

E.ON CR Report 2009

May 2010



Preliminary note

In May 2010, E.ON AG published its sixth Corporate Responsibility (CR) Report. With this report we offer a wide range of information that meets the various requirements of our stakeholders.

Beginning 2008, our annual reporting has taken place in the Internet. And since the publication of the CR Reporting 2009 in May 2010, these channels are located at the first navigation level at www.eon.com/responsibility. The E.ON AG CR Report 2009 consists of the channels "CR Approach" and "Reporting." Essential portions of the CR Report 2009 have been independently verified by the auditing firm Pricewaterhouse-Coopers (PwC). This includes all web pages within the channels "CR Approach," as well as portions of "Reporting" and key figures. Verified content is marked with the logo "Reviewed 2009."

All web pages that make up the CR Report 2009 are summarized in this PDF. This offers the reader an overview of our activities for the year 2009. The creation date was May 3, 2010.

A magazine covering E.ON's social responsibility will also be published in June 2010 in printed form. This magazine offers a compact overview of our comprehensive reporting on the web.

Further information on our CR Reporting can be found on our website at [responsibility > reporting](#).

Information folder

compiled from www.eon.com on 05/03/2010

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Committed to Excellence

As one of the largest investor-owned power and gas companies worldwide, we carry a special social responsibility. Johannes Teyssen, Chairman, E.ON AG Board of Management:

"Reliable, sustainable and affordable energy is the backbone of positive change in the world - societally, socially and culturally. Yet at the same time, we must also give even stronger consideration to the interests of future generations.

We urgently need new concepts for a sustainable energy supply. Which is why we must also be mindful of people who still live without electricity today. They, too, have a right to participate in the quality of life that a modern energy supply has to offer. Electricity has a role to play - because of its high energy efficiency in industrial and commercial processes; in private homes; and in generating heat in low-energy houses. And in the future, it will also increasingly play a role in mobility - a major driver in modern societies' lower primary energy use. Together with sustainable power generation, which releases fewer greenhouse gases and is becoming more efficient, electricity is the key driver for providing the world's energy needs for all people on our planet - without overburdening the earth's life-sustaining capacity. And that is why work and research in this area is our collective responsibility.

A firm grasp of future markets, sustainable technology investment and stakeholder trust - these are the key factors of E.ON's long-term corporate success. In addition, our decisions and actions are guided by our company's values and by our clear commitment to the principles of the United Nations Global Compact. This also includes our commitment to observing human rights, labor and environmental standards, and the fight against corruption. Our CR engagement helps us put this commitment into action. It also plays an important part in integrating societal expectations and trends into our corporate strategy and activities."

In its 2006 Commitment, the E.ON AG Board affirmed the importance of our company's social responsibility:

We behave responsibly towards our colleagues, customers, suppliers, the environment, and the communities where we live and work. We seek to improve lives everywhere we operate, aiming for a healthy, safe and sustainable environment. We consider the needs of the present generation and also anticipate the needs of future generations. Corporate Responsibility (CR) is a fundamental part of the way we do business. It has five key components: responsible corporate governance, the marketplace, the environment, communities, and the workplace. In each of these areas, we aim to become a global

leader in our industry.

More specifically, at E.ON we:

- Are responsible for providing our markets with a secure, economic and climate-friendly supply of energy.
- Uphold the ten principles of the UN Global Compact on human rights, labor standards, environmental protection, and fighting corruption.
- Are committed to successful long-term development of the communities where we live and work.
- Report our achievements openly, reliably and self-critically. This includes making an appropriate and balanced presentation of our economic, environmental and social activities and achievements in line with the Global Reporting Initiative's current recommendations for sustainability reporting.
- Seek to engage in objective dialog about our activities and about the challenges our industry will face in the future.

Board of Management of E.ON AG, Düsseldorf, June 2006

Information on this page has received a limited assurance engagement.



WE SUPPORT

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Full Support for the UN Global Compact

E.ON committed to the ten principles of the United Nations' Global Compact in 2005. This means we fully uphold the observance of human rights, labor and environmental protection standards and are solidly engaged in the fight against corruption. As UN Secretary-General Ban Ki-moon stressed in his speech in Davos in January 2009, the world faces a new set of crises, which can only be solved through far-reaching international and cross-sectoral cooperation. This is why E.ON is active in national and international Global Compact networks, for instance in Germany and Sweden.

Platform for Dialog and Exchanging Ideas

The Global Compact was launched in 2000 by then UN Secretary-General Kofi Annan to promote corporate social involvement and to help ensure that business makes a contribution to solving the growing challenges of globalization, in particular by meeting the UN Millennium Development Goals. It is the largest corporate citizenship and sustainability initiative worldwide: To date, 6,700 members, including 5,200 companies from 130 countries, have committed themselves to the agreement. The Global Compact is also a global network that functions as a platform for international dialog and the exchange of ideas.

The Basis for Group Policies and Standards

We have continued to integrate responsible corporate actions as a permanent part of our daily business activities. This process was continued through 2009, as we began to establish and update a series of policies and standards based on the principles of the Global Compact. They include policies for environmental and climate protection, responsible procurement, occupational safety and community involvement, as well as our commitment to human rights. In 2009, we also implemented a special policy for the responsible procurement of biomass. This complements our existing responsible procurement policy, and is closely related to our groupwide Environmental Management and Human Rights policies. These new rules are designed to help E.ON prevent the negative impact of biomass production on the environment, land use, groundwater and biodiversity, as well as local communities and the global food market.

Information on this page has received a limited assurance engagement.



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Committed to Ethical Principles

In the course of their activities, all employees at every level within the E.ON Group must comply with the clear rules laid down in our Code of Conduct. Derived from our core values, the Code of Conduct defines key principles and rules for legitimate and responsible conduct, especially when dealing with business partners and public officials.

High Standards Underpinning Our Conduct

Every single one of our employees, particularly those with managerial responsibility, is called on to comply fully and at all times with our Code of Conduct for all processes, decisions and everyday activities. This also applies to meeting the extended Compliance requirements and applicable policies and standards. It is valid for our Corporate Center as well as all market and business units.

Continually Reviewing and Improving our Code of Conduct

The implementation of and adherence to the Code is one of the major responsibilities of the Group's Compliance organization. In 2009, it undertook a thorough revision of our Code of Conduct to produce an updated version, which has been in force since January 2010. It is supplemented by guidelines containing detailed provisions and instructions on how to deal with specific situations. Our employees can refer to these at any time. Our Code of Conduct includes the following subjects:

1. Dealing with Business Partners, Third Parties and Government/Public Bodies
2. Avoidance of Conflicts of Interest
3. Handling of Information
4. Dealing with the Property and Resources of the Company
5. Environment, Occupational Health and Safety

Important Part of Training

Since 2007 our Code of Conduct has been included in orientation events for new employees and in management training modules conducted by the E.ON Academy. In 2008 we developed a special Internet (e-learning) tool to help raise awareness among our employees. In the last two years, over 75 percent of employees successfully completed the program. The Group-wide training program will be adapted in line with the

revised Code of Conduct to further deepen staff knowledge of compliance issues. Apart from the e-learning tool we also provided printed brochures to enable employees without Internet access to conduct the training.

Information on this page has received a limited assurance engagement.



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Developing Our CR Strategy further

Our firm objective is to play a leading role in Corporate Responsibility (CR) within and beyond the energy sector. CR is a fundamental part of the way we do business: It is embedded in our overarching corporate strategy and defined by our Board Commitment, our binding undertaking to behave responsibly towards all stakeholders in our business, including future generations.

Strategic Work Areas in E.ON's Corporate Responsibility Development

Our CR Strategy has matured over time through a structured process of development. We identified and defined in detail the CR-relevant topics in our business environment. These topics were then analyzed annually in our materiality analysis. In line with the objectives we formulated in 2006 we comprehensively expanded our CR Strategy at the end of 2007. This process resulted in our three strategic work areas.

- **Organize:** building the framework for an effective CR approach
Our CR experts find practical solutions and our employees support them in implementing our CR Strategy. To enable this, our CR organization establishes the required structures.
- **Manage:** managing opportunities, risks and meeting expectations
Amongst the tasks in this work area are the identification of CR-relevant risks and opportunities at an early stage and the introduction of mitigating or harnessing measures, as appropriate. Our commitment to environmental protection, our employees' rights, our Code of Conduct, occupational safety and the struggle against corruption are all key elements in this. We continue to place particular value on our employees' awareness and observance of our Code of Conduct.
- **Focus:** defining E.ON's CR profile more clearly
In our key CR-related areas we aim to set industry-leading standards. This requires a focus on a selected number of topics where we feel we need to and can achieve benefits for all parties concerned.

Furthermore, we have embedded binding objectives in our CR Program for 2008- 2010 that will support us in the implementation of our CR Strategy.

Three Core CR Principles

Our CR Strategy and CR activities are guided by three core principles: Stakeholder

orientation, Integration and Leadership. They are designed to help secure E.ONs long-term business success by balancing our economic interests with societal expectations, environmental constraints and our stakeholder relationships.

- **Stakeholder orientation:** the basis for truly effective implementation of our CR Strategy and thus for long-term business prosperity. An open approach towards stakeholder expectations and concerns, twinned with transparency on our corporate performance, are essential ingredients of successful stakeholder relations.
- **Integration:** embedding responsible behavior in all E.ONs activities is a pre-condition for our long-term business success. The CR Organization accompanies and supports this integration; however, this work depends on the engagement of experts and the commitment of all employees.
- **Leadership:** all our stakeholders rightly expect this from E.ON. It is our ambition to provide leadership in doing business responsibly within the power and gas industry. In this we focus especially on CR activities that set an example for our sector and that create additional value for our stakeholders.

Information on this page has received a limited assurance engagement.



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Materiality Analysis - a Strategic CR Tool

To embed responsible management it is essential that we integrate the most material topics for our stakeholders in our CR Strategy, CR reporting and core business. To achieve this, E.ON regularly surveys six key stakeholder groups- shareholders, government and policy makers, non-governmental organizations (NGOs), customers, employees and representatives of the communities in which we do business.

A Systematic Approach to Identifying Stakeholders' Priorities

These six stakeholder groups attach differing materiality to CR topics. The materiality process forms the basis for E.ON's strategic approach to these; it is an integrative process involving several different specialist Group departments. It thus makes also a contribution to embedding CR across our business. The overall materiality process results in a Materiality Matrix.

Prioritization of Particular Topics- a Multi-step Process

The Materiality Matrix is the result of a multi-step process. Firstly we evaluate the analysis results of the data gathered from each of our six stakeholder groups. This data is derived from three sources:

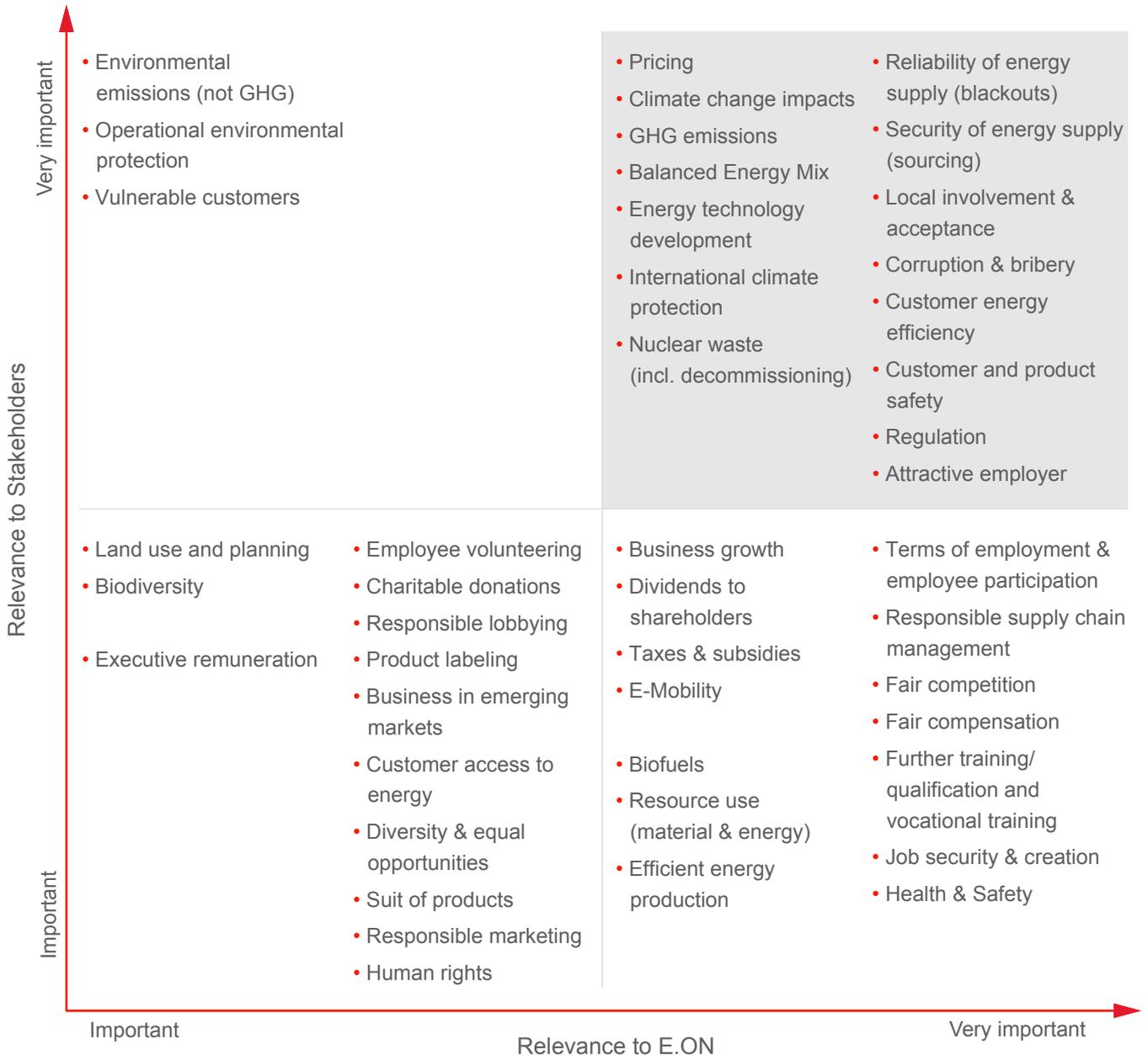
- We ask the staff responsible in our specialist departments to identify material CR topics over the past year for the stakeholder groups relevant to them.
- We evaluate stakeholder dialogs, opinion surveys and responses to E.ON's feedback requests.
- We also carry out additional research, in which we analyze externally published studies for topics relevant to individual stakeholder groups, for example.

The data from these three sources is organized into stakeholder-specific matrices that display the most relevant CR topics for each stakeholder group.

The topics in each stakeholder-specific matrix are then given a weighting according to the relevance of the respective stakeholder group to E.ON. Finally, based on its aggregate position in the stakeholder-specific matrices, each topic is positioned in an overall Materiality Matrix along the axes of "Relevance to Stakeholders" and "Relevance to E.ON".

Every year since 2006 we have carried out materiality analyses, published a Materiality Matrix and designed strategic approaches aligned with the topics identified. We continued

E.ON materiality matrix





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Our Starting Point

At E.ON, our Corporate Responsibility (CR) Strategy forms the basis for coordinating responsible corporate action groupwide, and it provides the foundation for our management approach. The strategy is then integrated and implemented across all market units and business units. In addition to our policies, standards and systems for our own Monitoring and Compliance, our five-stage CR Work Process also serves as a central tool for managing the different aspects of implementing responsible action.



- **Assess & Analyze:** In the first stage, we identify societal and sector trends, establish benchmarks, and assess risks and opportunities.
- **Plan & Prioritize:** We set priorities and develop strategies and work plans. To these we then assign concrete goals, targets, and key performance indicators (KPIs).
- **Develop & Implement:** During this stage, E.ON harmonizes existing policies and standards, and creates new ones. Initiated by the Corporate Center, the rules and guidelines are implemented across our various market and business units.
- **Monitor & Control:** On the basis of KPIs, we check the implementation status and quality of our policies and standards. We also conduct regular audits.

- **Review & Report:** We continuously report on our activities in CR reporting and on our inclusion in CR indices, both internally and externally. With the help of best-practice examples, we also discuss the status quo of our work.

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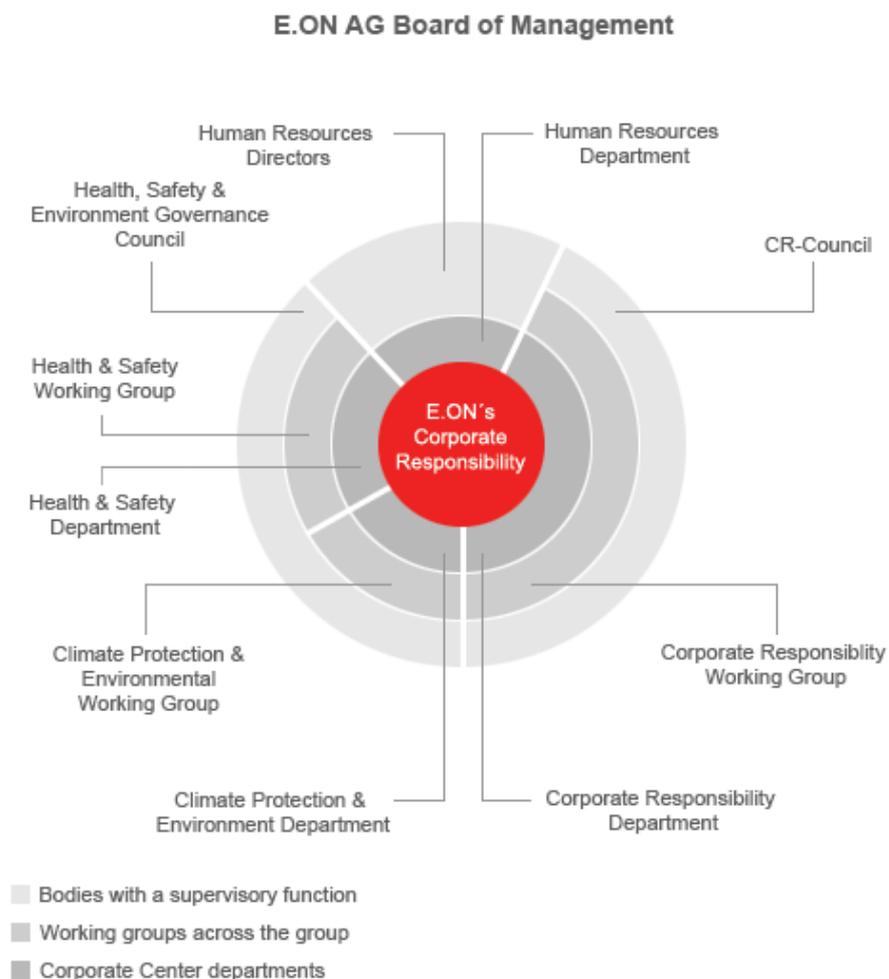


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Building a Robust CR Organization

In order to fully meet the complex social challenges that a global corporation such as E.ON faces, we have established clear responsibilities and structures. The aim of our Corporate Responsibility (CR) organization is to embed responsible conduct in the minds of our employees, making it a part of our everyday business and clearly defining responsibilities within the Group.

In order to root it even more deeply in the Group across all levels and all units, in 2009 we further developed our CR organization. The following graphic gives an overview; and is followed by supplementary explanations.



Integrating the Board of Management and Supervisory Board

The Board of Management and the Supervisory Board are central decision-making authorities, have overarching responsibility for all CR activities and strategic guidelines, and are kept informed of CR activity at regular intervals. The head of the Corporate Responsibility department and the Board Member responsible for CR activity exchange ideas through regular reports and meetings. At least once a year, all Members of the Board of Management meet to discuss Corporate Responsibility, Climate & Environmental Protection, Health & Safety as well as Human Resources topics. Figures from these areas are also incorporated in the annual Performance Measurement Report, which is delivered to the Board of Management. This report includes central Group figures and serves as the basis for benchmarking against other companies in the energy sector. This Board of Management Report then serves as a basis for reports to the Supervisory Board; this body is also regularly informed about CR relevant issues as part of the Supervisory Board Agenda.

CR Council, Health, Safety & Environment Governance Council and Human Resources Directors

The CR Council, the Health, Safety & Environment (HS&E) Governance Council and the Human Resources Directors comprise members of upper management from the Corporate Center and the market units; the CR Council also includes employee representatives and external experts. They are responsible for strategic decisions and general Group-wide guidance. These bodies make recommendations to the Board of Management and monitor the implementation of goals.

The CR Council has been jointly chaired since 2006 by Christoph Dänzer-Vanotti, Member of the E.ON AG Board of Management, and Paul Golby, Chairman of the Board of Management and CEO of E.ON UK. In 2008 Klaus Töpfer, former Executive Director of the United Nations Environmental Programme (UNEP), Dame Ellen MacArthur, who is supporting environmentalism and sustainability, and Charlotte Petri Gornitzka, General Secretary of the international "Save the Children" alliance all joined E.ON's CR Council as external members. They have broadened the scope of our discussions with their independent perspectives and provide an increased level of transparency. For 2010 the Council's tasks will be revised to give them a clearer role in firmly anchoring CR as a Business Imperative from top management to the shop floor.

CR Organization at the Corporate Center

As part of the newly established Corporate Sustainability area, whose departments tackle the various challenges of business sustainability, the Heads of the Corporate Responsibility, Climate Protection & Environment and Health & Safety departments manage Group-wide strategy and the implementation of work programs on these issues. The departments pool their expertise and, in partnership with CR managers from market and business units worldwide, drive forward the implementation of CR measures on all levels within the company. The Human Resources area manages our Group-wide People Strategy and HR activities.

CR Managers in Market Units

In order to implement our CR Strategy in the communities where we are based, each of our ten market units now employs at least one CR and one HSE Manager. These CR Managers work with local stakeholders on a regional and community level and help adapt our projects to the particular communities for which they are responsible. However, against the background of our PerformtoWin efficiency program, our market and business units were required to look at efficiency potentials within their CR areas and streamline the work for some of them.

CR Teams and CR Coordinators in Business Units

Under the supervision of CR as well as HSE Managers, teams are formed in market units. They consist of employees from various departments working together on issues relevant to CR. Besides this, CR and HSE Coordinators have been nominated at individual business units most especially in the business units of our biggest market unit, Central Europe. Numerous teams of experts are already working successfully with the involvement of market and business units on integrating CR further into the Group.

Information on this page has received a limited assurance engagement.



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Finding a Way Forward Together

To provide an effective CR Strategy for a company of our size, we need to ensure it is comprehensively and uniformly implemented. As a result, we continuously work toward strengthening and streamlining our CR organization across the Group worldwide. We measure our success and align the actions of our market and business units with our groupwide CR Strategy. Within this alignment process, we seek to support both new and existing business units to act in socially responsible ways.

In summary, the process seeks to:

- Demonstrate the importance of responsible business behavior for E.ON's long-term business success.
- Highlight to our employees groupwide the importance of E.ON's CR Strategy and their stake in it. It is therefore crucial that the CR Strategy and its relevance is understood, accepted and supported by decision makers at the management level and by the departments entrusted with implementing it.
- Promote a willingness among all employees to implement the Strategy, to live by its principles and to communicate them both inside and outside the workplace.
- Provide a framework for measurable progress in CR Strategy implementation and performance monitoring.
- Challenge employees to adapt the framework to regional and local conditions in a manner consistent with the CR Strategy.

Integration in Three Steps

In past years, E.ON has integrated new companies into the Group from different countries. Many of these acquired firms operate in markets and regions in which, for example, public awareness for environmental issues, as well as worker and customer safety, are still relatively low. Our CR management team places great value on successively involving these new firms in our CR Strategy and its implementation.

To that end, E.ON is focusing on three major action steps to make the alignment and implementation of the CR Strategy across different market and business units as effective as possible.

- **Facilitating:** In the first step, the CR team at our Corporate Center in Düsseldorf, Germany, helps support market or business units by facilitating the transfer of CR-relevant knowledge. This is done in close coordination with local CR managers. The goal is to give our employees a greater understanding of the importance of CR

for E.ON's business by explaining the overall CR Strategy, its core principles, and its strategic work areas.

- **Supporting:** Building on the first step, the CR team supports the market and business units to achieve the best possible, practical implementation of the groupwide CR Strategy in national and local CR initiatives.
- **Monitoring:** In the third and final step, the implementation of CR in the market and business units is reviewed. During this process, discussions with local CR and business management take place. Adjustments are made as necessary.

Information on this page has received a limited assurance engagement.



✓ Reviewed 2009

Core Policies and Standards

We recognize our societal responsibility as one of the core values of E.ON's corporate culture and have established clearly defined policies to embed this. These policies apply Group-wide, to individual companies in which we are majority shareholders as well as to processes and shareholdings for which E.ON bears operative responsibility. Contractors and suppliers are required to meet our minimum standards when working on our behalf.

Our policies and standards are integrated into our overall CR Strategy and define the binding operational framework that supports us in achieving our objectives. Faced with ever-changing challenges, our policies continually evolve to meet these consistently across the Group.

Our policies and standards govern the following five CR-relevant areas:

- Environmental Management
- Human Rights
- Responsible Procurement as well as Biomass Purchasing
- Health and Safety
- Community Strategy

More detailed information on the individual Policies can be downloaded from the links in the right-hand margin of this page.

Environmental Management

We recognize the energy we produce and supply has significant impacts on the environment. We work continually to mitigate and reduce these. We are also committed to providing our customers with energy efficiency advice: this is in line with our commitment in the E.ON Global Climate Change and Environment Policy Statement that came into effect in October 2008. As a subordinated part of this, our Environmental Management Group Policy details the ambitious minimum climate change and environmental protection targets we have set ourselves, that often go beyond legally required standards. In detail, the Group Policy:

- Describes how our environmental and climate protection activities are organized,
- Sets out the minimum standards we apply, and
- Defines the basic framework for environmental management at E.ON.

All our subsidiaries with significant environmental impacts are required to have an certified Environmental Management System (EMS) that fulfill the criteria of the EN ISO 14001 or European EMAS II standards. E.ON operational units that have already established an EMS but which does not yet meet one of these two standards will work toward becoming certifiable until the end of 2010.

Human Rights

It is E.ON's responsibility to raise awareness of human rights-related topics among our employees and to encourage them to safeguard these rights. This is why we work with our suppliers, contractors, employees and managers in order to increase their ability to protect human rights and related topics. In brief, as laid down in the Human Rights Policy Statement of the E.ON Group which has been applicable since November 2008, we work to ensure:

- Diversity and equality in the workplace
- The provision of a good and safe working environment
- Freedom of association and collective bargaining
- The exclusion of child and forced labor
- The protection of local communities and indigenous peoples.

Responsible Procurement

Price and performance are important factors when it comes to making procurement decisions- but E.ON also takes its suppliers' environmental and social standards into careful consideration. We therefore carry out audits at our suppliers' facilities to monitor their CR standards. What is more, we create risk profiles for our suppliers within the scope of the E.ON Responsible Procurement Policy applicable since March 2007. The Policy provides overarching guidance for procurement and is augmented by specific guidelines such as the new responsible-biomass policy. The Responsible Procurement Policy's principal objectives for our contractual partners, as suppliers of goods as well as services, are to:

- Ensure Human Rights are respected and ensure appropriate working conditions for employees,
- Minimize the environmental impact of our business and
- Maintain high standards of ethics and business integrity.

Biomass Purchasing

E.ON increasingly uses biomass for energy generation, thereby offsetting the use of coal or other non-renewable resources. Biomass as a fuel provides business opportunities. However, biomass purchasing and trading also carries societal, environmental and reputational risks. E.ON addresses these risks with its Biomass Purchasing Amendment to the E.ON Responsible Procurement Policy.

The Policy has been in force since November 2009 and establishes:

- What types of biomass may be used for energy and biogas generation, and under which conditions
- A ban on the use of human food as biomass for the above purposes
- That the use of animal feed, renewable crops grown as energy sources and agricultural residue for fuel is only permitted within the corresponding national or EU legal boundaries- and only insofar as these do not distort local or global price stability and security of supply

- That timber and other forestry products may only be used for energy and biogas generation insofar as they are certified to meet corresponding international standards such as FSC and PEFC.

Health and Safety

Our goal is to make E.ON the world's safest company in the energy sector. The health and safety of our employees is of paramount importance to us. The E.ON Health & Safety Policy Statement, applicable since October 2008, establishes a comprehensive process for monitoring safety performance and describes E.ON's organization of occupational health and safety. E.ON's subordinated Safety and Occupational Health Management Group Policy sets out the minimum standards that we require Group-wide.

Community Strategy

This strategy has been in place since 2007 and is central to E.ON's CR approach. We recognize that our success as a company is directly tied to the well-being of the communities where we operate. Our objective here is to lead in Corporate Community Involvement- with a strategic focus on supporting local programs that address energy needs, energy education and climate change issues of global concern. Key Community initiatives running globally cover the areas of:

- Energy for Children
- Employee Involvement
- Vulnerable Customers
- Sports Sponsorships

Information on this page has received a limited assurance engagement.



✓ Reviewed 2009

Further Developing - Responsible Business Practice

All of E.ON's business activities are founded on our solid commitment to business ethics and Corporate Responsibility (CR). They represent an integral part of our corporate culture. A token of this commitment is our decision to uphold the aims of the United Nations' Global Compact, which we signed in 2005. By setting standards for our responsible business actions, it also establishes important criteria with which we can shape the direction of our company's CR activities. This also includes our internal systems for Monitoring and Compliance. These provide us with the orientation necessary to achieve responsible business practices.

General Governance Approach

E.ON sees corporate governance as the basis for responsible and value-oriented company management. Excellent corporate governance is essential to the sustainability of our operations and our continued business success. This encompasses our business principles, our organizational, management and supervision practices, as well as our internal and external control mechanisms.

Risk Management Monitoring

Forward thinking and effective risk management are prerequisites for the success of a company. Therefore, the aim of our risk-management system is to identify potential risks early on and to systematically guide our decision-making. We have incorporated appropriate measures into E.ON's overall organizational structure, including groupwide guidelines, a standardized strategy, planning and controlling processes, producing separate risk reports and establishing a Risk Committee. The effectiveness of our Early Risk Warning system is reviewed regularly by our Internal Audit Department- and, as required by law, also by our statutory auditors.

Compliance Organization

Every market unit has a Compliance Officer, who reports to the Corporate Center's Chief Compliance Officer (CCO). The business unit in which a Code of Conduct or Compliance rule is breached is immediately responsible for investigation, cessation and sanction of the breach. Compliance Officers at market units then immediately process reports about alleged breaches, inform the CCO and together agree on the results of the investigation, its results, and which follow-up measures need to be taken. Corporate Audit has an obligatory involvement in all of these investigations.

Main Compliance Focus Areas

The CCO reports to the E.ON Board of Management and the Audit Committee of the Supervisory Board on the compliance-related issues. These issues include antitrust law, capital market law and insider rules, fraud, corruption and the Code of Conduct. The CCO also has the responsibility to update the Code of Conduct and the compliance-related issues on a regular basis. These updates include the results of our half-yearly reviews where we examine our focus and progress on compliance issues and implementation. The results of these reviews are examined by the CCO in consultation with the Compliance Committee. The CCO then presents them to the Board of Management for final approval. It is on this basis that related amendments to the Code of Conduct and the compliance framework are made.

The CCO also determines the structure of the compliance organization to be applied in individual market units. Together with the market units, related compliance goals are prioritized. The ongoing implementation of compliance standards is then monitored by Corporate Audit worldwide.

Competition Compliance

Since the deregulation of energy markets at the end of the last century, E.ON has established itself as a successful performer in a competitive market environment. Competition compliance means adhering to national and international competition rules on issues such as collusion with competitors on prices, customers or capacity, and the division of regional markets.

Fraud Detection and Corruption Monitoring

We strive to operate our business in a way that avoids all forms of corruption. As part of our compliance framework, we have created an expert team on Fraud Detection and Investigation within the area of Corporate Audit. This team is a key element in E.ON's efforts to fight corruption and fraud. As part of our commitment to the UN Global Compact, we have pledged to combat all forms of corruption worldwide, and have embedded this in our [CR Strategy](#) and our [Code of Conduct](#).

Information on this page has received a limited assurance engagement.



✓ Reviewed 2009

Focus Areas of our CR Work

It is our vision to become the world's leading power and gas company; this also includes being pioneers in Corporate Responsibility (CR). The basis of successful integration of CR in our business activities lies in clear, long-term CR goal-setting for the entire Group, commitment to CR focus areas and a CR Strategy that is aligned appropriately. At the same time, we have to raise awareness of these aspects in all areas of our company.

International Integration of CR in all Business Processes

Apart from the goals that we have set ourselves in our CR Work Program 2008- 2010 (see Progress Report 2009 for download in the left-hand column), we are therefore concentrating on two central areas in 2009:

- a) Integrating our new market units by increasing the corresponding resources and responsibilities in the Group-wide CR organization and defining minimum requirements for our market units
- b) Setting priorities for our future work, in line with the CR Work Plan 2008- 2010.

a) Minimum Requirements for the Market Units

Integrating CR in all our business activities also means continuously driving the progress of our work- and setting milestones to measure this progress. Because of the different developmental stages at our sites all over the world, in 2009 for the first time we agreed on annual minimum standards for the implementation and integration of CR in all market units. These will come into force in 2010 and will thereafter be reassessed annually. They include the following areas:

1. On-site CR Organizational Structures and Responsibilities: In every market unit the CR experts should maintain regular contact both with their own Management Board and the different functional units. In this way they are to raise awareness of CR topics in line with the principle of CR as a Business Imperative. At the same time, they report central key figures for use in Group-wide CR Reporting and as monitoring indicators.
2. CR Strategy and Goals: Every unit should produce a CR Strategy in accordance with local circumstances and specific conditions, as well as a CR Program with short, medium and long-term targets.
3. Acting Ethically and E.ON's Guidelines and Standards: Our commitment to ethical behavior should be the basis of all decisions and processes at our global sites.

Group-wide policies and standards are available to all employees and should be complied with fully and at all times.

4. Risk Management and Issue Analysis: The topic area of CR should be integrated into risk management as well as in general issue analysis in all units. The goal is not just to minimize risk, but also to discover opportunities that have not yet been a focus within the Group.

5. Stakeholder Relationship Management and Social Impact Assessment: Regular contact and exchange with relevant stakeholders should be integrated in all core business processes. The integrated assessment of social, environmental and economic impacts (Sustainability Impact Assessment) should increasingly be part of decision-making processes. It should also be taken account of within Due Diligence projects as well as in investments in infrastructure projects.

Many of our market units have incorporated CR in their core business activities for many years, often with a wide scope and far beyond our minimum standards.

b) Development of Group-wide CR Focus Areas

In line with the CR Work Program 2008- 2010 we have started to identify focus areas for our CR work from 2011.

The subject of social acceptance of bridge technologies, such as low-CO₂ coal power generation or nuclear power, including the question of permanent storage, will certainly be among these. However, we cannot deal with individual topics in isolation. Ensuring the affordability and availability of energy drives our activities just as much as limiting climate change. Here, we are particularly committed to issues around energy efficiency and vulnerable customers.

Another future core topic will be the development and use of integrated analyses of our business activities (Sustainability Impact Assessment). With their aid, we want to analyze as wide a spectrum of the social, environmental and economic impacts of our business activities as possible, including our planned activities. In this way we can align our decision-making processes accordingly and also make them transparent for our stakeholders. We will continue to canvass our stakeholders' opinions through regular dialog. Open, confidential and constructive exchange with our stakeholders is very important to us in this effort.

A sustainable energy supply in the future will require extensive solutions on an industrial scale. However, we also want to look at small-scale, decentralized generation solutions. An intelligent synthesis of these decentralized solutions through the remote, flexible networking of low-climate-impact large power plants is not just a technological challenge but also represents an opportunity for tomorrow- and therefore a focus area for E.ON. Integrated energy-supply concepts such as the sustainable community, E-Mobility electronic and Gas Mobility already show the way ahead today and offer interesting perspectives for E.ON.

Information on this page has received a limited assurance engagement.

Corporate Responsibility (CR) Work Program

Transparency and traceability - these are two crucial components of responsible action. Our CR Work Program 2008 - 2010 is intended to give a clear overview of the specific measures we are pursuing in this effort, and also of the progress we have made in 2009.

This year's Progress Report for the CR Work Program 2008 - 2010 is in line with previous years' CR Work Programs. We have made just a few changes in terms of wording and the order of items displayed for this year's report. Two new elements were added to the CR Work Program. These are also marked as such.

How to Read the CR Work Program

The main action fields are indicated in the left-hand column of the CR Work Program.

The relevant measures for the 2008 – 2010 reporting period are also detailed here.

The central "2009 Progress Report" column displays a short report on the progress we have made in 2009 on implementing the targets and measures we set for the reporting period.

The "2009 Targets" column on the right describes the degree to which we have achieved our targets, or whether these are ongoing.

2008–2010 Measures

2009 Progress Report

2009 Targets

Overall CR Management

Continue development of CR organization at all levels	<ul style="list-style-type: none"> • CR organization established, including CR Council, CR Managers in all market units, Group-wide teams for Corporate Responsibility, Climate Protection & Environment and Health & Safety. 	Achieved/ activities ongoing
Develop a set of core indicators to track CR performance and support business decision-making	<ul style="list-style-type: none"> • Further development of indicator set for annual Management Board briefing. • Further development of key performance indicators (KPIs) for CR reporting postponed. 	Partly achieved/ activities ongoing
Develop training and other measures to stimulate a culture of responsibility across the Group	<ul style="list-style-type: none"> • A set of dedicated CR training activities has been developed and implemented over the past years. Examples include the Safety Academy, the Group-wide E.ON Environmental Champions program or the e-learning program on the Code of Conduct. 	Achieved/ activities ongoing
Develop a strategic CR profile in line with the CR Strategy and test with stakeholder groups	<ul style="list-style-type: none"> • Completed development of a CR profile with CR focus points. Initiation of CR focus projects: <ul style="list-style-type: none"> • Next Generation & Climate Change: Further development of Energy for Children program. • Climate Change: Continued engagement in renewables as well as initiatives on the future of energy with different stakeholder groups. • Access to Energy: First assessment of potential projects and business opportunities. 	Achieved/ activities ongoing
Implement appropriate Environmental and Social Impact Assessments in relevant parts of the business and integrate results in business decisions	<ul style="list-style-type: none"> • Social Impact Assessments (SIA) complement Environmental Impact Assessments in project management process for newbuild power stations. SIA started for newbuild projects. 	Achieved/ activities ongoing

2008–2010 Measures

2009 Progress Report

2009 Targets

Overall CR Management

Develop and implement an overall stakeholder management strategy

- Cooperation and dialog on CR topics with E.ON stakeholder managers in functional departments continued.
- NGO Engagement Workbook developed; contacts with selected NGOs ongoing, cooperation agreement for marine environment with IUCN.
- Continuation of E.ON Graduate Program Project “Dialog with the Youth” to explore expectations of young people towards energy companies.

Achieved/
activities ongoing

Annual CR performance reporting

- Web-based report and print-based CR Magazine published.

Achieved/
activities ongoing

Assess business ethics risks and prepare an action plan

- Corruption & bribery risks incorporated in procurement processes and included in CR audits.
- Area of ethics now included in E.ON Code of Conduct and incorporated in regular corporate audit activities.

Achieved/
activities ongoing

Implement Responsible Procurement Policy through risk assessments and training courses

- Policy amendment on biomass approved.
- CR criteria integrated in procurement processes.
- Supplier audits and events carried out in addition to usual quality standards.

Achieved/
activities ongoing

Assess corporate risks related to human rights and labor rights violations

- Human Rights Policy Statement developed in 2008, implementation ongoing.
- Human rights issues incorporated in procurement processes and included in CR audits

Achieved/
activities ongoing

2008–2010 Measures

2009 Progress Report

2009 Targets

Marketplace & Community

Develop a responsible products and services strategy	<ul style="list-style-type: none"> Organizational responsibility now with MUs 	Activity transferred
Support for vulnerable customers in our retail markets	<ul style="list-style-type: none"> Group-wide unilateral commitment to support vulnerable customers agreed; implementation ongoing. 	Achieved/ activities ongoing
Embed CR elements in our Group-wide sponsorship strategy	<ul style="list-style-type: none"> E.ON's sponsorship strategy including CR integration approved by E.ON AG Management Board; implementation ongoing. 	Achieved/ activity finalized
Develop and roll out Group community involvement strategy	<ul style="list-style-type: none"> Strategy developed in 2008; progressive roll-out and training programs ongoing. Engagement and implementation support of appropriate policies and initiatives with new market units. 	Achieved/ activities ongoing
Develop appropriate community programs to support existing E.ON assets and new-build projects	<ul style="list-style-type: none"> Group-wide guideline developed implementation ongoing. 	Achieved/ activity finalized
Develop programs to address community energy safety issues in various countries	<ul style="list-style-type: none"> Group-wide Public Energy Safety Standard agreed as part of Safety Policy; implementation ongoing. 	Achieved/ activities ongoing
Implement the "Energy for Children" program	<ul style="list-style-type: none"> Energy for Children program advanced well; plans and initiatives now exist in 14 countries. German lighthouse project has trained more than 600 teachers. 	Achieved/ activities ongoing
NEW: Coordinate employee volunteering activities	<ul style="list-style-type: none"> Groupwide employee involvement initiatives underway in all key markets in CR profile themes 	Achieved/ activities ongoing

2008–2010 Measures

2009 Progress Report

2009 Targets

Climate Protection & Environment

Develop a Group-wide climate protection and environment policy, assess current implementation of management systems and determine Group-wide application of a management system	<ul style="list-style-type: none"> • Policy developed in 2008, implementation ongoing. • Status quo report presented to E.ON AG Management Board. • Management systems in place at 100% of operations. 	Achieved/ activities ongoing
Assess the impact of climate change on E.ON assets	<ul style="list-style-type: none"> • Assessment tool developed in 2008. • Issue will be taken forward as part of the climate change adaptation process. 	Achieved/ activities ongoing
Develop a Group-wide biodiversity assessment and policy	<ul style="list-style-type: none"> • Biodiversity integrated in Group Global Climate Change and Environment Policy in 2008. • Project to include biodiversity in Environmental Impact Assessments started. 	Achieved/ activities ongoing
Identify targets for advanced emission standards at newbuild coal-fired power plants	<ul style="list-style-type: none"> • Targets identified. • Business implications of an NOx trading system under investigation. 	erreicht/ Aktivitäten fortlaufend
Develop an E.ON guideline on Lifecycle Analysis (LCA) for products, services and technologies to analyze environmental impacts	<ul style="list-style-type: none"> • Draft guideline developed. 	Achieved/ activities ongoing
NEW: Develop Carbon Accounting Processes for E.ON	<ul style="list-style-type: none"> • Assessment of gaps in E.ON's carbon footprint accounting and reporting. 	Activities ongoing

2008–2010 Measures

2009 Progress Report

2009 Targets

Health & Safety

Evaluate reports on incidents in hazardous industries (e.g. Baker report) and draw conclusions for E.ON	<ul style="list-style-type: none"> • Baker report analyzed in 2008. • Assessment results incorporated in E.ON safety trainings. 	Achieved/ activity finalized
Conduct safety assessment on all Top Executive Group members (project safe.TEG) and facilitate action plans for individuals and for market units	<ul style="list-style-type: none"> • safe.TEG trainings set up; follow-up process ongoing. 	Achieved/ activities ongoing
Develop and implement a Group safety management system	<ul style="list-style-type: none"> • Group policy approved in 2008, implementation ongoing. 	Achieved/ activities ongoing
Develop and implement harmonized, Group-wide minimum safety standards	<ul style="list-style-type: none"> • Corporate standards developed. • HSE sounding-board established to govern further development of standards. • Concept for standards implementation plan developed. 	Achieved/ activities ongoing
Develop a policy regarding contractors' and subcontractors' safety performance	<ul style="list-style-type: none"> • Contractors and subcontractors safety management integrated in Group-wide minimum standards (see above). 	Achieved/ activities ongoing
Develop and implement a central incident reporting system (injuries, near misses and hazardous occurrences)	<ul style="list-style-type: none"> • Incident reporting system developed. • Feasibility assessment of additional HSE module for incident system started. 	Achieved/ activities ongoing
Assess the current situation of health management in the Group	<ul style="list-style-type: none"> • Assessment ongoing. 	Partly achieved/ activities ongoing
Develop a Group-wide health strategy and policy	<ul style="list-style-type: none"> • Initial framework defined in Group policy. 	Partly achieved/ activities ongoing
Develop a health management toolkit	<ul style="list-style-type: none"> • Health management toolkit system developed. 	Achieved/ activity finalized
Assess the current situation regarding Group diversity management	<ul style="list-style-type: none"> • New organizational responsibility for diversity. 	Activity transferred
Develop an aging workforce action plan	<ul style="list-style-type: none"> • New organizational responsibility for aging workforce 	Activity transferred

The CR Work Program comprises the objectives and measures of the Corporate Responsibility, Climate Protection & Environment and Health & Safety departments at E.ON's corporate center.

Our CR Reporting Approach - An Overview

Since 2008 E.ON AG's annual Corporate Responsibility (CR) reporting has mainly appeared online. The topic of corporate responsibility has been featured at the primary navigation level since the publication of the CR reporting 2009 in May 2010, giving it a prominent location among the Group's internet communications.

We strive to ensure balanced reporting of the ecological, societal and commercial aspects of our operations. As we do so, we feel it is important to present a transparent overview of our strengths and weaknesses. In selecting the topics for our CR reporting we are guided by the key CR topics in our "[Materiality Matrix](#)".

General Structure of our Online Reporting

The web pages under the headings of [CR Approach](#) and [Reporting](#) together make up E.ON AG's CR Report 2009. All of the other headings, [Dialog](#), [Challenges](#) and [CR in Practice](#), are intended to provide additional information that complements the CR Report 2009. Numerous web pages in the Responsibility channel contain links to other E.ON Group pages with information on CR topics. The Responsibility channel forms a platform on which we can go into detail about our various commitments in this respect. This explains why our online reporting is more detailed than the publications available for download, such as the E.ON CR Reporting 2009 PDF file.

This year our print publications also include a [CR magazine](#), which will appear in June 2010. The magazine is aimed at offering a compact introduction to our comprehensive web-based reporting. We also present information on our social responsibilities in a number of other publications, such as E.ON's Annual Report and our brochure Strategy & Key Figures.

Progress during the Reporting Period: The CR Report 2009

Our reporting is aligned with the guidelines of the [Global Reporting Initiative \(GRI\)](#). That includes the Electric Utilities Sector Supplement from April 2009. At the same time, our CR reporting is also our progress report with reference to the United Nations [Global Compact](#).

As in previous years, the key aspects of the CR Report 2009 have been verified by the auditing firm [PricewaterhouseCoopers \(PwC\)](#). This includes all of the web pages under the headings of [CR Approach](#) as well as parts of the [Reporting](#) section and key indicators. Verified content is marked with "Revised 2009". It is not updated in the course of the year, but remains unchanged until the publication of the next CR Report.

Continuous Updates for Web-based Reporting

For a more flexible response to developments in the course of the year, content under the headings of [Dialog](#), [Challenges](#) and [CR in Practice](#) is continuously updated. This supports our aims of establishing the internet as a central information platform for our stakeholders and fostering a process of [dialog](#) with them.

About this Report

The CR report published by E.ON AG in May 2010 is the Group's sixth successive CR report. It covers the period from January 1 to December 31, 2009. The report is available in German and English. The copy deadline for the established content for the CR Approach and Reporting pages of the report was February 28, 2010. The next CR Report will be published in the second quarter of 2011.

The target groups for our CR reporting are our investors, rating and ranking agencies, CR opinion leaders, such as decision makers in the fields of politics, civil society and science, and our employees. Feedback from the different user groups, such as we received in response to our 2008 reporting, is continuously evaluated and the findings are fed into the creation process for our various publications.

The CR report is a Group report, which means that it includes E.ON AG with its direct shareholdings, as well as the following market units and their respective business units:

- Central Europe
- Pan-European Gas
- U.K.
- Nordic
- U.S. Midwest
- Energy Trading
- New Markets:
 - Climate & Renewables
 - Russia
 - Italy
 - Spain

Any exceptions to this are marked accordingly. The information in the report invariably relates to all subsidiaries and power plants in which E.ON has a majority holding and which are fully consolidated in the consolidated financial statements.

Information on this page has received a limited assurance engagement.

Independent Assurance Report¹

To E.ON AG, Düsseldorf

We have performed a limited assurance engagement on selected areas of the Corporate Responsibility Reporting 2009 of E.ON AG, Düsseldorf. The CR Reporting is released as an online version on www.eon.com/responsibility².

Based on our assignment, our assurance engagement has been applied to the websites under the heading of CR Approach (the "CR Approach websites") as well as selected pages and performance indicators on the Reporting and Performance Report 2009 sections ("the CR Performance websites"). For better traceability content reviewed by PwC is marked with a "reviewed" sign.

Management's Responsibility

E.ON AG's Board of Managing Directors is responsible for the preparation of the CR Reporting in accordance with the criteria stated in the Sustainability Reporting Guidelines Vol. 3 (pp. 7-17) of the Global Reporting Initiative (GRI):

- Materiality,
- Stakeholder Inclusiveness,
- Sustainability Context,
- Completeness,
- Balance,
- Clarity,
- Accuracy,
- Timeliness,
- Comparability, and
- Reliability.

This responsibility includes designing, implementing and maintaining systems and processes relevant for the preparation of the CR Reporting and the selection and application of appropriate methods to prepare the CR Reporting.

Practitioner's Responsibility

Our responsibility is to express a conclusion based on the work we performed as to whether any matters have come to our attention that cause us to believe that the "CR Approach websites" and selected pages and performance indicators on the "CR Performance websites" have not been prepared, in all material respects, in accordance with the above mentioned criteria of the Sustainability Reporting Guidelines Vol. 3 of the GRI. We have also been engaged to report on recommendations for the further development of CR Management and CR Reporting on the basis of the results of this engagement.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement such that we are able to express our conclusion with limited assurance.

In a limited assurance engagement the procedures for gathering evidence are less comprehensive than in a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable assurance engagement.

The procedures selected depend upon the practitioner's judgment. Within the scope of our work we performed amongst others the following procedures:

- Interviews with employees of the Corporate Sustainability department responsible for the preparation of the CR Reporting on the process of establishing the CR Reporting 2009 and internal controls within this process.
- Interviews with management of specialist departments in charge of Corporate Responsibility, Health & Safety, Climate Protection & Environment, Marketplace & Community, Human Resources Controlling, Corporate Development, and Investor Relations.
- Inspection of documents describing the CR Management approach and the CR Work Program.
- Review of selected stakeholder dialogs performed in 2009 and examination of E.ON's materiality process to determine relevant topics for the CR Reporting 2009.
- Examination of definitions on selected CR Indicators and documentation of systems and processes for collecting, analyzing, and aggregating CR Data.
- Site visits at the Corporate Center in Düsseldorf as well as Central Europe, UK, US-Midwest, Russia, Italy, Spain, and Climate & Renewables market units as part of our assessments of relevant systems and processes related to the Group-wide CR Management and CR Reporting.
- Evaluation of the consistency of the statements provided on the "CR Approach websites" with the findings obtained during our engagement.
- Coordination with the statutory auditors at E.ON AG with regard to audit procedures performed as part of the 2009 statutory audit of the annual financial statements and the consolidated financial statements on indicators adopted for the CR Reporting and use of this relevant work.

Conclusion

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe that the "CR Approach websites" and selected pages and performance indicators on the "CR Performance websites" have not been prepared, in all material respects, in accordance with the above mentioned criteria of the Sustainability Reporting Guidelines Vol. 3 of the GRI.

Additional Recommendations

Without qualifying our conclusion above, we express the following recommendations for the further development of CR Management and CR Reporting:

- E.ON AG should continue the rollout process of its CR Strategy to all market units.
- With regard to the CR Program, E.ON should advance in defining medium and long-term Group-wide objectives, e. g. through quantification of targets for all strategic work areas. Moreover, we recommend the monitoring of the implementation of minimum requirements at market units.

- E.ON should further clarify and document Group-wide definitions of key CR performance indicators. In addition, we recommend to formalize data collection processes from data source to market units and to communicate existing requirements on the systems and processes more clearly.

Düsseldorf, April 27,2010

PricewaterhouseCoopers
Aktiengesellschaft
Wirtschaftsprüfungsgesellschaft

Andreas Bröcherppa. Kai Michael Beckmann
Wirtschaftsprüfer
(German Public Auditor)

¹Translation of the independent assurance report, authoritative in German language.

²Our engagement applies to the German Version of the CR Reporting on www.eon.com/verantwortung. Data referred to and links on the CR Reporting websites were not included in the scope of our assurance engagement.

Ratings, Rankings and Awards

E.ON's Corporate Responsibility (CR) engagement is constantly developing. For several years now E.ON has been listed in numerous ratings und rankings. We also regularly receive external recognition for our CR performance. These listings and awards tell us that E.ON is on the right road.

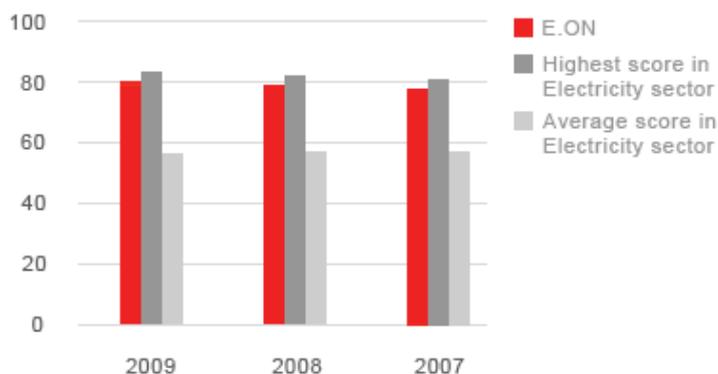
Ratings and Rankings

Dow Jones Sustainability Index (DJSI) and SAM Sustainability Yearbook

The international investment group SAM conducts an annual assessment of the commercial, ecological and social performance of more than 1,000 listed companies. Depending on the industry in which they operate, companies are assigned to a specific sector. The globally renowned Dow Jones Sustainability Index (DJSI) and the SAM Sustainability Yearbook are both based on the findings of this assessment. In 2009, E.ON qualified for a listing in the DJSI for the third year in succession. In the SAM Sustainability Yearbook 2010, E.ON repeated its 2008 performance with a "Gold Class" ranking. This means that E.ON ranks among the five best electricity companies.

SAM assessment 2007 to 2009

Percentage of maximum points obtained



Carbon Disclosure Project

The annual Carbon Disclosure Project calls upon the world's 500 largest companies to measure their CO₂ emissions and disclose their findings. E.ON first did so in 2004. In 2008 E.ON was also listed in the Carbon Disclosure Leadership Index (CDLI). At present the high standard of CO₂ reporting at E.ON has not yet become established along the entire supply chain, which led to this status not being maintained in 2009.

Tomorrow's Value Rating

In 2009, for the first time the Tomorrow's Value Rating published by sustainability consultants Two Tomorrows evaluated the commitment to sustainability of the world's ten largest utilities companies. E.ON was ranked third. The decisive factor for the rating is how well the company manages to align its commercial, environmental and social responsibilities.

ASPI Eurozone®

E.ON has been listed in the Advanced Sustainable Performance Indices (ASPI Eurozone®) since September 2007. The share index features the 120 Eurozone companies with the best CR ratings according to the French rating agency Vigeo Group.

Storebrand

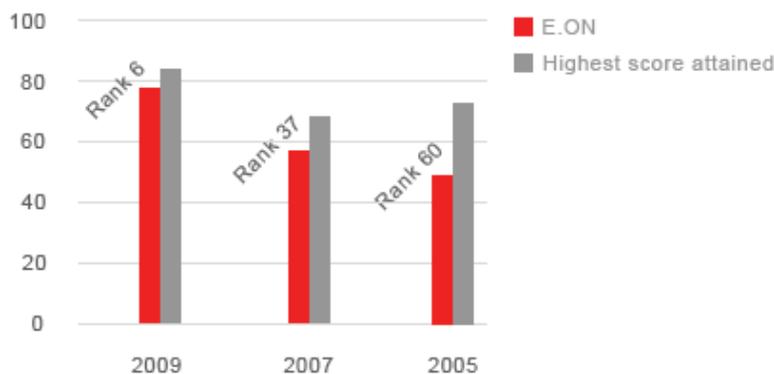
The Norwegian financial service provider Storebrand rated E.ON "Best in Class" for its efforts in the area of sustainability. E.ON received this seal of quality for the third time in succession in 2009.

"Good Company Ranking"

The "Good Company Ranking" published by Germany's "manager magazin" honors a company's ability to align social responsibility with successful operations. In 2009 E.ON was ranked sixth among the 90 largest European companies listed in the STOXX index- the first time the company had finished among the top ten.

E.ON's performance in the "Good Company Ranking" at a glance

Percentage of maximum points obtained

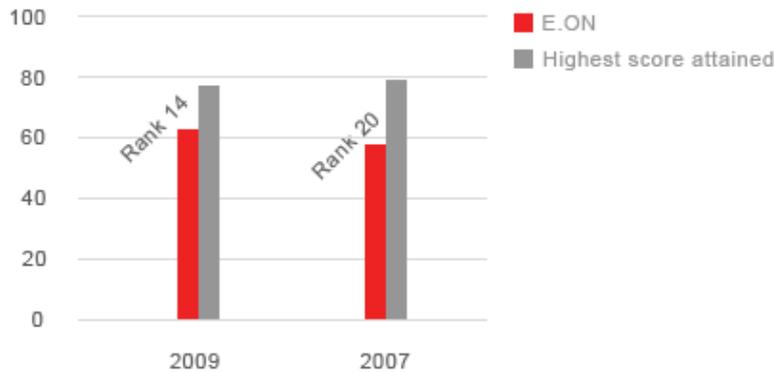


"IÖW/future-Ranking"- Best Sustainability Reports

Since 2005 the "IÖW/future-Ranking" has been assessing the CR reporting of the 150 largest German companies in terms of the content and quality of the information published. Along with economic and social aspects, the decisive factors here are the challenges posed by climate change. The ranking is based in each case on the reporting for the previous year. In 2005 E.ON was not listed on account of the assessment methodology. In 2009 the ranking put E.ON in 14th place.

E.ON's performance in the "IÖW/future-Ranking" at a glance

Percentage of maximum points obtained



Online CR Reporting Commended

In a comparison of online CR reporting by all DAX 30 companies conducted by the Lundquist communications agency in Milan, E.ON did well: In the Top Ten Germany 2009 category we were ranked fifth, while in the Global Leader 2009 category we finished 13th.

Swedish communications agency Hallvarsson & Halvarsson conducts an annual review of the scope and quality of the CR information that companies provide on their websites. In 2009 E.ON repeated its prior-year performance, ranking among the best companies in Europe.

Awards

"Fortune" Ranking- E.ON One of the Most Admired Companies

In a 2009 list of the world's most admired companies published by the US business magazine "Fortune", E.ON was ranked fifth in the energy category. Four thousand executives, supervisory board members and analysts participated in the ranking, giving E.ON particularly good marks in several categories including social responsibility. Among German companies that were listed, E.ON was ranked twelfth overall.

"Best Workplace" - E.ON Ranked 4th in 2010

E.ON regularly receives commendations as an attractive employer. In the prestigious "Best Workplace in Deutschland" (Best Workplace in Germany) competition run by the Great Place to Work® Institute Deutschland, E.ON has been among the top-ranking companies for several years now. In 2009 the Great Place to Work® Institute Europe also awarded E.ON tenth place in its "Best Workplace in Europe" ranking, an improvement on the previous year's result (14th place).

Exemplary Preventive Health Care: E.ON Ruhrgas wins "Felix Burda Award" 2009

For their long-standing commitment to cancer screening, E.ON Ruhrgas and the E.ON company health insurance fund (BKK) were presented with the "Felix Burda Award" in 2009.

"Deutscher Unternehmenspreis Gesundheit" (German Corporate Health Award) for E.ON Energie

The German Corporate Health Award was presented for the third time in 2009, and this time E.ON Energie won the special award for mental health. The award came in recognition of the company's campaign entitled "Energize Your Life: Coping with Stress and Mental Strain".

Astor Trophy for E.ON UK

E.ON UK was also commended for its successful occupational health program in 2009, winning the Astor Trophy presented by the Royal Society for the Prevention of Accidents. The integrated approach adopted by E.ON UK particularly impressed the jury.

Successful Health and Safety Work at E.ON Bulgaria

"Safety without compromise" is the name of the project that brought E.ON Bulgaria an award from the Business Leaders Forum in 2009. E.ON Bulgaria was ranked third in the Investment in Human Capital and Working Conditions category.

Energy for Children Lighthouse Project

The success of our Group-wide program Energy for Children was reaffirmed in 2009 by a number of awards. Our German lighthouse project "Leuchtpol" was selected as an example of best practice for the National Action Plan of the UN Decade of Education for Sustainable Development in Germany.

We were also delighted at the award received by the national "EnergieKaland" project, which was organized by E.ON Hungária, in the CSR Europe Hungary Junior Category, as well as at the commendation Best Digital Media Application in the e-Learning Tool category at an e-learning conference. In addition, in 2009 E.ON UK was commended for its national Energy for Children project by the Business in the Community organization.



GRI Content Index

We base our CR reporting on the guidelines (G3) of the Global Reporting Initiative (GRI), including the final version of the Electric Utility Sector Supplement (EUSS) dated April 2009. According to company self assessment, E.ON's 2009 CR reporting fulfills application level B+ of the GRI guidelines.

The GRI was established in 1997 with the goal of developing an internationally recognized guideline for voluntary reporting of the economic, ecological and social activities of organizations.

Changes in our CR Reporting since 2008

The GRI guidelines comprehend indicators for all sectors and all types of organizations that aim to achieve transparent, comparable and stakeholder-oriented CR reporting. Sector supplements include industry-specific indicators. The EUSS contains specific indicators for companies in the electric utility sector.

We see a clear trend towards more specific information requirements among our stakeholders. Consequently, we have been more specific in our selection of the relevant GRI indicators.

In 2009 we revised the set of indicators used in our 2008 CR Report. We have taken the indicators of the final EUSS into account and, along with the general indicators of the GRI guidelines, adjusted them to meet the changing information requirements of our stakeholders. We do not consider some of these indicators to be material and/or significant. In such cases, we have included comments in the GRI Content Index.

GRI Content Index

At a glance, the GRI Content Index shows our approach to reporting as it relates to the GRI requirements. The Index lists:

- Which indicators we report on and to what extent.
- Where they can be found on our website, in our Company Report, Financial Report, Strategy & Key Figures publication, and Business Overview.
- Which indicators we are unable to include due to certain circumstances.

In addition, the GRI Content Index includes comments and additional information on selected indicators.

Profile

The table below lists the individual reporting elements. The profile consists of four elements: "Strategy and Analysis", "Organization profile", "Reporting parameters" as well as "Governance, Commitments and Engagement".

Reference:

CoR	Company Report2009 (page)
FR	Financial Report 2009 (page)
BO	Business Overview
S & K	Strategy & Key Figures2009

Status:

● fully covered ● partly covered ○ not covered ◆ not material

1. Strategy and Analysis

● 1.1 Statement from the most senior decision maker

→ Responsibility > CR Approach > Commitments

● 1.2 Key impacts, risks and opportunities

→ Responsibility > CR Approach > CR Strategy

→ Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance

→ Responsibility > CR Approach > CR Program

FR (42ff.)

2. Organizational Profile

● 2.1 Name of the organization

E.ON AG

● 2.2 Brands, products and/or services

→ Business Areas > Sales > Our Customers

→ Customers

→ <http://www.eon-energy-sales.com/pages/english>

→ E WIE EINFACH (German)

CoR (2-6, 10+11)

● 2.3 Operational structure

- [About us > Structure](#)
- [About us > Structure > Market Units](#)

FR (2-9)

● 2.4 Headquarter location

Düsseldorf (Germany)

● 2.5 Countries in operation

- [About us > Structure > Market Units](#)
- [About us > Structure > Company Finder](#)

CoR (46ff.)
FR (2-4)

● 2.6 Nature of ownership

CoR (8+9)
FR (2-9)

● 2.7 Markets served

- [About us > Structure > Market Units](#)
- [About us > Structure > Company Finder](#)

CoR (46 ff.)
FR (2-9)

● 2.8 Scale of the organization

- [About us > Profile](#)

CoR (8+9)
FR (2-9)

● 2.9 Significant changes regarding size, structure, or ownership

CoR (75-91)
FR (2-9)

● 2.10 Awards received

- [Responsibility > Reporting > External Recognition](#)
- [Careers > Work Environment > Awards](#)

CoR (27)

● EU1 Installed capacity

→ Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction

CoR (11, 48ff.)

● EU2 Net energy output broken down by primary energy source and by region

→ Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction

CoR (55ff.)

① EU3 Number of residential, industrial and commercial customer accounts

FR (2-4)
S & K

① EU4 Length of transmission and distribution lines by region

BO
S & K

● EU5 Allocation of CO₂ emissions permits

→ Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction

3. Report Parameters

● 3.1 Reporting period

The 2009 CR Report covers the period from January 1 to December 31, 2009.

● 3.2 Date of most recent previous report

The most recent CR Report was published in May 2009.

● 3.3 Reporting cycle

E.ON reports on its CR activities annually. The next report is due to appear in the second quarter of 2011.

● 3.4 Contact point for questions

→ Responsibility > Dialog > CR Team

● 3.5 Process for defining report content

→ Responsibility > Reporting > Web-based Reporting

→ Responsibility > CR Approach > Materiality Matrix

→ Responsibility > Reporting > Performance Report 2009

E.ON defines the content of the report on the basis of its objectives and experience as well as the expectations and interests of stakeholders. For example, relevant topics are identified by the E.ON materiality process.

● 3.6 Boundary of the report

→ Responsibility > Reporting > Web-based Reporting

● 3.7 Limitations on the scope or boundary of the report

→ Responsibility > Reporting > Web-based Reporting

● 3.8 Joint ventures, subsidiaries, and outsourced operations

FR (48ff.)

① 3.9 Data collection methods and basis of calculation

→ Responsibility > Reporting > Web-based Reporting

The regulations of our financial market oriented reporting are applied. Where specific measurement methods were used or special explanations of indicator calculations are required, they are noted in the respective diagrams and graphics. E.ON bases its reporting on the GRI indicator protocols, but also reserves the right to deviate from these protocols.

● 3.10 Effects of re-statement of information provided in earlier reports

→ Responsibility > CR Approach > Materiality Matrix

→ Responsibility > Reporting > Web-based Reporting

● 3.11 Significant changes in the scope, boundary, or measurement methods

→ Responsibility > Reporting > Web-based Reporting

→ Responsibility > Reporting > GRI Content Index

→

- Responsibility > CR Approach > CR Program
- Responsibility > CR Approach > Materiality Matrix

In 2009, E.ON is reporting in accordance with the final version of the GRI "Electric Utilities Sector Supplement". In the previous year, the pilot version of the supplement was used. In 2007 and 2008, E.ON also reported in accordance with the information requirements of the Institutional Investors Group on Climate Change (IIGCC). Since 2004, E.ON has reported its CO₂ emissions to the Carbon Disclosure Project (CDP). As the criteria of the CDP are more comprehensive than the criteria of the IIGCC, all reporting on CO₂ emissions and the effects of climate change from 2009 onwards will be in accordance with CDP criteria.

● 3.12 GRI Content Index

- Responsibility > Reporting > GRI Content Index

● 3.13 External assurance

- Responsibility > Reporting > Assurance

4. Governance, Commitments, and Engagement

● 4.1 Governance structure

CoR (24-26)
FR (144ff.)

E.ON's governance is based on a dual system comprising the Supervisory Board and the Board of Management at the executive level. E.ON complies with the German Corporate Governance Code. This safeguards the corporation's and shareholders' interests, the transparency of decisions by the Board of Management and the independence of the Supervisory Board.

● 4.2 Indication whether chairperson is also executive officer

- Investors > Corporate Governance > Board of Management

The Chairman of the Board of Management of E.ON AG is also the company's chief executive officer.

◆ 4.3 Independent members at the board

According to the G3 definition, this element is only applicable to organizations without a Supervisory Board. As E.ON has a Supervisory Board, this indicator is not applicable.

● 4.4 Mechanisms for shareholders and employees to provide recommendations to the board

FR (144ff.)

Shareholders and employees have the following opportunities to make recommendations or provide information to the Supervisory Board and Board of Management:

- Shareholders: According to the "Aktiengesetz" (German Joint Stock Corporation Act), shareholders are entitled to submit motions to the Annual General Meeting and to submit questions to the Board of Management and the Supervisory Board.
- Employees: Fifty percent of E.ON Supervisory Board members are employee representatives. These representatives can submit recommendations to the Board of Management. Recommendations to the Board of Management/Supervisory Board may also be made through the Works Council. In addition, employees may also submit proposals for decisions to the Board of Management.

● 4.5 Linkage between executive compensation and organization's performance

- Responsibility > Reporting > Performance Report 2009 > Terms of Employment
- Investors > Corporate Governance > 2009 Corporate Governance Report > Compensation Report

FR (148ff.)

The variable annual salary (short-term incentive) of E.ON managers is dependent on the performance of the individual and the company as a whole. The assessment of personal performance also includes criteria such as environmental protection and health and safety. When assessing company performance, the responsible bodies within the E.ON Group consider the performance of the company in achieving its financial targets and the performance of management. This includes aspects such as environmental awareness, occupational health and safety and the company's reputation.

● 4.6 Processes to avoid conflicts of interest at the board

- Investors > Corporate Governance > 2009 Corporate Governance Report > Integrity

FR (144ff.)

The requirements of the German Corporate Governance Code are met.

● 4.7 Process for determining the qualifications of the members of the highest governance body in sustainability

- Responsibility > CR Approach > Managing our Responsibility > CR Organization

The performance of the highest governance body is assessed by the Supervisory Board, which includes environmental, occupational health and safety and social criteria in its assessments (see answer to 4.5). The highest governance body is the Board of Management.

● 4.8 Statements of mission, codes of conduct, and principles

- About us > Corporate Culture

- Investors > Corporate Governance
- Responsibility > CR Approach > CR Program
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > CR Approach > Commitments
- Responsibility > CR Approach > Commitments > Code of Conduct
- Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance

● 4.9 Procedures of the highest governance body for overseeing sustainability performance

- Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance
- Responsibility > CR Approach > Managing our Responsibility > CR Organization
- Investors > Corporate Governance

● 4.10 Processes for evaluating the highest governance body's sustainability performance

- Responsibility > CR Approach > Managing our Responsibility > CR Organization

● 4.11 Precautionary approach

- Responsibility > CR Approach > CR Strategy
- Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance
- Responsibility > Dialog > Stakeholder Dialogs at E.ON

FR (41ff.)

As a general principle, all E.ON operations are governed by a long-term perspective. This applies to all units of the Group and all areas of activity. The precautionary principles is applied in the field of environmental protection both in everyday business and in investment projects. The E.ON risk management system already takes ecological and social risks into account. In future, these aspects will be integrated even more effectively into the operations of all market units. We have started to carry out holistic analyses of our business operations (Sustainability Impact Assessments). These analyses are to cover as wide a range as possible of social, environmental and economic impacts of our business activities and planned projects.

● 4.12 External charters, principles, or other initiatives

- Responsibility > CR Approach > Commitments > Global Compact
- Responsibility > Dialog > Stakeholder Dialogs at E.ON
- Responsibility > Reporting > Global Compact Index

At the level of the Group and individual Market and Business Units, E.ON is active in a variety of initiative. At the Group level, these include:

- Global Compact
- WBCSD
- Econsense

● 4.13 Memberships in associations and advocacy organizations

E.ON is involved in the following associations and advocacy organizations, among others:

- BDEW
- BDI
- Eurelectric
- Eurogas
- VGB PowerTech (association for power and heat generation)

● 4.14 Stakeholder groups

- Responsibility > Dialog > Stakeholder Dialogs at E.ON
- Responsibility > Challenges > Community Impact
- Responsibility > CR Approach > Materiality Matrix
- Responsibility > Reporting > Web-based Reporting
- Investors > Dialog
- Investors > Stakeholders Meeting > Questions & Answers
- Media > Dialog

As an international company, E.ON engages in constant dialog with a large number of stakeholders.

● 4.15 Stakeholder identification and selection

- Responsibility > Dialog > Stakeholder Dialogs at E.ON

As an international company, E.ON engages in constant dialog with a large number of stakeholders. The stakeholders addressed in each case depend on the specific topic.

● 4.16 Approaches to stakeholder engagement

- Responsibility > Dialog > Stakeholder Dialogs at E.ON
- Responsibility > CR Approach > CR Strategy
- Responsibility > CR Approach > Materiality Matrix
- Investors > Dialog
- Media > Dialog

● 4.17 Key topics and concerns raised by stakeholders

- Responsibility > CR Approach > Materiality Matrix
- Responsibility > Dialog > Stakeholder Dialogs at E.ON
- Responsibility > Dialog > CR Team > Dialog with E.ON
- Investors > Dialog
- Investors > Bonds > FAQ Retail Investors
- Media > Dialog

Economic Indicators

Economic indicators are divided into the three categories "Economic performance", "Market presence" and "Indirect economic impacts". The indicators provide information on the economic success of E.ON as well as the impact that this has on various stakeholder groups. Further information can also be found in the Financial and Company Report.

Reference:

CoR [Company Report 2009](#) (page)

FR [Financial Report 2009](#) (page)

BO [Business Overview](#)

S & K [Strategy & Key Figures 2009](#)

Status:

● fully covered ◐ partly covered ○ not covered ◆ not material

● Disclosure on management approach

- Responsibility > CR in Practice > Customer Orientation
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction
- Responsibility > CR in Practice > Responsible Procurement
- Responsibility > Reporting > Performance Report 2009 > Technology Development
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction
- About us > Innovation
- Investors > Corporate Governance

CoR (15+16)

FR (40, 44ff., 52ff., 144ff.)

BO

● EC1 Direct economic value generated and distributed

- Responsibility > Reporting > Facts and Figures > Economic Indicators

The net value added generated in 2009 was EUR8,568 million.

◐ EC2 Financial implications due to climate change

- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > International Climate Protection and Emissions Trading

CoR (3-5)

FR (5-9, 48)

E.ON regularly investigates what impacts climate change- e.g. gradual temperature increase or extreme weather- has on the business. In this context we evaluate potential

physical risks for our employees as well as material risks to our buildings and network systems. In addition we analyze financial risks like accidents. The probability of occurrence and potential impact of these risks are determined every year. These risk analyses are intended to identify focus areas for precautionary measures.

🕒 EC3 Coverage of the organizations defined benefit plan

- ➔ Careers > Work Environment > Terms of Employment > Performance-related Compensation
- ➔ Responsibility > Reporting > Facts and Figures > Social Indicators

FR (40, 90)

We offer our employees at many locations comprehensive possibilities of providing for their retirement, in addition to the statutory requirements. In Germany, company pension plan benefits are a component firmly integrated in the overall remuneration system. In addition to an attractive pension scheme financed by the Group E.ON offers its German employees the possibility of earning additional benefits by paying contributions. Depending on their individual needs and possibilities, employees can choose between a number of different models (such as direct life assurance schemes, supplementary pensions in accordance with the statutory provisions and/or the conversion of remuneration) and also combine these possibilities.

🕒 EC4 financial government assistance

FR (65+66)

◆ EC5 Entry level wage compared to local minimum wage (Add)

● EC6 Locally-based suppliers

- ➔ Responsibility > CR in Practice > Responsible Procurement
- ➔ Responsibility > Reporting > Performance Report 2009 > Responsible Procurement

When selecting suppliers, we attempt to ensure appropriate economic relationships between the shares of individual suppliers to our market units. Services are often sourced in the immediate vicinity of our locations. In this way, we demonstrate our responsibility for the regions where we are active.

● EC7 Local hiring

- ➔ Responsibility > Reporting > Performance Report 2009 > Diversity

We select employees on the basis of our human resources strategy. The main criteria are qualifications and motivation. Preferential treatment for certain groups of people would run counter to the principle of non-discrimination.

🕒 EC8 Infrastructure investment and services for public benefit

- ➔ Responsibility > Challenges > Community Impact

→ Responsibility > Reporting > Performance Report 2009 > Community Involvement

○ EC9 Indirect economic impacts (Add)

● EU10 Planned capacity against projected electricity demand over the long term

→ Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction

● EU11 Average generation efficiency of thermal plants by energy source and region

→ Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction

→ Business Areas > Power Generation > Owned Generation

○ EU12 Transmission and distribution losses as a percentage of total energy

Ecological Indicators

The information requirements of ecological indicators range from consumption of materials to greenhouse gas emissions.

Reference:

CoR [Company Report 2009](#) (page)

FR [Financial Report 2009](#)(page)

BO [Business Overview](#)

S & K [Strategy & Key Figures 2009](#)

Status:

● fully covered ● partly covered ○ not covered ◆ not material

● Disclosure on management approach

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- Responsibility > CR in Practice > Responsible Procurement
- Responsibility > CR in Practice > Environmental Protection
- Responsibility > CR in Practice > Environmental Protection > Biodiversity
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > International Climate Protection and Emissions Trading

● EN1 Materials used by weight or volume

- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- Responsibility > Reporting > Facts and Figures > Economic Indicators

The main materials used by E.ON are fuels.

● EN2 Percentage of materials used that are recycled input materials

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Facts and Figures > Ecological Indicators

● EN3 Direct primary energy consumption

- Responsibility > Reporting > Facts and Figures > Economic Indicators
- Responsibility > Reporting > Facts and Figures > Ecological Indicators

FR (14-15)

The use of primary energy sources for electric power generation accounts for the greater part of direct primary energy consumption.

EN4 Indirect primary energy consumption

FR (14)

It is not possible to break down quantities of electric power by primary energy sources.

EN5 Energy conservation (Add)

- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > Natural Gas
- Responsibility > Reporting > Performance Report 2009 > Customer Orientation
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction
- Responsibility > Reporting > Performance Report 2009 > Environmental Protection

Groupwide data is not available, individual examples are provided.

EN6 Initiatives for energy-efficiency and renewable energy (Add)

- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > Natural Gas
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > Renewable Energy
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction
- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Performance Report 2009 > Technology Development

EN7 Initiatives for reducing indirect energy consumption (Add)

- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > International Climate Protection and Emissions Trading
- Responsibility > Reporting > Performance Report 2009 > Customer Orientation
- Responsibility > Reporting > Performance Report 2009 > Environmental Protection

EN8 Total water withdrawal by source

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Facts and Figures > Ecological Indicators

E.ON uses water mainly as cooling and process water. The data presented only include process water. The balancing of cooling water withdrawal and return does not give any indication of the environmental impact of withdrawal and return. We therefore do not consider this indicator to be meaningful. We withdraw and return cooling water in accordance with the applicable legislation and environmental requirements.

○ EN9 Water sources significantly affected by withdrawal of water (Add)

● EN10 Water recycled and reused (Add)

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Facts and Figures > Ecological Indicators

We withdraw and return cooling water in accordance with the applicable legislation and environmental requirements. Apart from cooling, we use water for steam raising. Between 95 and 99 percent of the water used for steam raising is condensed and reused.

◆ EN11 Location and size of land assets in or adjacent to protected areas

In our opinion, this is not a material indicator with regard to statements on biodiversity. E.ON owns a large number of land assets in many countries, which means that a list would not be meaningful for the reader. Information on biodiversity can be found under [biodiversity](#).

● EN12 Impacts of activities on biodiversity

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > CR in Practice > Environmental Protection > Biodiversity
- Responsibility > CR in Practice > Environmental Protection > Biodiversity > Renewable Energy and Biodiversity
- Responsibility > CR in Practice > Environmental Protection > Biodiversity > IUCN Cooperation

○ EU13 Biodiversity of offset habitats compared to biodiversity of the affected areas

In our opinion, this is not a material indicator with regard to statements on biodiversity. E.ON owns a large number of land assets in many countries, which means that a list would not be meaningful for the reader. Information on biodiversity can be found under [biodiversity](#).

○ EN13 Habitats protected or restored (Add)

In our opinion, this is not a material indicator with regard to statements on biodiversity. E.ON owns a large number of land assets in many countries, which means that a list would not be meaningful for the reader. Information on biodiversity can be found under [biodiversity](#).

● EN14 Strategies for biodiversity (Add)

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > CR in Practice > Environmental Protection > Biodiversity

- Responsibility > CR in Practice > Environmental Protection > Biodiversity > Renewable Energy and Biodiversity
- Responsibility > CR in Practice > Environmental Protection > Biodiversity > IUCN Cooperation

○ EN15 Endangered species (Add)

In our opinion, this is not a meaningful indicator on issues of biodiversity management or the impact of corporate activities on biodiversity. Detailed information on this topic is given under [biodiversity](#).

● EN16 Greenhouse gas emissions

- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction
- Responsibility > Reporting > Facts and Figures > Ecological Indicators

We report on CO₂ as the most important greenhouse gas for energy utilities. SF₆ and CH₄ are lower priorities.

◆ EN17 Other greenhouse gas emissions

For E.ON, other indirect greenhouse gas emissions are not relevant compared with direct emissions.

● EN18 Initiatives to reduce greenhouse gas emissions (Add)

- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > International Climate Protection and Emissions Trading
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction
- Responsibility > Reporting > Facts and Figures > Ecological Indicators

◆ EN19 Emissions of ozone-depleting substances

● EN20 NO_x, SO_x, and other air emissions

- Responsibility > CR in Practice > Environmental Protection
- Responsibility > Reporting > Facts and Figures > Ecological Indicators

The most important other air emissions are NO_x, SO₂, CO and particulate matter.

◆ EN21 Water discharge

● EN22 Waste by type and disposal method

- Responsibility > Reporting > Facts and Figures > Ecological Indicators

● EN23 Total number and volume of significant spills

The success of our efforts in the area of environmental protection is underlined by the very small number of environmentally relevant incidents. Over the past four years, there have been no significant environmentally relevant events in the entire group that fell within the criteria of the groupwide internal 24 hour reporting obligations. At our nuclear power plants there were no incidents in categories 1 to 7 of the seven-level International Nuclear Event Scale (INES) in 2009.

◆ EN24 Waste deemed hazardous under the terms of the Basel Convention (Add)

◆ EN25 Impacts of discharges and runoff on biodiversity (Add)

● EN26 Initiatives to mitigate environmental impacts

- Responsibility > Reporting > Performance Report 2009 > Customer Orientation
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction
- Responsibility > Reporting > Performance Report 2009 > Technology Development
- Responsibility > CR in Practice > Customer Orientation > Energy Efficiency for Customers

◆ EN27 Percentage of products sold and their packaging materials that are reclaimed

○ EN28 Sanctions for noncompliance with environmental regulations

○ EN29 Environmental impacts of transport (Add)

● EN30 Environmental protection expenditures (Add)

FR (115, 117)

Social Indicators

The social indicators provided by the Global Reporting Initiative (GRI) measure labor practices, social performance, adherence to human rights as well as product responsibility.

Reference:

CoR [Company Report 2009](#)(page)

FR [Financial Report 2009](#) (page)

BO [Business Overview](#)

S & K [Strategy & Key Figures 2009](#)

Status:

● fully covered ● partly covered ○ not covered ◆ not material

Labor Practices and Decent Work

● Disclosure on management approach (including DMA EU14, 15 and 16)

- Responsibility > CR in Practice > Workplace
- Responsibility > Reporting > Performance Report 2009 > Safety
- Responsibility > Reporting > Performance Report 2009 > Diversity
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > Reporting > Performance Report 2009 > Terms of Employment
- Responsibility > Reporting > Performance Report 2009 > Life Balance
- Careers > Work Environment

CoR (27-29)

● LA1 Total workforce by employment type, employment contract, and region

- Responsibility > Reporting > Facts and Figures > Social Indicators

CoR (29)

FR (38ff.)

● LA2 Employee turnover

- Responsibility > Reporting > Performance Report 2009 > Terms of Employment

◆ EU17 Days worked by contractor and subcontractor employees

E.ON has services performed by a large number of contractors and subcontractors. In our opinion, central recording and reporting of days worked would not be material with respect to statements concerning working practices.

● EU18 Percentage of contractor and subcontractor employees that have undergone relevant health and safety training

- Responsibility > Reporting > Performance Report 2009 > Safety
- Responsibility > CR in Practice > Health and Safety

Safety training is a binding requirement for all our contractors and subcontractors. E.ON also offers contractors additional safety training and intends to extend its certification scheme for contractors, which requires such training, to the entire Group.

● LA3 Benefits to full-time employees (Add)

- Responsibility > CR in Practice > Health and Safety > Occupational Health
- Responsibility > Reporting > Performance Report 2009 > Life Balance
- Responsibility > Reporting > Performance Report 2009 > Terms of Employment

See also EC3

○ LA4 Employees with collective bargaining agreements

83 percent of our employees are employed under collective bargaining agreements. This is a decrease of 1 percent compared with the previous year, mainly due to the headcount reductions in Russia and Romania, countries which are both strongly unionized.

● LA5 Minimum notice period(s) regarding operational changes

- Careers > Work Environment > Employee Participation > Workers' Representation
- Responsibility > Reporting > Performance Report 2009 > Responsible Reorganization

The principle of co-determination applies in Germany. Locations in other countries are included via the European Works Council. The minimum notice periods fulfill or exceed the legal requirements.

◆ LA6 Workforce represented in joint health and safety committees (Add)

● LA7 Occupational diseases, lost days, and number of fatalities

- Responsibility > Reporting > Performance Report 2009 > Safety
- Responsibility > Reporting > Facts and Figures > Social Indicators

● LA8 Training on serious diseases

- Responsibility > CR in Practice > Health and Safety > Occupational Health

○ LA9 Trade union agreements on health and safety (Add)

● LA10 Training per employee

→ Careers > Work Environment > Learning and Development > Further Education

CoR (28)
FR (39)

● LA11 Programs for lifelong learning (Add)

→ Careers > Work Environment > Learning and Development > Further Education

CoR (28)

● LA12 Regular performance and career development reviews (Add)

→ Careers > Work Environment > Terms of Employment > Performance-related Compensation

→ Careers > Work Environment > Learning and Development > Further Education

● LA13 Composition of governance bodies

→ Responsibility > Reporting > Performance Report 2009 > Diversity

→ Responsibility > Reporting > Facts and Figures > Social Indicators

CoR (28)
FR (39)

○ LA14 Gender pay disparity

In accordance with our anti-discrimination guidelines, we do not differentiate by gender.

Human Rights

● Disclosure on management approach

→ Responsibility > CR Approach > Managing our Responsibility > Policies and Standards

→ Responsibility > Reporting > Performance Report 2009 > Diversity

→ Responsibility > Reporting > Performance Report 2009 > Responsible Procurement

→ Responsibility > CR in Practice > Responsible Procurement

● HR1 Significant investment agreements that include human rights clauses

Human rights compliance is a key concern for E.ON. In 2008, we issued a Human Rights Policy which applies throughout the Group. Human rights aspects are considered as part of risk management.

● HR2 Supplier screening on human rights

- Responsibility > CR in Practice > Responsible Procurement
- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement

E.ON's Responsible Procurement Policy places suppliers and contractors under an obligation to observe human rights. E.ON carries out regular checks to verify compliance with the policy. In our opinion, the indication of the percentage of major suppliers and contractors subject to human rights screening would not be material with respect to human rights issues.

We believe that integrating these aspects into day-to-day business is the best way of ensuring that human rights are observed.

● HR3 Training on human rights (Add)

- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement

● HR4 Incidents of discrimination and actions taken

- Responsibility > CR Approach > Commitments > Code of Conduct
- Responsibility > Reporting > Performance Report 2009 > Diversity

E.ON complies with all statutory non-discrimination requirements and has put in place appropriate mechanisms for implementing these requirements. There is a groupwide reporting system for all enforceable judgments imposing fines in excess of 5 million euros. No cases of discrimination were registered in the reporting period.

● HR5 Freedom of association and collective bargaining

- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards

See management approach. No business activities were identified in which infringements of freedom of association and collective bargaining rights were registered. In purchasing, freedom of association and collective bargaining rights are covered by the E.ON Responsible Procurement Policy.

● HR6 Child labor

- Responsibility > CR Approach > Commitments > Global Compact
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > CR in Practice > Responsible Procurement

See management approach. No business activities were identified in which the ban on forced labor was infringed. In purchasing, the ban on forced labor is covered by the E.ON Responsible Procurement Policy.

● HR7 Forced labor

- Responsibility > CR Approach > Commitments > Global Compact
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > CR in Practice > Responsible Procurement

See management approach. No business activities were identified in which the ban on forced labor was infringed. In purchasing, the ban on forced labor is covered by the E.ON Responsible Procurement Policy.

◆ HR8 Training for security personnel (Add)

◆ HR9 Violations of rights of indigenous people (Add)

As part of our materiality process we have classified the topic as non-priority. E.ON complies with all legal and regulatory requirements in the markets in which it operates.

Society

● Disclosure on management approach (including DMA EU19, 20 and 21)

- Responsibility > CR Approach > CR Strategy
- Responsibility > Dialog > Stakeholder Dialogs at E.ON
- Responsibility > CR in Practice > Energy for Children
- Responsibility > CR in Practice > Social Engagement

● SO1 Impacts on communities

- Responsibility > CR in Practice > Energy for Children
- Responsibility > CR in Practice > Social Engagement
- Responsibility > Reporting > Performance Report 2009 > Community Involvement

Social and ecological issues are investigated by the Sustainability Impact Assessment (SIA) for major projects. Ecological and social risks resulting from company activities are already analyzed and managed by the risk management system. In this context, the numerous stakeholder dialogs that go far beyond the applicable statutory requirements, are especially important.

● EU22 Number of people displaced (by new or expansion projects)

No displacements were identified.

● SO2 Corruption risks

- Responsibility > CR Approach > CR Strategy

- Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance
- Responsibility > CR Approach > Commitments > Code of Conduct

FR (42ff.)

● SO3 Anti-corruption training

- Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance
- Responsibility > CR Approach > Commitments > Code of Conduct

FR (42ff.)

● SO4 Actions taken in response to incidents of corruption

- Responsibility > CR Approach > Commitments > Code of Conduct
- Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance

● SO5 Public policy positions and participation in public policy development and lobbying

- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction
- Responsibility > Challenges > Perspectives beyond Copenhagen
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > International Climate Protection and Emissions Trading
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > Nuclear Energy
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction

BO
FR (4-9)

○ SO6 Donations to political parties and politicians (Add)

● SO7 Legal actions for anticompetitive behavior (Add)

FR (124+125)

● SO8 Sanctions for noncompliance with laws and regulations

FR (45+46, 124+125)

Product Responsibility

❶ Disclosure on management approach (including EU23 and 24)

- Responsibility > CR in Practice > Customer Orientation
- Responsibility > CR in Practice > Customer Orientation > Pricing Debate
- Responsibility > CR in Practice > Customer Orientation > Customers in Need
- Responsibility > CR in Practice > Customer Orientation > Energy Efficiency for Customers

❷ PR1 Health and safety impacts along product life cycle

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > Nuclear Energy

Safe use of gas and electricity is part of E.ON's activities in energy, safety and environmental education as well as our information campaigns.

❸ PR2 Non-compliance with health and safety standards (Add)

E.ON complies with all legal and regulatory requirements in the markets in which it operates.

❹ EU25 Number of injuries and fatalities to the public involving the company's operations

E.ON sells products which are not dangerous at first glance. They are transported via an extremely large and publicly accessible infrastructure (high voltage lines, substations and pipelines). To date, there is no uniform groupwide system for the reporting and recording of the number of injuries and fatalities.

❺ PR3 Products and Service Labeling

- Responsibility > Reporting > Customer Orientation

For information on how the relevant information is communicated see, for example, [E WIE EINFACH](#) (German) or [E.ON Bayern](#) (German).

❻ PR4 Non-compliance with product information standards (Add)

❼ PR5 Customer satisfaction (Add)

- Responsibility > CR in Practice > Customer Orientation
- Responsibility > Reporting > Customer Orientation

❽ PR6 Marketing communication standards

E.ON complies with all legal and regulatory requirements in the markets in which it operates.

◆ PR7 Non-compliance with marketing communication standards (Add)

See also PR6

◆ PR8 Complaints regarding customer privacy (Add)

E.ON complies with all legal and regulatory requirements in the markets in which it operates.

● PR9 Sanctions for noncompliance with product and service related regulations

No sanctions were reported to Corporate Center as part of the existing groupwide risk management system.

● EU26 Percentage of population unserved in licensed distribution areas

Everywhere where E.ON operates as a licensed energy company, the portion of the population served in the distribution areas is generally 100 percent. The exception is some rural areas of Moldova where some houses remain unserved for historical reasons. This represents around 0.5 percent of the populations of the area E.ON serves in Moldova.

● EU27 Number of residential disconnections for non-payment

→ Responsibility > CR in Practice > Customer Orientation > Customers in Need

E.ON takes its responsibility towards customers very seriously. E.ON has adopted a voluntary commitment as regards needy customers. Nevertheless, E.ON also disconnects electricity customers in some cases.

○ EU28 Power outage frequency

E.ON continues to provide a stable level of high service reliability. Power outage time and power outage frequency is significantly influenced by exceptional events such as extreme weather conditions. Network structures and regulative frameworks vary, to some extent highly, between the different markets and supply areas. Therefore, consistent and comparable group-wide information can not be reported.

○ EU29 Average power outage duration

E.ON continues to provide a stable level of high service reliability. Power outage time and power outage frequency is significantly influenced by exceptional events such as extreme weather conditions. Network structures and regulative frameworks vary, to some extent highly, between the different markets and supply areas. Therefore, consistent and comparable group-wide information can not be reported.

🔍 EU30 Average plant availability factor

- Responsibility > CR in Practice > Customer Orientation > Pricing Debate
- www.eon-schafft-transparenz.de

Reporting on the Global Compact Principles

In our CR reporting 2009, E.ON is also reporting on its progress in implementing the ten principles of the UN's Global Compact. The table below relate to our communications regarding the Global Compact principles.

Reference:

CoR [Company Report2009](#) (page)

FR [Financial Report2009](#) (page)

BO [Business Overview](#)

Principle 1: Support and respect of the protection of international human rights

- ⚡ Human Rights Policy Statement of the E.ON Group (PDF, 76 KB)
- ⚡ E.ON Responsible Procurement Policy (PDF, 36 KB)
- ➔ Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- ➔ Responsibility > CR Approach > Commitments > Code of Conduct
- ➔ Responsibility > CR Approach > Commitments > Global Compact
- ➔ Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- ➔ Responsibility > CR in Practice > Responsible Procurement
- ➔ Responsibility > Reporting > GRI Content Index > Social Indicators

Principle 2: Make sure not to be complicit in human rights abuses

- ⚡ Human Rights Policy Statement of the E.ON Group (PDF, 76 KB)
- ⚡ E.ON Responsible Procurement Policy (PDF, 36 KB)
- ➔ Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- ➔ Responsibility > CR Approach > Commitments > Code of Conduct
- ➔ Responsibility > CR Approach > Commitments > Global Compact
- ➔ Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- ➔ Responsibility > CR in Practice > Responsible Procurement
- ➔ Responsibility > Reporting > GRI Content Index > Social Indicators

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining

- ⚡ Human Rights Policy Statement of the E.ON Group (PDF, 76 KB)
- ⚡ E.ON Responsible Procurement Policy (PDF, 36 KB)
- ➔ Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- ➔ Responsibility > Reporting > Performance Report 2009 > Responsible Reorganization
- ➔ Responsibility > Reporting > Performance Report 2009 > Responsible Procurement

- Responsibility > CR in Practice > Responsible Procurement
- Responsibility > CR in Practice > Workplace
- Careers > Work Environment > Employee Participation > Workers' Representation
- Responsibility > Reporting > GRI Content Index > Social Indicators

Principle 4: Elimination of all forms of forced and compulsory labor

- ↓ Human Rights Policy Statement of the E.ON Group (PDF, 76 KB)
- ↓ E.ON Responsible Procurement Policy (PDF, 36 KB)
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- Responsibility > CR in Practice > Responsible Procurement
- Responsibility > CR Approach > Commitments > Global Compact
- Responsibility > Reporting > GRI Content Index > Social Indicators

Principle 5: Effective abolition of child labor

- ↓ Human Rights Policy Statement of the E.ON Group (PDF, 76 KB)
- ↓ E.ON Responsible Procurement Policy (PDF, 36 KB)
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- Responsibility > CR in Practice > Responsible Procurement
- Responsibility > CR Approach > Commitments > Global Compact
- Responsibility > Reporting > GRI Content Index > Social Indicators

Principle 6: Elimination of discrimination in respect of employment and occupation

- ↓ Human Rights Policy Statement of the E.ON Group (PDF, 76 KB)
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > Reporting > Performance Report 2009 > Terms of Employment
- Responsibility > Reporting > Performance Report 2009 > Diversity
- Responsibility > CR Approach > Commitments > Code of Conduct
- Responsibility > Reporting > GRI Content Index > Social Indicators

Principle 7: Support of a precautionary approach to environmental challenges

- ↓ E.ON Global Climate Change and Environment Policy (PDF, 67 KB)
- Responsibility > CR Approach > Managing our Responsibility > Policies and Standards
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > International Climate Protection and Emissions Trading
- Responsibility > Reporting > Performance Report 2009 > Customer Orientation
- Responsibility > Reporting > Performance Report 2009 > Technology Development
- Responsibility > CR in Practice > Customer Orientation > Energy Efficiency for Customers
- Responsibility > Challenges > Perspectives beyond Copenhagen

CoR (3-5)

FR (4-9, 48, 115-117)

Principle 8: Initiatives to promote greater environmental responsibility

- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Performance Report 2009 > Responsible Procurement
- Responsibility > Reporting > Performance Report 2009 > Customer Orientation
- Responsibility > CR in Practice > Customer Orientation > Energy Efficiency for Customers
- Responsibility > CR in Practice > Environmental Protection
- Responsibility > CR in Practice > Environmental Protection > Biodiversity > IUCN Cooperation
- Responsibility > CR in Practice > Environmental Protection > Environmental Champions Initiative
- Responsibility > CR in Practice > Energy for Children

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

- Responsibility > Reporting > Performance Report 2009 > Technology Development
- Responsibility > Reporting > Performance Report 2009 > Energy Mix and CO₂ Reduction
- Responsibility > Reporting > Performance Report 2009 > Environmental Protection
- Responsibility > Reporting > Performance Report 2009 > Customer Orientation
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction
- Responsibility > CR in Practice > Energy Mix and CO₂ Reduction > Nuclear Energy
- Responsibility > CR in Practice > Customer Orientation > Energy Efficiency for Customers
- Responsibility > Challenges > Perspectives beyond Copenhagen

FR (4-9, 115-117)

BO

Principle 10: Work against corruption in all its forms, including extortion and bribery

- [Responsibility > CR Approach > CR Strategy](#)
- [Responsibility > CR Approach > Commitments > Code of Conduct](#)
- [Responsibility > CR Approach > Managing our Responsibility > Monitoring and Compliance](#)
- [Investors > Corporate Governance > 2009 Corporate Governance Report](#)

Performance Report 2009: a Core Element of CR Report 2009

The web pages under the headings of CR Approach and Reporting together make up E.ON AG's CR Report 2009. As a core element of the Reporting section, this Performance Report 2009 provides an overview of our commercial, ecological and societal activities in the period from January 1 to December 31, 2009, documenting the progress we made and the challenges we faced. The relevant topics have been grouped under appropriate headings and underpinned with performance indicators. Key indicators on the various web pages have been verified by the auditing firm PricewaterhouseCoopers (PwC) and are marked accordingly.

Responsibility Channel as Information Platform

Our reporting approach has been designed as an online system and at the same time acts as an information platform that provides a gateway to all information with a bearing on CR. To this end, links are provided to many items of background information and further details. The links lead the reader to content within the CR channel under the headings of Dialog, Challenges and CR in Practice as well as to other E.ON Group pages with information on CR topics. The content of the CR channel is updated and supplemented in the course of the year. This supports our aims of establishing the internet as a central information platform for our stakeholders and fostering a process of dialog with them.

This year our print publications also include a CR magazine, which will appear in June 2010. The magazine is aimed at offering a compact introduction to our comprehensive web-based reporting.

Information on this page has received a limited assurance engagement.

Our Customers are in Good Hands

We pay special attention to the needs of our customers in the design of our products and services. Customer orientation is one of our key behaviors, belongs to our corporate values and drives our company processes. We are committed to fair and transparent prices, to supporting customers in need through discount tariffs and other forms of support as well as providing targeted customer services and helping our customers to save energy.

Systematic Improvement of Customer Satisfaction

We have set ourselves the objective of becoming one of the energy companies with the highest customer satisfaction levels in 2010. This is why we are working on our customer relationships more actively and systematically. With the aid of the Net Promoter Score (NPS), introduced Group-wide in 2009, we focus the topic of customer satisfaction on the question: "Would you recommend E.ON as an energy supplier?" Through this, the NPS delivers a key figure important to strategic decision-making: It tells us how our customers perceive us in comparison to our competitors and also how we can improve operative efficiency. Based on this knowledge, we can intensify our Customer Relationship Management. For example, we can decide whether to invest more in call-center technology, customer portals or in the optimization of our invoicing processes.

✓ Reviewed 2009

Attractive and Customized Tariff Alternatives

Our national and regional retail organizations offer a broad range of products and services to overall around 30 million private, industrial and business customers as well as local communities. Customers' increasing willingness to switch energy suppliers is both a challenge and an opportunity for us. Here are some examples from the spectrum of our responses to this:

This information has received a limited assurance engagement.

- In Germany we renewed our regional sales and distribution organizations in 2007 and are constantly developing new products. Price-conscious customers can opt for special discount tariffs such as our E WIE EINFACH (E FOR EASY). These range from contracts with no base fee, through a promise always to remain one eurocent per kWh less expensive than the local utility, to a climate protection tariff with a twelve-month, fixed-price guarantee. Since its launch in 2007, E WIE EINFACH gained 900,000 customers up to the end of 2009 and has achieved top scores in independent consumer tests for products and services.
- E.ON Czech offers its customers to freeze all price components for a certain period of time and thus assumes the risk of possible price increases triggered by the regulatory environment. Customers additionally receive a 20 percent cost reduction on their electricity consumption compared to the tariffs in place since January 2009.
- In Italy, E.ON EnergiaAssicurata offers private and business customers a fixed tariff for one year. This includes free insurance that refunds energy payments in case the bill payers should become unemployed as a result from the permanent inability to work due to falling seriously ill.

- For those interested in green electricity, with its "Go Green" product E.ON UK offers one hundred percent-certified ecological electricity generated exclusively from wind and hydropower.
- In Germany, any private customers on the E.ON energy-saving tariff receive a consumption-dependent bonus of between EUR20 and EUR100 when they reduce their electricity consumption within a year by at least ten percent.

Saving End Customers' Energy

We support our customers in their efforts to save energy with a broad range of efficient solutions:

- **Information:** We give consumers advice on saving energy at trade fairs, at training events, via internet sites as well as in school and extracurricular education programs. In Germany we have been on an energy-saving tour with four mobile energy-saving exhibitions since April 2009. This is where private electricity and gas customers can find a wealth of information on household energy efficiency. This mobile exhibition is set to visit 350 towns and communities by the end of 2010. E.ON Czech is undertaking a similar initiative with its EnergyTruck, with which it will stage customer, school and public events. E.ON Hungária provides brochures with practical energy-saving tips for different consumer sectors of the power and gas market.
- **Promotion:** We promote a targeted conversion to new, more efficient appliances. To achieve this we have made EUR10.8 million in funds available for the conversion from old oil, gas and solid-fuel heating appliances to natural gas appliances for the German market alone; sales partners and equipment manufacturers have contributed an additional EUR5.2 million to this project.
- **Development:** We are constantly working on making new, more energy-efficient technologies market-ready. This includes localized generation and heating solutions such as gas heat pumps, micro Combined Heat and Power (micro CHP) generators and fuel cells.
- **Products and Solutions:** We have made a comprehensive range of energy-saving options available to both private and business customers. The electricity consumption of business customers with E.ON Sverige, for example, is analyzed and optimized through precisely targeted reading options, using the EnergiDirigent[®] tool. E.ON is also carrying out some projects in the field of energy contracting: In June 2009 a fuel cell was put into operation in a German brewery that runs on biogas derived from brewery by-products. In the town of Plattling in Lower Bavaria, E.ON Energy Projects has erected one of the largest and most up-to-date CHP plants in Germany- with an efficiency of up to 85 percent- for a paper-manufacturing company.

A key approach here is the use of smart meters for the intelligent measurement of consumption: This enables our customers to identify inefficient appliances in their households. In a broad test program we will install 1.8 million smart meters in the EU. The use of smart meters in Sweden is already a statutory obligation with one million smart meters already in use. More than 157,000 E.ON España customers have smart meters and we're planning to install a further 752,000 such devices in Spain by 2014. According to the Spanish government, all households in that country should be equipped with smart meters by 2018. In early 2009 we also equipped an entire town in Bavaria with more than 5,000 smart meters. Smart meters provide an energy-saving potential of between ten and 15 percent- but their strengths here really begin to show in connection with intelligent networks, localized energy generation and other forward-looking technologies. For this reason E.ON has set up the Smart E.ON Project to coordinate all

activities concerned with the future of intelligent energy within the Group.

Initiatives for Customers in Need

In 2009, we established a Group-wide policy that articulates our commitment to support customers in need. As a responsible energy utility we want to make a contribution in all our markets to ensuring that these customers retain access to the power supply. For several years now in the U.K., Germany and the USA we have offered social discount tariffs that take the needs of customers in financial difficulty into account:

- In Germany our social discount tariffs are linked to a waiver of the basic fees- an offer that attracted some 20,000 customers in 2009. Around 27,000 customers in need received a social discount tariff on behalf of E.ON UK; this figure includes E.ON UK's social products StayWarm or WarmAssist.
- What's more, through the CaringEnergy fund we were able to help a further 595 customers in Great Britain with heat insulation measures and the exchange of old appliances for particularly energy-efficient new ones. We provided around EUR460,000 for the CaringEnergy fund.
- In addition to this E.ON UK also launched the Challenge 100 initiative in 2009 with the target of helping 100 selected families to escape from energy poverty in 100 days.

Sustainable Energy Mix

Our power generation planning has allocated more than EUR24 billion in investments for the period 2010- 2012. This will enable us to adapt the composition of our generation portfolio and further expand our zero and low carbon generating technologies so that we will halve our CO₂ intensity by 2030 compared to 1990 levels.

International Climate Deal Needed for Faster CO₂ Reduction

At the 2009 Climate Change Conference in Copenhagen we stated that if a robust treaty was reached, E.ON would be prepared to achieve its 2030 target already in 2020. No such treaty was signed in Copenhagen. We'll therefore follow the negotiations scheduled for 2010 closely and continue to advocate the stable regulatory framework that's necessary for us to make long-term investments in low-carbon and carbon-free technologies. As a member of Combat Climate Change (3C), we support its Copenhagen Scorecard, which calls for at least a 50 percent reduction in global carbon emissions by 2050 compared with 1990. This goal requires ambitious medium-term targets for 2020 and 2030 that are international in scope and include all industrialized countries. Under such a framework, we will be able to halve our fleet's specific carbon dioxide emissions as early as 2020.

Balanced Portfolio

We carefully consider cost effectiveness, supply security and climate protection requirements when planning our energy mix. After all, we're convinced that we will only be able to successfully meet future challenges through balancing our energy mix. It is important when designing the energy mix to look at the current amount of electricity we produce and its distribution among different generation types. Last year, power generated in our own fleet fell by 5 percent, from 317.6 billion kWh in 2008 to 300.9 billion kWh in 2009.

✓ Reviewed 2009

Energy mix of Electricity Generated

Percentages	2009	2008	2007 ^{1,2}
Coal	36	39	43
Nuclear	24	24	30
Oil/Gas	30	27	16
Hydro	6	7	8
Wind	2	1	- ²
Waste	1	1	1
Others	1	1	2
Total	100	100	100

¹Including the consolidated holdings of the Russia market unit from fourth quarter onwards.

²Wind be reported under „Others“.

- Renewables accounted for more than eight percent of our generated power. E.ON's share of renewables in power generation continues to grow.

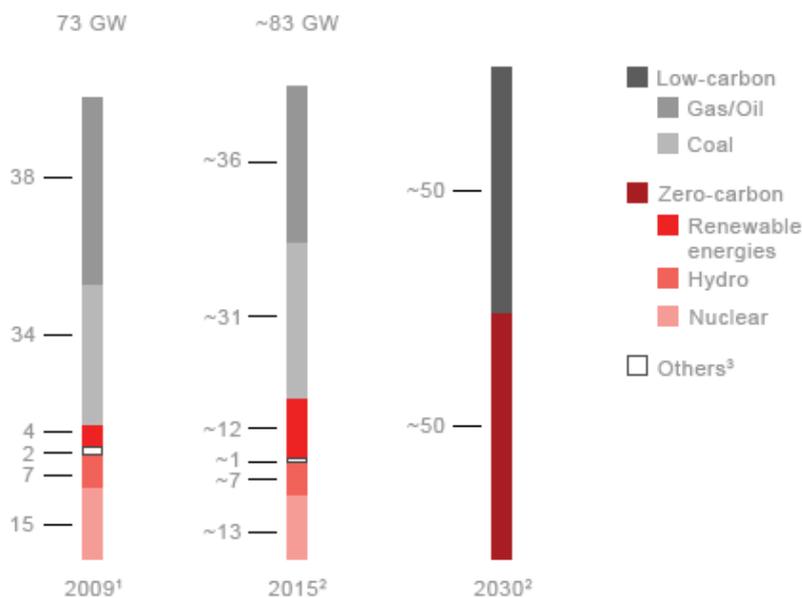
- Fossil fuels continue to play a key role. While slightly less coal is being used to generate electricity, at 36 percent, we are increasing our focus on gas, as its carbon intensity is relatively low and it is also well suited for balancing out fluctuations in renewable energy supplies.
- Nuclear energy remains an important component of our energy mix with 24 percent of generated power.

Towards a Zero-Carbon Energy Generation Portfolio

The E.ON Group's attributable generating capacity changed only slightly with 73 GW compared to the year-end 2008 (74 GW). We are planning to increase this to 83 GW in the year 2015. At the same time were working on systematically reducing the CO₂ emissions of all our generation technologies and increasing our use of zero-carbon technologies. The terms of zero carbon emissions refer to power generation operations only, and exclude our generating units' lifecycles. Our plans envisage increasing the proportion of renewable energies (excluding hydro-electric power) from four percent at present (approximately three GW) to about twelve percent (ten GW) in 2015. We estimate that the proportion of hydro-electric power will remain stable. By adapting the turbines to raise capacity and output, the absolute amount of electricity generated by our hydroelectric plants will increase on a par with the rise in our total generating capacity. According to our plans, the proportion of oil/gas and coal will fall from 72 percent to around 67 percent. By 2030, half our generating portfolio is expected to comprise zero-carbon technologies. We expect that all power plants of our coal fleet will include CCS by 2030.

Generation Portfolio 2009-2015 and Outlook for 2030

Percentages



¹ Figures based on attributable generation capacity.

² Figures calculated on pro-rata ownership.

³ Relates to low-carbon and zero-carbon generation technologies.

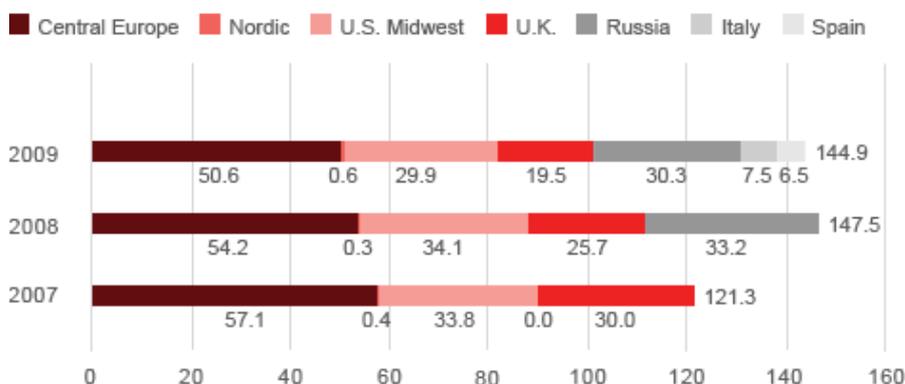
Lower Generation Volume Reduced Emissions in Absolute Terms

E.ON emitted 144.9 million metric tons of CO₂ from electricity production in 2009, 10.3 million metric tons less than in 2008, taking into account emissions of our Italy and Spain

Market Units, who were not consolidated for the entire year in 2008, amounting to 7.7 million metric tons. The main factor was that we produced less power in 2009 than in 2008.

CO₂ Emissions from Electricity Generation¹

in million metric tons



¹Including the carbon emissions of our CHP units in the United Kingdom which are not included in the own generation figures due to accounting standards. Climate & Renewables generates CO₂-neutral electricity. Data rounded.

CO₂ Intensity as a Central Indicator

CO₂ intensity indicates how many tons of CO₂ we release into the atmosphere to generate 1 MWh of electricity.

Carbon Intensity¹ E.ON Group²

in t/MWh	1990	2003	2004	2005	2006	2007	2008	2009
Central Europe	0.45	0.41	0.41	0.41	0.41	0.42	0.39	0.39
U.K. ³	0.94	0.72	0.79	0.75	0.71	0.73	0.58	0.53
Nordic	0.02	0.14	0.01	0.01	0.02	0.01	0.01	0.03
U.S. Midwest	0.99	1.00	0.93	0.92	0.93	0.94	0.92	0.88
New Markets								
Climate & Renewables	-	-	-	-	-	-	0.00	0.00
Russia	-	-	-	-	-	-	0.59	0.56
Italy	-	-	-	-	-	-	0.51	0.45
Spain	-	-	-	-	-	-	0.54	0.52
E.ON Group	0.72	0.55	0.49	0.49	0.49	0.50	0.48	0.48

¹Specific CO₂ emissions: emitted metric tons of CO₂ per MWh electricity generated.

²For carbon intensity values listed above, Climate & Renewables generation volumes are allocated to geographical market units.

³Including the carbon emissions of our CHP units in the United Kingdom which are not included in the own generation figures due to accounting standards.

Our carbon intensity declined by 1.6 percent to 0.476 metric tons per MWh compared to 2008. Going forward, this trend will become more pronounced as we add further high-efficiency fossil-fuel and renewables capacities. Our carbon emission figures include our CHP units in the U.K. pursuant to existing legal obligations.

This information has received a limited assurance engagement.

Zero-Carbon Generation

We classify renewables and nuclear as part of our zero-carbon generation technologies segment. We see a huge potential here for generating a climate-friendly energy supply. The terms of zero carbon emissions refer to power generation operations only, and exclude our generating units' lifecycles.

- **Renewables:** we have again invested heavily in this area as part of our renewable energies investment program:
 - **Onshore wind power** accounts for a large proportion of our investments. In fact, we were able to double our capacity in this segment in 2009 alone. In 2009 we put the world's biggest wind farm into operation in the Texan city of Roscoe, with an installed generating capacity of around 780 MW -enough to power over 230,000 households.
 - We also see a great deal of potential in **offshore wind power**. Our first offshore wind farm at Scroby Sands has been feeding electricity into the British network since as far back as 2004. In 2009 we brought Robin Rigg onstream, a 180 MW farm off the coast of Scotland. In Germany, German Offshore Test Field and Infrastructure GmbH, a consortium of EWE, E.ON and Vattenfall, successfully completed construction of alpha ventus, the world's first offshore wind farm in deep water, in the German sector of the North Sea. We are currently constructing Rödstrand II, the largest wind farm in the Baltic Sea- and together with Masdar, a renewables initiative by Abu Dhabi and the Danish utility Dong Energy, we are involved in the construction of the London Array, a 1,000 MW offshore wind farm in the outer Thames estuary and the world's biggest wind farm.
 - In **biomass power generation** we are among the world's technology leaders. In Germany, we operated plants with installed generating capacity of around 30 MW during 2009. E.ON UK also runs Scotland's largest biomass power plant, which has capacity of 44 MW.
 - E.ON is convinced that **solar technology** has a long-term future. Together with our partner Abengoa we're planning two solar power plants with an installed generating capacity of 50 MW each, in Ecija near Seville, Spain. Together, these will be able to power over 52,000 households. Construction has already started and we're aiming to complete the first plant by 2011 and the second by the spring of 2012.
- **Hydropower:** our hydropower plants count as part of our zero-carbon portfolio and have around 5,500 MW of installed generating capacity- equating to about six percent of our overall capacity. At our Nordic Market Unit, for instance, water accounts for 43 percent of its energy generating capacity. In 2009, we divested around 300 MW of hydro-electric capacity in fulfillment of our May 2008 undertaking to the European Commission.
- **Nuclear:** we firmly believe that nuclear power is an essential part of a secure, affordable and climate friendly energy mix. This is why we welcome the fact that in many of our markets, governments support nuclear power, and we continue to work towards using it in a responsible manner:
 - In November 2009, our plans for nuclear power took shape in Great Britain in the form of the Horizon Nuclear Power joint venture, in which E.ON UK and RWE are 50:50 partners. The first joint nuclear power plant is scheduled to enter into operation in 2020. By 2025 we aim to develop around 6,000 MW of new nuclear capacity in Great Britain.
 - In Finland, E.ON is co-owner of the project company Fennovoima Oy, which is filing for permission to build a new nuclear power station.
 - In Sweden and Finland we have driven forward the development of fully operational final storage facilities for radioactive waste. In Sweden, Forsmark was chosen as the site for a final storage facility. Swedish Nuclear Fuel and

Waste Management (SKB), partly owned by E.ON Sverige, will submit an application in 2010 for the construction and operation of final storage facilities.

Fossil Fuel-Fired Generation with Decreasing CO₂ Emissions

We're continuously working with plant suppliers and research partners on improving the thermal efficiencies of power generation using coal and gas, and on developing market-ready Carbon Capture and Storage (CCS) technologies.

- Each percentage-point gain in efficiency can reduce fuel consumption and save huge quantities of CO₂. Our new coal-fired power stations are already achieving up to 45 percent efficiency thanks to state-of-the-art technology. We're aiming to achieve increasing efficiency levels through the use of new, highly efficient power station technologies- and make coal-generated electricity as climate-friendly as possible. All our new-build projects in Europe will have thermal efficiencies of more than 46 percent. By comparison, the average EU plant has an efficiency rating of 36 percent, while globally the average is 30 percent.
- We plan in the subsequent retrofitting of all our scheduled new-build coal-fired power stations with CCS technology, thus making it possible to almost completely eliminate CO₂ emissions. Together with German technical inspection institute TÜV Nord we have developed the Capture Ready Certificate to demonstrate that these plants are capable of being retrofitted. We are also planning various CCS pilot plants. In doing so, we are responding to potential legal requirements early on. In Great Britain, for instance, new coal-fired power stations already need to be fitted with CCS technology in order for them to be granted construction approval.

CO₂ Rights from Emissions Trading

Under the national allocation plans of Phase II of the EU Emission Trading System (EU ETS), E.ON is allocated CO₂ emissions allowances that amount to some 77.6 million tons each year, and are thus lower than the actual emissions of our power stations covered by the EU ETS. Changes in the percentages assigned on the individual market-unit level are due to newly added or released generation capacities. We committed ourselves to reducing our generation capacity in Germany by about 5 GW, reducing our share of the German power generation market to about 15 percent (2009) as well as the amount of the allocated CO₂ emissions allowances.

Global Projects to Reduce CO₂ Emissions

Along with our involvement in emissions trading, we are also utilizing the project-based mechanisms laid down in the Kyoto Protocol to achieve Certified Emissions Reductions and use these as credits to offset our CO₂ emissions in Europe. To do this we are reducing greenhouse gas emissions in project partnerships in China and Thailand, among other countries, such as by utilizing methane gas recovered from landfill sites to generate electricity, reducing leakages from gas pipelines and installing combined heat and power generation technology. At the end of 2009, our portfolio of emissions certificates, which are to be issued by 2012, amounted to 23 million tons of CO₂ equivalents. In addition, in 2009 we established a joint venture together with the renewables initiative Masdar to further the application of our joint know-how to reduce greenhouse gas emissions.

Systematic Design for Carbon Balances

2008 marked the first year E.ON was included in the Carbon Disclosure Leadership Index (CDLI). The CDLI is issued to a group of 534 institutional investors, who together represent an investment volume of EUR46 billion in 2010. In 2009, we have not been listed again. This is mainly due to CO₂ reporting not yet being fully established in the supply chain. We have focused on analyzing CO₂ emissions from fuel logistics and mobility and strive to re-enter the CDLI. Therefore, we have included setting-up a carbon accounting scheme as a project in our CR Program.

Responsible for Tomorrow's Energy Today

Targeted technology development is of huge importance in the energy market: it secures our competitiveness, allows us to develop effective climate protection solutions and offers our customers the chance to use energy more efficiently and cost effectively.

Centrally Organized Expertise

We have organized our research and development organization along the value chain to pool our expertise across the Group.

- The Corporate Development department located at our Corporate Center reports directly to the Board of Management and defines the technology strategy for the entire Group.
- E.ON runs specialized research, development and demonstration (RD&D) programs in our various technology areas. These are defined and steered independently by the respective managers.
- As a service provider, E.ON's Engineering Group supports our various business units mainly in executing their projects and programs, and also offers its services to the entire technology organization.

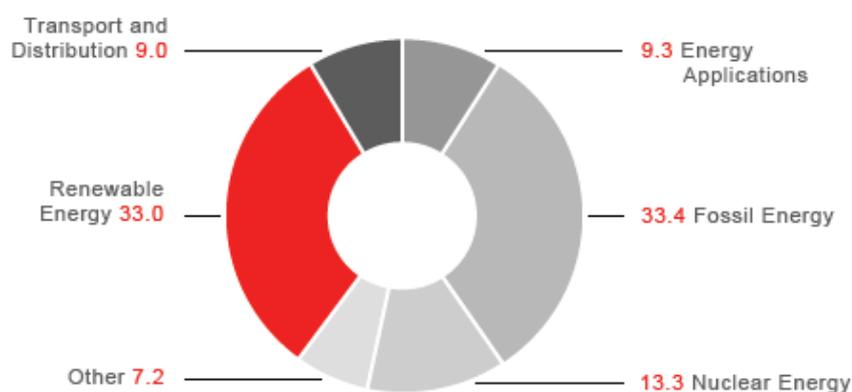
✓ Reviewed 2009

Focus on Key Technologies

Our objective is optimizing existing facilities and processes as well as making key power generation, distribution and end-consumer technologies marketable. We focus our efforts on the operational realization of research findings and their implementation in our energy supply solutions for example via our "innovate.on" initiative, founded in 2006. E.ON dedicated EUR105 million to RD&D expenditure in 2009, meaning our expenditure in this area remained largely stable compared to 2008.

R&D Budget by Project Type¹ (2009)

€ in millions (Total: 105.2)



¹R&D Budget: Budget for research and development as well as demonstration projects.

This information has received a limited assurance engagement.

Milestones in 2009: Power Generation

We are focusing on a wide portfolio of promising technologies in the area of power generation. Here are a few examples:

- EUR33 million of our RD&D budget was allocated to renewables, in particular to **wind power**. Substantial funds were dedicated to offshore wind power, especially into research work on the alpha ventus wind farm in the North Sea. Our high investment in this project meant that the percentage of our budget allocated to other renewable energy projects was correspondingly reduced. The development of our technological know-how has paid off: in 2009 we successfully brought our first deep sea offshore wind farm into operation. Developing new technologies, components and materials is of great importance in this regard, and the results gained from operating turbines allow key findings to be incorporated in the further research and development of offshore wind turbines.
- We see great potential in the future use of **solar power generation**. To speed up market readiness we have entered into strategic partnerships. For instance, we have been working with Schüco since 2009 on driving forward the development of thin-film photovoltaic modules which directly convert solar energy into electricity. With our acquisition in 2009 of the French photovoltaic project developer Société Conilhac Energies S.A.S. (Conilhac), we are expanding our solar energy expertise in one of Europe's key solar markets. In the past year, we have opened our first solar farm, located in Le Lauzet in southern France. In the area of concentrated solar thermal power plants, which produce electricity by means of generating steam to drive turbines, we made important steps to enter the market in 2009: together with the company Abengoa Solar we will build and operate two 50 MW CSP plants in Andalusia, Spain. We're also sharing our vision of a sustainable and climate-friendly future energy supply by capturing solar energy in the deserts of North Africa and the Middle East. Here, E.ON is one of the founding partners of Desertec Industrial Initiative GmbH, which commenced operations in October 2009.
- We also invested EUR33 million of RD&D expenditure in the research and testing of technologies to increase the efficiency of **fossil-fuel power generation** and **Carbon Capture and Storage (CCS)**. This represents an increase of over 50 percent on the previous year.
- Our spending in the development of **fossil-fuel power generation** increased from EUR21 million (2008) to EUR33 million, mainly due to further investments in the area of **Carbon Capture and Storage (CCS)**. We are currently supporting over 80 CCS research projects. On the road to commercial viability, which we see as being achieved in 2020 at the earliest, we are planning to provide around EUR100 million in funding for the research and development of CCS technology, which includes both the various processes to capture carbon as well as transport and storage projects. In 2009 the EU agreed to support our CCS plant in Maasvlakte, the Netherlands, with EUR180 million in funding. We also put a pilot CCS plant into operation at our Staudinger power station in Germany together with Siemens. As a part of the FutureGen Industry, we support the construction of a 275 MW coal-fired power plant to be equipped with pre-combustion capture. In 2009, the U.S. Department of Energy agreed to continue the funding of the project. At our Kingsnorth plant in Great Britain, we were also preparing to construct a 300-400 MW generating unit equipped with CCS technology. The British government has put the project out to tender and the successful company will be awarded funding. Two competitors are still involved in the tendering process: one of them is E.ON UK. Also in 2009, E.ON Gas Storage filed for permission to assess CO₂ underground storage possibilities in the northern German Weser region.

- Our RD&D activities in the area of **transport and distribution** as well as smart grids also attracted EUR9 million in expenditure each, with the same amount invested in energy applications. What's more, we invested EUR13 million for research purposes in nuclear energy.
- The remaining EUR7 million was distributed among various programs, including the development of **decentralized energy generation** and **energy use**.

Milestones in 2009: Energy Applications

Just as with power generation, there is also huge potential in energy applications- which E.ON fully intends to exploit in further technological development. Here are some examples:

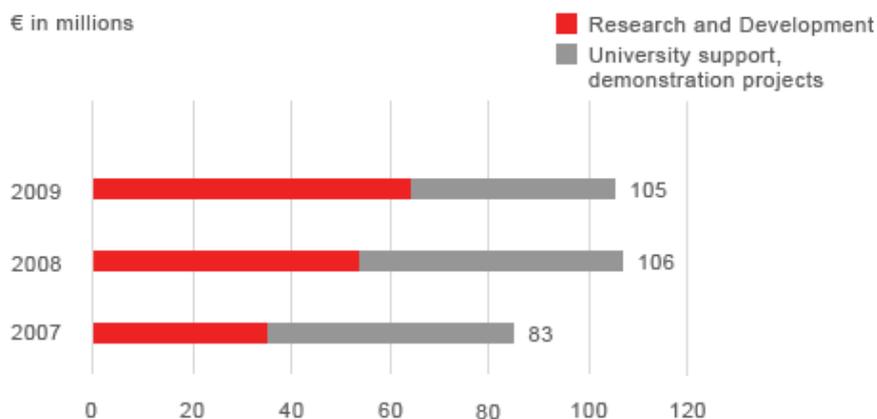
- **Gas heat pumps:** we are on the verge of making the breakthrough to production readiness in the development of gas heat-pump technology. The natural-gas powered heat pumps use ambient heat in the home and can achieve energy and CO₂ savings of up to 30 percent. In 2009, we conducted field tests on gas heat pumps to verify their suitability for use.
- **Combined heat and power (CHP) generation:** another focus of our work is point-of-use combined heat and power generation for single and multi-family homes. As part of this, E.ON Ruhrgas launched its "microCHP user group" in 2008, which aims to gather operating experience with Stirling and gas engine technologies with the help of 200 units. As part of the Callux project, E.ON is also participating in a large-scale trial to test fuel cells for the simultaneous production of heat and electricity in the home.
- **E-Mobility:** we are driving forward the market introduction of this technology in two field tests, which we have been conducting since 2009 with BMW and Volkswagen respectively. The aim is to develop an infrastructure to supply electric vehicles with electricity. To enable us to offer attractive solutions for mobile charging too, we were the first German utility to offer public charging stations- something that's been available since 2009- including wireless charging technology in Taufkirchen, near Munich, Germany. Since 2009, we've also been researching the scope for making adjustments to distribution networks for the practical integration of E-Mobility. Here we're working with VW, the Institute for High Voltage Technology at the RWTH Aachen, the Fraunhofer Institutes for Solar Energy Systems and Systems and Innovation Research and institutes at the Technical Universities of Munich and Karlsruhe.

✓ Reviewed 2009

Research, Development and Demonstration in Figures

E.ON's RD&D project expenditure often fulfils a wide variety of different functions regardless of the project type.

Development of E.ON's Spending on New Technologies



In 2009, EUR46 million of expenditure went to university support and large technical demonstration projects for the further development of promising key technologies to achieve market readiness. We spent further EUR61 million on research and development with the E.ON Energy Research Center at RWTH Aachen and the Energy Technology Institute accounting for a large proportion of this, attracting EUR4 million and EUR1.4 million respectively in annual funding.

This information has received a limited assurance engagement.

We also awarded EUR6.6 million for the funding period 2007 to 2012 as part of our partnership with the Engineering and Physical Sciences Research Council, the British government's leading funding agency for research and training in engineering and the physical sciences. Our E.ON International Research Initiative received the greatest single share of funding with an annual total of EUR6 million for international energy projects - for which a total investment budget of EUR60 million is available for the overall funding period.

High Standards for the Environment

Energy generation, distribution and supply all entail environmental risks and impacts. This is why for many years we have been actively engaged in environmental protection.

Group-wide Commitment to Environmental Protection

Responsibility for the environment and climate protection at E.ON is embedded at Board level. Our E.ON Environmental and Climate Protection Policy Statement applies Group-wide. It lays down uniform standards and the framework for E.ON's environmental management in all our markets, taking into account our entire value chain. In agreeing to our Standard Business Terms and Conditions, our contractual partners commit to upholding E.ON's minimum environmental standards. Supplementing our existing responsible procurement policies, in our Biomass Procurement Amendment in 2009 we introduced a new Group-wide policy for the purchase and use of biomass. This is a relatively new energy source, and the objective of the policy is to help to reduce negative impacts on the environment and the security of the food supply chain in other countries, for instance through requiring the certification of these products before they are purchased.

Operative Implementation at all Environmentally Relevant Sites

We fulfill all legal requirements to minimize the environmental impacts of our business, and sometimes even go beyond these requirements. As an example, the implementation of our Environmental Management Group Policy will support us in applying Environmental Management Systems that fulfill the criteria of the EN ISO 14001 and European EMAS II standards. Our objective is to ensure that all our subsidiaries with significant environmental impacts have implemented and are certified to one of these two standards. As one achievement in 2009, E.ON Climate & Renewables established and externally certified its Environmental Management System (ISO 14001) in quick succession to founding the company itself. We plan to complete implement these systems Group-wide by the end of 2010.

In our gas transport and power distribution business areas, many of our subsidiaries are already certified. In following this approach we are striving to achieve a Group-wide harmonization of environmental management processes along the value chain.

No Serious Environmental Incidents in the Group

The success of our operational environmental protection efforts is demonstrated by the rarity of environmental incidents at E.ON. In the last four years there has not been one major environmental incident in the entire Group that triggered our 24-hour, Group-wide internal reporting requirement. In 2009, there was no category one-to-seven incident at our nuclear power plants on the seven-level International Nuclear Event Scale (INES, categories 1 to 7).

Comprehensive Clean Air Measures

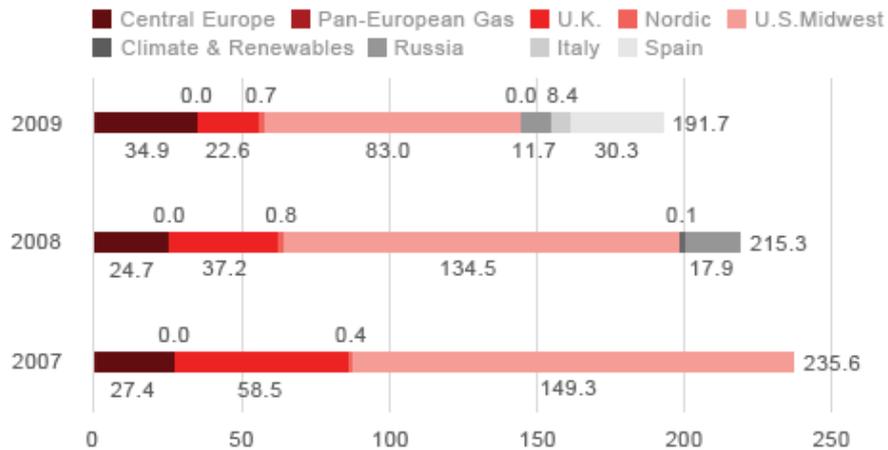
Besides CO₂ there are other air emissions that are released through the burning of fossil fuels. These include sulfur dioxide (SO₂), nitrogen oxide (NO_x) and dust- all of which need to be controlled. The increasingly efficient use of fuels, along with the filtering of

combustion gases and the implementation of desulfurization and denitrification systems are opportunities that we are constantly working to exploit. At the same time, emissions levels also depend on the type of fuel used, which are in turn influenced by market prices and availability of stocks. As far as possible we work to influence these positively.

✓ Reviewed 2009

SO₂ Emissions

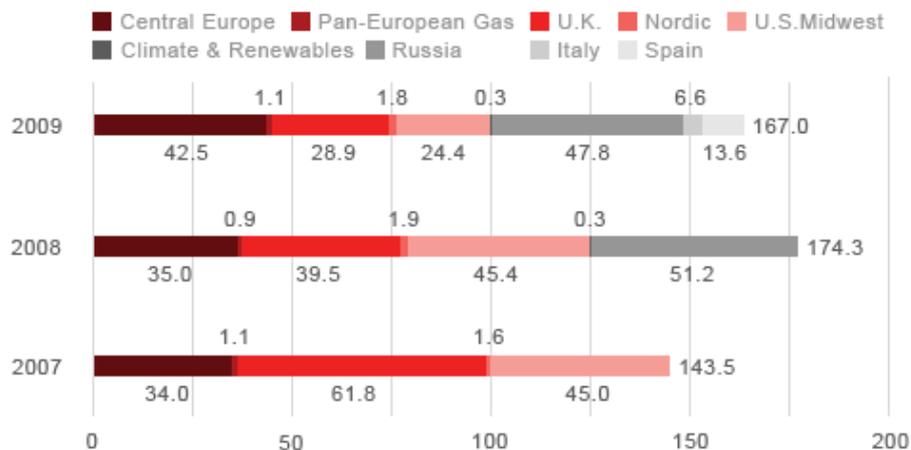
in kilotons



At E.ON, SO₂ is released during the combustion of coal, which naturally contains sulfur. From 2007 to 2009 our SO₂ emissions fell by almost 19 percent to 191.7 kilotons. For instance, by installing additional filters E.ON US was able to make a significant contribution to this reduction. E.ON Russia reduced its emissions by moving to gas from coal, amongst other measures. At our Central Europe Market Unit we added new power stations, however, meaning that the reduction in overall emissions was not so pronounced. In addition to this, in 2009 the emissions of E.ON Italia and E.ON España were included in the overall emissions total for the first time.

NO_x Emissions

in kilotons

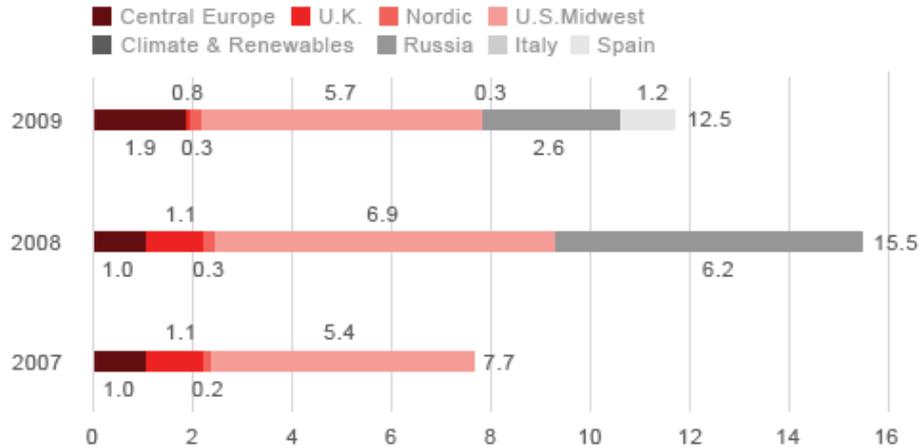


NO_x emissions are mostly the result of high combustion temperatures on naturally occurring airborne nitrogen, as is the case in gas-fired power plants. In 2009 our NO_x emissions nevertheless fell by four percent to 167 kilotons, with additional filters at E.ON US making a contribution here. However, the power stations added to our portfolio at our

Central Europe Market Unit, as well the first-time inclusion of the emissions of our Italy and Spain Market Units, canceled out these reductions and made the overall reduction less pronounced.

Dust Emissions

in kilotons



Dust emissions from electricity generation occur mostly in coal-fired power plants. These emissions were 12.5 kilotons in 2009. Compared to the previous year this is a reduction of around 20 percent, despite the fact that our Central Europe Market Unit expanded its coal-fired generation fleet and that E.ON Italia and E.ON España were included in the emissions calculation for the first time. It is worthy of note that our Russia Market Unit, included for the first time in 2008, was able to reduce its own dust emissions by half in 2009 through more intensive use of gas instead of coal.

This information has received a limited assurance engagement.

Prioritizing the Avoidance and Recycling of Waste

At E.ON, waste prevention has priority over recycling and waste disposal. The total quantity of hazardous waste has been halved in comparison to the previous year, despite the inclusion for the first time of our Italy and Spain Market Units in the overall figure, contributing with less than ten percent to the total amount. In total, 36 kilotonnes were recycled and we disposed of a further 31 kilotonnes. The total amount of non-hazardous waste also decreased, partly by half. Interim storage measures spread over the year explains the fluctuations in the quantities of hazardous and non-hazardous waste that were recycled or disposed of. Waste disposal does not always take place in the same year but depends on the availability of recycling plants and resources, as well as on efficient use of logistics capacity. In addition to this, our total volume of waste, independently of our efforts to avoid it, is also significantly influenced by the decommissioning of facilities. In 2009 fewer facilities were decommissioned than in 2008.

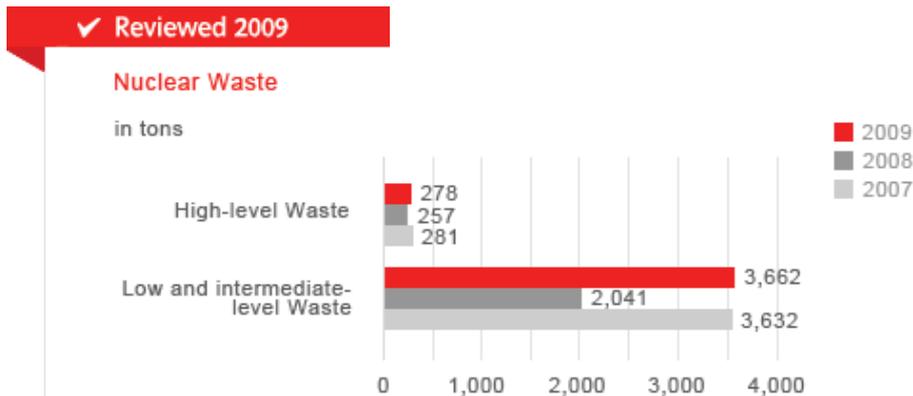
Recycling Power-station By-products

Through re-using the by-products from coal-fired power plants, such as ash and gypsum we ensure an environmentally friendly, safe and economical handling of residual materials. The quantities that we can process for recycling are, however, limited by market demand for these substitute construction materials. Every day, BauMineral GmbH, a wholly owned subsidiary of E.ON, delivers between 150 and 200 tonnes of by-products generated by E.ON power stations to the construction industry in Germany, which can use these materials in their entirety. We are working to extend the BauMineral business

model to other market units.

Responsible Disposal of Radioactive Waste

We take all possible care in disposing of radioactive waste from nuclear power stations operated by our Central Europe and our Market UnitNordic. Given the lack of availability of permanent disposal sites, currently the only option for disposing of high-level radioactive spent fuel rods is interim storage. In the opinion of the Organization for Economic Cooperation and Development's Nuclear Energy Agency as well as the International Atomic Energy Authority, today's technology already allows the secure disposal of high-level radioactive, heat-generating waste in deep geological formations.



In 2009 we produced 3,662 tons of low- and intermediate-level radioactive waste. Through plant renewal and efficiency improvement measures of its nuclear energy facilities, our Nordic Market Unit produced significantly more low-level radioactive waste than in 2008. Added to this were 278 tonnes of high-level radioactive waste, produced in our generating operations as well as from the dismantling of decommissioned nuclear plants. In Sweden and Finland we pushed forward the development of final storage facilities for radioactive waste: in Sweden the choice of location was Forsmark. Swedish Nuclear Fuel and Waste Management (SKB) is partly owned by E.ON Sverige and will tender for the construction and operational management of final storage facilities in 2010.

This information has received a limited assurance engagement.

Conservation Oriented Extraction and Return of Water

E.ON uses water primarily for cooling and processing, as well as generating steam. In comparison to 2008 the E.ON Group's consumption of process water rose from 100.8 auf 141.5 million m³. This increase was caused above all by the inclusion of additional power stations in the generation fleet of our Central Europe Market Unit. In addition, our Market Units Italy and Spain were included in the overall total for the first time in 2009 with around 8 million m³. We follow the respective legal and ecological requirements very carefully in the extraction and return of the process water we use.

Protecting the Diversity of Species

Biodiversity is a key pillar in E.ON Group's environmental management. We are aware of the relevance of species diversity as an important biological resource. With the integration of the Biomass Procurement Amendment in our Group-wide procurement policy we ensure that key criteria in the production of different types of biomass are

fulfilled. We support our operational sites in researching the effects of their processes on biodiversity and in the development of appropriate protection measures. Moreover, we have agreed on the Group-wide introduction of biodiversity action plans. In the still-new area of offshore wind energy we have established an important basis for the development of uniform environmental standards through our partnership with the International Union for Conservation of Nature. We see our company as an offshore wind-energy pioneer: this role entails accepting responsibility for the development of environmental sustainability testing standards - and therefore making a contribution to raising the sustainability of the offshore wind-energy industry.

Employee Engagement for Environmental Protection

E.ON actively supports employee engagement for the environment to change behaviors and to save resources both at work and at home. In 2008 we introduced the Environmental Champions program, which has been successful at many of our sites across the Group. For example, we reduced our waste volume by 58.7 tonnes across the Group. Recycling was increased on average by 18.5 percent. We also reduced our paper consumption by 16 tonnes Group-wide. The Environmental Champions program has been particularly successful in the UK and was re-launched in 2009 to bring Champions activities in line with our business goals and CR performance.

Responsible Procurement

Who supplies our fuels, plant, technical materials and services- and under what conditions? There's no doubt that our procurement approach entails a responsibility to make sure that our suppliers uphold societal and environmental standards at their own facilities too. This is why in 2007 we established our Principles of Responsible Procurement for the entire E.ON Group. This policy also covers the important area of fuel supply for our power stations, for which E.ON Energy Trading is primarily responsible.

Centralized Procurement Principles

Our responsible procurement policy is an integral part of our Standard Terms and Conditions of Purchase. It is oriented towards the Principles of the United Nations Global Compact and serves as the basis for all our market units' procurement processes. In our selection of suppliers this includes paying attention to the need to safeguard human rights, ensure appropriate working conditions, minimize environmental impacts and maintain ethical business behavior.

As part of our supplier pre-qualification program, we check new suppliers for their compliance with our CR requirements. Our purchasers carry out risk analyses and training for all our main suppliers; we ask each respective E.ON purchaser to evaluate aspects of their sub-contractors' CR performance. This allows us to identify infringements of environmental standards or employee rights, for instance. If we find that our standards are not being met, in first instance we aim to work with the supplier or contractor to improve conditions within a given timeframe. Only when suppliers show no willingness to improve conditions do we consider sanctions or termination of contracts. We believe that the systematic integration of sustainable procurement criteria, valid for all procurement processes, presents the best option for assuming social responsibility along our entire supply chain.

Supplier Audits and Events

Since 2009 we have carried out on-site audits of our suppliers specifically on their CR performance, going beyond the usual quality standards. We have trained our auditors for this task since 2008 with the support of a leading international auditing firm. For instance, in 2009 we performed a CR Audit at a uranium mine and at a uranium processing facility. In China, E.ON UK had seven non-fuel sites checked on social and ethical criteria by independent external auditors. This resulted in the identification of a series of specific plans for improvement, for the implementation of which we offer support to our suppliers.

E.ON UK also approached its suppliers with several "Meet the Buyer" information events in 2009. Over the year our UK market unit participated in five of these events. E.ON UK also set up a suppliers' conference for the first time in September 2009, where 70 of the strategically most important suppliers had the chance to work out options together for better identification and reduction of CO₂ emissions along the supply chain.

Establishing Demanding Procurement Requirements for Biomass

Given the constantly changing market conditions we frequently need to revisit our guidelines and rethink our handling of the supply chain. The new procurement challenges posed by biomass for energy generation and biogas production are a good example. In

2009 we approved a Group-wide biomass policy as a supplement to our responsible procurement policy. The objective here is to help us prevent any possible negative effects of biomass production- an increasingly important segment for E.ON- on aspects such as the environment, biodiversity and the global market for food. The procurement of bio-fuels is also covered by the biomass policy.

International Procurement Sources

We need a broad range of different products for our business activities, from high-tech wind turbines to office chairs. Our sustainable procurement criteria apply to these just as much as to the fuel we use to operate our power stations. Our energy mix for power stations means we mainly purchase natural gas, coal (mostly hard coal) and uranium. Oil and biomass have smaller shares, as does waste which we use for energy generation.

✓ Reviewed 2009

Gas supply by country¹

in billion kWh	2009	% ²	2008	2007 ²
Russia	164.3	26	177.3	178.0
Norway	166.8	27	176.9	174.7
Germany	134.4	22	121.4	127.1
Netherlands	93.1	15	114.8	120.3
Denmark	17.7	3	25.4	20.8
Others	47.8	7	63.7	76.9

¹Gas purchases of E.ON Ruhrgas AG; total 624.1 billion kWh.
²Numbers rounded.

Gas purchases made by E.ON Ruhrgas are largely based on long-term purchasing contracts. Procurement sources have changed only slightly compared to 2008. E.ON Ruhrgas AG procured 624.1 billion kWh of natural gas in 2009, eight percent less than in 2008, mainly due to the recession. The biggest suppliers were Norway, Russia, Germany and the Netherlands. It is also our objective to produce ten billion m³ of natural gas every year from our own production. In this connection our activities are concentrated on the British and Norwegian North Sea, North Africa and Russia. As a third pillar of our natural gas procurement, E.ON Ruhrgas is involved in the dynamic market for liquefied natural gas (LNG). This makes E.ON well-placed to face the increasing European dependence on imports.

This information has received a limited assurance engagement.

Improving Standards in Coal Mines

In selecting mining companies for sourcing our coal we also take special care to ensure that they meet the expected quality standards - and therefore minimize risk. Experience shows that fragmented company structures carry the highest risks. E.ON also cooperates directly with its suppliers on improving social and environmental standards in the mines concerned. Based on our experience gathered in the audits we carried out in 2009 on uranium purchasing, we are planning further audits for example in coal mines in Colombia and South Africa at the beginning of 2010. The Audit Program will be implemented by our Corporate Center together with E.ON Energy Trading and will involve external auditors for on-site audits.

Hard Coal Procured for E.ON Power Stations by Source Country (2009)¹

in kilotons (Total: 42,900)



¹This diagram only contains source countries with volumes above 100 kilotons.

E.ON purchased 42,900 tons of hard coal for our coal-fired power stations in 2009. This is around ten percent less than in 2008, despite the fact that our Spain and Italy Market Units were included in the calculation for the first time. The decline was caused by lower demands for power due to the economic crisis. At the same time, LNG oversupply triggered a fall in gas market prices. With lower gas purchase prices, the percentage of E.ON's gas-fired power generation rose. Supplying 18,200 kilotons of hard coal, the USA was our largest sourcing country and covered approximately 40 percent of our overall requirements. Other major hard coal sourcing countries were Russia, South Africa and Colombia.

This information has received a limited assurance engagement.

Securing Uranium Supply

The largest reserves are in politically stable exporting countries such as Canada and Australia. Natural uranium can also be conveniently stored in large quantities, and for this reason E.ON has set up its own uranium inventory. In 2009, the majority of E.ON's total demand for uranium was covered by natural uranium from Canada, Kazakhstan and Uzbekistan, which was enriched in Europe and Russia, and by EUP (Enriched Uranium Product) from Kazakhstan. In addition, we have an inventory of natural uranium originating from Canada, Namibia, Niger, Ukraine and USA.

Social Commitment as Part of Corporate Responsibility

Our success as a company is directly linked to the well-being of the communities where we operate. In particular, the trust and support of the communities near our power stations is essential for us to be able to do our job well.

Within the framework of our Community Involvement (CI) we have supported the wellbeing of local communities through community projects for many years, also beyond our core business activities, for instance through employee volunteering. We also support projects through sponsorship and corporate giving.

Clear Strategic Direction in Community Involvement

Since 2007 we have taken a clear strategic direction in our Community Involvement by concentrating on specific focus areas. These support local programs that address energy needs, climate protection and education concerning energy and the environment.

We aim for long-term cooperation with community projects and initiatives that respond to the interests and needs of our stakeholders. In this, financial help is only one part. The overall collaboration, in many cases in partnership form, is broader: We want to use our expertise as one of the world's leading energy companies for the good of society. This will help us to make a contribution towards the solution of global challenges and sustainable development.

Community Involvement Strategy 2009 Implemented Group-wide

In 2009 we completed the implementation of our CI strategy across all market units Group-wide, which was our target for the initial roll-out. Due to the nature of CI, the specific design of individual elements varies in different units and, with society's needs evolving, our development of CI does not end. In the coming years we will continue to focus on an integrated learning process, in which market units with common issues share positive experiences and build on synergies.

Awards for our Community Projects

2009 saw a number of our programs, which had been running for several years, gain external recognition.

- Leuchtpol, our lighthouse project and part of E.ON's Group-wide Energy for Children program, was recognized as a Best Practice example in Germany's National Action Plan within the UN's "World Decade of Education for Sustainable Development".
- EnergiaKaland is E.ON Hungária's country project and topped the "CSR Europe Hungary Junior Category" as the country's best corporate program for children. This project's e-learning tool also took first place at the Best Digital Media Application Awards of an E-Learning conference.
- E.ON UK received two highly regarded Business in the Community Awards, for its education program and Age Concern project. What's more, its voluntary work also received three regional Business in the Community Awards.
- E.ON Romania was recognized by Forbes Romania magazine as one of the five leading companies in the country, thanks to its outstanding community work.

- The Donate your Pennies aid fund received a Selected Landmark Award from the German Federal Government as part of the "Germany- Land of Ideas" initiative.

✓ Reviewed 2009

Targeted Allocation of Funding 2009

In 2009 we spent a total of EUR40.5 million Group-wide in total across a range of different social engagement subject areas. In this year for the first time the social investments of our market units Energy Trading, Italy and Spain were included, adding EUR500,000 to the total investment.

Comparing the total to 2008, this means there was a decrease of around 10% in our financial commitment to our communities. This is despite significant financial pressure from the global financial and economic crisis, as well as from streamlining within our PerformtoWin program. The benefit of this is that it allowed us to focus our activity on those projects that we have implemented with our long-term partner organizations. Some smaller individual projects unfortunately had to take a back seat.

Breakdown into Three Strategic Focus Areas

Our community investment can be broken down into three strategic focus areas:

- Strategic Community Investments
- Community Sponsorships- covering our Sports and Arts & Culture activities
- Purely financial Corporate Giving, including Disaster Relief

In 2009, 56 percent of all E.ON's community expenditure was dedicated to our strategic social engagement. This represents clear progress toward our objective of moving from corporate giving towards supporting more strategic community initiatives.

Our community expenditure targeted several different areas, with the most support going to Science and Education such as our multiple-award-winning, Group-wide Energy for Children program. 14 percent was invested in community programs, such as community energy safety and helping our vulnerable customers, while approximately 14 percent was invested in cultural and arts projects.

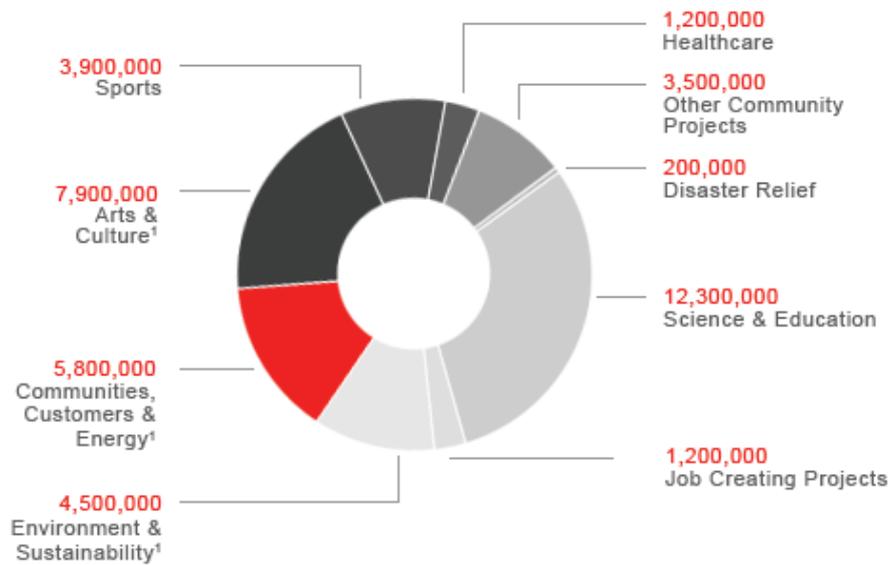
E.ON market units' not-for-profit Investments in the Communities, by Strategic Focus (2009)

Percentages



Community Investments of E.ON market units and the Corporate Center by Subject Area (2009)

€ in millions (Total: 40.5)



¹Subject areas renamed compared to 2008.

The total sum reported for Community Investments does not include those activities which have a community benefit that E.ON is legally obliged to provide through some of its market units- for example, as part of our Regulatory License. It also excludes E.ON's substantial Group-wide RD&D program and any customer marketing activity that does not have a wider societal benefit. Including these elements would multiply the investment figure reported here many times.

This information has received a limited assurance engagement.

Continued Roll-Out and Strategic Push Forward

In 2010, we will continue to drive forward the implementation of our strategy on regional engagement, especially in our newer markets in Spain, Russia and Italy, and wherever we undertake newbuild projects. We also intend to sharpen the strategic direction of our commitment further, for instance through the ongoing Group-wide development of our Energy for Children program.

Occupational Safety - Our Top Priority

The occupational safety of our employees has top priority for E.ON. In comparison with other companies in the industry, in terms of the Group-wide accident rate- expressed as the Lost Time Injury Frequency Index (LTIF)- E.ON is currently amongst the top performers, based on an internal study. E.ON's objective is to become the energy-industry leader in occupational safety and health management. This entails requiring the same safety and health standards from our contractual partners.

Advances in the Implementation of our Group-wide Safety Plan

The topics of Occupational Safety and Health Management are centrally managed by the Health&Safety department at our Corporate Center. In order to ensure uniformly high occupational safety standards, E.ON's Corporate Safety Plan is to be implemented in all market units by 2011. In 2009 we took important steps towards this, when:

- A systematic process was established to ensure a unified approach to the development, implementation, realization and monitoring of new Corporate Health & Safety Standards across all Group companies.
- E.ON also introduced a unified training program Group-wide, which included on-site workshops in our market units as well as additional measures introduced through the E.ON Academy. In the first year the focus was on senior management training in particular, with some 150 managers having already taken part across our company in 2009.
- Our employees are aware that safety is a top priority for the company. In the Employee Opinion Survey 2009, 94 percent of employees surveyed were convinced that everything possible was being done in their own working environment to prevent accidents.

A Living Safety Culture Takes Time to Develop

The Group-wide occupational safety culture improved overall in this reporting period and existing gaps in safety knowledge and behavior were closed in a targeted way, particularly at our new sites. The reduction in our accident figures also reflects this. However, we are aware that a living safety culture takes time to grow and become an integral part of our daily work.

Successive Stage Wins Provide Encouragement

A milestone in 2009 was the US National Safety Council's award to Vic Staffieri, Chief Executive Officer of E.ON U.S., for his major contribution to making safety a key topic at E.ON U.S. Neil Budworth, Corporate Health & Safety Manager at E.ON UK was publicly presented with two awards for his services to Occupational Health and Safety: From the Royal Society for the Prevention of Accidents and from the Institution of Occupational Safety and Health. Our Bulgarian colleagues were also awarded third place for their "Safety without Compromise" initiative at the Business Leader Forum 2009.

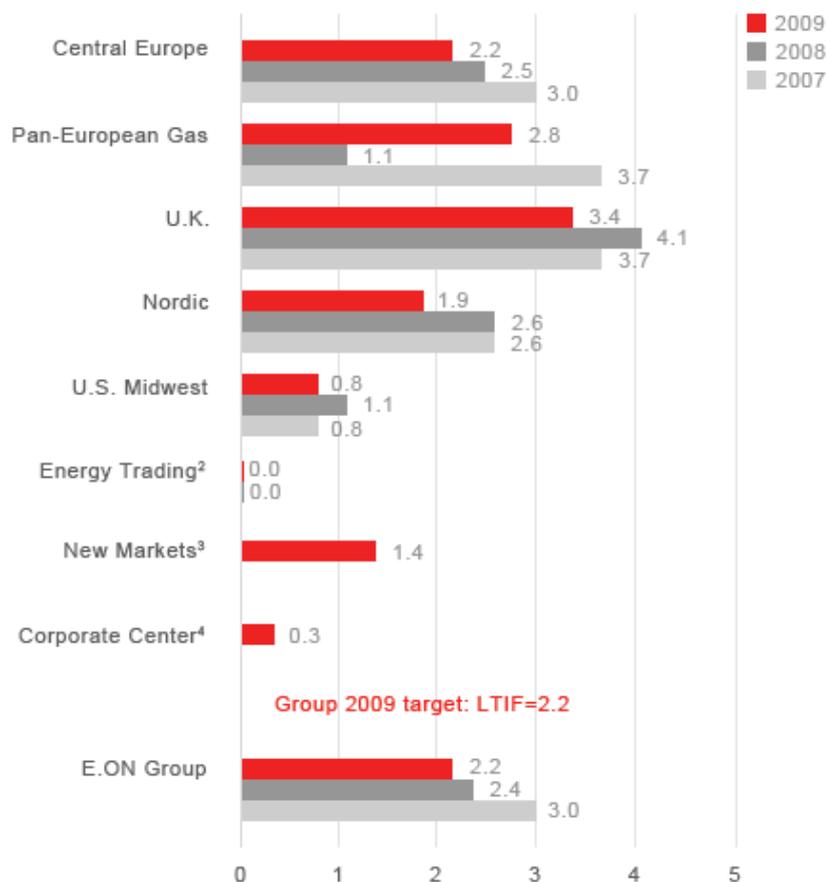
✓ Reviewed 2009

Lost Time Injury Frequency Index Trending Downwards

In 2009 E.ON's Group-wide annual accident rate, based on the Lost Time Injury

Frequency Index (LTIF), fell for the sixth consecutive year. LTIF reflects the frequency of work-related accidents per million hours worked; in 2009 the average index value was 2.2, as opposed to 2.4 in 2008. This amounts to an improvement in LTIF of eight percent compared to the previous year. We met the Group-wide LTIF target of 2.2 during 2009, even taking into account our new market units Italy, Spain, Russia and Climate & Renewables. LTIF rates at the majority of our market units are also clearly lower than at our regional competitors. We fully intend to continue this positive trend and to achieve an average Group-wide LTIF figure for our own employees of 2.0 by 2010- as a waystage to our objective of 1.0 by 2015. As additional motivation for managers to integrate preventative occupational safety measures systematically, the accident rate in their business / market unit, along with the implementation and/or successful realization of a Safety Improvement Plan, will be included in the assessment of their variable performance-related compensation.

LTIF¹



¹Lost Time Injury Frequency - work-related accidents with lost time per million working hours.

²Energy Trading market unit was set up in 2008. 2007 figures are not available.

³Market units in the new markets segment (Climate & Renewables, Russia, Italy and Spain) are not reported before 2009, due to current inconsistencies in data-logging systems.

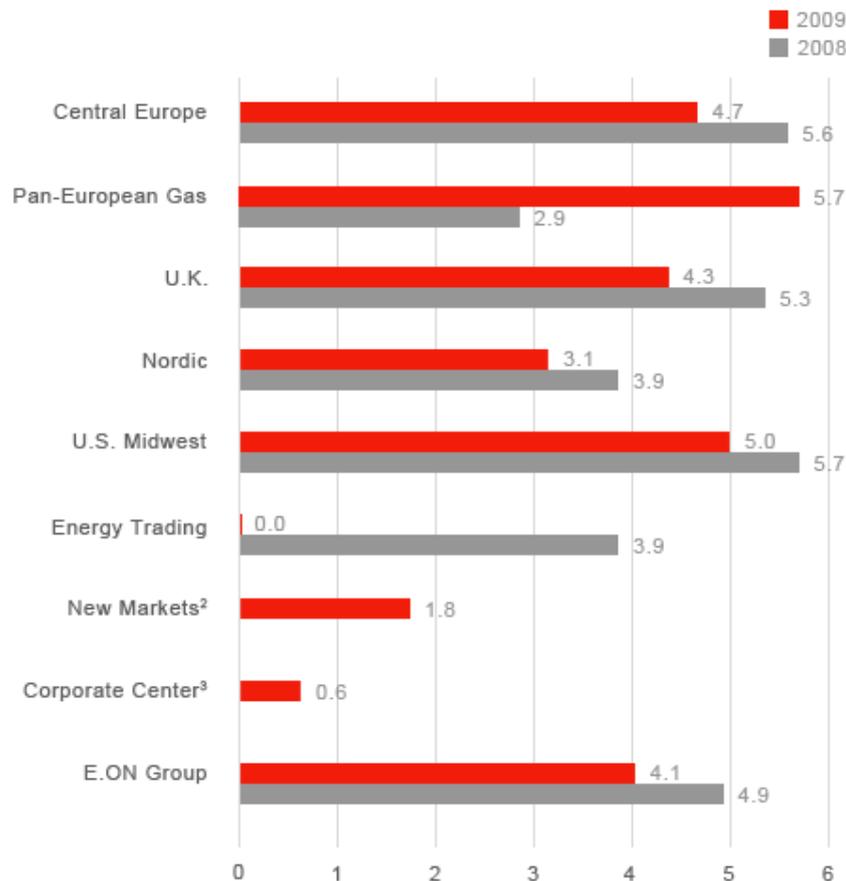
⁴Reported separately for the first time in 2009. Figures include E.ON IS.

More Precise Analysis Results through the Total Recordable Injury Frequency Index

The LTIF index does not reflect the overall occupational safety situation in a company, however- it merely reports the frequency of injuries that result in lost time. To record possible occupational safety risks more exactly and to close gaps in future, we compiled our total number of all reported accidents as a Total Recordable Injury Frequency Index

(TRIF) for the first time in 2008. In contrast to the LTIF, TRIF also records accidents that result in a limited ability to work, or where employees have needed medical attention, but where no working time was lost. In 2009 this data was recorded by all market units for the first time: The average figure for the Group, which now includes the new market units Italy, Spain, Russia and Climate & Renewables, was 4.1. This compares with 4.9 recorded in the six market units involved in this measurement in the previous year.

TRIF¹



¹Total Recordable Injury Frequency – number of work-related accidents per million hours worked that result in fatalities, lost workdays cases, restricted workday cases, or where employees have received medical attention (first aid cases are not considered).*

²Market Units in the new markets segment (Climate & Renewables, Russia, Italy and Spain) are not reported before 2009, due to current inconsistencies in data-logging systems.

³Reported separately for the first time in 2009. Figures include E.ON IS.

*Definition revised on October 29, 2010

Fatalities

Despite our company's high occupational safety standards there were ten fatalities across the Group in 2009: Two at E.ON and eight at our contractors. We are deeply concerned about each of these deaths, because even a single death is one too many. This emphasizes the need to drive our occupational safety culture forward with even greater determination. For instance, we will be involving top management more closely by making these staff personal safety role models. The clear objective of our Group-wide safety training program, which we launched in 2009, is to train staff intensively in safety awareness- across all levels of hierarchy, but especially at senior management level. Additional motivation through a link to managers' variable compensation, as well as improved accident reporting and analysis, are intended to contribute towards the targeted further development of our occupational safety culture.

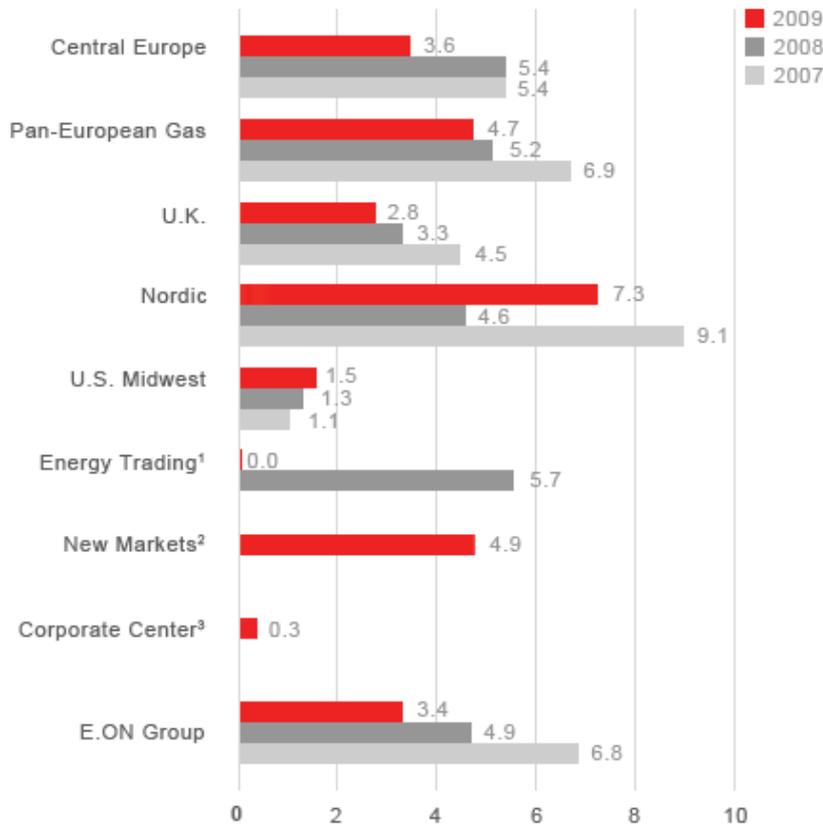
High Occupational Safety Standards for our Contractors

E.ON's high occupational safety standards don't just apply to our employees but also to suppliers and contractors to the same extent. And the figures show that our engagement is successful: Since the initial collection of LTIF data for suppliers and contractors in 2006 we have been able to improve this figure at all market units, substantially in some cases. In 2009 the LTIF for contractors was 3.4, which is an improvement of around 30 percent on the previous year. This figure now also includes our new market units in Italy, Spain, Russia and Climate & Renewables. For 2010 we have set our LTIF target for contractors at an overall 3.0 for the first time.

The figures show that our contractors' LTIF is still higher than the E.ON Group average. In 2009 the number of fatalities at external contractor companies was also much higher than among our own employees. For E.ON, accidents involving our contractual partners' employees are just as regrettable as those occurring to our own employees.

This is why we are continuing our commitment in this area and have included occupational safety at our contractors as a core issue in our Corporate Safety Plan. From 2010, the certification of contractors in accordance with the internationally recognized Safety Certificate Contractors standard will become a precondition for the awarding of contracts to external firms for some E.ON subsidiaries. What is more, we include our contractual partners in occupational safety education measures, safety training programs and safety briefings.

LTIF by Contractors working for E.ON



¹Energy Trading market unit was set up in 2008. Figures of 2007 are not available.

²Market Units in the new markets segment (Climate & Renewables, Russia, Italy and Spain) are not reported before 2009 due to current inconsistencies in data-logging systems.

³Reported separately for the first time in 2009. Figures include E.ON IS.

Creating the Ideal Working Environment

The dedication and performance of our employees are vital to E.ON's success as a company. We want to provide our over 88,000 employees with a working environment in which they can make the most of their personal talents, develop to their full potential, feel motivated and enjoy their work.

This is why establishing optimal working conditions is a central and overarching objective of our people strategy. We aim to ensure the long-term retention of our employees, which also helps us meet the challenges of demographic change and the related decline in numbers of qualified high potentials and skilled employees.

✓ Reviewed 2009

Among the Top Ten in Europe

Our attractive working conditions make E.ON one of Europe's first-choice employers. In 2009, the Great Place to Work[®] Institute ranked E.ON among the top ten employers in our category both in Germany and in Europe. This is also reflected in an average period of employment throughout the Group of 14 years and an employee turnover rate of five percent.

Average Length of Service (Total Workforce)¹

in years	2009	+/- %	2008	2007
Central Europe	15.2	-7.9	16.5	16.1
Pan-European Gas	12.9	-6.5	13.8	13.9
U.K.	9.5	18.8	8.0	8.0
Nordic	14.1	2.9	13.7	14.4
U.S. Midwest	17.6	3.5	17.0	17.3
Energy Trading	5.7	-14.9	6.7	-
New markets	15.0	2.0	14.7	13.0
Corporate Center ²	9.2	31.4	7.0	9.1
E.ON Group	13.8	-4.2	14.4	14.0

¹Including Board Members/Managing Directors and apprentices.
²2008 and 2009 figures include E.ON IS.

Turnover Rate (Total Workforce)¹

in %	2009	2008	2007
Central Europe	5.2	3.7	2.5
Pan-European Gas	1.2	1.9	1.8
U.K.	7.4	11.3	11.9
Nordic	4.5	6.8	5.7
U.S. Midwest	0.9	1.4	2.2
Energy Trading	7.7	11.4	-
New Markets	3.9	2.5	0.0
Corporate Center ²	1.2	4.8	2.4
E.ON Group	5.0	5.2	4.3

¹Including Board Members/Managing Directors and apprentices.
²Including E.ON IS.

This information has received a limited assurance engagement.

Fostering Satisfaction and Performance

As we strive to provide our employees with a safe working environment that also meets their needs, we assign high priority to the topics of occupational safety and health and Life Balance. E.ON offers its employees a wide range of flexible working time models and diverse occupational health activities. We expect our managers to keep a careful eye on the well-being of their staff, but also make a point of asking each individual employee to adopt a responsible attitude to their own health and safety.

Direct Participation in the Company's Success

Fair and performance-related compensation forms part of any good working environment. Along with various retirement plans and other benefits, a large proportion of the workforce participates directly in the company's success through employee stock programs and variable compensation systems. In 2009 a total of 22,000 employees acquired 925,000 E.ON shares in Germany. This represents a participation rate of over 50 percent. Almost 6,000 employees in the U.K. also received E.ON shares in 2009 as members of a share incentive plan.

For senior management, performance-based pay is not entirely based on profits. In some cases environmental protection and compliance with safety standards are also factored in, as measured by indicators such as LTIF and TRIF.

Annual Employee Opinion Survey

Regular employee opinion surveys such as E.ON has been conducting since 2004 form an important part of our corporate culture. As an effective management tool, these surveys enjoy high acceptance and recognition among management and employees alike. This is documented not least by the annual participation rates, which average out at between 75 and 80 percent. The most recent survey, a random sample survey conducted in the fall of 2009, had a Group-wide participation rate of 78 percent.

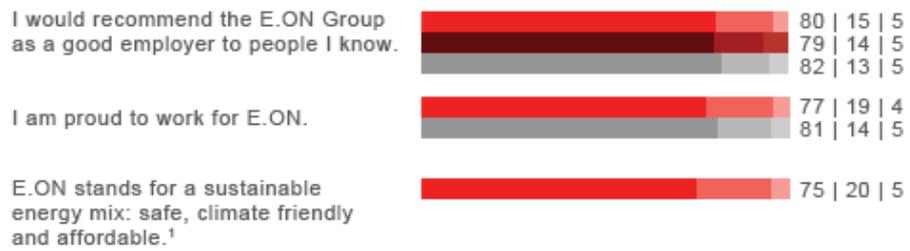
✓ Reviewed 2009

Intensive cause analysis and targeted implementation of improvements

The findings of the 2009 employee survey show a continuing high level of dedication on the part of our employees- a result which also compares well with other companies. A clear majority of respondents say they put our core values and behaviors into practice in the workplace. Their responses about their personal work environment and the cooperation within their team also paint a largely positive picture and surpass comparable results at other companies. A substantial 77 percent majority is proud to work for E.ON; moreover, 80 percent would recommend E.ON as a good employer. Three quarters of our employees consider our energy mix sustainable. Naturally, a survey like this also shows that there are areas for improvement, in the way we organize change processes, for example, or communicate the company's objectives to our employees. We take this feedback seriously, analyze its causes intensively- also in conjunction with members of the Board of Management- and implement targeted improvement measures in all parts and at all levels of our company.

Results of the 2009 Employee Survey

2009 Random Sample Survey: ■ Yes % ■ in part % ■ No %
 2008 Random Sample Survey: ■ Yes % ■ in part % ■ No %
 2007 Survey of all Employees: ■ Yes % ■ in part % ■ No %



¹Was included in the survey for the first time in 2009.

This information has received a limited assurance engagement.

Different People - Same Opportunities

E.ON is committed to providing a working environment that promotes performance and gives equal opportunities to all our employees regardless of nationality, gender or personal background; an environment in which people with many different skills enjoy working together and where individual differences are not only tolerated but actively encouraged.

Leveraging the Advantages of Diversity

Group-wide, E.ON employs people from over 80 nations and is active in more than 30 countries around the globe. We see the diversity of our employees as an entrepreneurial asset. Experience has shown us that the more our people reflect the diversity of society as a whole, the better we can understand the needs of our customers and increase customer satisfaction.

Diversity Forms Part of our Corporate Guidelines

For all of these reasons, diversity is one of six behaviors that form part of our corporate guidelines OneE.ON. The binding guideline on equal opportunity and the promotion of diversity clearly defines our goals and norms in this area:

- A zero-tolerance approach to discrimination, prejudice and harassment.
- The targeted promotion of diversity within the workforce to reflect the diversity of the societies in which we operate and the customers that we serve.
- Equality, not homogeneity: respecting individual differences.
- Fostering an intensive internal dialog to enhance mutual understanding and appreciation.

Furthermore, in June 2008 the company signed the "Charta der Vielfalt" (Charter of Diversity), a joint initiative of the German federal government and the private sector. This commits E.ON to respecting the principles of promoting diversity as formulated in the charter.

Zero Tolerance for Workplace Discrimination

Our zero-tolerance approach means that we do not accept any discrimination or harassment whatsoever in the workplace. We explain the applicable standards to our employees and provide various means for reporting inappropriate behavior. Should these standards be violated, we take appropriate measures to rectify the situation.

Active Communication, Explanation and Raising Awareness

All our market units have put in place programs and institutions to promote diversity within the company, ranging from cross-departmental Diversity Teams to their own national Corporate Diversity Councils. Their outreach and advisory functions are designed to supplement the existing regional guidelines, policies and awards- such as the E.ON See the Ability Award in the U.K.- that are driving forward diversity across the Group. In addition, in 2008 the Corporate Center initiated an online training program entitled eDiversity, which aims to sensitize employees to appropriate ways to deal with differences in daily workplace interactions.

E.ON Empowers Women

Offering women better opportunities for professional growth has high priority at our company. In 2009, as in 2008, women made up around 27 percent of our entire workforce. A total of eleven percent of all managers in the E.ON Group were women. The proportion of women in senior management positions rose one percent year-on-year to twelve percent, while women continued to hold five percent of top executive positions. Our medium-term goal is to increase the proportion of women in senior management roles, with women candidates being appointed to at least 20 percent of future vacancies in senior management positions.

We aim to increase the proportion of female top executives to ten percent. To achieve this goal, in the next few years we will be striving in particular to raise the proportion of women in our talent pools. In 2009, women accounted for 27 percent of our high potentials.

✓ Reviewed 2009

Proportion of Women among Total Workforce¹

in %	2009	2008	2007
Central Europe	25	24	24
Pan-European Gas	26	25	26
U.K.	34	34	37
Nordic	26	25	25
U.S. Midwest	26	26	26
Energy Trading	34	31	-
New Markets	27	29	36
Corporate Center ²	31	31	47
E.ON Group	27	27	28

¹Including Board Members/Managing Directors and apprentices.
²2008 and 2009 figures include E.ON IS.

Number of Women among Total Workforce¹ and Management

in %	Total Workforce			Managers ⁴		
	2009	2008	2007	2009	2008	2007
Central Europe	25	24	24	10	8	7
Pan-European Gas	26	25	26	8	8	8
U.K.	34	34	37	14	14	12
Nordic	26	25	25	19	15	15
U.S. Midwest	26	26	26	24	24	22
Energy Trading	34	31	-	13	10	-
New Markets ²	27	29	36	12	-	-
Corporate Center ³	31	31	47	10	11	12
E.ON Group	27	27	28	11	10	10

¹Including Board Members/Managing Directors and apprentices.
²E.ON Russia not considered in the Senior Management category.
³2008 and 2009 figures include E.ON IS.
⁴Senior Management and Top Executives.

This information has received a limited assurance engagement.

Creating a Support System for Women in Senior Management Positions

In 2007 the Women@Energy project examined conditions across the Group and developed strategies to support women in their career growth and break down gender-role stereotypes. One measure was the inclusion of gender-specific topics in management seminars.

The Talent Management Women initiative introduced in 2007 as part of our people strategy took up the findings of Women@Energy and crafted a set of background conditions that will in future enhance the professional development of women high potentials more effectively. One example here is our mentoring program specifically for women with high potential. Initiated in 2008, this has been very positively received. To date some 60 women senior managers or senior manager potentials have taken part in the program, where they are assigned a mentor from the Top Executive Group for a one-year period. All members of the Group's Board of Management participate in this program.

Disability Need not be a Handicap

We at E.ON believe that disability must not be allowed to handicap a career and that severely disabled employees must have the same opportunities as everyone else. At the individual Group companies, the interests of disabled employees are looked after by our volunteer representatives. In Germany, the Group's Representative Body for Disabled Persons works closely with the company to create appropriate background conditions for the employment of severely disabled persons or employees with a similar impairment. The members of the Representative Body advise our colleagues on specific issues that require expert input and support them in their everyday work. Every year we offer apprenticeships for severely disabled young people as part of our Equal Opportunity for All initiative. We currently employ 50 apprentices with disabilities.

✓ Reviewed 2009

More Opportunities for Severely Disabled Employees

In 2009, the Group's German companies employed approximately 2,000 severely disabled people or people with a similar impairment. This represents around six percent of the total workforce, meaning that we were able to increase the ratio by another 0.8 percent year-on-year (2008: 5.4 percent).

Number of Employees (Total Workforce)¹ with a Severe Disability of Group Companies located in Germany

	Number of employees with severe disabilities			Of which the number of apprentices with severe disabilities			Proportion of employees with severe disability		
	2009	2008	2007	2009	2008	2007	2009	2008	2007
Central Europe	1,823	1,737	1,650	44	45	41	6.3	6.1	5.4
Pan-European Gas	82	98	114	3	1	1	3.0	3.1	3.2
Energy Trading	3	3	-	0	0	-	0.2	0.6	-
New markets ²	1	1	-	0	0	-	0.6	0.8	-
Corporate Center ³	78	66	10	3	4	0	2.5	2.3	2
E.ON Group	1,987	1,905	1,774	50	50	42	6.2	5.4	5.1

¹Including Board Members/Managing Directors and apprentices.

²Market Unit Climate & Renewables.

³In 2007 data for New Markets and Corporate Center were consolidated.

└── This information has received a limited assurance engagement.

Successful Change

E.ON is a dynamic corporation. We have transformed ourselves from a German conglomerate into an internationally active, investor-owned power and gas company. To meet the challenges associated with these changes, in 2007 for example we introduced our Organizational Change initiative as part of our people strategy. Its aim is to enable managers and employees to deal with changes in a proactive and positive way.

Investments Create Stimulus for Jobs

In May 2007, E.ON approved a EUR60 billion investment program for the period 2007 to 2010. On the basis of the economic conditions that existed in 2008, Germany's Bremen Energie Institut calculated that the program would create around 15,000 new jobs in Germany over the next 35 years. Within E.ON's European markets, our planned construction activities and projects had the potential to create around 30,000 additional jobs in total. Following extraordinarily high investments in 2007 and 2008, as planned E.ON deliberately reduced its investments in 2009 to EUR9.2 billion due to the financial and economic crisis. Most of these investments went towards power generation, power networks, and gas exploration. E.ON continued its strong investments in renewables through large-scale wind-farm projects in the United States and its first solar projects.

Consolidating Strengths for Long-term Growth

Following our international expansion as well as the integration of new market units in previous years, in the years ahead, we will continue to strengthen our businesses through selective organic investments and through a clear commitment towards portfolio optimization and streamlining. Thus in 2009 we pushed forward with our PerformtoWin program, as well as with the fulfillment of commitments made to the European Commission in 2008.

Generation Capacity Divested

In November 2008 E.ON made a commitment to the European Commission to sell off our ultra-high voltage transmission system as well as substantial generation capacity in Germany in order to alleviate anti-trust concerns. In a situation such as this, we have a special social responsibility to our employees. Whenever possible we tried to fulfill our commitment to the EU by selling shareholdings or stock options, in order to keep as many facilities operational as possible and safeguard jobs at E.ON. Where divestment was inevitable, E.ON informed the affected employees well in advance and involved them intensively in the process until the handover phase was reached. In discussions with potential buyers, our focus was not only on financial considerations- we also placed priority on safeguarding jobs and employment conditions for the transitioning employees. This allowed us to secure comparable terms of employment and attractive prospects for them.

PerformtoWin Efficiency Program

Our PerformtoWin program was launched in September 2008. Its purpose is to deliver annual earnings improvements- EUR1.5 billion beginning in 2011- by enhancing the efficiency of our organization and our productivity. Continual performance enhancement will remain a key objective at E.ON. The more efficient we are, the more competitive we

are.

In 2009 we took first steps to implement our PerformtoWin program. The action plans initially led to resistance among the workforce, reflected for example in the protest outside the Corporate Center in Düsseldorf in June 2009. In August 2009 the E.ON Board of Management and employee representatives agreed on basic principles for implementing PerformtoWin, focused on how to handle job-related issues at E.ON operations in Germany and abroad.

Germany: No Lay-offs before 2012

In implementing the program in Germany, E.ON works closely and intensively with the employee representatives within a defined communication and consultation process. The Works Council not only receives regular updates, there is also a continuously constructive process of dialog that goes beyond what is required by law. An agreement on basic principles has been reached stating that the company will not lay off any employees before 2012, and that any necessary workforce reductions will be achieved through HR measures such as part-time work for older employees, early retirement, non-renewal of expired contracts, voluntary terminations, reasonable transfers and training to allow employees to fill alternative positions.

Working with Employee Representatives in Other Countries

In E.ON companies outside of Germany, too, employee representatives are included in these processes. For example, Group management reports regularly to the European Works Council on transnational measures carried out as part of the PerformtoWin program. Local employee representatives are also involved in accordance with the laws of the respective country and in keeping with customary practice.

✓ Reviewed 2009

The Group-wide Workforce

At present, the E.ON Group has more than 88,000 employees in over 30 countries around the world, about six percent less than at year-end 2008. In addition, E.ON had over 2,500 apprentices and 330 board members and managing directors.

Group Employees¹

	December 31			
	2009	+/- %	2008	2007
Central Europe	48,126	9	44,142	44,051
Pan-European Gas	3,143	-68	9,827	12,214
U.K.	16,098	-8	17,480	16,786
Nordic	5,570	-4	5,826	5,804
U.S. Midwest	3,119	0	3,110	2,977
Energy Trading	1,075	21	885	-
New markets	7,976	-13	9,214	5,424
Corporate Center ²	3,120	2	3,054	559
Total	88,227	-6	93,538	87,815

¹Excluding Board Members/Managing Directors (2009: 330) and apprentices (2009: 2,556).
²2008 and 2009 figures include E.ON IS.

Workforce by region 2009¹

Germany	35,636
United Kingdom	17,179
Romania	6,772
Sweden	5,317
Hungary	4,913
Russia	4,702
USA and Canada	3,256
Czech Republic	2,735
Bulgaria	2,108
Other ²	5,609

¹Excludes board members/managing directors (330) and apprentices (2,556).

²Includes Italy, Spain, France, the Netherlands, Poland, and several other countries.

The changes in workforce figures at the market units are largely attributable to restructuring measures in Eastern Europe, the United Kingdom, and Russia and to asset sales.

The changes in the workforce figures for the Central Europe market unit are predominantly attributable to two effects. First, Central Europe's and Pan-European Gas's operations in Romania were combined at Central Europe. Second, restructuring at Central Europe East led to a reduction in the number of employees. The transfer of about 6,000 employees in Romania to Central Europe and the sale of Thüga were responsible for the significant workforce reduction at Pan-European Gas.

U.K.'s headcount declined by about eight percent, mainly due to restructuring measures in the retail and energy services businesses. The reduction in Nordic's workforce is mostly due to restructuring in sales and services.

Energy Trading's workforce increased by 21 percent, mainly due to further business expansion and the addition of trading operations in Italy.

There were countervailing effects in New Markets' employee figures. There was an 18-percent reduction in headcount at Russia (due mainly to efficiency-enhancement measures) and at Italy (due to the sale of power stations and the transfer of trading operations to Energy Trading). By contrast, Climate & Renewables' headcount increased by 22 percent due to business expansion.

This information has received a limited assurance engagement.

Achieving a Positive Life Balance

Motivated, healthy and well-adjusted employees are more likely to work better than unbalanced or stressed colleagues. That is why it is important to us that our employees enjoy their work and feel both accepted and supported in their working environment. By offering our employees flexible working hours so they can organize their time in accordance with their personal needs, we not only show our respect for their individual situations; we also increase our attractiveness as an employer. Achieving a positive life balance is therefore one field of action in our Group-wide people strategy.

Certified Commitment to Families

This commitment has demonstrated measurable success. Nine of our Group companies, including the Corporate Center have been certified in the "berufundfamilie" (work and family) audit conducted by the Hertie Foundation. The audit examines the development of management instruments for sustaining a family-friendly HR policy. We have also underscored our dedication to these principles by joining the "Erfolgsfaktor Familie" (Success Factor Family) corporate network in 2008. The mission statement of this organization was hailed as ground-breaking by Ursula von der Leyen, then German Minister for Family Affairs.

✓ Reviewed 2009

Various Offers to Achieve a Positive Life Balance

E.ON offers numerous time and organizational models that allow our employees to achieve a better life balance. The most common are arrangements such as part-time jobs, flextime and telecommuting. In 2009, more than 8,200 employees throughout the Group had part-time contracts, of which 55 percent were women. Overall, the proportion of part-time employees Group-wide has fallen by two percent. In some market units, such as E.ON Sverige, employees can use flexible working-time accounts, while in many of our market units individuals can also arrange for sabbaticals.

Proportion of E.ON Employees (Total Workforce)¹ with full-time or permanent Employment Contracts

in %	2009		2008		2007	
	Full-time	Permanent	Full-time	Permanent	Full-time	Permanent
Central Europe	89	95	91	94	92	95
Pan-European Gas	93	98	96	99	97	99
U.K.	88	97	88	97	89	98
Nordic	95	98	98	98	96	98
U.S. Midwest	99	99	99	99	99	99
Energy Trading	98	91	97	94	-	-
New markets	99	98	99	97	100	98
Corporate Center ²	92	98	91	95	89	95
E.ON Group	91	96	93	96	93	96

¹Including Board Members/Managing Directors and apprentices.

²2008 and 2009 figures include E.ON IS.

This information has received a limited assurance engagement.

Organizing Career and Family Life

E.ON offers additional support for families with children and employees who care for relatives. This includes flexible parental leave policies as well as cooperation with local daycare providers and pme-Familienservice in Germany. This organization offers country-wide assistance and helps quickly organize care for children or other family members. The E.ON Academy also offers seminars on topics such as time management, a further example of E.ON supporting its employees in better organizing their daily lives.

Measuring, Managing and Reporting on CR

In order to evaluate how successful we have been in implementing our projects, processes and strategies, we need measurable indicators that are economically and socially relevant. These figures help us discover where we can do better and allow a comparison with other companies. We use this information to manage the implementation of Corporate Responsibility at E.ON.

All CR Key Figures at a Glance

The transparency and clarity of the data and facts that we publish are essential to the relationship of trust between E.ON and our stakeholders. In this way, we make it possible for them to evaluate our CR-related challenges and contributions. For this reason, in addition to the content-related key figures, we have put together a list of CR key figures sorted by topic.

The figures included in our CR reporting 2009 on the webpages of the CR channel apply to the E.ON Group including all subsidiaries and facilities in which E.ON owns a majority stake and which are fully consolidated into E.ON's Consolidated Financial Statements. Unless otherwise presented here, key figures from previous years can be found in the CR Report 2008.

Economic Indicators

There follows an overview of all CR key figures for the economic sphere. Selected figures from our CR Reporting 2009 were verified by external auditors in the course of our assurance engagement. For greater clarity, in the CR Performance section these figures are marked "Reviewed 2009". Further details can be found in the Independent Assurance Report.

Information about the basis for indicators can be found in our GRI Content Index.

E.ON Group Financial Highlights

E.ON Group Financial Highlights

	2009	+/- %	2008	2007
Sales (€ in millions)	81,817	-6	86,753	68,731
Adjusted EBIT (€ in millions)	9,646	-2	9,878	9,208
Electricity sales ¹ (billion kWh)	815.9	+37	597.4	614.6
Gas sales ¹ (billion kWh)	1,217.7	+1	1,208.6	1,224
Cash-effective investments (€ in millions)	9,200	-50	18,406	11,306
Employees at year end	88,227	-6	93,538	87,815

¹In 2009, we developed a new IT system across our company for gathering energy-related data and also modified our classification methods. We adjusted 2008 year figures accordingly. Unconsolidated 2007 figures.

Net Value Added

Net Value Added

€ in millions	Use	2009	2008	2007
Value added¹		18,664	11,229	15,812
Employees	Wages, salaries and benefits	5,357	5,130	4,597
Government	Current income taxes, other taxes ²	2,361	2,168	2,615
Lenders	Interest expense ³	2,129	2,182	1,206
Other shareholders	Minority interests share of income/ loss (-) from continuing operations	249	338	520
Net value added⁴		8,568	1,411	6,874
Shareholders	Dividends ⁵	2,858	2,857	2,560

¹From continuing operations.

²Adjusted for deferred taxes, excludes other federal, state and local fees and levies (such as concession fees of € 492 million in 2009).

³Excludes the accretion expense on long-term provisions; plus capitalized interest expense.

⁴Income from continuing operations (attributable to shareholders of E.ON AG); 2008 values adjusted due to the finalization of the purchase-price allocation Endesa Europa/Viesgo in 2009.

⁵Dividends are paid out of value added from both continuing and discontinued operations.

The calculation of the net value added outlines the financial benefits provided to our individual stakeholders. The key figure "Value added" represents the company performance for continued business operations (sales and other income) excluding the necessary input (material expenses, depreciation/amortization and other expenses). In total, E.ON Group generated a net value added of around EUR8.6 billion in 2009. The increase in the net value added 2009 primarily resulted from the value adjustments at the U.S. Midwest Market Unit and in the activities purchased from Enel/Acciona and Endesa in 2008 as well as the effects of the marking to market of derivatives and higher net book gains in 2009.

At the Shareholders Meeting on May 6, 2010, we will propose distributing a dividend of

EUR1.50 per share qualifying for a dividend. This would result in a total dividend distribution of EUR2.9 billion based on the number of shares outstanding as of December 31, 2009.

Gas supply by country

Gas supply by country¹

in billion kWh	2009	% ²	2008	2007 ²
Russia	164.3	26	177.3	178.0
Norway	166.8	27	176.9	174.7
Germany	134.4	22	121.4	127.1
Netherlands	93.1	15	114.8	120.3
Denmark	17.7	3	25.4	20.8
Others	47.8	7	63.7	76.9

¹Gas purchases of E.ON Ruhrgas AG; total 624.1 billion kWh.

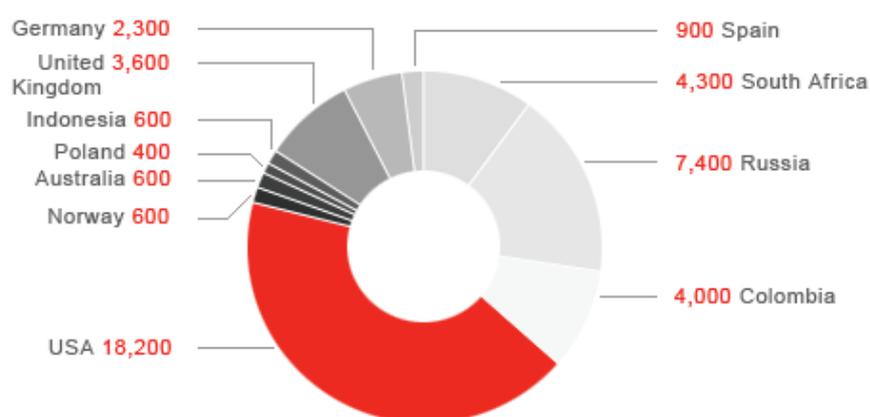
²Numbers rounded.

Gas purchases made by E.ON Ruhrgas are largely based on long-term purchasing contracts. Procurement sources have changed only slightly compared to 2008. E.ON Ruhrgas AG procured 624.1 billion kWh of natural gas in 2009, eight percent less than in 2008, mainly due to the recession. The biggest suppliers were Norway, Russia, Germany and the Netherlands. It is also our objective to produce 10 billion m³ of natural gas every year from our own production. In this connection our activities are concentrated on the British and Norwegian North Sea, North Africa and Russia. As a third pillar of our natural gas procurement, E.ON Ruhrgas is involved in the dynamic market for liquefied natural gas (LNG). This makes E.ON well-placed to face the increasing European dependence on imports.

Hard Coal Procured for E.ON Power Stations by Source Country

Hard Coal Procured for E.ON Power Stations by Source Country (2009)¹

in kilotons (Total: 42,900)



¹This diagram only contains source countries with volumes above 100 kilotons.

E.ON purchased 42,900 tons of hard coal for our coal-fired power stations in 2009. This is around ten percent less than in 2008, despite the fact that our Spain and Italy Market Units were included in the calculation for the first time. The decline was caused by lower demands for power due to the economic crisis. At the same time, LNG oversupply triggered a fall in gas market prices. With lower gas purchase prices, the percentage of

E.ON's gas-fired power generation rose. Supplying 18,200 kilotons of hard coal, the USA was our largest sourcing country and covered approximately 40 percent of our overall requirements. Other major hard coal sourcing countries were Russia, South Africa and Colombia.

Uranium Procurement

The largest reserves are in politically stable exporting countries such as Canada and Australia. Natural uranium can also be conveniently stored in large quantities, and for this reason E.ON has set up its own uranium inventory. In 2009, the majority of E.ON's total demand for uranium was covered by natural uranium from Canada, Kazakhstan and Uzbekistan, which was enriched in Europe and Russia, and by EUP (Enriched Uranium Product) from Kazakhstan. In addition, we have an inventory of natural uranium originating from Canada, Namibia, Niger, Ukraine and USA.

Energy Mix of Electricity Generated

Energy mix of Electricity Generated

Percentages	2009	2008	2007 ^{1,2}
Coal	36	39	43
Nuclear	24	24	30
Oil/Gas	30	27	16
Hydro	6	7	8
Wind	2	1	- ²
Waste	1	1	1
Others	1	1	2
Total	100	100	100

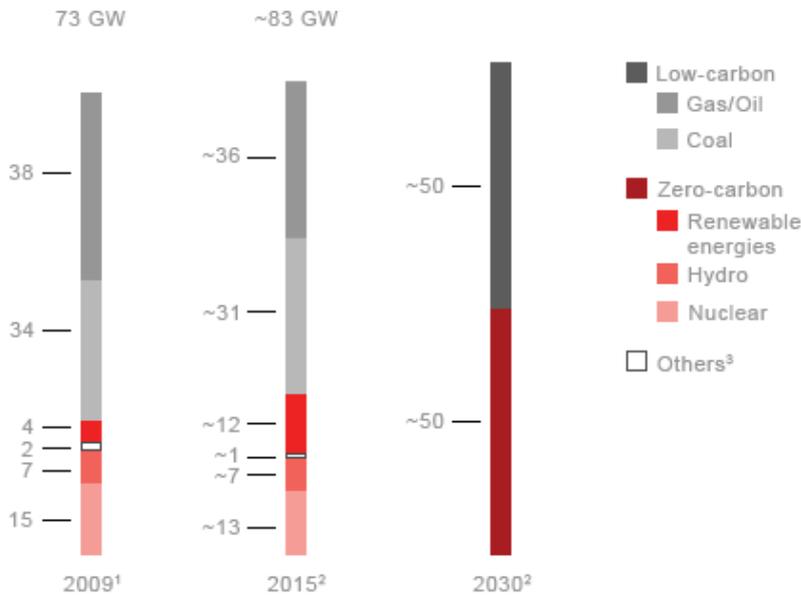
¹Including the consolidated holdings of the Russia market unit from fourth quarter onwards.
²Wind be reported under „Others“.

Last year, power generated in our own fleet fell by five percent, from 317.6 billion kWh in 2008 to 300.9 billion kWh in 2009. Renewables accounted for more than eight percent of our generated power. Fossil fuels continue to play a key role. While slightly less coal is being used to generate electricity, at 36 percent, we are increasing our focus on gas. Nuclear energy remains an important component of our energy mix with 24 percent of generated power.

Generation Portfolio 2009-2015 and Outlook for 2030

Generation Portfolio 2009-2015 and Outlook for 2030

Percentages



¹ Figures based on attributable generation capacity.

² Figures calculated on pro-rata ownership.

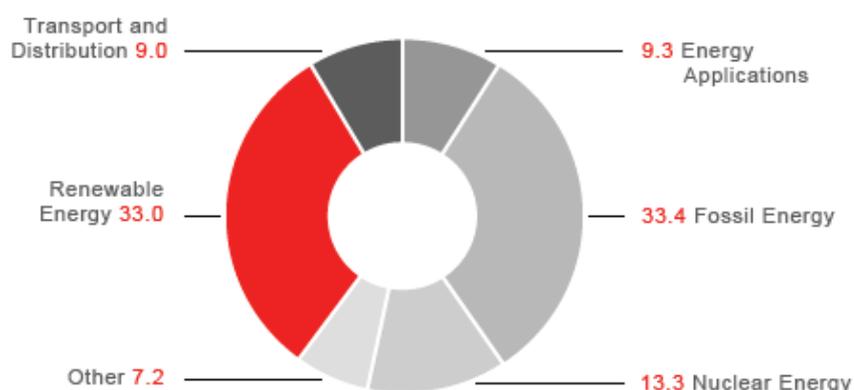
³ Relates to low-carbon and zero-carbon generation technologies.

The E.ON Group's attributable generating capacity changed only slightly with 73 GW compared to the year-end 2008 (74 GW). We are planning to increase this to 83 GW in the year 2015. At the same time we're working on systematically reducing the CO₂ emissions of all our generation technologies and increasing our use of zero-carbon technologies. The terms of zero carbon emissions refer to power generation operations only, and exclude our generating units' lifecycles. Our plans envisage increasing the proportion of renewable energies (excluding hydro-electric power) from 4 percent at present (approximately 3 GW) to about twelve percent (10 GW) in 2015. We estimate that the proportion of hydro-electric power will remain stable. By adapting the turbines to raise capacity and output, the absolute amount of electricity generated by our hydroelectric plants will increase on a par with the rise in our total generating capacity. According to our plans, the proportion of oil/gas and coal will fall from 72 percent to around 67 percent. By 2030, half our generating portfolio is expected to comprise zero-carbon technologies. We expect that all power plants of our coal fleet will include CCS by 2030.

R&D Budget by Project Type

R&D Budget by Project Type¹ (2009)

€ in millions (Total: 105.2)



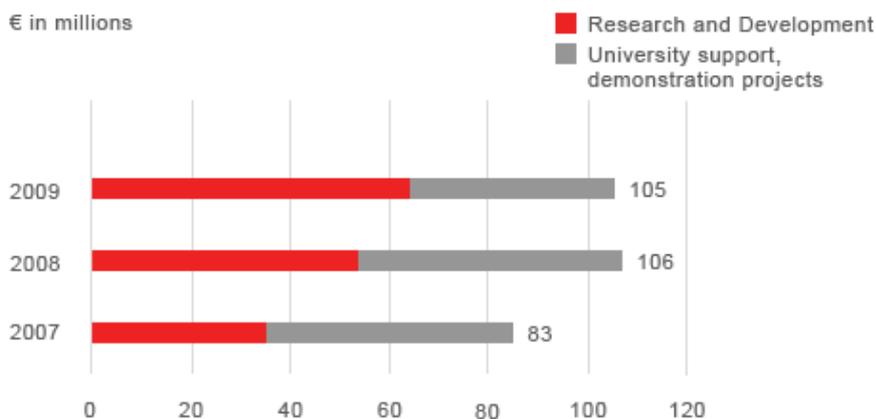
¹R&D Budget: Budget for research and development as well as demonstration projects.

E.ON dedicated EUR105 million to RD&D expenditure in 2009, meaning our expenditure in this area remained largely stable compared to 2008. EUR33 million of our RD&D budget was allocated to renewables, in particular to wind power. Substantial funds were dedicated to offshore wind power, especially into research work on the alpha ventus wind farm in the North Sea. Our high investment in this project meant that the percentage of our budget allocated to other renewable energy projects was correspondingly reduced. Our spending in the development of fossil-fuel power generation increased from EUR21 million (2008) to EUR33 million, mainly due to further investments in the area of CCS. Our RD&D activities in the area of transport and distribution as well as smart grids also attracted EUR9 million in expenditure each, with the same amount invested in energy applications. What's more, we invested EUR13 million for research purposes in nuclear energy. The remaining EUR7 million was distributed among various programs, including the development of decentralized energy generation and energy use.

Development of E.ON's Spending on New Technologies

Development of E.ON's Spending on New Technologies

€ in millions



E.ON's RD&D project expenditure often fulfils a wide variety of different functions regardless of the project type. In 2009, the total investment volume for RD&D was EUR105 million. EUR46 million of expenditure went to university support and large technical demonstration projects for the further development of promising key technologies to achieve market readiness. We spent further EUR61 million on research

and development with the E.ON Energy Research Center at RWTH Aachen and the Energy Technology Institute accounting for a large proportion of this, attracting EUR4 million and EUR1.4 million respectively in annual funding. We also awarded EUR6.6 million for the funding period 2007 to 2012 as part of our partnership with the Engineering and Physical Sciences Research Council, the British government's leading funding agency for research and training in engineering and the physical sciences. Our E.ON International Research Initiative received the greatest single share of funding with an annual total of EUR6 million for international energy projects- for which a total investment budget of EUR60 million is available for the overall funding period.

Ecological Indicators

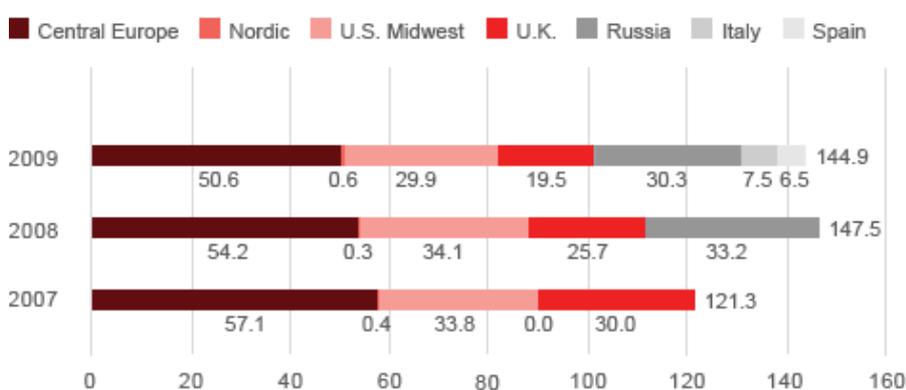
There follows an overview of all CR key figures for the ecological sphere. Selected figures from our CR Reporting 2009 were verified by external auditors in the course of our assurance engagement. For greater clarity, in the CR Performance section these figures are marked "Reviewed 2009". Further details can be found in the Independent Assurance Report.

Information about the basis for indicators can be found in our GRI Content Index.

CO₂ Emissions from Electricity Generation

CO₂ Emissions from Electricity Generation¹

in million metric tons



¹Including the carbon emissions of our CHP units in the United Kingdom which are not included in the own generation figures due to accounting standards. Climate & Renewables generates CO₂-neutral electricity. Data rounded.

E.ON emitted 144.9 million metric tons of CO₂ from electricity production in 2009, 10.3 million metric tons less than in 2008, taking into account emissions of our Italy and Spain Market Units, who were not consolidated for the entire year in 2008, amounting to 7.7 million metric tons. The main factor was that we produced less power in 2009 than in 2008.

Carbon Intensity E.ON Group

Carbon Intensity¹ E.ON Group²

in t/MWh	1990	2003	2004	2005	2006	2007	2008	2009
Central Europe	0.45	0.41	0.41	0.41	0.41	0.42	0.39	0.39
U.K. ³	0.94	0.72	0.79	0.75	0.71	0.73	0.58	0.53
Nordic	0.02	0.14	0.01	0.01	0.02	0.01	0.01	0.03
U.S. Midwest	0.99	1.00	0.93	0.92	0.93	0.94	0.92	0.88
New Markets	Climate & Renewables	-	-	-	-	-	0.00	0.00
	Russia	-	-	-	-	-	0.59	0.56
	Italy	-	-	-	-	-	0.51	0.45
	Spain	-	-	-	-	-	0.54	0.52
E.ON Group	0.72	0.55	0.49	0.49	0.49	0.50	0.48	0.48

¹Specific CO₂ emissions: emitted metric tons of CO₂ per MWh electricity generated.

²For carbon intensity values listed above, Climate & Renewables generation volumes are allocated to geographical market units.

³Including the carbon emissions of our CHP units in the United Kingdom which are not included in the own generation figures due to accounting standards.

Our carbon intensity declined by 1.6 percent to 0.476 metric tons per MWh compared to 2008. Going forward, this trend will become more pronounced as we add further high-efficiency fossil-fuel and renewables capacities. Our carbon emission figures include our CHP units in the U.K. pursuant to existing legal obligations.

CO₂ Allowances

CO₂ Allowances Allocated to E.ON Group¹

in million tons	2009	2008 ²	2007
Central Europe	46.7	51.7	52.8
Pan-European Gas	0.3	0.3	0.5
U.K.	14.7	14.6	22.0
Nordic	1.1	0.2	0.7
Spain/Italy	14.8	11.7	-
E.ON Group	77.6	78.5	76.0

¹The U.S. Midwest and Russia market units are not included in European emissions trading.

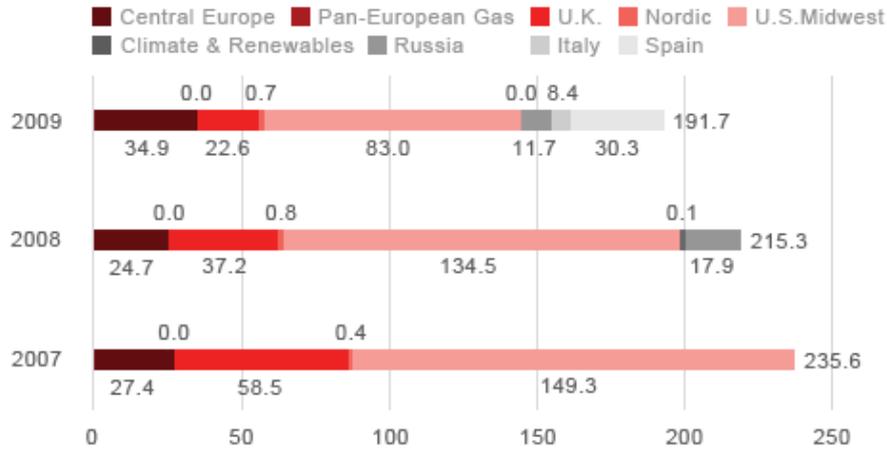
²2008 figures have been adjusted due to changes in the consolidation basis.

Under the national allocation plans of Phase II of the EU Emission Trading System (EU ETS), E.ON is allocated CO₂ emissions allowances that amount to some 77.6 million tons each year, and are thus lower than the actual emissions of our power stations covered by the EU ETS. Changes in the percentages assigned on the individual market-unit level are due to newly added or released generation capacities. We committed ourselves to reducing our generation capacity in Germany by about 5 GW, reducing our share of the German power generation market to about 15 percent (2009) as well as the amount of the allocated CO₂ emissions allowances.

SO₂ Emissions

SO₂ Emissions

in kilotons

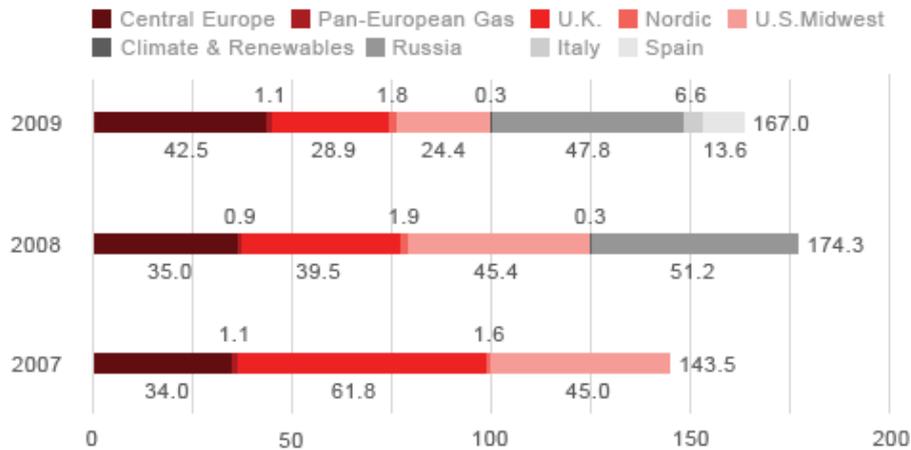


At E.ON, SO₂ is released during the combustion of coal, which naturally contains sulfur. From 2007 to 2009 our SO₂ emissions fell by almost 19 percent to 191.7 kilotons. For instance, by installing additional filters E.ON US was able to make a significant contribution to this reduction. E.ON Russia reduced its emissions by moving to gas from coal, amongst other measures. At our Central Europe Market Unit we added new power stations, however, meaning that the reduction in overall emissions was not so pronounced. In addition to this, in 2009 the emissions of E.ON Italia and E.ON España were included in the overall emissions total for the first time.

NO_x Emissions

NO_x Emissions

in kilotons

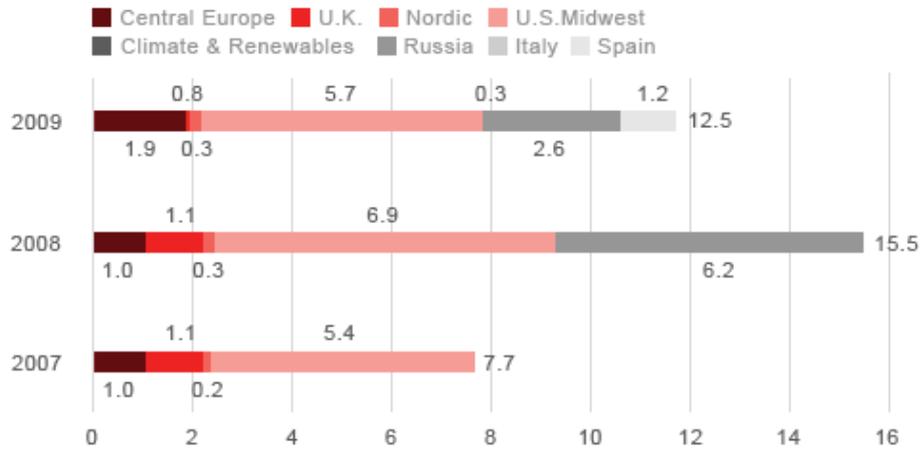


NO_x emissions are mostly the result of high combustion temperatures on naturally occurring airborne nitrogen, as is the case in gas-fired power plants. In 2009 our NO_x emissions nevertheless fell by four percent to 167 kilotons, with additional filters at E.ON US making a contribution here. However, the power stations added to our portfolio at our Central Europe Market Unit, as well the first-time inclusion of the emissions of our Italy and Spain Market Units, canceled out these reductions and made the overall reduction less pronounced.

Dust Emissions

Dust Emissions

in kilotons

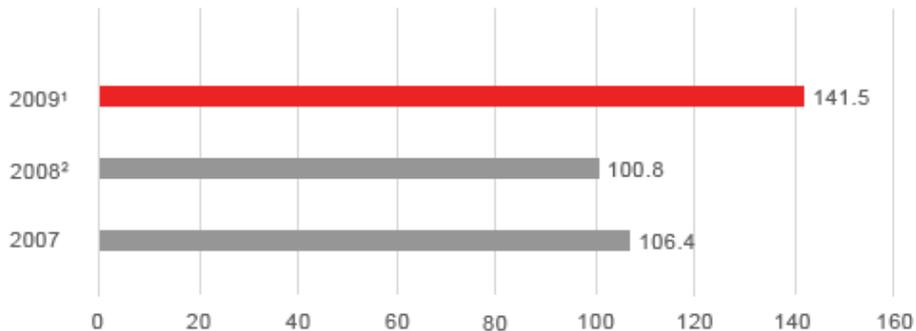


Dust emissions from electricity generation occur mostly in coal-fired power plants. These emissions were 12.5 kilotons in 2009. Compared to the previous year this is a reduction of around 20 percent, despite the fact that our Central Europe Market Unit expanded its coal-fired generation fleet and that E.ON Italia and E.ON España were included in the emissions calculation for the first time. It is worthy of note that our Russia Market Unit, included for the first time in 2008, was able to reduce its own dust emissions by half in 2009 through more intensive use of gas instead of coal.

Process Water Consumption

Process Water Consumption

in million m³



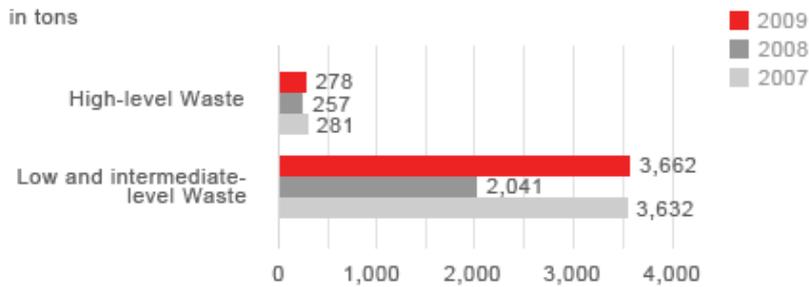
¹Excluding Energy Trading market unit.

²Excluding Energy Trading, Italy and Spain market units.

In comparison to 2008 the E.ON Group's consumption of process water rose from 100.8 auf 141.5 million m³. This increase was caused above all by the inclusion of additional power stations in the generation fleet of our Central Europe Market Unit. In addition, our Market Units Italy and Spain were included in the overall total for the first time in 2009 with around 8 million m³.

Nuclear Waste

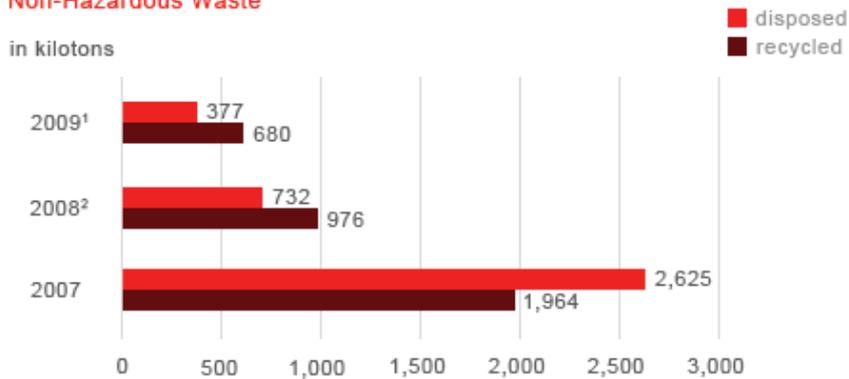
Nuclear Waste



In 2009 we produced 3,662 tons of low- and intermediate-level radioactive waste. Through plant renewal and efficiency improvement measures of its nuclear energy facilities, E.ON Sverige produced significantly more low-level radioactive waste than in 2008. Added to this were 278 tonnes of high-level radioactive waste, produced in our generating operations as well as from the dismantling of decommissioned nuclear plants. In Sweden and Finland we pushed forward the development of final storage facilities for radioactive waste: in Sweden the choice of location was Forsmark. Swedish Nuclear Fuel and Waste Management (SKB) is partly owned by E.ON Sverige and will tender for the construction and operational management of final storage facilities in 2010.

Non-hazardous and hazardous Waste

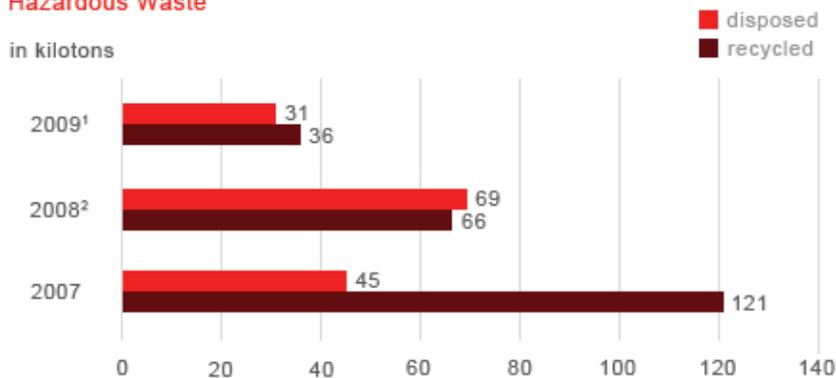
Non-Hazardous Waste



¹Excluding Energy Trading market unit.

²Excluding Energy Trading, Italy and Spain market units.

Hazardous Waste



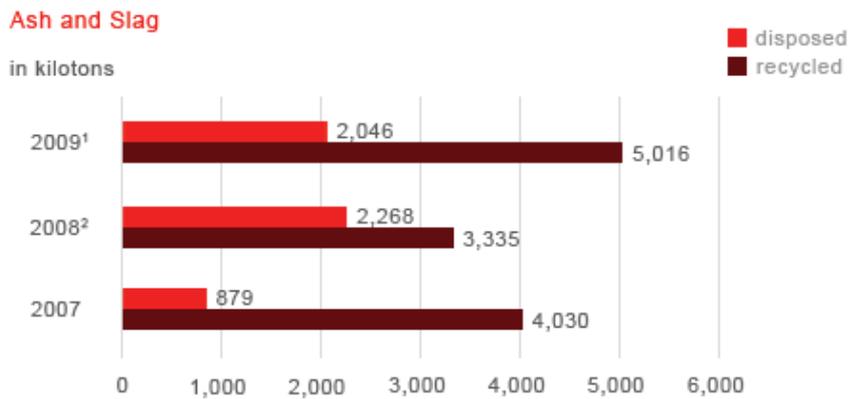
¹Excluding Energy Trading market unit.

²Excluding Energy Trading, Italy and Spain market units.

At E.ON, waste prevention has priority over recycling and waste disposal. The total quantity of hazardous waste has been halved in comparison to the previous year, despite the inclusion for the first time of our Italy and Spain Market Units in the overall

figure, contributing with less than ten percent to the total amount. In total, 36 kilotons were recycled and we disposed of a further 31 kilotons. The total amount of non-hazardous waste also decreased, partly by half. Interim storage measures spread over the year explains the fluctuations in the quantities of hazardous and non-hazardous waste that were recycled or disposed of. Waste disposal does not always take place in the same year but depends on the availability of recycling plants and resources, as well as on efficient use of logistics capacity. In addition to this, our total volume of waste, independently of our efforts to avoid it, is also significantly influenced by the decommissioning of facilities. In 2009 fewer facilities were decommissioned than in 2008.

Ash and Slag

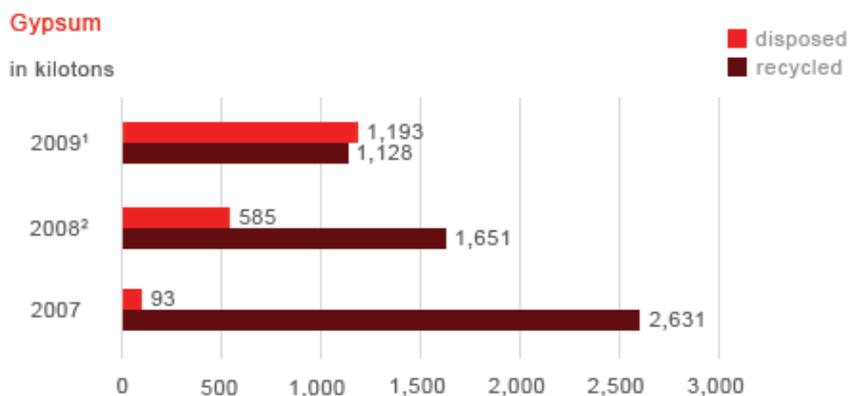


¹Excluding Energy Trading market unit.

²Excluding Energy Trading, Italy and Spain market units.

In 2009, the volume of recycled ash and slag rose to 5,016 kilotons, while the amount disposed of fell to 2,046 kilotons. The total volume increased from 5,603 kilotons in 2008 to 7,062 kilotons in 2009. The increase is explained by the power plants added to the portfolio of our Central Europe Market Unit and the first-time inclusion of our Market Units Italy and Spain in these numbers. At E.ON US the recycling quota fell by roughly one half due to weaker market demand during the economic crisis.

Gypsum



¹Excluding Energy Trading market unit.

²Excluding Energy Trading, Italy and Spain market units.

The volume of gypsum recycling showed a slight decline in 2009, while the volume of gypsum disposed was approximately twice that of the previous year. The increase in the volume disposed of relative to the volume recycled was due to falling market demand for

gypsum as a result of the economic crisis, particularly at E.ON US. The overall volume showed only a moderate increase despite the first-time inclusion of our Market Units Italy and Spain in these numbers.

Major Environmental Incidents

No Serious Environmental Incidents in the Group

The success of our operational environmental protection efforts is demonstrated by the rarity of environmental incidents at E.ON. In the last four years there has not been one major environmental incident in the entire Group that triggered our 24-hour, Group-wide internal reporting requirement. In 2009, there was no category one-to-seven incident at our nuclear power plants on the seven-level International Nuclear Event Scale (INES, categories 1 to 7).

Social Indicators

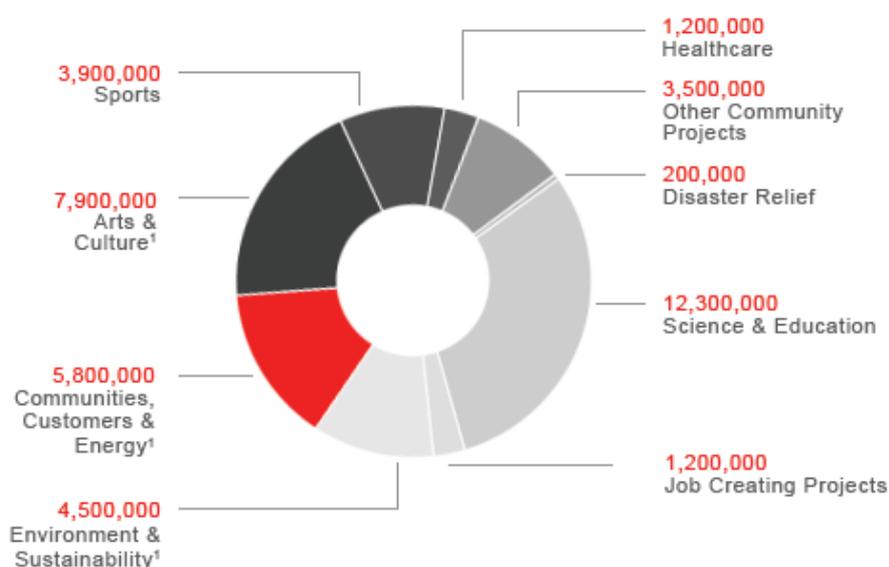
There follows an overview of all CR key figures for the social sphere. Selected figures from our CR Reporting 2009 were verified by external auditors in the course of our assurance engagement. For greater clarity, in the CR Performance section these figures are marked "Reviewed 2009". Further details can be found in the Independent Assurance Report.

Information about the basis for indicators can be found in our GRI Content Index.

Community Investments of E.ON market units and the Corporate Center by Subject Area

Community Investments of E.ON market units and the Corporate Center by Subject Area (2009)

€ in millions (Total: 40.5)



¹Subject areas renamed compared to 2008.

In 2009 we spent a total of EUR40.5 million Group-wide across a range of different social engagement subject areas. This sum includes the social investments of our Energy Trading, Italy and Spain market units, which amounted to EUR500,000.

Comparing the total to 2008, this means there was a decrease of around ten percent in our overall financial commitment to our communities. This is despite significant financial pressure from the global financial and economic crisis, as well as from streamlining within our PerformtoWin program.

Our community investment can be broken down into three strategic focus areas: Strategic Community Investments, Community Sponsorships- covering our Sports and Arts & Culture activities- and purely financial Corporate Giving, including Disaster Relief.

In 2009, 56 percent of all E.ON's community expenditure was dedicated to our strategic social engagement. This represents clear progress toward our objective of moving from corporate giving towards supporting more strategic community initiatives.

Our community expenditure targeted several different areas, with the most support going to scientific, education and training initiatives such as our multiple-award-winning,

Group-wide Energy for Children program. 14 percent was invested in community programs, such as community energy safety and helping our vulnerable customers, while approximately 14 percent was invested in cultural and arts projects.

The total sum reported for Community Investments does not include those activities which have a community benefit that E.ON is legally obliged to provide through some of its market units - for example, as part of our Regulatory License. It also excludes E.ON's substantial Group-wide R&D program and any customer marketing activity that does not have a direct societal benefit. Including these elements would multiply the investment figure reported here many times.

E.ON Market Units' not-for-profit Investments in Communities by Strategic Focus

E.ON market units' not-for-profit Investments in the Communities, by Strategic Focus (2009)

Percentages



Number of Employees by E.ON Market Units

Group Employees¹

	December 31			
	2009	+/- %	2008	2007
Central Europe	48,126	9	44,142	44,051
Pan-European Gas	3,143	-68	9,827	12,214
U.K.	16,098	-8	17,480	16,786
Nordic	5,570	-4	5,826	5,804
U.S. Midwest	3,119	0	3,110	2,977
Energy Trading	1,075	21	885	-
New markets	7,976	-13	9,214	5,424
Corporate Center ²	3,120	2	3,054	559
Total	88,227	-6	93,538	87,815

¹Excluding Board Members/Managing Directors (2009: 330) and apprentices (2009: 2,556).
²2008 and 2009 figures include E.ON IS.

At year-end 2009, the E.ON Group had more than 88,000 employees in over 30 countries around the world, about six percent less than at year-end 2008. In addition, E.ON had over 2,500 apprentices and 330 board members and managing directors.

The changes in workforce figures at the market units are largely attributable to restructuring measures in Eastern Europe, the United Kingdom, and Russia and to asset sales. The changes in the workforce figures for the Central Europe market unit are

predominantly attributable to two effects. First, Central Europe's and Pan-European Gas's operations in Romania were combined at Central Europe. Second, restructuring at Central Europe East led to a reduction in the number of employees. The transfer of about 6,000 employees in Romania to Central Europe and the sale of Thüga were responsible for the significant workforce reduction at Pan-European Gas. U.K.'s headcount declined by about eight percent, mainly due to restructuring measures in the retail and energy services businesses. The reduction in Nordics workforce is mostly due to restructuring in sales and services. Energy Trading's workforce increased by 21 percent, mainly due to further business expansion and the addition of trading operations in Italy. There were countervailing effects in New Markets' employee figures. There was an 18-percent reduction in headcount at Russia (due mainly to efficiency-enhancement measures) and at Italy (due to the sale of power stations and the transfer of trading operations to Energy Trading). By contrast, Climate & Renewables' headcount increased by 22 percent due to business expansion.

Workforce by Region 2009

Workforce by region 2009¹

Germany	35,636
United Kingdom	17,179
Romania	6,772
Sweden	5,317
Hungary	4,913
Russia	4,702
USA and Canada	3,256
Czech Republic	2,735
Bulgaria	2,108
Other ²	5,609

¹Excludes board members/managing directors (330) and apprentices (2,556).

²Includes Italy, Spain, France, the Netherlands, Poland, and several other countries.

Compared to the previous year, the number of people employed by the E.ON Group outside Germany (excluding board members/managing directors and apprentices) fell to approximately 53,000 or 60 percent of the workforce.

Average Length of Service

Average Length of Service (Total Workforce)¹

in years	2009	+/- %	2008	2007
Central Europe	15.2	-7.9	16.5	16.1
Pan-European Gas	12.9	-6.5	13.8	13.9
U.K.	9.5	18.8	8.0	8.0
Nordic	14.1	2.9	13.7	14.4
U.S. Midwest	17.6	3.5	17.0	17.3
Energy Trading	5.7	-14.9	6.7	-
New markets	15.0	2.0	14.7	13.0
Corporate Center ²	9.2	31.4	7.0	9.1
E.ON Group	13.8	-4.2	14.4	14.0

¹Including Board Members/Managing Directors and apprentices.

²2008 and 2009 figures include E.ON IS.

On average, our employees have been working within the Group for 14 years. While the average length of service at Energy Trading fell sharply in the year due to high turnover and numerous new hires, at the Corporate Center it showed an increase due to a lower rate of new hires. This also applies to the numbers for the E.ON IS.

Turnover Rate

Turnover Rate (Total Workforce)¹

in %	2009	2008	2007
Central Europe	5.2	3.7	2.5
Pan-European Gas	1.2	1.9	1.8
U.K.	7.4	11.3	11.9
Nordic	4.5	6.8	5.7
U.S. Midwest	0.9	1.4	2.2
Energy Trading	7.7	11.4	-
New Markets	3.9	2.5	0.0
Corporate Center ²	1.2	4.8	2.4
E.ON Group	5.0	5.2	4.3

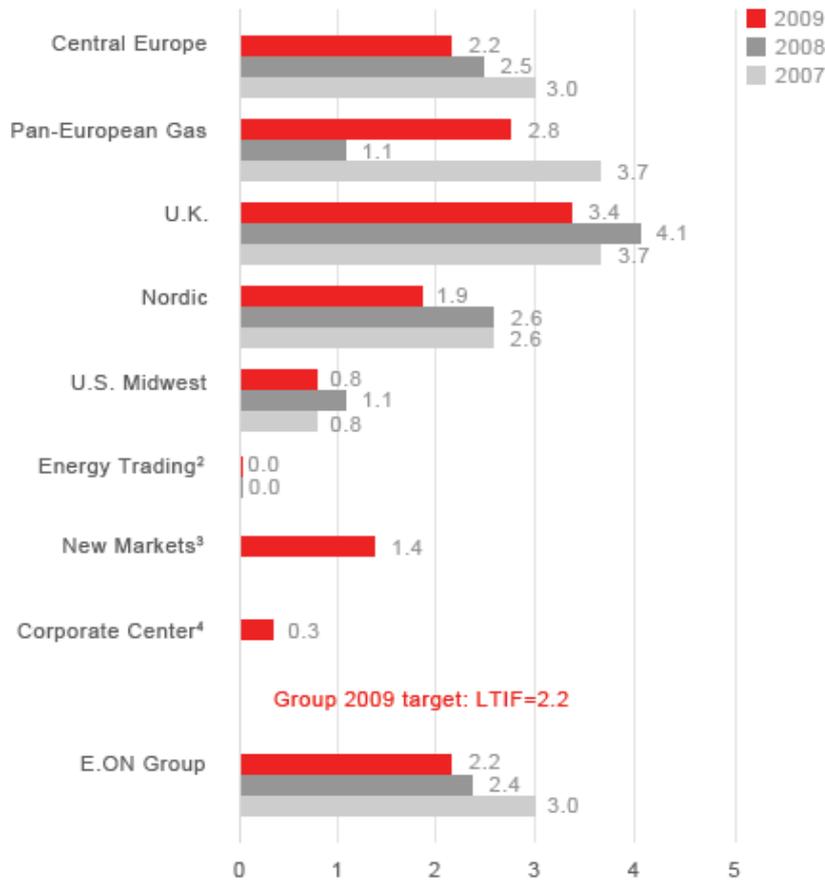
¹Including Board Members/Managing Directors and apprentices.

²Including E.ON IS.

In 2009, employee turnover resulting from voluntary terminations amounted to approximately five percent.

Lost Time Injury Frequency Index (LTIF)

LTIF¹



¹Lost Time Injury Frequency - work-related accidents with lost time per million working hours.

²Energy Trading market unit was set up in 2008. 2007 figures are not available.

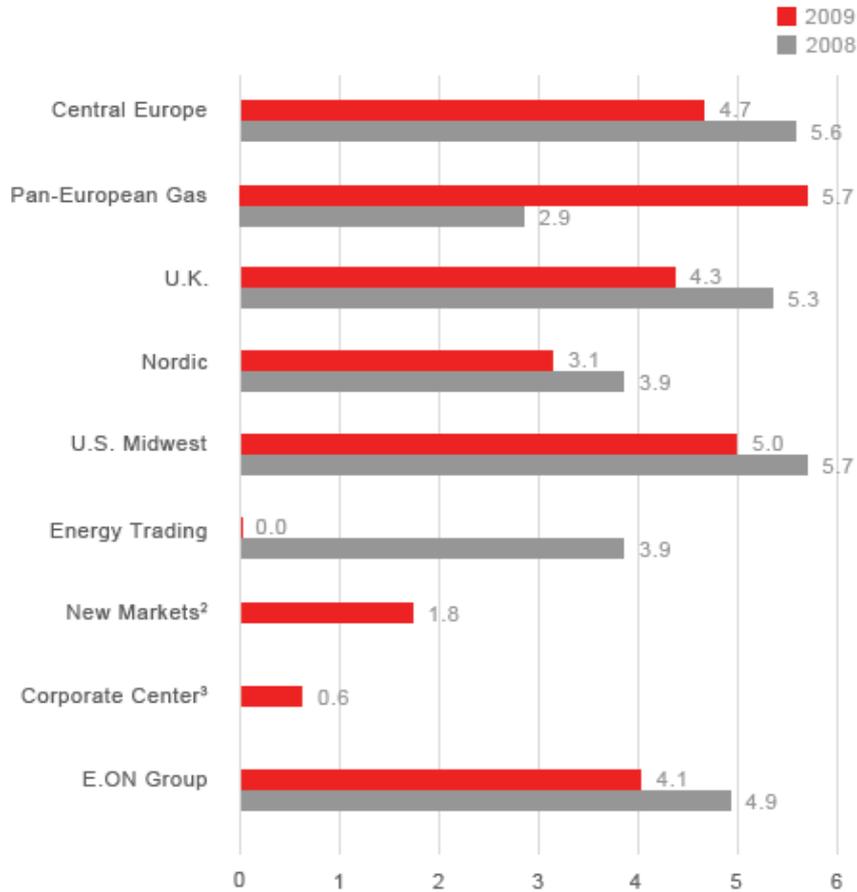
³Market units in the new markets segment (Climate & Renewables, Russia, Italy and Spain) are not reported before 2009, due to current inconsistencies in data-logging systems.

⁴Reported separately for the first time in 2009. Figures include E.ON IS.

The accident rate has now fallen for six years in succession at E.ON. The latest improvement in occupational safety can be gauged by the Lost Time Injury Frequency Index figures (LTIF). LTIF reflects the frequency of work-related accidents per million hours worked; in 2009 the average index value was 2.2, as opposed to 2.4 in 2008. This equates to an improvement in LTIF of more than eight percent compared to the previous year. Despite taking into account our new market units Italy, Spain, Russia and Climate & Renewables, in 2009 we were still able to meet the Group-wide LTIF target of 2.2. LTIF rates at the majority of our market units are also clearly lower than at our regional competitors. We fully intend to continue this positive trend and to achieve an average Group-wide LTIF figure for our own employees of 2.0 by 2010- en route to our objective of 1.0 by 2015.

Total Recordable Injury Frequency Index (TRIF)

TRIF¹



¹Total Recordable Injury Frequency - number of work-related accidents per million hours worked that result in a limited ability to work, or where employees have received medical attention, but where no time is lost.

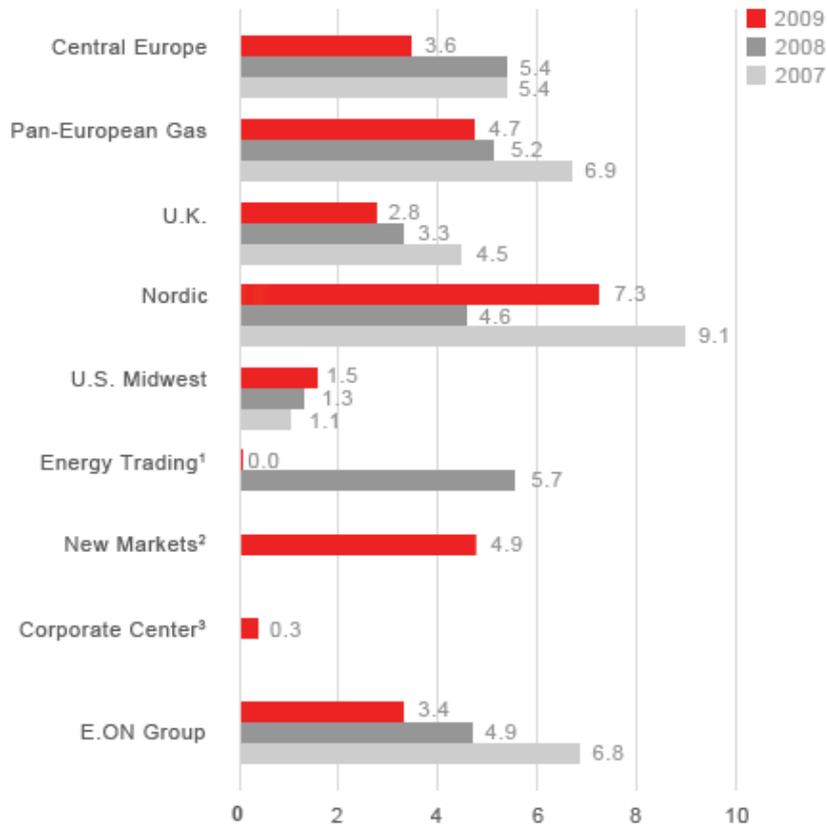
²Market Units in the new markets segment (Climate & Renewables, Russia, Italy and Spain) are not reported before 2009, due to current inconsistencies in data-logging systems.

³Reported separately for the first time in 2009. Figures include E.ON IS.

E.ON is constantly working to improve its occupational safety standards. In an effort to gain a better understanding of possible occupational safety risks, we recorded a Total Recordable Injury Frequency (TRIF) index for the first time in 2008. In contrast to the LTIF, which only measures the frequency of accidents resulting in lost time, TRIF also records accidents which result in a limited ability to work or employees requiring medical attention, but without lost time occurring. In 2009 these data were recorded by all market units for the first time. The average figure for the Group, which now includes the new market units Italy, Spain, Russia and Climate & Renewables, was 4.1. This compares with 4.9 recorded in the six market units involved in this measurement in the previous year.

Number of Lost Time Injuries (LTIF) by Contractors Working for E.ON

LTIF by Contractors working for E.ON



¹Energy Trading market unit was set up in 2008.

Figures of 2007 are not available.

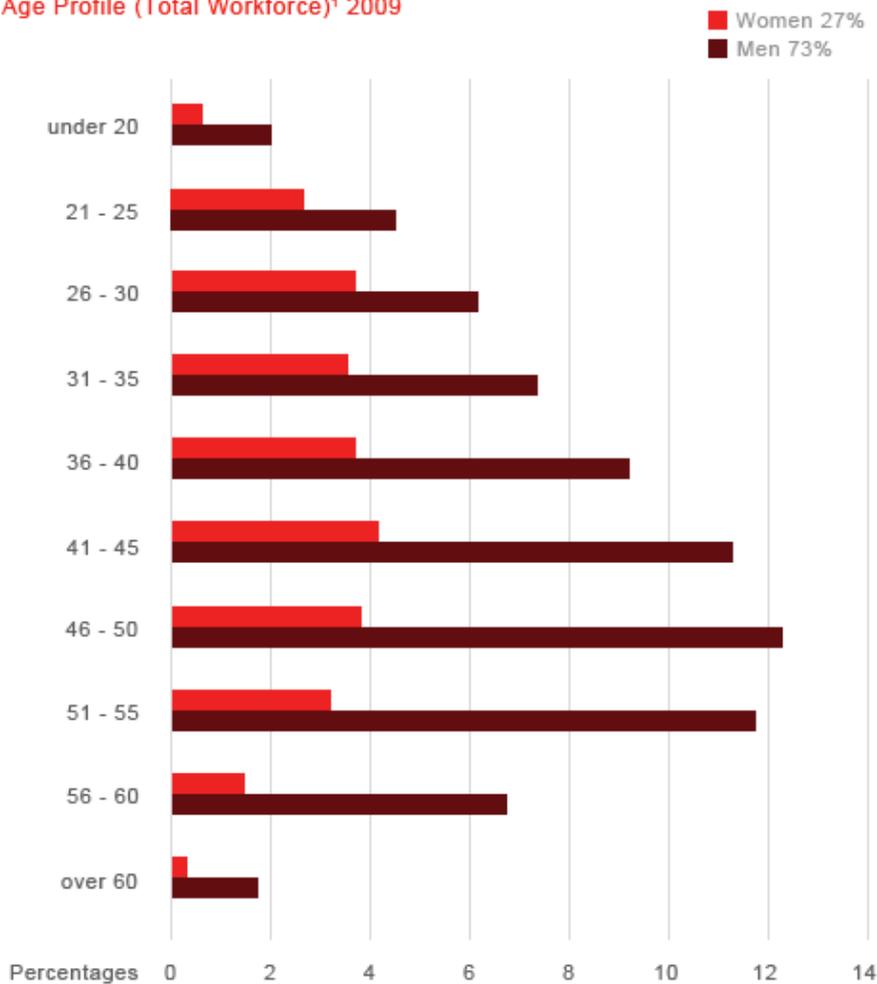
²Market Units in the new markets segment (Climate & Renewables, Russia, Italy and Spain) are not reported before 2009 due to current inconsistencies in data-logging systems.

³Reported separately for the first time in 2009. Figures include E.ON IS.

E.ON's high occupational safety standards apply not only to our employees, but also- and to the same extent- to suppliers and contractors. And the figures show that our engagement is proving successful: Since collection of LTIF data for suppliers and contractors began in 2006, we have been able to improve this figure at all market units, in some cases substantially. In 2009 the LTIF for suppliers and contractors was 3.4 (including our new market units in Italy, Spain, Russia and Climate & Renewables), which is an improvement of around 30 percent on the previous year. For 2010 we have set our first ever Group target for contractors at 3.0.

Age Profile

Age Profile (Total Workforce)¹ 2009



¹Including Board Members/Managing Directors and apprentices.

At year-end the average age of E.ON employees Group-wide was 42, which is comparable with the figure for the other DAX 30 companies. The age structure at E.ON reflects demographic changes in the overall working population: In 2009, around 20 percent were under 30, around 55 percent between 31 and 50, and approximately 25 percent over 50. Demographic change will mean that the average age of the workforce will increase in the next few years. E.ON is well prepared for this change and has already taken appropriate steps to mitigate the consequences, not least in the areas of healthcare management and for example recruiting and retaining junior staff.

Diversity of E.ON Employees

E.ON employs staff of over 80 nationalities in around 30 countries worldwide.

Proportion of Women among Total Workforce

Proportion of Women among Total Workforce¹

in %	2009	2008	2007
Central Europe	25	24	24
Pan-European Gas	26	25	26
U.K.	34	34	37
Nordic	26	25	25
U.S. Midwest	26	26	26
Energy Trading	34	31	-
New Markets	27	29	36
Corporate Center ²	31	31	47
E.ON Group	27	27	28

¹Including Board Members/Managing Directors and apprentices.
²2008 and 2009 figures include E.ON IS.

At the end of 2009, around 27 percent of our workforce was female- unchanged from 2008.

Number of Women among Total Workforce and Management

Number of Women among Total Workforce¹ and Management

in %	Total Workforce			Managers ⁴		
	2009	2008	2007	2009	2008	2007
Central Europe	25	24	24	10	8	7
Pan-European Gas	26	25	26	8	8	8
U.K.	34	34	37	14	14	12
Nordic	26	25	25	19	15	15
U.S. Midwest	26	26	26	24	24	22
Energy Trading	34	31	-	13	10	-
New Markets ²	27	29	36	12	-	-
Corporate Center ³	31	31	47	10	11	12
E.ON Group	27	27	28	11	10	10

¹Including Board Members/Managing Directors and apprentices.
²E.ON Russia not considered in the Senior Management category.
³2008 and 2009 figures include E.ON IS.
⁴Senior Management and Top Executives.

In total, eleven percent of all managers in the E.ON Group were women. The proportion of women in senior management positions rose one percent year-on-year to twelve percent, while women continued to hold five percent of top executive positions. Our goal is to secure an increase in the overall proportion of women and to ensure that at least 20 percent of senior management vacancies are taken up by women.

Number of Employees with a Severe Disability at Group Companies located in Germany

Number of Employees (Total Workforce)¹ with a Severe Disability of Group Companies located in Germany

	Number of employees with severe disabilities			Of which the number of apprentices with severe disabilities			Proportion of employees with severe disability		
	2009	2008	2007	2009	2008	2007	2009	2008	2007
Central Europe	1,823	1,737	1,650	44	45	41	6.3	6.1	5.4
Pan-European Gas	82	98	114	3	1	1	3.0	3.1	3.2
Energy Trading	3	3	-	0	0	-	0.2	0.6	-
New markets ²	1	1		0	0		0.6	0.8	
Corporate Center ³	78	66	10	3	4	0	2.5	2.3	2
E.ON Group	1,987	1,905	1,774	50	50	42	6.2	5.4	5.1

¹Including Board Members/Managing Directors and apprentices.

²Market Unit Climate & Renewables.

³In 2007 data for New Markets and Corporate Center were consolidated.

In 2009, the Group's German companies employed approximately 2,000 severely disabled people or people with a similar impairment. This represents around six percent of the total workforce, meaning that we are able to increase the ratio by another 0.8 percent year-on-year (2008: 5.4 percent).

Number of Apprentices with a Severe Disability in Group Companies located in Germany

Between 2001 and 2008 there was a continuous rise in the number of disabled apprentices at Group companies in Germany, from seven in 2001 to 50 in 2008. In 2009 the number remained unchanged. It is still our aim to reinforce this social engagement, making it one of the pillars of our vocational training activities.

Proportion of E.ON Employees with full-time or permanent Employment Contracts

Proportion of E.ON Employees (Total Workforce)¹ with full-time or permanent Employment Contracts

in %	2009		2008		2007	
	Full-time	Permanent	Full-time	Permanent	Full-time	Permanent
Central Europe	89	95	91	94	92	95
Pan-European Gas	93	98	96	99	97	99
U.K.	88	97	88	97	89	98
Nordic	95	98	98	98	96	98
U.S. Midwest	99	99	99	99	99	99
Energy Trading	98	91	97	94	-	-
New markets	99	98	99	97	100	98
Corporate Center ²	92	98	91	95	89	95
E.ON Group	91	96	93	96	93	96

¹Including Board Members/Managing Directors and apprentices.

²2008 and 2009 figures include E.ON IS.

At year-end 2009, about 8,200 employees at the E.ON Group were on part-time contracts, including 4,500 women (55 percent). This represents a drop of two percent in the proportion of part-time employees Group-wide. At 96 percent, the proportion of persons employed on a permanent basis remained unchanged against the prior year.

Number of Apprentices in Germany

Apprentices in Germany

	December, 31		
	2009	2008	2007
Central Europe	2,220	2,317	2,369
Pan-European Gas	221	298	276
Others ¹	115	90	11
E.ON Group	2,556	2,705	2,656

¹2008 and 2009 figures include E.ON IS.

E.ON has always placed great emphasis on apprentice programs. In 2009, apprentices accounted for about 7 percent of the E.ON Group's workforce in Germany, almost unchanged from the prior year. Established in 2003, the E.ON training initiative to combat youth unemployment was continued in 2009. Beyond our regular apprenticeship programs, over 950 young people in Germany were offered prospects for the future through vocational training, an internship to prepare them for training, and school projects.

Additional Information

E.ON AG
E.ON-Platz 1
40479 Düsseldorf

T +49 211-45 79-01
F +49 211-45 79-501
info@eon.com
www.eon.com

Concept, research and text

Stakeholder Reporting (Hamburg) and Kuhn, Kammann & Kuhn (Cologne)