

No Compromises on Health and Occupational Safety

As a responsible company, occupational safety is E.ON's highest priority. We will tolerate no compromises in ensuring the health and safety of every single person associated with our business. This also includes the task of giving our employees a helping hand when it comes to their own efforts to protect their health. Our goal is for our Group and all its member companies to become energy-industry leaders in occupational safety and health protection. We've already achieved several notable successes- but we know there's still some way to go here. Along the value-adding chain, from energy production to transport, working with energy is often fraught with safety risks for our employees as well as our partners.

Our "safe.TEG" Project: Status Quo Recognized

Within our "safe.TEG" project- TEG stands for "Top Executive Group"- in summer 2008 we surveyed 250 top-level managers on their personal understanding of occupational safety. The project results made it clear that we need a uniform safety framework, the Corporate Safety Plan, for all market and business units, which is explained below. Unfortunately we also suffered twelve fatal accidents groupwide in 2008. This emphasizes the urgent need for intensified efforts right across our Group and reinforces our resolve to further embed the culture of safety within all Group companies and contractors.

Raising the Group's Safety Level through a strong Safety Culture - our Corporate Safety Plan

To help us meet our responsibilities in the area of occupational safety, in 2008 we defined and approved a groupwide Corporate Safety Plan. We intend to establish this in all market units by 2011. Besides defining rigorous guidelines, the principle aim of our Corporate Safety Plan is to establish a living safety culture in our company: employees are to absorb E.ON's approach to the issue of occupational safety - and contribute towards bringing this culture to life through their own conduct and by developing a sound ability to judge safety. We're aware that this will take time and requires good practices to lead the way. For this reason, all managers in our company need to fulfill their responsibilities as role models and repeatedly communicate the importance of occupational safety and safe behavior to their employees by means of a top-down approach.

Safety is Part of Training

As a learning organization, three aspects play an essential role when it comes to establishing our Corporate Safety Plan across the company: communication, education and training. As part of our efforts here, in 2008 we established our E.ON Health & Safety Academy as part of our internal E.ON Academy.

Health Drives Safety Performance

Healthy employees are a key prerequisite to us being successful as a company! Those who are physically fit perform better, are more focused at work - and pay greater attention to their own safety. Our aim here is to support our employees and encourage them to pay more attention to their personal health. To achieve this aim, we developed a comprehensive Health Management Toolkit in 2008 which includes more than 50 health-promoting measures, such as cancer prevention advice and anti-stress training. As the health system frameworks at our worldwide locations vary, we will therefore adapt these measures with the support of our market units to suit local conditions and requirements.

Our engagement in the area of promoting health was recognized in 2008 when we were presented with an award by the Great Place to Work® Institute Germany: the special "Health Management" prize in the "Best Employer in Germany" competition. We're proud of this and it shows that our program to promote health has already achieved a high standard. However, we don't intend to rest on our laurels and will be expanding this program even further.

New Group Policy - Minimum Standards for Health and Safety Management

In September 2008, the E.ON Board of Management approved Group Policy 24 (KR24) entitled "E.ON Safety and Occupational Health Management- Minimum Standards" as an element of our Corporate Safety Plan. KR24 came into effect on 1st of October 2008 and defines the Group's organizational framework for occupational safety, health protection and product safety, including both on-site and systems technical safety. Furthermore, it lays down uniform minimum occupational safety standards for the entire E.ON Group and its shareholdings, as well as for a groupwide safety culture. This policy also provides an instrument to help us integrate and bind our new acquisitions in our occupational safety and health management systems.

KR24 - Expanding Management Systems and the Organizational Structure

Among other things, KR24 commits all market and business units to establishing certified Occupational Health and Safety as well as Facility Safety management systems that meet international standards such as OHSAS 18001. The policy defines two management bodies that are to advise the Board of Management on occupational safety and health issues: the Safety Governance Council at our Corporate Center, and the Center of Excellence Safety and Occupational Health. Further Safety Governance Councils will also be established in other market units.

KR24 - Minimum Standards Constantly Expanded

New Corporate Safety Standards also comprise guidelines on incident reporting and accident investigation for serious but not fatal accidents. It also defines new occupational safety standards for E.ON contractors as well as for the operation of our vehicle fleet. In addition to this, uniform standards for protective work wear have been developed and published as safety information sheets, as part of personal protective equipment (PPE). Further standards are set to follow in 2009 on the topics of risk management and hazardous materials.

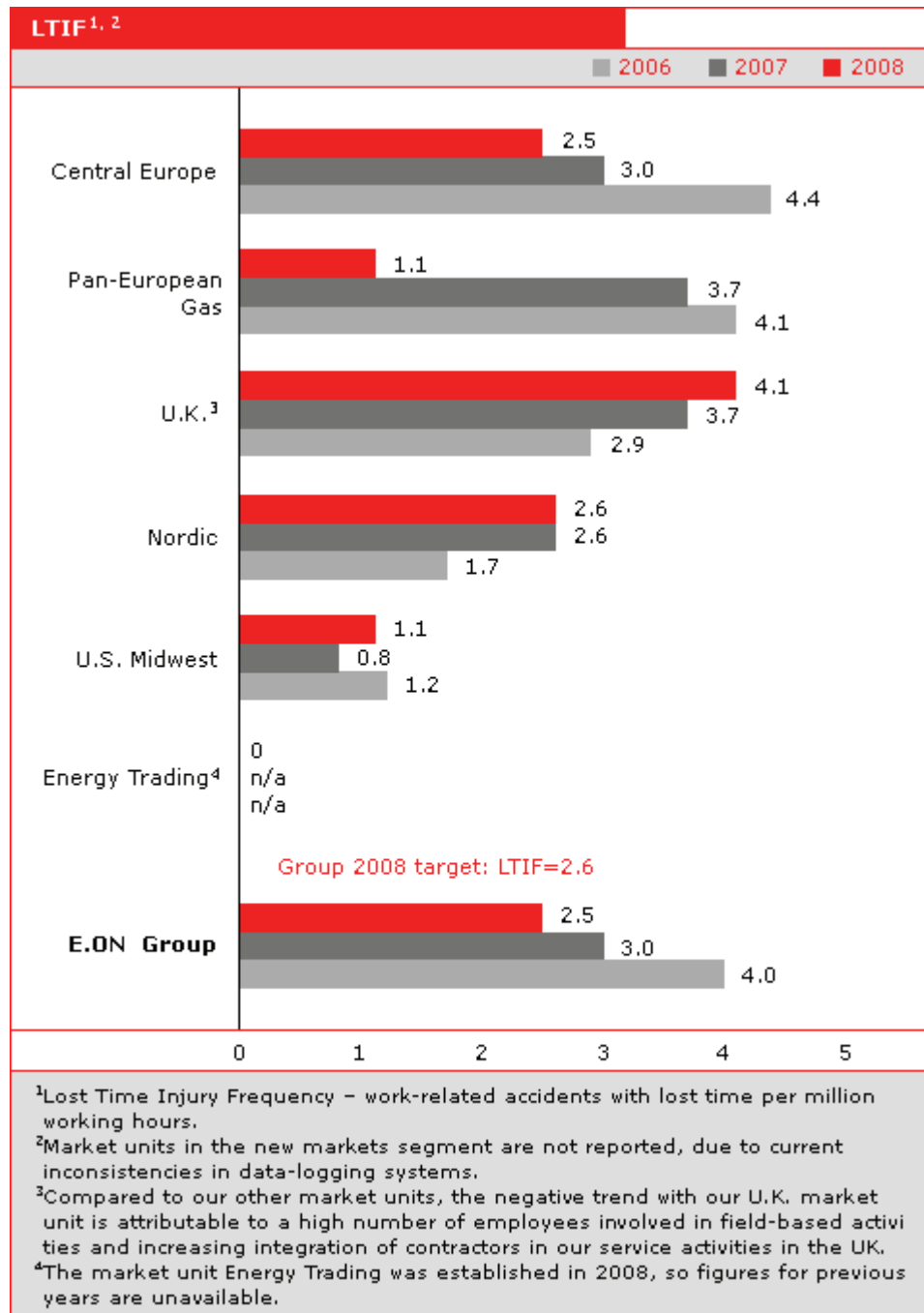
Lost Time Injury Frequency Index (LTIF) Trending Downwards

There were 15 percent less occupational safety incidents and accidents at E.ON in 2008 than in 2007 (basis of calculation: LTIF). The incident rate has now fallen five years in a row and when compared to our regional energy-sector competitors, this rate is clearly lower among the majority of our market units. The positive track that we have taken in this area is reflected in the Lost Time Injury Frequency Index (LTIF), which shows the frequency of work-related accidents per million working hours. In 2008, we reduced our average index value from 3.0 to 2.5: this means that throughout the entire E.ON Group there were on average 2.5 accidents per million working hours. This means we surpassed our target for 2008 slightly (LTIF: 2.6)- certainly encouraging, but we need to do even better: by 2010 we intend to achieve a groupwide LTIF value of 2.0.

Improvement Potential and Best Practice in the Market Units

Among other things, we intend to further improve safety standards at E.ON Energie's Eastern European sites. As part of our "Improving Safety Culture" project launched in 2008, we're not just targeting our own employees but also our contractors' employees

and the public. At E.ON UK the issue of occupational safety is solidly embedded in the company culture - yet the LTIF value is still above the Group average, mainly due to the incidents reported by one of the Group companies. Our objective for 2009 is to raise occupational safety through targeted employee programs. In this respect we can learn from other market units: E.ON U.S.' LTIF figure of 1.1 is a great example to us all in the Group- and is way better than the US energy utility sector average (2008: 5.2). In addition, E.ON U.S. Chief Executive Officer Vic Staffieri was recognized by the National Safety Council (NSC) members' magazine "Safety+Health" in 2008 for his outstanding commitment to safety in the workplace. He was added to the list of "CEOs Who Get It"- those who have made safety in the workplace a core corporate value.



New Indicator Gives more precise Analysis Results in 2008: Total Recordable Injury Frequency Index (TRIF)

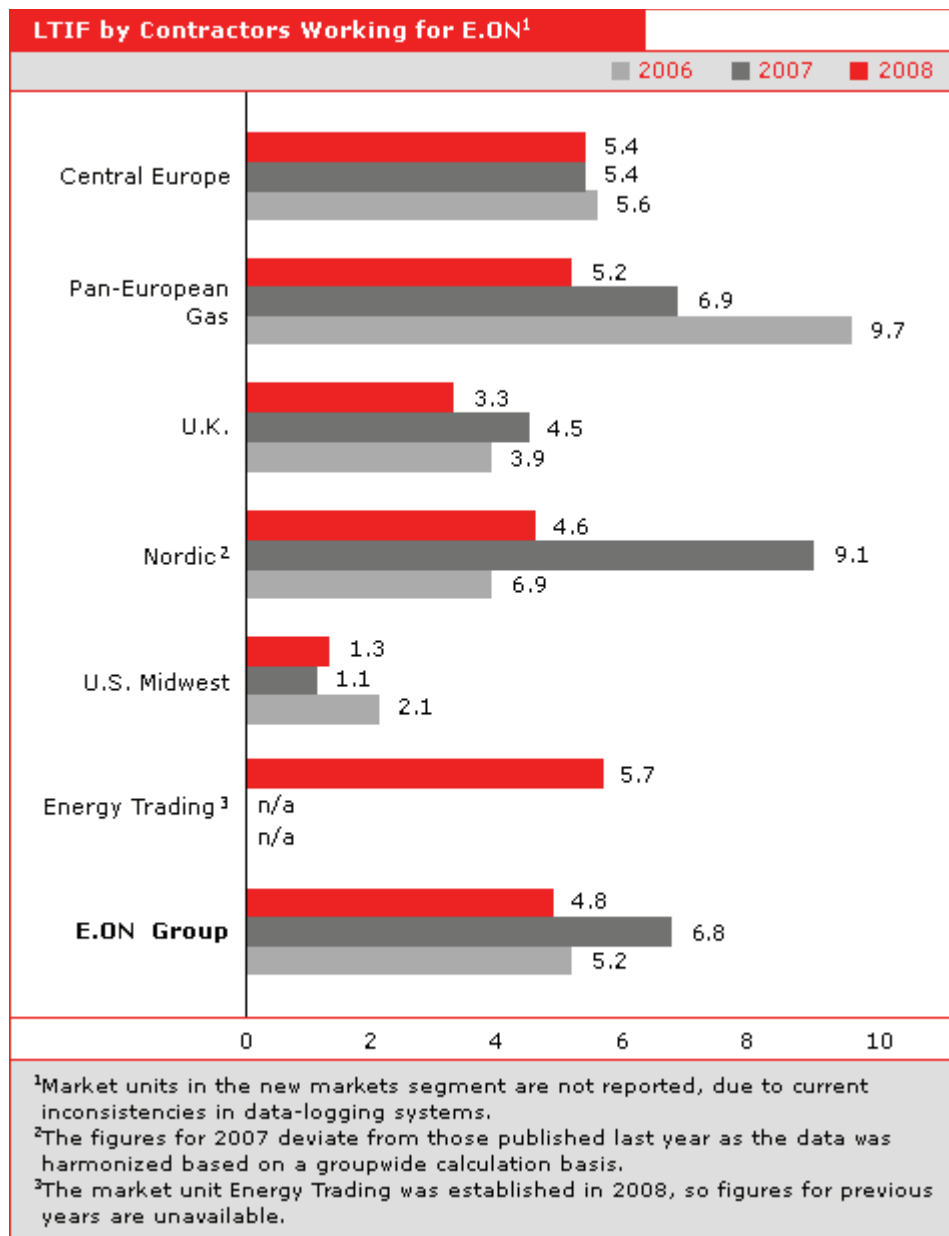
Effective accident prevention requires us to learn from mistakes and reliably eliminate safety shortfalls. The LTIF does not reflect the overall safety situation in a company, however- it merely reports the frequency of injuries resulting in lost time. To better understand potential safety risks, we compiled our Total Recordable Injury Frequency

Index (TRIF- total number of all reported accidents) for the first time in 2008. In contrast to the LTIF, which only gives the frequency of time lost due to injury, TRIF also records accidents that result in a limited ability to work, or where employees have needed medical attention, but where no time is lost. In 2008 we launched a pilot phase: at that point our TRIF index stood at 4.9, a comparatively low figure and a good starting point to gauge the success of future measures to improve safety standards. The index is included in the assessment of managers' variable performance-related compensation and will be calculated annually by all market units from 2009.

TRIF ^{1, 2}	
	2008
Central Europe	5.6
Pan-European Gas	2.9
U.K.	5.3
Nordic	3.9
U.S. Midwest	5.7
Energy Trading	3.9
E.ON Group	4.9
¹ Total 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. ² Market units in the new markets segment are not reported, due to current inconsistencies in data-logging systems.	

Same Safety Standards for our Contractors

As the figures illustrate, many employee accidents are associated with our contractors, as the LTIF of our contractors is around twice that of our Group average. However, we don't distinguish between whether the accident was caused by E.ON employees or one of our contractual partners' employees, as we consider our contractors to be partners of E.ON-partners that are responsible for around 50 percent of our business activities. Our "no compromises" philosophy applies here too and this is why we also intend to make the safety standards we've established at E.ON mandatory for our contractors.



Safety Standards are the Basis of the Contract

Our objective is for all market units to know and audit the safety standards of contractors before signing any contracts with them whatsoever. Based on a pre-qualification questionnaire, topics such as general safety standards, personal protective work wear and training programs for employees are to be examined. Furthermore, the certification scheme for contractors ("Safety Certificate Contractors") is already applied as a qualification requirement at several business units and is to serve in future as a groupwide basic requirement for contractors, in order for them to be able to submit an offer.

Reviewed 2008 ✓

Information on this page has received a limited assurance engagement.

Excellent Conditions

Favor high Work Performance

Our success as a company is built squarely on the daily performance of our employees and is driven by their motivation, talent and expertise. Demographic change means that the availability of well-qualified employees is declining, however. This why it is becoming increasingly important for us to remain attractive as an employer. To enthruse talented and performance-oriented people to accept a position with E.ON and to bind our employees to us over the long term, we do all we can to offer a highly motivating and inspiring work environment.

Performance-related Compensation

To motivate our employees to outperform we aim to provide fair compensation as well as attractive additional benefits. What's more, we feel that employees who outperform should be correspondingly rewarded for this. The compensation of the majority of our employees is linked to collective wage agreements; however, the compensation of many of our employees also includes a performance-related component, thus helping them share in our company's success.

Percentage of Employees with Contracts Based on Collective Wage Agreements with Trade Unions			
in %	2008	2007	2006
Central Europe	88.6	89.0	90.2
Pan-European Gas	83.9	86.3	88.0
U.K.	93.9	89.7	94.4
Nordic	99.3	99.2	99.2
U.S. Midwest	26.7	27.1	27.1
Energy Trading	48.6	n/a	n/a
New markets ¹	85.5	90.4	n/a

¹Reduction due to the growth of E.ON Climate & Renewables which employs a smaller percentage of employees with wage agreement-based contracts.

Rewarding Responsibility

Those employees who bear particularly high responsibility should naturally receive commensurate compensation. This also applies to our management's engagement for CR: for instance, specific environmental protection targets and occupational safety standards have been agreed with our managers and explicitly integrated in their performance-related compensation package.

Employees as Shareholders

Within the E.ON Investment Plan, employees additionally have the opportunity to participate in our company's financial success by acquiring employee stock under especially favorable conditions. While all our market units offer their employees such a program, these vary greatly. In 2008 22,392 employees in Germany acquired 1,138,050 E.ON shares, with 58 percent of employees participating.

Excellent Pension Plans

A company pension plan oriented towards applicable national framework conditions is part of the overall compensation that E.ON pays its employees. We offer our people a comprehensive range of measures to help ensure their own financial security in later life, above and beyond the requirements of relevant local statutes.

Innovative, high-quality Training and Further Education Offers

Constant change in today's world applies to the workplace too and demands job-specific expertise and a lifelong learning approach. That's why in 2008 we invested some EUR88 million across the Group in our training and further education offer. This provides our employees with a wide range of opportunities to develop their skills and knowledge, also beyond the boundaries of their own specialist working area. And our people are eager to accept these opportunities! In 2008 E.ON employees completed around 321,000 training days. The majority of these were in E.ON Academy training and further education programs for our management group. Our employees are making increasing use of the schedule-independent eLearning modules offered on our Academy Online platform. And they're proving to be very popular- in 2008 we logged a total of 212,000 visits to individual eLearning modules.

Reviewed 2008 ✓

Diese Angaben wurden einer betriebswirtschaftlichen Prüfung unterzogen.

Creating a Balance between Life and Work

We see it as our duty- both towards our corporation and society as a whole- to help our people balance work and family life in a positive way. Decreasing birth rates, the rising proportion of older people and the need to integrate women more effectively into working life are challenges that companies in many industrial countries need to face in order to secure a long-term future. In the end, companies also benefit from this, as a healthy life balance between work and leisure time is beneficial to employees' motivation, corporate culture and also the business success of the company. After all, motivated and satisfied employees work far more productively!

Sustainable Personnel Strategy

For E.ON, the issue of life balance is an important component of a sustainably aligned HR policy and it is therefore one of the eleven strategic fields of action within our "OneHR" people strategy. We encourage our employees to find their own individual balance between their life and work through our Life Balance program. We are convinced that this strategy contributes to furthering the satisfaction of our employees. In this way we can increase our attractiveness as an employer to potential new recruits and also strengthen our employees' identification with the company. We will be checking the success of these measures regularly with the help of specific key indicators.

"Work and Family" Audit

The German "berufundfamilie" (workandfamily) audit managed by the Hertie Foundation confirms that E.ON has a family-friendly HR policy. The "berufundfamilie" certificate was awarded to our Corporate Center, E.ON IS, E.ON Hanse, E.ON Westfalen Weser, E.ON Bayern, E.ON Avacon and Thüga in 2008. After a successful re-audit, that is, a re-examination of the status quo, E.ON Energie and E.ON Ruhrgas have already received confirmation that they have been re-awarded the berufundfamilie® quality seal. Established in 1999, the audit is under the patronage of the German Federal Minister for Families and the German Federal Economics Minister and promotes the integration of work and family within companies. It is approved by the leading German trade associations (Confederation of German Employers (BDA), Federation of German Industry (BDI), German Association of Chambers of Commerce and Industry (DIHK) and German Confederation of Skilled Crafts (ZDH)) and has become a benchmark for awareness of family issues in the German economy.

Flexibility for individual Life and Career Management

E.ON offers its employees tailored work-time models and attractive career opportunities that fit in well with individual lifestyles or family priorities. We promote part-time work wherever possible. In Germany, in accordance with German Federal law on part-time and temporary work, every employee who has been working for the company for more than six months has a right to work part-time. At the end of 2008, 7,209 employees were working part-time, with a 60/40 split between women and men.

Proportion of E.ON Market Unit Employees with full-time or permanent Employment Contracts						
in %	2008		2007		2006	
	Full-time	Permanent	Full-time	Permanent	Full-time	Permanent
Central Europe	90	94	92	95	93	96
Pan-European Gas	96	99	97	99	97	99
U.K.	88	97	89	98	87	98
Nordic	98	98	96	98	96	97
U.S Midwest	99	99	99	99	99	99
Energy Trading	97	94	n/a	n/a	n/a	n/a
New markets	99	97	100	98	n/a	n/a
Corporate Center ¹	91	95	89	95	91	94
E.ON Group²	93	96	93	96	93	97

¹2008 figures include E.ON I.S.
²60% of women groupwide take up the option of part-time employment.

Through numerous initiatives and projects we provide different working models and offers, such as telecommuting or long-term leave (sabbaticals) so that we can do justice to the unique situation of each individual. We're also committed to raising the attractiveness of E.ON as an employer among women. However, finding the right life balance means much more than suitable work-time models and career opportunities: we are also able to take some of the pressure off our employees by giving them advice on care for their children or for older family members. With these programs it's important to E.ON to have regular communication with experts and to benefit from Best Practice models across our Group companies.

Example: Up to Five Years Parental Leave with Re-Employment Guarantee

Under national statutory parental leave provisions, for example, E.ON employees in Germany can be released for three years to bring up their children - and we guarantee their subsequent return to a comparable job. In fact, E.ON Ruhrgas considerably exceeds these legal requirements and offers its employees five years' parental leave with a re-employment guarantee. As in Germany, employees in Sweden benefit from statutory parental pay, which grants them 80 percent of their previous salary while they bring up their children. E.ON Nordic even adds 10 percent on top. Furthermore all E.ON Nordic employees have a time account of 89 hours' paid leave a year that they can use flexibly. These time accounts also promote the principle of diversity within the organization by making it possible for employees with different cultural backgrounds to take time off to celebrate their respective religious holidays. What's more, employees with children may use their time account to allow them to respond flexibly when their private life demands it, thereby enabling them to achieve their own best-possible life balance.

Reviewed 2008 ✓

Information on this page has received a limited assurance engagement.

Success through Change

E.ON is a company on the move. Since its creation eight years ago our Group has grown continuously and has developed from a German conglomerate into an internationally active, privately owned power and gas company. This naturally also affects our employee structure: currently, we employ around 93,500 people of more than 80 nationalities in more than 30 countries around the world. In 2008 alone, our Group grew by around 5,700 employees.

Group Employees ¹	December 31		
	2008	2007	+/- %
Central Europe	44,142	44,051	0.2
Pan-European Gas	9,827	12,214	-19.5
U.K.	17,480	16,786	4.0
Nordic	5,826	5,804	0.4
U.S. Midwest	3,110	2,977	4.5
Energy Trading	885	-	-
New markets	9,214	5,424	69.9
Corporate Center ²	3,054	559	446.3
Total	93,538	87,815	6.5
Discontinued activities ³	474	474	-

¹Excluding Board Members / Managing Directors (330) and apprentices (2,705).
²2008 figures include E.ON I.S.
³Includes Western Kentucky Energy Corp.

Structural Changes through Acquisitions and new Focus Areas

Along with the regrouping of E.ON Energy Trading into its own market unit, we created four completely new market units in 2008: Climate & Renewables, Italy, Russia and Spain. These measures resulted in 13,000 employees joining our Group across Europe and us taking up new market positions or strengthening existing ones. In doing so we needed to integrate our extensive acquisitions into the Group. At the same time, we needed to create and position units groupwide capable of expanding our business activities in renewables, CO₂ and energy trading. These developments entailed several structural changes; moreover, further structural adjustments became necessary due to regional market developments. The reasons for these strategic adjustments vary: in Germany, the application of restrictive legal requirements regarding the ownership of power networks and generating capacity played an important role. Beyond that, we needed to pursue our strategy of concentrating on profitable business areas.

To meet all the challenges associated with these changes, we introduced our "Organizational Change" initiative as part of our "OneHR" people strategy in 2007. Its aim is to enable managers and employees to deal with changes in a proactive and positive way.

Protecting Employees' Interests

E.ON's success is mainly thanks to our motivated and talented employees! Not least for this reason we recognize our responsibility to take our employees' interests into account wherever structural changes are unavoidable. Our societal responsibility towards our employees is part of E.ON's business ethos, and we intend to live up to our

responsibilities in all upcoming decisions.

E.ON's strong employee orientation was recognized publicly in 2008: the Corporate Center, E.ON Energie and E.ON Ruhrgas came fourteenth in this year's competition "Best Workplaces in Europe". As part of the national competition "Best Workplaces in Germany", organized by the Great Place to Work® Institute Germany and Capital business magazine, E.ON also received a special prize in the "Health Promotion" category.

Investment Billions Create Stimulus for Jobs

In May 2007, E.ON agreed an investment program of EUR60 billion for the period 2007 to 2010. Germany's Bremen Energie Institut calculated that- on the basis of the framework economic conditions that existed in 2008- this would create around 15,000 new jobs in Germany over the next 35 years. What's more, within E.ON's European markets our planned construction activities and projects could even create around 30,000 additional jobs. Despite the present financial and economic crisis, current indicators show that by 2010 we will have invested the planned EUR60 billion we announced in 2007.

Global Financial and Economic Crisis forces E.ON to Adjust

The current global financial and economic crisis has also affected E.ON and its employees, independently of our planned investment program. By 2011, E.ON plans to introduce efficiency and productivity improvements as well as targeted cost reductions across all our value-adding processes and operative business areas worldwide, as announced in our "Perform to Win" program in September 2008. This package of measures targets cost savings of EUR1.5 billion and is aimed at allowing our company to continue with our planned innovations and positive development so far, despite the current financial and economic crisis. Some essential restructuring measures were already introduced in 2008. If we see that implementing the organizational changes planned under "Perform to Win" will further impact our employee structure, we will work closely with the respective employee representatives and act responsibly to find the best-possible solutions for all affected employees.

New regional Structure at E.ON Energie

The new regional structure is the result of Project "regi.on", which E.ON Energie and participating regional utilities in Germany successfully concluded in September 2008. The project's objective was to give our business an even stronger competitive orientation, through making our processes more efficient and through implementing legal requirements governing the unbundling of network and distribution structures. Our new regional structure will allow us to act more efficiently and more offensively on the market without losing sight of our close relationships with our customers and business partners.

Support during Re-Orientation

If employees' new job at E.ON is in another region, we offer them the support of our Relocation Service, amongst other measures, which helps with their move and settling into the new workplace. We also ensure that our colleagues are not materially worse off and do not have to suffer unacceptable burdens due to the move. Our employees stay in the company for 14 years on average and the groupwide employee fluctuation due to voluntary resignation was around five percent in 2008.

Average Length of Service				
In years	2008	+/- %	2007	2006
Central Europe	16.5	2.5	16.1	17.1
Pan-European Gas	13.8	-0.7	13.9	13.8
U.K.	8.0	0	8.0	8.1
Nordic	13.7	-4.6	14.4	13.8
U.S. Midwest	17.0	-1,7	17.3	17.2
Energy Trading	6.7	-	-	-
New markets	14.7	13.1	13.0	-
Corporate Center ¹	7.0	-23.1	9.1	-
E.ON Group	14.4	2.9	14.0	14.6

¹Average length of service at the Corporate Center has fallen due to new hires in 2008.
2008 figures include E.ON I.S.

Reviewed 2008 ✓

Information on this page has received a limited assurance engagement.

Different People - same Opportunities

E.ON does business worldwide and employs people from over 80 nations in more than 30 countries. People of different sexes and ages, different ethnic backgrounds, religions and ideologies- as well as people with and without disabilities- all do a great job for our company. We acknowledge and promote this diversity, and ensure equal opportunities for everyone.

Differences are Valuable

For E.ON, programs to promote diversity are more than just our duty as an employer: we see the diversity of our employees as a real opportunity. We aim to establish a culture at E.ON which doesn't just tolerate individual differences, but which actively promotes and treats them as being a positive competitive advantage. In our experience, mixed project teams show greater creativity and perform better.

Initiative for Diversity and Equal Opportunities

The more consciously and precisely we use and promote diversity in our Group, the better we can meet the many corporate requirements we face. That's why diversity is one of E.ON's 11 strategic fields of action within our groupwide people strategy "OneHR". The groupwide "Equal Opportunity and Diversity" framework approved by the E.ON Board of Management in 2006 forms the basis of this initiative's work. Its goals are clearly defined:

- The implementation of the standards laid down in the policy on equality and promoting diversity across the entire Group
- A zero-tolerance approach to discrimination, prejudice and harassment
- Active communication, explanation and training in valuing and promoting a diverse corporate culture
- Achieving and maintaining a fully inclusive work environment.

Our Commitment to Diversity

In June 2008 E.ON also signed the Diversity Charter ("Charta der Vielfalt"), a joint initiative between the German Federal Government and business. Under the terms of the Charter E.ON has a duty to recognize the diversity of society and to use its inherent potential. By the end of 2008, 500 German companies and public institutions had already committed to the principles of the Charter.

We Do not Tolerate any Discrimination in the Workplace

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

E.ON Empowers Women

In 2008, women made up around 27 percent of our entire workforce. Yet only around eleven percent of senior management positions are currently occupied by women- and only five percent of Top Executive positions. We want to change this and double the number of women in management positions. By 2010 we have also set ourselves the target of ensuring that 20 percent of all senior positions are filled by women.

Proportion of Women at E.ON Market Units¹			
in %	2008	2007	2006
Central Europe	24	24	25
Pan-European Gas	25	26	26
U.K.	34	37	38
Nordic	25	25	24
U.S. Midwest	26	26	25
Energy Trading	31	n/a	n/a
New markets ²	29	36	n/a
Corporate Center ³	31	47	49
E.ON Group	27	28	28

¹Incl. Board Members / Managing Directors and apprentices.
²The figure has declined because of newly integrated market units.
³The lower rate is attributable to restructuring measures. 2008 figures include E.ON I.S.

Number of Women among Employees, Senior Management and Top Executives by E.ON Market Units						
in %	Employees		Senior Management		Top Executives	
	2008	2007	2008	2007	2008	2007
Central Europe	24	24	9	8	2	2
Pan-European Gas	25	26	9	8	5	5
U.K.	34	37	14	13	13	8
Nordic	25	25	15	16	15	0
U.S. Midwest	26	26	25	23	17	17
Energy Trading	31	-	12	-	0	-
New markets ¹	29	36	-	n/a	0	n/a
Corporate Center ^{1, 2}	31	47	13	n/a	2	n/a
E.ON Group	27	28	11	10	5	4

¹Only aggregate data is available for 2007 for Senior Management and Top Executives. That year, 17 percent of senior management positions were held by women at the Corporate Center and in the new markets, with four percent occupying Top Executive positions.
²2008 figures include E.ON I.S.

Recognizing and Promoting Female Talent

We want to promote people with high development potential and bind them to us across the entire company and all levels of our hierarchy. That's the objective of our "Talent Management" initiative, one of the eleven strategic fields of action in our "OneHR" people strategy and the reason why E.ON introduced the "Women@Energy" project in 2007. Based on an opinion and ideas survey of senior managers, measures and instruments were defined which will help us improve the personnel development options for our female employees. In 2007 and 2008 the survey was carried out at our market units Central Europe, Pan-European Gas, Nordic and at our Corporate Center. In the next stage the U.K. market unit will also be included in this program in 2009.

To ensure that women have the opportunity for targeted professional development., E.ON has set up an additional mentoring program to enable experience sharing, skill building, personal development and advanced training. The mentees -women senior managers and senior manager potentials - choose a mentor from the Top Executive Group whom they can contact at any time. The mentor/mentee tandems are to meet regularly over a period of eighteen months to two years. The aim of the program is for the mentees to gain better insights into corporate structures, make contacts and develop their own

careers. Conversely, the mentors benefit from the relationship by receiving new ideas about current issues and also being able to reflect on their own work.

Networks for Women in Engineering

E.ON also uses networks to promote exchanges of views and knowledge so we can develop objectives and measures to improve the opportunities and prospects for women in engineering. Over 100 female employees have already become involved in our groupwide "IngE" network since its foundation in 2008.

As part of the "Female Network" program for women executives established in 2008 by E.ON Nordic, female participants receive focused advice and intensive training in leadership skills in the form of a six-stage seminar series carried out over a year. In this way, E.ON Nordic intends to ensure that every fourth management position among the top 100 is occupied by a woman by 2010.

Disability Need not be a Handicap

It is very important for E.ON to be seen as an attractive employer- for all employees. We make a special effort to give every single person a fair chance, and disability should be no limitation here. That is why we actively support the integration of disabled people wherever we can. At E.ON, the interests of disabled employees are represented in our Group companies by the Group's Representative Body for Disabled Persons. This body offers help and advice to our colleagues regarding the special challenges they face in their working lives at E.ON.

A Social Commitment to Integrate Disabled People in the Workplace

In the UK's annual "Changing Lives Awards", individuals with disabilities are honored who have overcome obstacles to employment, as well as employees who promote diversity and integration in the workplace. In 2008 these awards were given by E.ON UK as part of a group of employers. E.ON's "See the Ability Award" is a prize for individuals who have shown a special commitment to disabled people in the workplace. Last year the prize was awarded to the Director of Professional Development at a London legal practice that offers a program of annual grants to people with disabilities who want to begin a legal career. On top of that, the legal practice has made people in this profession better able to understand the issues of disability in the workplace through a series of meetings with their own and other legal practices.

An increasing Number of severely Disabled Employees

2008 more than 1,900 severely disabled people or people with similar limitations were employed in companies within our Group in Germany. The share of disabled employees as a proportion of our total employees in Germany was 5.4 percent. Compared with 2007 we have succeeded in raising this figure by 0.3 percent.

Number of Employees with a Severe Disability of Group Companies located in Germany (2008)						
	Central Europe	Pan-European Gas	Energy Trading	Corporate Center ¹	New markets ¹	E.ON Group
Number of employees with severe disabilities	1,737	98	3	66	1	1,905
Of which the number of apprentices with severe disabilities	45	1	0	4	0	50
Proportion of employees with severe disabilities	6.1	3.1	0.6	2.3	0.8	5.4
¹ Market unit Climate & Renewables.						

The training of severely disabled young people is particularly important to us. At our Corporate Center alone we were able to increase the number of workplaces under our Jobs without Barriers initiative from 42 in 2007 to 50 in 2008.

A Second Chance for Young People

Young people who leave school with low grades and do not manage to get an apprenticeship deserve a second chance. E.ON supports these young people in getting a new start in professional life through targeted training. Our "With Energy on Board" initiative currently gives over 550 young people at 29 locations across Germany another chance to enter the professional world. In the 2008/2009 project cycle, more than 80 percent of the participants were later able to secure a job or apprenticeship for themselves.

Reviewed 2008 ✓

Information on this page has received a limited assurance engagement.