

# Frank Mastiaux

## NON-EXECUTIVE DIRECTOR

### Board and Committee Memberships

**Member – Board**

**Member – Safety, Environment and Sustainability Committee**

Frank joined the Board on 22 September 2025 and is a member of the Safety, Environment and Sustainability Committee.

### Relevant Skills and Experience:

Frank is an experienced executive and board member with over three decades in the energy industry. He brings extensive leadership experience in the energy sector, with expertise in strategic transformation, sustainability and renewable energy. His background includes overseeing major organisational change and innovation in clean technology and guiding companies through complex regulatory and market environments.

### Previous Experience:

Frank served as CEO of Energie Baden-Württemberg AG (EnBW) from 2012 to 2022, where he led a strategic transformation that significantly increased the company's market capitalisation and positioned it as a leader in renewable energy. Prior to that, he held senior roles at BP and E.ON, including CEO of E.ON Climate & Renewables and CEO of BP's global LPG business.

Frank currently serves as Chair of Sunfire SE, a hydrogen technology company, and is an advisory board member at Boehringer Ingelheim. He was previously a Supervisory Board member at Alstom Group. He holds a PhD in Analytical Chemistry from the University of Duisburg.

### External Appointments:

Chair of Sunfire SE. Advisory board member at Boehringer Ingelheim.

### Responsibilities:

Our Non-Executive Directors, through their diverse experience and skills, scrutinise the performance of management and constructively challenge and help develop our strategy. They uphold high standards of integrity and probity. They form the Audit and Risk, Nominations, Remuneration and Safety, Environment and Sustainability Committees.