



RWE COMPANIUS is an initiative
of the RWE Group.

RWE COMPANIUS PEOPLE MAKE IT POSSIBLE.

Your personal commitment counts – get involved!

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RWE
The energy to lead



Employees from RWE Supply & Trading in Germany and the UK helping out at the Vincenzheim in Dortmund.

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DEAR COLLEAGUES, DEAR VOLUNTEERS.

Many of you spend at least part of your free time doing voluntary work. This active involvement is important for you as individual citizens and for us as a corporate citizen, because you help where help is needed and so help shape the future of our society. You deserve recognition for this – including from us.

That is why we created RWE COMPANiUS, the umbrella organisation for all employees of the RWE Group engaged in voluntary work. Although we have been supporting individual RWE employees as well as various non-profit organisations and private initiatives for several years now, only in October 2008 did we bring all these activities together under one roof as RWE COMPANiUS.

So whether you do work for children and young people, for the elderly or for nature conservation and the environment, as someone who is helping to drive forward projects that promise a better future for us all, you can count on our financial support as well. So get involved and make the RWE COMPANiUS motto – People make it possible – a reality!

Here's wishing you every success,
Your

Alwin Fitting
Human Resources Director of RWE AG

WHAT IS RWE COMPANIUS?

RWE COMPANIUS supports and encourages community involvement on the part of RWE employees. Or to put it another way, if you spend at least part of your free time helping other people, then you will find RWE COMPANIUS, the umbrella organisation for all employees of the RWE Group engaged in voluntary work, to be a strong and supportive partner.

What does RWE COMPANIUS have to offer?

As long as you yourself are actively involved, then RWE COMPANIUS can provide funding for your project. It also provides a forum for volunteers to share their experiences and actively help each other with their projects.

Why RWE COMPANIUS?

The RWE Group takes its responsibilities as a leading energy supplier very seriously indeed. But it is our employees who make us a visible and active part of the communities and regions in which we operate. And because we can achieve so much more by working together, we want to encourage you to become involved in what has become a matter close to our hearts.



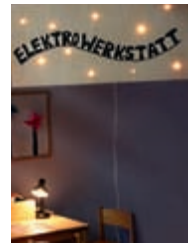
Learning about electricity can be lots of fun!

An idea makes waves

The idea for RWE COMPANIUS came from RWE employees themselves. Today, RWE COMPANIUS is the first port of call for anyone in the Group who is already doing voluntary work or is interested in getting involved.

Involvement with success

Since the RWE Energy Group first launched RWE COMPANIUS in September 2007, some 1,500 employees have signed up and filed applications for more than 1,700 projects. Seventy percent of these have already received funding and 60 percent have been seen through to completion. You can help add to that number!



Employees of RWE Energy organised a special project day at a day-care centre that specialises in science and technology.

WHO IS RWE COMPANIUS AIMED AT?

That's easy: RWE COMPANIUS is aimed at all employees of the RWE Group, which means at you personally and at all of your colleagues. While RWE COMPANIUS evolved out of the community of RWE employees, it has proved so successful that it is now open to non-profit organisations and private initiatives as well. It's actually very simple: If you yourself are actively doing voluntary work to help other people, you can request funding for your initiative.

Project supervisors

The project proposals we receive from outside the company all require a project supervisor. We then take it upon ourselves to find an employee within the RWE Group who is willing to support the project in the capacity of supervisor. What this means for you in practice is an opportunity to put your community involvement on a broader footing.



RWE Rhein-Ruhr installed two new see-saws and a small climbing frame at the St. Marien nursery school in Essen.



Employees of RWE Westfalen-Weser-Ems and RWE Rhein-Ruhr organised a boules tournament for children with and without disabilities.

What do you have to do?

The beauty of RWE COMPANIUS is that it is up to you to decide when, where and how much you want to get involved.

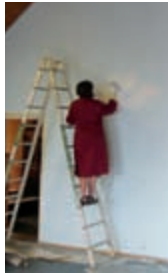
- > **Every helper helps:** No time to spare? Don't know which project you'd like to support, but still want to do at least something? Then you can offer your support as a helper and let us find a project in which your help is just what's needed.
- > **Helpers wanted:** So you're an old hand at voluntary work, but could do with some extra help? Then all you have to do is post a brief description of your project so that people who might be interested can sign up as helpers.
- > **Alone or in a team:** So you'd like to help, but would rather not do so alone? Then why not ask your colleagues to sign up with you? When whole departments do voluntary work through RWE COMPANIUS they generally find it to be a great opportunity for team-building. And it's fun, too, so there's no shortage of reasons for getting involved.

WHO AND WHAT IS ELIGIBLE FOR SUPPORT?

Whether it is an initiative, a club or society, or a social project, the most important prerequisite is your personal involvement. Funding is granted to activities in education, social areas, arts and culture, sport, energy, environmental protection and nature conservation.

If you would like funding for a project that matters to you, then you should be able to answer yes to all of the following questions:

- ✓ Is the funding required for voluntary work for a socially relevant cause?
- ✓ Are you yourself actively involved in this one-off project? Or are you personally committed to this cause on a long-term basis?
- ✓ Will this commitment be reflected in the outcome?
- ✓ Is your work lawful?



Employees of LEW helping out with the renovation of St. Paul's nursery school in Augsburg.



What sweet dreams the little ones will now have with all those fluffy clouds sailing across their walls!



Thanks to enviaM, the Montessori Children's House in Cottbus now has a water-and-sand play area in which children can experiment with natural materials.

What constitutes a project?

It is important to note that RWE COMPANIUS applies a very broad definition of the word "project". Basically, it is up to you whether you spend a day tidying up a communal park or gardens, undertake to coach a junior sports team, or help get a local community centre up and running. The possibilities are endless. What counts for the purposes of funding from RWE COMPANIUS are the four criteria explained on page 8.

How much funding is provided?

- > The funding granted will be between €500 and €2,000 per project as a rule.
- > RWE COMPANIUS also runs special funding programmes in which applicants can apply for up to €5,000 in support. For more on this, please refer to RWE COMPANIUS Web

For further information, please go to www.rwecompanius.com or to the RWE Intranet. You can also contact the RWE COMPANIUS team directly:
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RWE COMPANIUS WEB



RWE COMPANIUS Web is the organisation's communications platform and provides instant access to all the most important information about projects in progress...

- > from your desk, via the RWE Intranet, or
 - > from your home computer via the Internet.
- Simply go to www.rwecompanius.com and sign up!

As a forum for sharing experience, for helping you with the organisation of your project and for presenting projects to potential helpers, RWE COMPANIUS Web makes a community of all its individual members.



As a special treat for the junior team of the football club TV 1872 Saarlouis, VSE organised a day of professional coaching.

On RWE COMPANIUS Web you can...

- ... **find out all about RWE COMPANIUS.** Everything you have ever wanted to know about RWE COMPANIUS, its projects and campaigns and of course how to get involved is explained right here;
- ... **apply for funding for your project.** In the section called "Projects" you can download the project application form you need to apply for funding;
- ... **find helpers.** You can use the "Project Pool" to find project leaders, helpers or supervisors.
- ... **offer assistance.** If you would prefer not to lead your own project or do not know how and where to help, then have a look at the "Helpers Wanted" section. Here, you can sign up as a helper so that those who need you can find you.
- ... **find new recruits.** Do you think RWE COMPANIUS is a good thing that deserves more support? Then RWE COMPANIUS Web gives you a chance to spread the word and encourage others to get involved as well!

AN INFECTIOUS READINESS TO HELP

In addition to its regular work, RWE COMPANIUS also runs special programmes and campaigns for new and creative ideas that are especially worthy of support. Two such programmes are described below. So if you have an idea, please come and talk to us about it!

One warm meal a day

The children of today are the ones who will shape the future of tomorrow – as long as we get them off to a good start. This was the idea behind a Johanniter initiative which came to the attention of the RWE COMPANIUS team in early 2008.



Under the slogan “One warm meal a day”, all RWE employees were asked to make donations to provide warm lunches for children and young people from socially disadvantaged backgrounds. More than 400 people participated in this campaign, and the sum of money donated was matched by RWE COMPANIUS to bring the total to €54,000. This money will provide a year’s supply of warm lunches for young people attending 13 youth centres run by the Johanniter.



A day for StepOut

In October 2008, the Group Controlling Department of RWE AG decided to put one of its own ideas into practice. Knowing that the premises of StepOut, a support centre for children and young people with addiction problems in Essen, was in urgent need of a facelift, 14 employees from the department spent a day providing hands-on support. Besides giving the recreation room a fresh coat of paint, they also repaired various items of furniture.

The centre’s staff, carers and young people were delighted with the results. And for the employees of RWE, too, the day spent at StepOut was a positive team-building experience.



HOW TO GET INVOLVED

Now that you have read all about RWE COMPANIUS, you may be wondering how you can get involved. There are various options:

- > **Internet:** Simply go to www.rwecompanius.com and sign up right away – the registration process is very straightforward. We will then provide you with your own personal user data so that you can obtain information or submit a project of your own whenever and wherever you want – as long as you have Internet access.
- > **RWE COMPANIUS Web/Intranet:** If, as an RWE employee, you have access to the RWE Intranet, then you can find out about RWE COMPANIUS and even seek funding for your project without even leaving your desk!

It goes without saying that you can get involved by letter or by fax as well. Simply print out and return the application form available on the Internet or request a copy by calling the RWE COMPANIUS hotline.



The show called “Ice-Age Week” organised by RWE TSO Strom is now available to schools.



A formidable team – RWE Supply & Trading giving the outdoor play area of the Vincenzheim in Dortmund a facelift.

You can get help here

Do you have a question about your application? Are you still not sure whether, or even how to get involved? What exactly is a “project”? And what does it mean when such a “project” has to be “documented”? Why is documentation so important? The RWE COMPANIUS team would be happy to answer all these questions and countless others too. And by the way, we can help you not just with the organisation of your project, but with its implementation in practice as well. So don’t hesitate to contact us! We look forward to hearing from you!

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