in connection with their meeting on 1 October 2025, the Supervisory Board was provided with specialist information on the latest technological developments in the area of offshore wind power, with a particular focus on offshore rotor blades. An e-learning platform designed for supervisory boards that is managed and continuously updated by an external service provider is also available to all members of the Supervisory Board for further training purposes.

In accordance with the respective recommendation in the DCGK, the Chairman of the Supervisory Board is available for discussions with investors on specific issues relating to the Supervisory Board, should there be interest from the investors. This opportunity was not utilized by investors during the reporting period.

The actions of the Board of Management and the Supervisory Board are governed by statutory regulations and internal Group guidelines (compliance). The Board of Management also reported continuously on compliance issues in the 2025 financial year and discussed them in detail with the Supervisory Board and the audit committee of the Supervisory Board. More detailed information on this area will be provided in the [Compliance](#) section below. Information on the relevant corporate governance practices that go above and beyond the legal requirements and the recommendations and suggestions in the DCGK will also be given there.

Further information – above and beyond that provided above – on the procedures of the Board of Management and Supervisory Board and its committees, as well as on corporate governance practices, can be found in the section Corporate governance of the [Annual Report 2025](#)⁷ under Management and supervision, in the [Report of the Supervisory Board](#)⁷ and in articles 7 to 13 and 19 of the [Articles of Association](#)⁷.

Diversity

The Supervisory Board has decided that all of the statutory and self-defined regulations for its composition (objectives for the composition, competency profile, legal targets for the proportion of women, age limit, maximum time limit for the period of service, see here the information above in the section [Board of Management and the Supervisory Board](#)⁷) will form the diversity concept in the sense of section 289f (2) no. 6 HGB. The primary goal of this concept is to ensure that the Supervisory Board can properly perform its tasks and is helped in this process by the diversity of its composition. This concept is implemented through the election of shareholder representatives by the Annual General Meeting. In the reporting period, the objectives defined in the concept were achieved.

The proportion of women on the Supervisory Board in its entirety continuously stood at at least 30% in the reporting period. This figure was calculated from the proportion of women among the shareholder representatives of 30% and the proportion of women among the employee representatives of 40%. The proportion of women on the Supervisory Board of EnBW in its entirety of 35% fulfills the minimum statutory requirement of 30%. The shareholder and employee representatives resolved before the last election of members to the Supervisory Board to veto the overall fulfillment of this statutory minimum proportion by the shareholder and employee representatives combined in accordance with section 96 (2) sentence 3 AktG for the length of the current election period, so that the minimum proportion in accordance with the legal requirements must be fulfilled by both sides. This should make it possible to better plan the composition of the Supervisory Board.

In terms of the composition of the Board of Management, the Supervisory Board also takes diversity into account when appointing new members of the Board of Management, while acknowledging the limited number of members of the Board of Management. Therefore, it has resolved that the standard age limit for the Board of Management defined by the Supervisory Board together with the target for the proportion of women will form the diversity concept in the sense of section 289f (2) no. 6 HGB. The primary goal of this concept is to ensure that the Board of Management can properly perform its tasks and is strengthened here by the diversity of its composition. This concept is implemented through the appointment of members of the Board of Management by the Supervisory Board. In the reporting year, the objectives defined in the concept were achieved.

For the period from 1 July 2017 until 30 June 2022, the Supervisory Board had set the target of one woman on the Board of Management that should be achieved at least by the end of this defined time period. This target was and has been met since the start of the term of office of Colette Rückert-Hennen on 1 March 2019. No target was defined for the period from 1 July 2022 onwards because there is no longer any obligation to set a target for the Board of Management according to the legal regulation in section 111 (5) sentence 9 AktG.

The Board of Management has set the goal of further increasing the proportion of women at both management levels below the Board of Management in the period from 1 January 2021 to 31 December 2025. At both the first level (top management) and second level (upper management), the proportion of women should increase to at least 20%. This target was not achieved in the reporting period in top management. The proportion of women was 17.4%, which was the same as in the previous year. In upper management, the target was achieved with a proportion of 23.8%. The proportion of women in middle management was 25.4%. The figure across all management levels was 24.3%.

The Board of Management has set new targets for EnBW AG for all management levels, including middle management, of 30% in each case for the period starting 1 January 2026. We will continue to develop measures based on the HR strategy to achieve and stabilize the set targets. One example is the CareerCompass. This is an advisory program for female employees with management potential that is held once a year and provides these employees with individual, neutral and independent advice on assessing their competence, self-clarification and developing their perspectives in the area of leadership.

Shareholders and Annual General Meeting

The shareholders of EnBW exercise their rights at the Annual General Meeting, including their right to vote. Prior to the Annual General Meeting, EnBW publishes the agenda and all of the relevant reports and documents that shareholders may require to evaluate it. These include the current annual report for the last completed financial year, which is available in an easily accessible format on the Internet page [Annual General Meeting](#)^{*}. Any counter motions to items on the agenda of the Annual General Meeting received by the specified deadline are also made publicly available on the website.

Our shareholders have the opportunity to use a proxy appointed by the company if they are not able to personally attend the Annual General Meeting.

The ordinary Annual General Meeting 2025 took place in virtual form without the physical presence of shareholders or their proxies. Video and audio of the Annual General Meeting were broadcast online for shareholders and their representatives via a password-protected Investor Portal. In addition, the Annual General Meeting was broadcast live on the Internet as it was in the last few years until the end of the speech by the Chairman of the Board of Management.

Compliance

Compliance as an expression of all measures required for the observance of statutory regulations and internal guidelines is regarded as an essential management and supervisory task at EnBW. Since 2009, the compliance department has established a Group-wide compliance organization and defined the necessary rules and processes. The compliance department is responsible for the prevention, detection and sanctioning of corruption, the prevention of violations against competition and antitrust laws and the prevention of money laundering. The area of data protection is the responsibility of the department of legal market, data protection and digital business models.

The regular online training events – which were supplemented by in-person training events in the reporting year – cover the latest compliance and data protection issues. One of the main focuses of the compliance activities is conveying a compliance culture. Providing advice and completing regular risk assessments are also part of the compliance activities. In cooperation with the internal audit department, control measures to ensure compliance with internal guidelines are implemented. The selective internationalization of EnBW is being accompanied by the compliance and data protection departments.

The most important compliance functions for the Group are represented on the compliance committee. The compliance department uses this body to coordinate the Group-wide compliance activities. Implementation of the centrally defined compliance measures in the decentralized units is controlled through the compliance forum, which is comprised of compliance officers from the most important Group companies and business units.

Preventative compliance measures are defined using a Group-wide compliance risk assessment on an annual basis as part of the compliance and data protection program of EnBW. These include communication and training measures, the introduction and development of rules and processes, central management of guidelines and business partner auditing. The compliance culture is an aspect taken into account in all of the compliance activities. In particular, training measures are not only designed to convey knowledge but also to reinforce attitudes among employees for compliance-conforming activities, so that they can make their own contribution to the avoidance of compliance breaches.

Internal and external whistleblowers can report compliance breaches and suspected cases to the compliance department, to an ombudsperson commissioned for this purpose by EnBW as an external point of contact or via a digital whistleblower tool on the Internet. The ombudsperson can guarantee whistleblowers absolute confidentiality and anonymity with respect to EnBW. It is also possible to submit anonymous reports using the whistleblower tool. Reported compliance breaches and suspected cases are then handled by the compliance committee task force or the compliance department using a standardized process. The Head of Compliance reports on the status of the implementation of measures and on current compliance breaches to the Board of Management and audit committee of the Supervisory Board every quarter. An annual report is prepared for the Supervisory Board.

The compliance management system (CMS) is aligned to the risk situation of the company and continuously updated and examined.

Remuneration of the Board of Management and the Supervisory Board

The remuneration of the Board of Management and the Supervisory Board are both presented in a detailed [remuneration report](#)⁹. This can be found in a separate report on the company website. We refer you to this report at this point. The system of variable remuneration for the Board of Management that was resolved by the Supervisory Board in 2025 and approved by the Annual General Meeting on 8 May 2025 is described in detail in the remuneration report for the Board of Management. The documents described above that have to be made accessible according to sections 289f and 315d HGB are publicly available in the [Download Center](#)⁹ on the EnBW website. This [declaration of corporate management](#)⁹ is also published there.

Transparency

EnBW ensures the transparency stipulated in the DCGK at all times by keeping shareholders, the capital market, financial analysts, shareholder associations and the interested public up to date on material business changes at the company. The company mainly relies on the Internet to provide consistent information on the [business situation of EnBW](#)⁹ in good time to all interested groups.

In particular, EnBW provides information on its business situation in the Annual Report, interim financial information, the press conference on the annual results, telephone conferences for investors and analysts to accompany the publication of quarterly and annual results and at other events such as investor conferences. The corresponding documents are publicly available on the EnBW website. The [financial calendar](#)⁹ also published on our website provides adequate notice of the publication dates for the Annual Reports and interim financial information, as well as the date of the Annual General Meeting, the press conference for the annual results and investor conferences.

If specific information on a matter relating to EnBW or the shares and bonds issued by EnBW which is not public knowledge should become available outside the regular reporting framework that could significantly influence the stock prices of these securities, we announce this insider information in the form of ad hoc notifications. In the 2025 financial year, an ad hoc announcement was published on 26 June 2025.

In the 2025 financial year, EnBW did not receive any notices about transactions involving EnBW shares, EnBW bonds, emission allowances or related financial instruments concerning persons in managerial positions or those persons closely related to them. There were also no securities subject to disclosure requirements held by any members of the Board of Management or the Supervisory Board.

Financial reporting and the audit

Financial reporting at EnBW is carried out in accordance with the requirements of the International Financial Reporting Standards (IFRS), and, where applicable, the German Commercial Code (HGB) and German Accounting Standards (GAS). The Annual General Meeting on 8 May 2025 elected BDO AG Wirtschaftsprüfungsgesellschaft, Hamburg, as auditor of the financial statements and the consolidated financial statements for the 2025 financial year and as auditor for the review of the condensed financial statements and interim management report contained in the Half-Year Financial Report, as well as for all reviews of additional interim financial information in the sense of section 115 (7) of the German Securities Trading Act (WpHG) in the 2025 financial year. At the same time, BDO AG Wirtschaftsprüfungsgesellschaft was elected as the auditor for the review of all additional interim financial information in the sense of section 115 (7) WpHG in the 2026 financial year, insofar as such a review is carried out before the next Annual General Meeting. Furthermore, BDO AG Wirtschaftsprüfungsgesellschaft was elected as the auditor for sustainability reporting for the 2025 financial year. An auditor for sustainability reporting has only been elected in case German legislators require the election of an auditor specifically for this purpose by the Annual General Meeting in their implementation of Article 37 of the Statutory Audit Directive 2006/43/EC in the version of the Corporate Sustainability Reporting Directive (EU) 2022/2464 from 14 December 2022 and therefore the auditing of sustainability reporting is not already the responsibility of the statutory auditor in accordance with the German laws transposing this directive into national law. As the Corporate Sustainability Reporting Directive (CSRD) was not transcribed into German law in 2025, a non-financial declaration will still be published as part of the management report for 2025. The non-financial declaration was audited with limited assurance.

The Board of Management discussed the interim financial information with the audit committee before its publication. The consolidated financial statements for the 2025 financial year were made available to the public within 90 days of the end of the financial year and the Quarterly Statements and the Half-Year Financial Report for the 2025 financial year were made available within 45 days after the end of the relevant reporting period.

BDO AG Wirtschaftsprüfungsgesellschaft was commissioned by the audit committee and its Chairwoman to perform the audit. The audit committee ensured in advance of the Annual General Meeting on 8 May 2025 that there was no doubt concerning the independence of the auditing firm to be commissioned and received a declaration of independence before submitting the proposal for the appointment of the auditor. This declaration also included the scope of other services, especially in the consultancy sector, which were provided to EnBW and its Group companies in the past financial year or have been contractually agreed for the following financial year. The agreement with the auditor stipulates that the audit committee must be informed immediately about any grounds for exclusion or conflicts of interest that arise during the audit unless such grounds are immediately eliminated. In addition, it was also agreed that the auditor would immediately inform the audit committee on all facts and events significant to the tasks of the Supervisory Board that come to the attention of the auditor during the performance of the audit and that the auditor would inform the Supervisory Board or make a corresponding note in the audit report if facts were uncovered during the performance of the audit that demonstrate that the declaration of compliance issued by the Board of Management and Supervisory Board in accordance with section 161 AktG is incorrect. Furthermore, it was ensured in accordance with article 5 EU Regulation 537/2014 that neither the auditor nor any member of his network provided prohibited non-audit services to EnBW or EnBW Group companies. The audit committee discussed the audit risk assessment, audit strategy, audit planning and audit results with BDO AG Wirtschaftsprüfungsgesellschaft. The Chairwoman of the committee regularly discussed the progress of the audit with the auditor and reported his findings to the committee. Both the audit committee and its Chairwoman regularly consulted with the auditor, sometimes without the presence of the Board of Management. EnBW did not have any share option programs or similar securities-based incentive schemes for the company in the reporting period nor does it currently have such programs or schemes.

Declaration of compliance

In accordance with section 161 AktG, the Board of Management and the Supervisory Board of EnBW Energie Baden-Württemberg AG declared on 8 December 2025 that: “Since its last declaration of compliance on 18 December 2024, EnBW Energie Baden-Württemberg AG complied with the recommendations of the Government Commission for the German Corporate Governance Code in the version published in the German Federal Gazette on 28 April 2022, with the exception of the following deviations described and will also comply with the recommendations in this version of the Code in future with the following exceptions:

Publication of the rules of procedure of the Supervisory Board (Recommendation D.1 DCGK)

The procedures of the Supervisory Board and the composition and procedures of the committees of the Supervisory Board are described in detail in the declaration of corporate governance according to section 289f (2) no. 3 HGB, which is published on an annual basis. In addition, the annual, written Report of the Supervisory Board according to section 171 (2) AktG reports in detail on the work of the Supervisory Board and its committees. Against this background, the Board of Management and Supervisory Board do not consider it expedient to also publish the rules of procedure of the Supervisory Board as they contain details on the rules at a technical level that will not provide any information of additional value to shareholders, which is why the recommendation in D.1 of the Code is not followed.

Disclosure of the composition of a peer group of other third-party entities to assess the total remuneration of the members of the Board of Management (Recommendation G.3 sentence 1 DCGK)

A horizontal comparison of other third-party entities as proposed by the recommendation in G.3 sentence 1 of the Code would result in considerable administrative burden with respect to the procurement and evaluation of data, especially as the composition of a specific peer group would constantly be subject to change. A horizontal comparison would thus be associated with considerable costs on a regular basis due to the commissioning of external consulting services.

Therefore, it is preferable to not always automatically carry out a specific peer group comparison each time remuneration is defined or examined, even if a horizontal comparison per se or a specific peer group comparison are generally expedient, and thus to continue only carrying out this process from time to time to compare the customariness of the total remuneration of the members of the Board of Management to other third-party entities.

Should a horizontal comparison be carried out from time to time based on a company-specific peer group comparison, the Board of Management and Supervisory Board believe that it is not expedient to publish the composition of the peer group because the composition of the peer group may allow, for example, conclusions to be drawn about the strategic considerations of the Supervisory Board which should not be accessible to competitors. In the interests of the company, the recommendation in G.3 sentence 1 of the Code is, therefore, not followed.

Comprehensibility of the target achievement for members of the Board of Management (Recommendation G.9 sentence 2 DCGK)

The law for the implementation of the European Union’s second shareholder rights directive (“ARUG II”) introduced a new remuneration report in section 162 AktG that contains detailed information on the remuneration of the members of the Board of Management, including minimum and maximum values for the performance indicators for the STI and LTI. Publication of further information on any additional qualitative criteria that are defined annually by the Supervisory Board for the STI remuneration would reveal sensitive company information about strategic targets. This information should not be accessible to competitors, which is why in the interests of the company the recommendation in G.9 sentence 2 of the Code is not followed.

Granting of variable remuneration to the Board of Management in company shares (Recommendation G.10 sentence 1 DCGK)

Section G.10 of the Code recommends that the variable remuneration for members of the Board of Management should be predominantly invested in company shares or granted as share-based

remuneration. Based on the fact that only 0.34% of the share capital of EnBW Energie Baden-Württemberg AG is in free float and the EnBW share is thus a narrow-market security with reduced liquidity on the stock exchange, it is not expedient to implement this recommendation at the company. Therefore, the recommendation in G.10 sentence 1 of the Code is not followed.

Accessibility of the long-term variable remuneration components for members of the Board of Management (Recommendation G.10 sentence 2 DCGK)

In its recommendation in G.10 sentence 2, the Code proposes that members of the Board of Management shall be able to access granted long-term variable remuneration components only after a period of four years. The intention behind this recommendation in the Code is to create greater incentive for sustainable business activities. The long-term variable remuneration components for members of the Board of Management of EnBW Energie Baden-Württemberg AG are based on a three-year measurement period. For the Board of Management and Supervisory Board, it is not clear why this should be necessary and the Commission has not given any further justification as to why a four-year period should create a greater incentive for sustainable business activities or why, for any other reason, a four-year period should be advantageous at all in comparison to a three-year period. Due to the fact that the three-year period applied up to now has proven successful in the last few years and an extension is not considered expedient, the recommendation in G.10 sentence 2 of the Code is not followed.”

The [declaration of compliance](#)⁹ was also published separately. All of the declarations of compliance of EnBW published since 2002 are available on our website in the [Download Center](#)⁹.

Karlsruhe, 9 March 2026

EnBW Energie Baden-Württemberg AG

On behalf of the Board of Management

Colette Rückert-Hennen

On behalf of the Supervisory Board

Lutz Feldmann