RWE

Press release

RWE Americas announces leadership changes

- **CEO Andrew Flanagan to leave RWE for a new opportunity at year-end**
- **Chief Commercial Officer (CCO) Dr. Ingmar Ritzenhofen to serve as Interim CEO until new CEO takes office**
- **Tim Nelson, as Chief Operating Officer – Operations (COO Operations), and Corey Hopper, as Chief Operating Officer – Project Execution and Program Management (COO XPM), will join the Board effective immediately**

Austin/Essen, November 18, 2026

Andrew Flanagan, Chief Executive Officer (CEO) of RWE Americas, will leave the company on December 31, 2026, at his own request for a new opportunity outside RWE. Dr. Ingmar Ritzenhofen, currently Chief Commercial Officer (CCO) and Board Member of both RWE Americas and RWE Supply & Trading, will serve as Interim CEO of RWE Americas beginning January 1, 2027, until a new CEO takes office. The search for a new CEO is already underway.

Markus Krebber, CEO of RWE AG said: "I would like to sincerely thank Andrew for his strong contribution to RWE Americas over the past years. Under his leadership, we have further strengthened our position in the U.S. market, expanding from 4 gigawatts to 14 gigawatts in operation. He leaves RWE Americas well positioned for the future, with a strong pipeline, new growth platforms like flexible generation and a management team that will continue to drive our ambitions forward. I have enjoyed working with Andrew, and we wish him all the best for his future endeavors. At the same time, I am very pleased that Ingmar has agreed to take on the role of interim CEO. Together with Andrew, he has shaped this journey, knows our U.S. operations extremely well and brings the experience and leadership needed to guide RWE Americas through this transition."

Earlier this year, RWE reaffirmed its commitment to the U.S. with €17 billion in planned investment over the next six years. RWE Americas' strategy is unchanged, and with an experienced leadership team in place, it will keep executing on its growth plans without interruption.

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Tim Nelson and Corey Hopper will join RWE Americas' Board effective immediately and assume the roles of COO - Operations and COO – Project Execution and Program Management. Nelson will continue to oversee the operating portfolio of RWE Americas' 14-gigawatt fleet across 130 sites, and Hopper will keep leading its construction program, one of the largest in the U.S. Dr. Malte Kuss will continue as Chief Financial Officer (CFO).

Tim Nelson has more than 20 years of experience in engineering, operations and asset management across the energy and utilities sectors, most of it with RWE and its predecessor organizations. Prior to joining RWE, Corey Hopper spent eight years at McKinsey & Company, where he advised capital-intensive clients across the energy and infrastructure sectors, following more than a decade in operational leadership positions at Kiewit.

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RWE

RWE is leading the way to a modern energy world. With its investment and growth strategy, RWE is contributing significantly to the success of the energy transition and the decarbonisation of the energy system. Around 20,000 employees work for the company in over 20 countries worldwide. RWE is one of the leading companies in the field of renewable energy. RWE is investing billions of euros in expanding its generation portfolio, in particular in offshore and onshore wind, solar energy and batteries. It is perfectly complemented by its global energy trading business. Thanks to its integrated portfolio of renewables, battery storage and flexible generation, as well as its broad project pipeline of possible new builds, RWE is well positioned to address the growing global demand for electricity, particularly driven by further electrification and artificial intelligence. RWE is decarbonising its business in line with the 1.5-degree reduction pathway and will phase out coal by 2030. RWE will be net zero by 2040. Fully in line with the company's purpose - Our energy for a sustainable life.

RWE Americas

RWE Americas, a subsidiary of RWE, is a US-based energy company that is helping to meet the growing demand for energy across the United States. Backed by RWE's 125-year global legacy of managing diverse power assets, RWE Americas operates more than 13 GW of power projects across 27 states. With a talented workforce of 2,000 employees, RWE Americas develops, constructs and operates wind, solar and battery storage projects, along with natural gas-powered generation, that safely deliver affordable, reliable electricity to our customers. Committed to responsible development, RWE Americas invests in local and rural communities, creating jobs and partnering with stakeholders to support and strengthen the places where we live and work. Learn more about how RWE Americas is generating impact at americas.rwe.com.