

RWE COMPANIUS - PEOPLE MAKE IT POSSIBLE. FACTS & FIGURES

Corporate Volunteering in the RWE Group





The energy to lead

...sums up our approach to today's social, economic and environmental challenges.

Our goal is to provide a reliable, affordable and climate-friendly energy supply.

We want to act, not react.

To be part of the solution, not the problem.

Our Group strategy accords with our new self-perception:

- > We think ahead.
- > We are a pioneer.
- > We drive innovation.
- > We face challenges.
- > We take responsibility and are open to dialogue, especially on controversial issues.

To put it in a nutshell,

WE HAVE THE ENERGY TO LEAD!

MAKING GOOD THINGS HAPPEN AND SUPPORTING OUR EMPLOYEES

RWE has been sponsoring social projects at regional and local level for several years. RWE Companius became a Group-wide corporate volunteering organisation at the start of 2009 and has been supporting the community involvement of RWE employees ever since.

True to the motto “People make it possible,” numerous RWE employees commit at least some of their spare time to promoting the common good.

RWE Companius is special because it allows employees to define the nature and scope of their community involvement themselves.

Their activities range from DIY to tutoring, mentoring and managerial tasks. The project may be a one-off event or a long-term engagement lasting several months. And as long as at least one RWE employee is actively involved in the project, RWE Companius can provide funding, too.

RWE Companius is an integral part of the RWE Group’s staff development programme. Learning by doing voluntary work is now built into the Group’s training programmes for both junior managers and trainees. In addition, RWE Companius organises projects for individual development and team activities aimed at facilitating the acquisition of technical and social skills.



Two IT executives show their technical skill

COMPANIUS AT A GLANCE

Goal:	to support the voluntary work done by RWE employees in order to benefit society as a whole
Target groups:	RWE employees as well as external volunteers who can appoint an RWE employee as liaising supervisor
Established:	in 2007
Type of work supported:	projects ¹ of varying duration in education and child-rearing, social facility, environmental protection, energy, arts and culture, and sport
Funding per project:	€500 to €2,000*
Funding since 2007:	€6.34 million*
Projects submitted:	5,253*
Projects supported:	5,042*
Employee take-up:	9 percent (5,755 employees in absolute terms)*
Total helpers (RWE and non-RWE):	13,271*
Companius Community members:	5,457*
Hours invested:	48,548*

¹ A project can be a one-off event or a long-term engagement. What counts is the active involvement of an RWE employee. The funding criteria are explained in detail under the heading "Join in" on the Companius Web (www.rwecompanius.com).

* as at 31 July 2010

SMALL STEPS AND GIANT LEAPS

Since the start of 2009, volunteer helpers from throughout the RWE Group have supported thousands of projects ranging from the local to the international: They have helped victims of the Tsunami in Sri Lanka, have travelled to Africa to provide a primary school in Ghana with its own well and have driven truckloads of aid to Belarus.

Other members of RWE Companius do less spectacular, but no less valuable work in their own communities: They help children from different ethnic backgrounds to learn to read, offer crash courses in successful job application for school-leavers and place their legal or managerial expertise at the disposal of good causes.

RWE AG

- Amprion
- ThyssenGas
- RWE Consulting
- RWE IT
- RWE Service
- RWE Technology

Germany

- RWE Power
- RWE Vertrieb
- RWE Rheinland Westfalen Netz
- RWE Effizienz
- enviaM
- Kevag
- Lechwerke
- Süwag Energie
- VSE
- Eprimo
- RWW
- RWE DEA
- RWE Innogy
- RWE Supply & Trading

Foreign countries

- RWE npower
- VSE Slovakia
- RWE Polska
- RWE Transgas
- NET4GAS

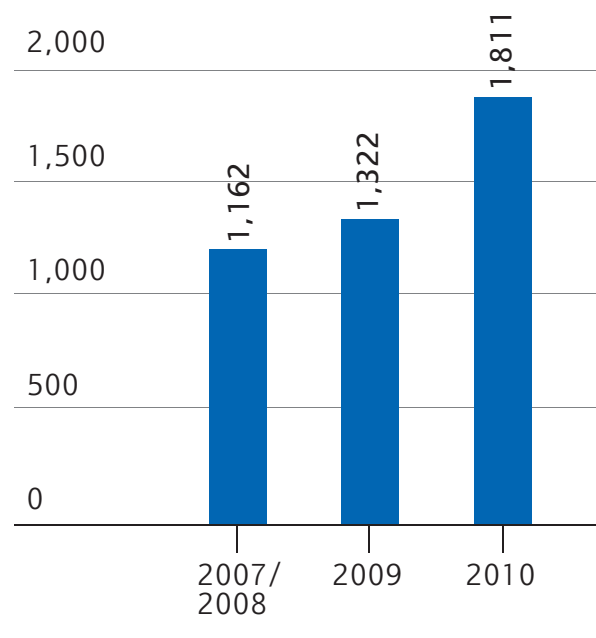
A STRONG NETWORK

At the heart of the RWE Companius initiative are several thousand deeply committed RWE employees and external volunteers. Their communication platform is the RWE Companius Community embedded in the Companius Web at www.rwecompanius.com. The Companius Community currently has 5,457 members.

The Companius Web publishes regular updates of news and information as well as an overview of projects past and present and some examples of model projects. Those interested in doing voluntary work will find plenty of useful tips as well as a checklist for project organisers, invitations to Companius campaigns and much more besides. Registered users, moreover, can use the platform to manage their projects, submit new projects online and search for extra helpers. The Companius Project Office takes care of everything else. The Companius Community is also an important resource for volunteers who are not on the RWE payroll; they can use it to suggest new projects and to find RWE employees willing to liaise as project supervisors.

Members of the Companius Community

Total members: 5,457



as at 31 July 2010

BECAUSE TOGETHER WE'RE STRONGER

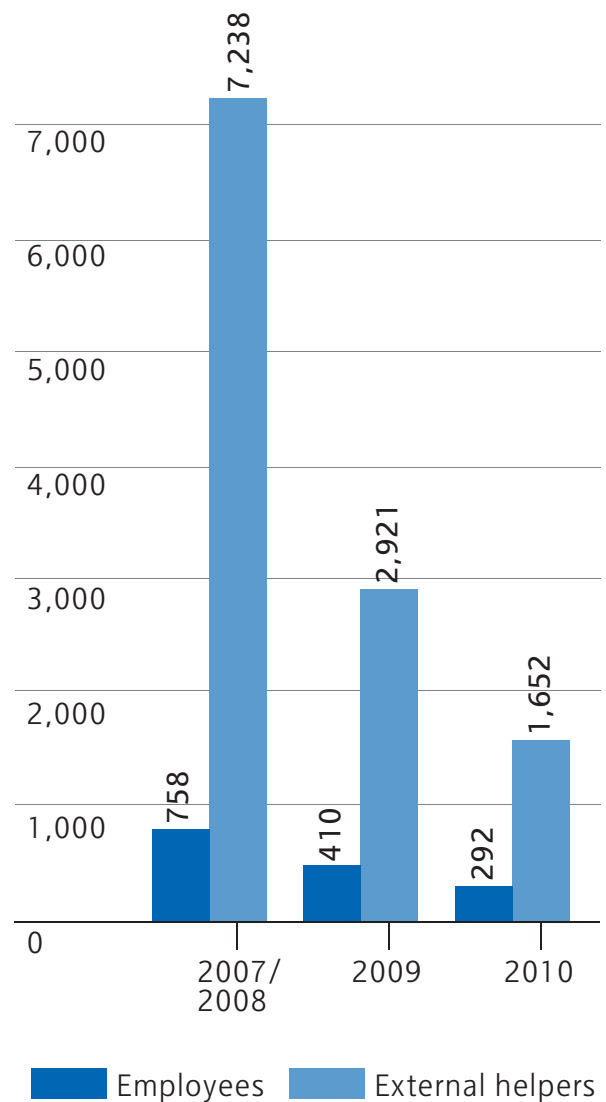
Whether they are RWE employees or external helpers, the volunteers who sign up to the projects all work just as hard and it is thanks to them that so much has been achieved. Project leaders already have hundreds of helpers they can mobilise for their projects, including family and friends and their colleagues at work.

Since RWE Companius was founded, it has been able to recruit 13,271 employees and external volunteers for a range of interesting and exciting projects, such as an educational workshop on the topic of mental illness for schools and the coaching of a football team for young people with physical disabilities.

Employees/External helpers in absolute figures

from 2007 to 07/2010

Total helpers: 13,271



as at 31 July 2010

BECAUSE HELPING IN A TEAM IS FUN

TeamACTIVE is a programme initiated by RWE Companius to support the community involvement of entire teams and departments. Since its inception, it has supported 80 such team efforts and the trend is definitely upwards.

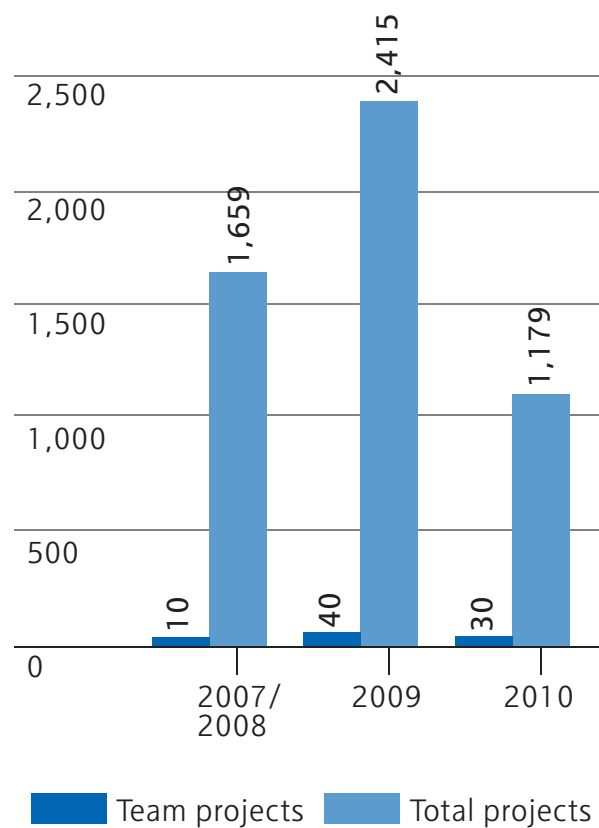
Here, too, the Companius Community embedded in the Companius Web is the nerve centre. There, departments can find out about projects that may be of interest to them or submit projects of their own. Numerous teams and units are already making use of this service.

One recent TeamACTIVE project raised awareness of the importance of using energy responsibly at a youth centre. Another project that entailed converting fallow land into pasture for Konik wild horses and Heck cattle was implemented in collaboration with the German nature conservation organisation NABU and aimed to promote a more sustainable approach to nature.

Team projects

from 2007 to 07/2010

Total projects: 5,253



as at 31 July 2010

INVESTING TIME IN THE COMMON GOOD

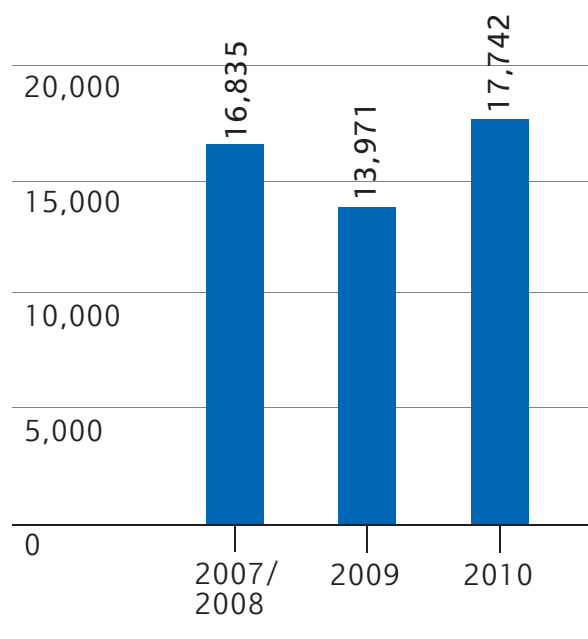
More than 23 million people in Germany devote at least some of their spare time to doing voluntary work, among them innumerable RWE employees. Yet RWE Companius was conceived not just for old hands, but for those who are new to community involvement as well. Employees who have not yet become involved can seek inspiration from their colleagues' projects and thanks to RWE Companius find project proposals that tie in with their own personal interests.

Between them, these experienced volunteers and the novices they have inspired have clocked up 48,548 hours of unpaid work for the common good.

RWE employees, moreover, can request up to three days' leave per year to enable them to work on a project that benefits society as a whole.

Hours invested in the common good
from 2007 to 07/2010

Total hours invested: 48,548



as at 31 July 2010

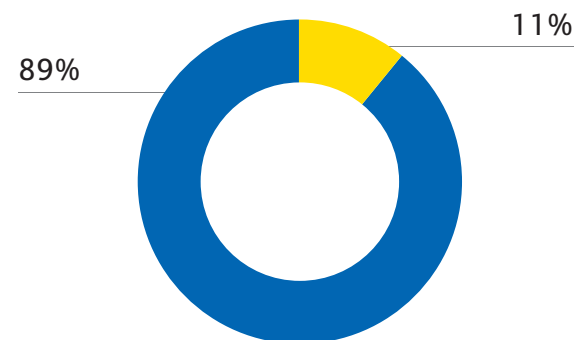
BECAUSE HELPING OTHERS IS REWARDING

RWE Companius promotes both one-off projects and long-term engagement. Thanks to the wide range of attractive projects and campaigns on offer, the number of long-term projects has risen significantly. Whereas in the early years of RWE Companius, only 11 percent of projects were conceived as a long-term engagement, this figure has since risen to nearly a fifth of the total.

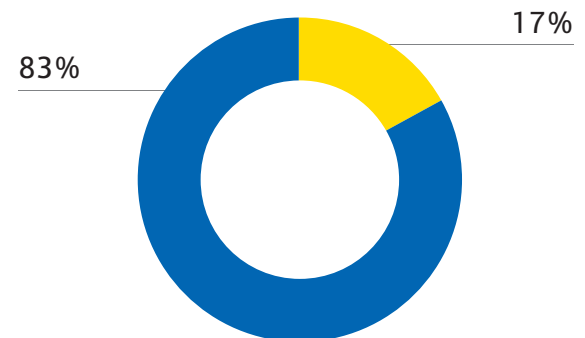
2009 saw the launch of the successful pilot project “Friends for Children” in which members of Companius agreed to become a friend and mentor to a needy child for a limited period. Many of those who took part decided to stay in touch with “their” child even after the official end of the project. The volunteers who accompany young people with Down’s syndrome to the disco are another good example of long-term engagement. Many Companius members also do voluntary work in prisons, where they take part in discussion groups for social rehabilitation.

One-off/Long-term engagement

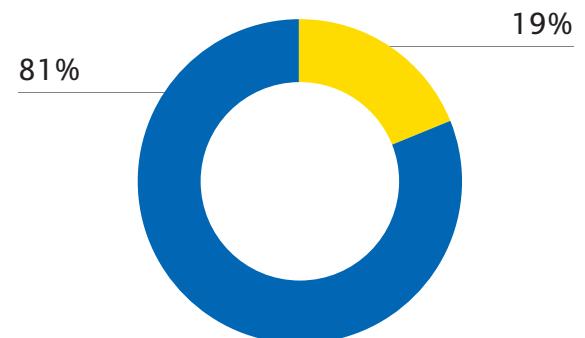
in 2007/2008



in 2009



in 2010



■ one-off ■ long-term

as at 31 July 2010

A MULTIPRONGED APPROACH

RWE Companius focuses its community involvement on the following areas:



Education and child-rearing



Social facility



Energy



Environmental protection



Arts and culture



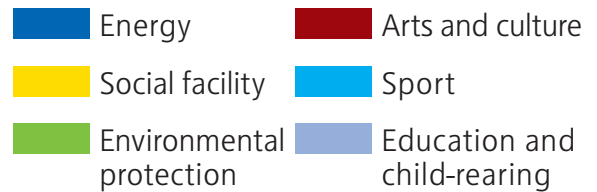
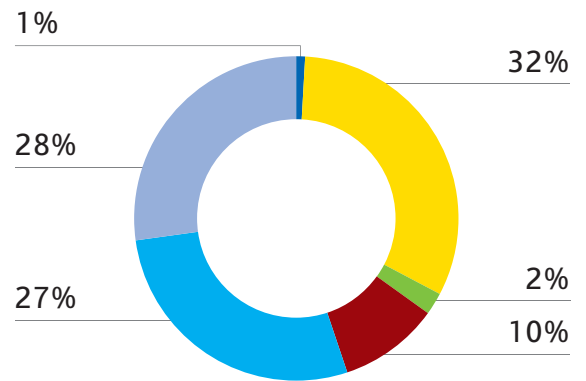
Sport

Most popular among volunteers are projects in social areas and in regional sports clubs, followed closely by voluntary work in schools and other educational facilities. A project for schools called “Spirit of Physics” unleashed lots of potential energy by giving groups of school children just one hour in which to get 200 ml of water as hot as possible. The groups presented their experiments to the Companius jury, which then selected the winning solution. The energy unleashed at Bethel Athletics is of a very different nature. Bethel is North Rhine-Westphalia’s largest sports festival for people with physical and

mental disabilities, one of whose organisers is a RWE employee.

Projects

by category in percent



as at 31 July 2010

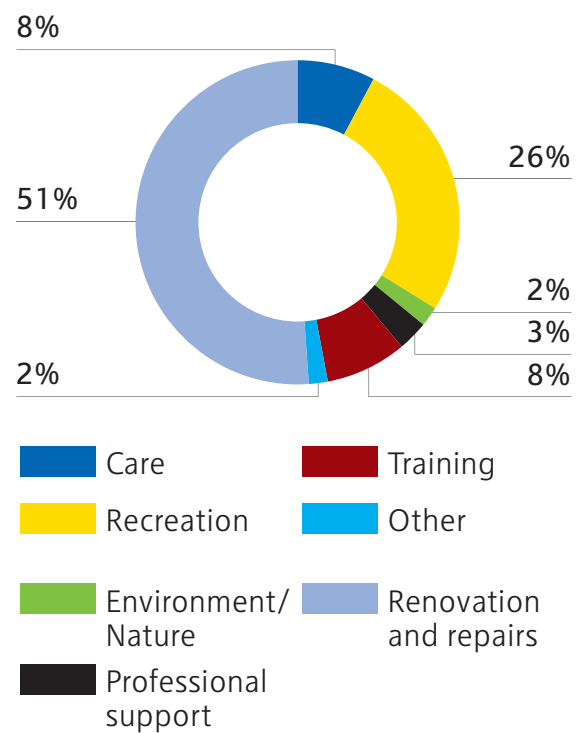
ACTIVELY INVOLVED

Thanks to RWE Companius, RWE employees can become actively involved in a wide range of activities. Dominant among these is the DIY work required to renovate and repair public facilities, nursery schools, day-care centres, sports clubs and schools. These activities account for 51 percent of all Companius projects, followed by recreational projects for children and young people, people with disabilities, seniors and other groups, which make up a further 26 percent.

RWE Companius provided a lift that made it possible for people in wheelchairs to be safely mounted on the back of a horse for therapeutic riding, for example. Another RWE Companius volunteer gave pre-schoolers an exciting hands-on demonstration of what energy is all about. By helping them to build a mini-hydroelectric power plant with waterwheel and screw conveyor, he showed them how water can be converted into power.

Type of activity

per category in percent



as at 31 July 2010

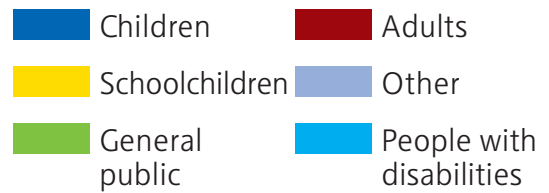
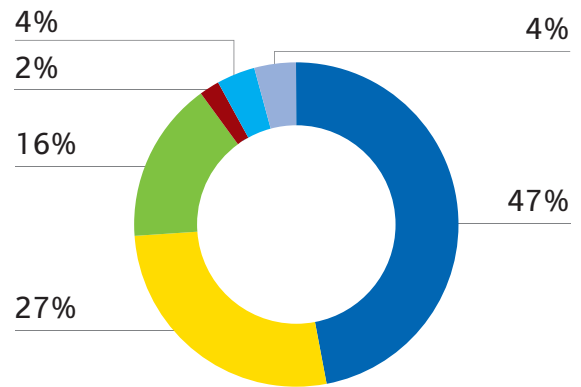
A MIRROR OF SOCIETY

RWE Companius would like to do something of lasting benefit to society as a whole. It therefore supports a wide range of target groups. The largest groups of beneficiaries have so far been children, accounting for 47 percent of the total, followed by school children at 27 percent.

Most projects are for non-profit organisations such as educational facilities and the organisations that run them, welfare organisations and charitable institutions.

Target groups

per category in percent



as at 31 July 2010

MARKETPLACE

Together with the Bertelsmann Foundation, RWE Compañius supports the marketplace method, in which the emphasis is on communication and exchange, just as it is in a real marketplace. At two-hour-long marketplace events, non-profit organisations have a chance to meet representatives of private enterprise and win their support for interesting cooperative ventures. The informal atmosphere prevailing at these marketplaces helps break down barriers on both sides and encourages all those present to work together in support of the common good.

| Bertelsmann Stiftung



STRONG PARTNERSHIPS

Knowing how much more can be achieved by working together with others, RWE Compañius has entered into long-term partnerships with various partners and together with them has developed some interesting one-off and long-term projects intended

to encourage more and more people to do voluntary work. This has the added advantage of bringing RWE employees into contact with external volunteers, with whom they can team up for the benefit of society as a whole.

Partners of RWE Compañius (selection):

Bertelsmann Foundation



Federal Children's Hospice Foundation



Big Brothers Big Sisters



Caritas



Federal Working Group of Volunteer Agencies (bagfa)



Centre for Corporate Citizenship Germany



National Network for Civil Society



Centrum Wolontariatu - The Voluntary Centre



Community Service Volunteers



Macmillan Cancer Support



Volunteering in Germany

engagiert in deutschland.de



Nature and Biodiversity Conservation Union (NABU)



St. John Accident Assistance



Red Cross - Germany, Poland



Association for the support of people with physical and intellectual disabilities



Duisburg Essen University, Laboratory for organisational Development



PROJECT IMPRESSIONS



Erecting a climbing frame for a remedial school as part of a TeamACTIVE project



A Companius mentor reading two little girls a story



A member of Companius at the information event "Meet the Volunteers"



Trainees from the International Graduate Programme building a greenhouse for a school



Companius volunteers do all sorts of different things



Companius volunteers helping out at the "Still-Life" event on the A40 motorway which was part of the RUHR.2010 European Capital of Culture programme



RWE employees giving the grounds of a day-care centre a makeover



A courageous colour scheme and a volunteer who clearly has a sure touch



A hands-on demonstration of what energy is, provided courtesy of RWE trainees at the EnerKITag



The "Friends for Children" mentoring project was the beginning of many beautiful friendships



Siblings of hospice patients getting their first taste of the lime-light...



...and a chance to explore behind the scenes – in the costume shop, for example

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