

E.ON Sustainability 2015

Fact Sheet



Highs and lows

- + Amrumbank West and Humber Gateway offshore wind farms entered service, making us Europe's second-largest offshore wind company.
- + The Carbon Disclosure Project named E.ON's climate reporting as the best in Germany, Austria, and Switzerland and included E.ON in its Leadership Group.
- + The HSE Management Systems of 16 companies of E.ON Deutschland were certified to comply with OHSAS 18001 and ISO 14001, international standards and health and safety and for environmental protection.
- + E.ON became a member of the UN CEO Water Mandate in December 2015, joining the small number of companies the mandate's standards for water management.
- + uSwitch, a comparison portal, named E.ON UK Britain's most popular large energy supplier for the second year in a row.
- + Of the 441 apprentices who completed their training at our companies in Germany, we hired 385 as full-time employees.
- Despite our stringent safety standards, two people died while working for us: an employee of a contractor in the Czech Republic and an employee of a subcontractor in the United Kingdom.
- E.ON again had to pay fines in the United Kingdom because it did not properly implement price increases and because some customers' final annual bill had errors. E.ON UK made payments to a U.K. citizen advisory service and compensated those customers affected by the errors.
- We again missed rejoining the Dow Jones Sustainability Indices by a narrow margin.

Enter this QR code into your smart phone or tablet to download our entire 2015 Sustainability Report:

[→ www.eon.com/en/sustainability/sustainability-report.html]





Johannes Teysen

The Chairman of the E.ON SE Management Board and Chief Sustainability Officer, about the role sustainability plays at the new E.ON and Uniper.

“A sharper focus makes it easier to set clear targets”

Why did you decide at the end of 2014 to divide the E.ON Group’s businesses into two separate companies?

The separation of our businesses is part of our new strategy. It will enable us to meet the challenges of the new and conventional energy worlds, which are very different. Each company will focus on one of these two energy worlds: E.ON on the new world of renewables, energy networks, and innovative customer solutions, Uniper on the conventional world of conventional power generation and global energy trading. This will make both companies more agile and give them the best prospects for becoming leading companies in their respective energy worlds. And it will have advantages for all of our stake-

holders: customers, employees, shareholders, business parties, and society at large.

What does the spinoff mean from a sustainability perspective?

It will sharpen our profile, including from a sustainability perspective. E.ON and Uniper will focus on different businesses. This will enable them to set clear sustainability targets and to work toward them systematically. In addition, we’re using the transformation as an opportunity to do an even better job of integrating sustainability into our business processes.

What will happen to your old sustainability strategy and your commitment to being a responsible company?

It goes without saying that both E.ON and Uniper will remain committed to a vision of sustainability that goes beyond merely complying with laws and regulations. We'll continue to live up to the sustainability principles, norms, and standards that have long guided our environmental, social, and governance performance. For example, E.ON remains committed to the principles of the UN Global Compact and the World Business Council for Sustainable Development. We'll also continue our annual sustainability reporting. But E.ON and Uniper will define their own strategic priorities and set their own targets. We'll provide more details about this later in the year.



Raising a hand for safety



Despite our stringent safety standards, accidents still happen. A second or two often determines whether a work procedure is safe or risky. Our responsibility is to sensitize our employees to potential sources of danger. That's why we launched SafetyCHECK in 2015. Because all employees have a simple tool with which to perform a safety check: their hand.

[→ SafetyCHECK]



**E.ON Compliance Programme
Refresher - Code of Conduct**

Online ethics refresher course



Our new and innovative e-learning program provides employees with a compact, intensive review of compliance issues. It refreshes their knowledge of the E.ON Code of Conduct, which lays down clear principles and strict rules for complying with laws and our own corporate values.

[→ E-learning program for Code of Conduct]

Do you already have an idea of which sustainability issues will have the highest priority at the new E.ON?

Our top priorities—customer orientation, energy efficiency, and access to renewables—are closely aligned with our three core businesses. But we also intend to place a greater emphasis on other issues, such as becoming an even more attractive employer. Since the start of the year we once again have an independent sustainability department. Our sustainability team is currently working in close consultation with our newly constituted Sustainability Council to design our new sustainability strategy and sustainability work program. I'll be able to say more about this in the months ahead. But we're already certain that we want our approach to be ambitious. For example, we intend to get our employees more involved and do more to put sustainability into action at our company.



Climate-friendly power from the North Sea 

Every energy source has its time. And the time to significantly expand offshore wind power is here. Amrumbank West offshore wind farm has been producing climate-friendly power since October 2015. This ambitious and expensive project was a great learning opportunity. It reminded us that it's essential to address environmental issues thoroughly.

[→ [Deep-water wind farm](#)]

Which company will manage your nuclear energy business in Germany?

This business, which is no longer a strategic asset, will remain at the new E.ON. A separate operating unit called PreussenElektra will operate our remaining nuclear power stations in Germany safely and responsibly and meet all our dismantling and waste-disposal obligations.

How will you keep your stakeholders up to date about sustainability activities after the spinoff?

We've long provided our stakeholders with comprehensive information about our sustainability activities and the progress we made toward our sustainability targets. We do this by means of our annual Sustainability Report. The report for 2015, which we'll issue in May 2016, encompasses all our businesses, including those that have been part of Uniper since the start of 2016. The report's key figures provide readers with a clear and comprehensible picture of our sustainability performance. In 2015 we successfully completed our most recent sustainability work program, which had a duration of four years. This program will serve as the starting point for the sustainability work programs that E.ON and Uniper will design independently of one another and announce later this year on their respective websites.



Testing tomorrow's electricity grid 

The transition to a low-carbon future is accompanied by the continued growth of renewable. This is creating new challenges for the reliability of the power system. Through the e-Home Energy Project 2020, E.ON subsidiary Avacon is developing promising solutions for a seamless energy supply. The households participating in the project are already demonstrating how well tomorrow's homes can function.

[→ [Smartening up homes and grids](#)]

Enter this QR code into your smart phone or tablet to access the Sustainability channel at eon.com.



[→ www.eon.com/en/sustainability.html]

Want to know more?

The more than 200 pages of our 2015 Sustainability Report provide comprehensive information about the sustainability activities we conducted and the progress we made toward of sustainability targets last year. It encompasses all of our businesses, including those that have been part of Uniper since the start of 2016.

The **Sustainability Channel** at eon.com features lively stories about a wide range of sustainability activities across our company. Later in 2016 it will present additional information about these activities as well as the targets of our new sustainability work program.

Sustainability Report 2015




GRI aspects in the action area

- Emissions
- Biodiversity
- Effluents and waste
- Plant Decommissioning
- Water

→ [Materiality process](#)

Environmental management

Our business poses considerable environmental risks, primarily through our power plants. With the combustion of coal and gas, harmful pollutants are released into the air. Waste products from conventional production processes do not dispose of them properly. Especially radioactive waste and the dismantling of facilities particularly provides us with

Environmental protection processes are not available in unlimited quantities. We can only manage them in the future if we handle these resources carefully and efficiently. We take the environment in mind with the expansion of renewable energy. Fish species at risk.

We have analysed the expectations of our key stakeholders. In this regard, we focus on the topics in the field of 'environmental protection':

Power plants on the environment and biodiversity
Our power plants contribute to security of supply by switching to low CO₂ energy production. A major risk that emerges from the use of coal, oil and natural gas towards the environment is a central concern for us. Government and society set high requirements for us to secure our business activity as well. If we are successful in reducing emissions from our power plants to the required level, we can meet stiffer environmental regulations in advance and proactively counteract stricter requirements. A positive effect on the length and cost of approval procedures is not a negligible concern either. If we do not observe environmental regulations, it may result in fines and withdrawal of our approval.

E.ON Sustainability Report 2015

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E.ON in numbers

	2015	2014	2013
Environment			
Carbon emissions from power and heat generation (metric tons in millions)	76.8	95.7	114.3
E.ON Group carbon intensity (metric tons of CO ₂ per MWh)	0.40	0.43	0.45
E.ON Group carbon footprint (metric tons in millions)			
<i>Scope 1 emissions (all direct emissions from our own facilities and plants)</i>	80.1	97.9	117.2
<i>Scope 2 emissions (indirect emissions from the generation of heat and steam or from losses in the transportation of natural gas)</i>	3.6	3.9	3.5
<i>Scope 3 emissions (other indirect emissions from our business activities, such as business travel)</i>	119.6	123.6 ^{1,9}	148.6 ^{2,9}
Renewables generation (TWh)	26.1	29.3	30.8
Renewables generating capacity (including large-scale hydro) (GW)	7.6	9.8	10.4
Number of environment-related incidents (subject to mandatory reporting within 24 hours)			
<i>Severe</i>	0	0	1
<i>Medium</i>	29	16	32
Number of incidents as measured on the seven-step International Nuclear Event Scale (INES)	0	0	0
SO ₂ emissions (kilotons)	27.9	41.5	57.6
SO ₂ intensity (kilograms per MWh)	0.15	0.19	0.23
NO _x emissions (kilotons)	74.3	94.1	116.3
NO _x intensity (kilograms per MWh)	0.39	0.44	0.47
Particulate emissions (kilotons)	2.5	3.2	4.0
Mercury emissions (kilograms)	485.4	711.8	894.2
Non-hazardous waste (kilotons)			
<i>Recycled</i>	221	141	157
<i>Disposed</i>	308	32	49
Hazardous waste (kilotons)			
<i>Recycled</i>	40	21	21
<i>Disposed</i>	23	11	55
Nuclear waste (metric tons)			
<i>Low- and intermediate-level waste</i>	1,111.5	3,298.7	2,306.1
<i>High-level waste</i>	264.2	157.8	225.2
Total water withdrawal (million cubic meters)	9,387	10,496	11,672
Fresh water consumption (million cubic meters)	206	282	286
Inflow of fresh and salt water (million cubic meters)	9,178	10,211	11,371
Social			
Group employees (at year-end) ⁴	56,490 ¹	58,503 ²	61,327 ²
Average length of service (years)	14.0 ¹	14.3 ²	14.2 ²
Turnover rate (percentage)	3.7 ¹	3.3 ²	3.5 ²
Average employee age (years)	42	43	43
Apprentices in Germany (percentage of total workforce) ⁵	5.5	5.9	6.1
Training spend per employee (€)	1,052	1,044	1,047
Percentage of female employees	29.9 ¹	28.8 ²	28.6 ²
Percentage of female managers	16.7 ¹	15.8 ²	13.9 ²
Percentage of employees in Germany with a severe disability ⁶	5.8	6.2	6.4
TRIF of E.ON and contractor employees (injuries per million hours of work) ⁷	2.1	2.3	2.8
E.ON employees' LTIF (lost-time injuries per million hours of work) ⁷	1.6	1.7	2.0
Contractor employees' LTIF (lost-time injuries per million hours of work) ⁷	1.7	1.9	2.0
Fatal accidents involving E.ON and contractor employees	2	1	4
Total community-involvement investments (€ in millions)	14.7	23.0 ³	28.1
Involvement of E.ON employees (number of volunteer hours)	12,747 ¹	11,301 ²	14,664 ²
Governance and integrity			
Number of countries in which customer satisfaction was surveyed using net promoter score (NPS)	9	9	9
Research and development expenditures (€ in millions)	106	99	119
Hard coal procured for E.ON power stations (kilotons)	15,541	18,665	23,982
Natural uranium needed for E.ON power stations (annual average in metric tons)	890	1,000	930
Sales generated in countries with corruption risks (percentage) ⁸	3.4	5.3	8.1
Number of reported compliance violations	75	92	99

¹Figures include operations in Italy. ²Pursuant to IFRS, excludes discontinued operations (Spain and Italy regional units). ³Figures not including discontinued operations in Spain.

⁴Pursuant to IFRS, excludes board members/managing directors (2015: 173) and apprentices (2015: 1,254). ⁵This ratio represents the number of apprentices in Germany relative to our total workforce (including apprentices but excluding board members/managing directors) in Germany. ⁶Excludes board members/managing directors, includes apprentices.

⁷Unlike our other sustainability reporting, our safety reporting includes companies in which E.ON holds less than a 50-percent stake but over which E.ON has operational control.

⁸Pursuant to Transparency International's International Corruption Index. ⁹Prior-year figures have been adjusted.



Contact

For further information feel free to contact our sustainability team at E.ON SE.

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