

Our Responsibility in Figures

2007 Booklet on the
2005|2006
Sustainability Report

EnBW Energie
Baden-Württemberg AG

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Energie
braucht Impulse

Our Responsibility in Figures

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Sustainability Report



The production of this report inevitably resulted in greenhouse gas emissions. EnBW Energie Baden-Württemberg AG commissioned the "my climate" company to ensure that the production of the report was climate-neutral. This means that the emissions are offset by climate protection projects in other locations – in this case, by EnBW funding for a TÜV-certified biomass project in India that meets the "Gold-Standard" criteria. The project makes a provable positive contribution to sustainable development; it is not only socially and ecologically meaningful but also creates new jobs and helps to improve the quality of air in the region.



The paper on which this report is printed is PEFC certified. This certification supports the chain of custody of sustainably grown forest-based products.

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Foreword



Hans-Peter Villis

Dear Reader,

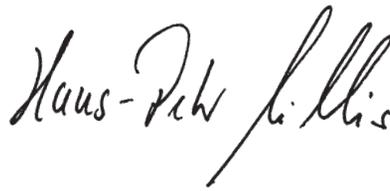
This 2007 booklet is designed to supplement the Sustainability Report and provides an updated description of EnBW's commitment to the ongoing integration of the concept of sustainability in all our business processes. Sustainable and responsible action for the good of the company and for the good of society as a whole is an integral part of our corporate strategy.

From the point of view of an energy supplier, responsible action in this area primarily means the sparing use of resources and sensitive interaction with our environment and our climate. Renewable forms of energy play a central role in this endeavour. That is why we have also made the goal of the German government to increase the share of renewables to 20% by 2020 our own target. Our strategy is designed to boost the share of renewables in overall power generation at EnBW from the current figure of 11.4% to around 20% by the year 2020. In order to achieve this goal, we have earmarked investment of more than 3 billion euros in renewable forms of energy. The first – promising – investments have already been made: the acquisition of four offshore windparks will enable us to develop around 1,200 megawatts of installed wind power capacity in the medium term.

The efficient use of energy is another core focus of our activities. This includes not only efficiency improvements in our own generating plants but also the efficient use of energy by our customers. Through our sales companies, we are active across a broad front to promote the efficient use of the energy we produce.

The importance we at EnBW attach to environmental protection is underlined by our pioneering role in the segment of energy suppliers when it comes to obtaining certification for our environmental management system in line with ISO 14001: EnBW is the first energy company in Germany to introduce an environmental management system based on this globally valid standard. By the end of 2007, over 70% of our employees were already working in companies with certified environmental management systems. Our efforts to date have been focused on the Group-wide introduction and implementation of the environmental management system. As we will have achieved this goal by the beginning of 2009, we intend to direct our future efforts towards further improving our environmental performance. To this end, the EnBW Management Board has adopted environmental targets backed up by key performance indicators for the entire Group.

Transparency is an important factor behind our success. This is why our reporting processes are based on the globally valid criteria of the Global Reporting Initiative (GRI). The report and the booklet were compiled in compliance with the 2006 GRI guidelines. This means they provide a balanced and appropriate picture of the economic, ecological and social/societal performance of our organisation. The Global Reporting Initiative has confirmed that we report in compliance with these guidelines and has therefore awarded us the certificate "in accordance with".

A handwritten signature in black ink, reading "Hans-Peter Villis". The signature is written in a cursive, flowing style with a long, sweeping tail on the final letter.

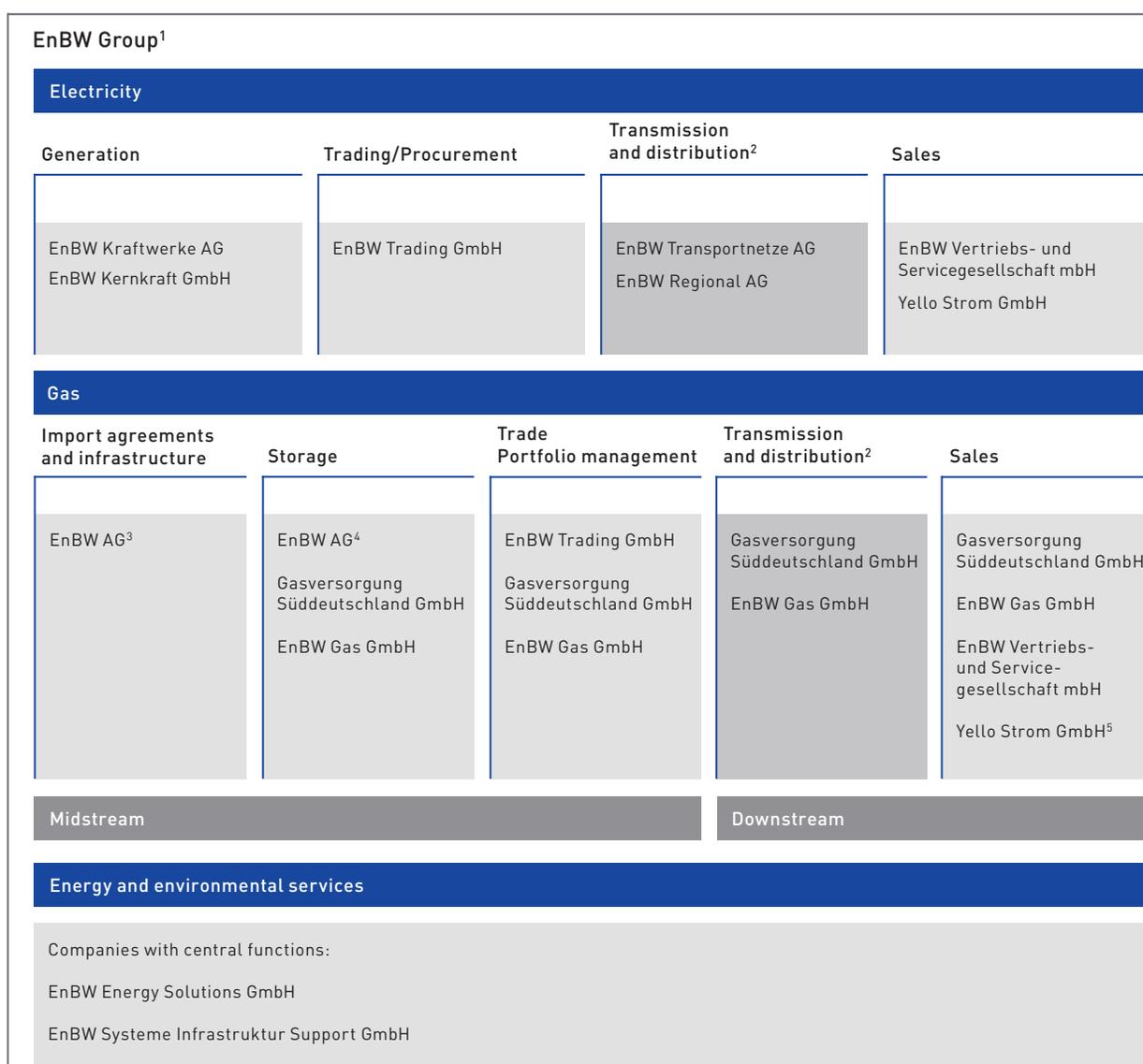
Hans-Peter Villis
CEO of EnBW
Energie Baden-Württemberg AG

Our Responsibility – Corporate Structure and Business Activities

The EnBW Group

The operational business of the Group is managed by EnBW AG with headquarters in Karlsruhe. The core activities of EnBW are focused in the business areas of electricity and gas as well as energy-related and environmental services. Our electricity operations cover all stages of the value added chain, from generation, trading and transport to distribution and sales.

The gas business area comprises the midstream stage with import agreements and infrastructure, storage, trading/portfolio management and the distribution stage (downstream) with transport/distribution and sales. The energy-related and environmental services business area covers disposal and water as well as near-energy and other services.



¹ The diagram shows EnBW's core companies. For detailed information about our main shareholdings we refer you to page 8.

² The companies operating the grids are independent network operators in accordance with the unbundling provisions of the German Energy Industry Act.

Projects:

³ LNG and pipeline projects

⁴ Gas storage projects

⁵ Gas sales to households

At a Glance – Group Figures

EnBW Group ¹		2007	2006	Variance %
Revenue				
Electricity	€ millions	11,539.7	9,509.0	+21.4
Gas	€ millions	2,479.3	2,757.9	-10.1
Energy and environmental services	€ millions	693.2	592.6	+17.0
External revenue, total	€ millions	14,712.2	12,859.5	+14.4
EBITDA	€ millions	2,336.4	2,273.8	+2.8
EBIT	€ millions	1,559.2	1,451.2	+7.4
Result of continuing operations	€ millions	1,416.1	1,114.7	+27.0
Group net profit ²	€ millions	1,364.1	1,001.8	+36.2
Adjusted group net profit ²	€ millions	821.0	739.6	+11.0
Earnings per share from group net profit ²	€	5.58	4.10	+36.1
Cash flow from operating activities	€ millions	1,558.7	1,466.6	+6.3
Free cash flow	€ millions	853.2	1,027.1	-16.9
Net financial debt	€ millions	2,972.3	3,592.8	-17.3
Capital expenditures on intangible assets and property, plant and equipment ³	€ millions	816.1	630.1	+29.5
Return on capital employed (ROCE)	%	16.4	16.9	-3.0
Weighted average cost of capital (WACC) before tax	%	9.0	9.0	-
Average capital employed	€ millions	11,391.7	10,325.0	+10.3
Value added	€ millions	839.1	814.6	+3.0

Energy sales of the EnBW group		2007	2006	Variance %
Electricity	billions of kWh	139.5	119.4	+16.8
Gas	billions of kWh	75.2	83.5	-9.9

Employees of the EnBW group ⁴		2007	2006	Variance %
Employees (annual average)	Number	20,499	20,259	+1.2

¹ Adjusted prior-year figures.

² In relation to the profit shares attributable to the equity holders of EnBW AG.

³ From continuing operations.

⁴ Number of employees without apprentices/trainees and without inactive employees.

Major Holdings of EnBW

Energie Baden-Württemberg AG

Footnote	Registered office	Capital share ¹ (in %)	Equity ² (€ thousands)	Earnings ² (€ thousands)	Revenue ² (€ thousands)	
Holding						
	Karlsruhe		1,826,345	605,515	0	
	Stuttgart	100.00	872,304	69,270	0	
Electricity segment						
Fully consolidated companies						
1	EnAlpin AG	Visp/Switzerland	100.00	117,253	11,222	68,019
2	EnBW Kraftwerk Lippendorf Beteiligungsgesellschaft mbH	Stuttgart	100.00	297,640	- ⁴	79,521
3	EnBW Kraftwerke AG	Stuttgart	100.00	1,063,141	- ⁴	2,112,105
4	EnBW Regional AG	Stuttgart	100.00	413,925	- ⁴	2,096,731
5	EnBW Trading GmbH	Karlsruhe	100.00	2,560	- ⁴	8,275,556
6	EnBW Transportnetze AG	Stuttgart	100.00	177,791	- ⁴	1,964,550
7	EnBW Vertriebs- und Servicegesellschaft mbH	Stuttgart	100.00	15,164	- ⁴	4,949,874
8	ENSO Strom Netz GmbH	Dresden	100.00	49	- ⁴	313,214
9	EVGA Grundstücks- und Gebäudemanagement GmbH & Co. KG	Stuttgart	100.00	86,335	4,642	34,312
10	Facilma Grundbesitzmanagement und -service GmbH & Co. Besitz KG	Karlsruhe	100.00	123,977	5,005	15,789
11	GESO Beteiligungs- und Beratungs-AG	Dresden	100.00	112,484	- ⁴	1,223
12	Kernkraftwerk Obrigheim GmbH	Obrigheim	100.00	146,590	95,460	0
13	KMS Kraftwerke Grundbesitzmanagement und -service GmbH & Co. Besitz KG	Karlsruhe	100.00	236,884	4,354	9,724
14	Netzgesellschaft Ostwürttemberg GmbH	Ellwangen	100.00	100	- ⁴	193,491
15	NWS Grundstücksmanagement GmbH & Co. KG	Stuttgart	100.00	310,998	32,520	52,105
16	TWS Kernkraft GmbH	Gemrigheim	100.00	149,297	- ⁴	148,393
17	Watt Deutschland GmbH	Frankfurt am Main	100.00	4,375	569	222,980
18	Yello Strom GmbH	Cologne	100.00	500	- ⁴	794,896
19	EnBW Kernkraft GmbH	Obrigheim	99.80	10,000	- ⁴	700,985
20	EnBW Ostwürttemberg DonauRies AG	Ellwangen	99.72	105,442	- ⁴	418,066
21	ZEAG Energie AG	Heilbronn	98.26	113,461	16,190	102,141
22	Energiedienst Holding AG	³ Laufenburg/Switzerland	75.97 ⁸	591,098	71,763	571,469
23	ENSO Strom AG	Dresden	68.91	278,668	49,211	927,275
24	Kraftwerk Bexbach Verwaltungsgesellschaft mbH	Bexbach an der Saar	66.66	23,010	1,150	2,622
25	Stadtwerke Düsseldorf AG	⁶ Düsseldorf	54.95	348,244	39,072	1,333,348

	Footnote	Registered office	Capital share ¹ (in %)	Equity ² (€ thousands)	Earnings ² (€ thousands)	Revenue ² (€ thousands)
Electricity segment						
Proportionately consolidated companies						
26	6	Prague/Czech Republic	100.00	153,831	35,557	106,325
27	6	Prague/Czech Republic	50.93	386,188	60,822	492,179
28	5	Ulm	50.00	20,942	-242	44,462
29	6	Prague/Czech Republic	48.45	295,885	46,938	184,690
Companies accounted for using the equity method						
30	3,5	Maria Enzersdorf/ Austria	35.72	3,014,733	258,978	2,233,124
31	6	Dresden	35.00	301,902	- ⁹	711,498
32	6	Mannheim	32.00	114,142	6,647	399,454
33	6	Budapest/Hungary	27.25	283,759	58,584	834,594
34	6	Miskolc/Hungary	26.83	140,188	16,857	360,991
35	6	Rybnik/Poland	26.31	175,263	12,930	310,820
36	6	Reutlingen	24.90	90,766	- ⁹	274,682
37	6	Visonta/Hungary	21.71	184,706	36,225	226,833
38	6	Karlsruhe	20.00	165,710	- ⁹	479,292
Equity investments						
39	6	Biberach	50.00	12,110	5,347	48,862
40	6	Laufenburg/Baden	50.00	59,339	2,809	76,159
41	6	Bautzen	49.00	16,630	- ⁹	41,737
42	6	Weinheim	39.32	26,296	3,281	52,012
43	5,6	Rheinfelden/Switzerland	38.00	24,046	1,163	9,217
44	6	Lahr	34.74	42,347	14,552	181,682
45	6	Coswig	30.00	7,417	- ⁹	52,818
46	6	Geislingen an der Steige	25.10	14,179	6,942	62,146
47	6	Bruchsal	25.10	21,993	- ⁹	45,647
48	6	Rottweil	25.10	23,142	2,183	69,193
49	6	Schwäbisch Gmünd	25.10	22,701	- ⁹	66,793
50	6	Sindelfingen	25.10	25,650	5,174	71,140
51	6	Nürtingen	25.00	28,476	1,203	37,437
52		Wroclaw/Poland	15.59	209,072	15,736	102,352
53	5	Mannheim	15.07	587,881	67,927	1,088,194

	Footnote	Registered office	Capital share ¹ (in %)	Equity ² (€ thousands)	Earnings ² (€ thousands)	Revenue ² (€ thousands)
Gas segment						
Fully consolidated companies						
54		Stuttgart	100.00	133,970	- ⁴	688,781
55		Dresden	100.00	44,490	- ⁴	366,654
56	7	Stuttgart	100.00	76,694	- ⁴	1,786,697
57		Dresden	100.00	1,278	60	19,872
58		Karlsruhe	79.00	46,705	16,312	156,087
Companies accounted for using the equity method						
59	6	Esslingen am Neckar	49.98	56,025	3,680	69,961
Equity investments						
60	6	Heilbronn	25.10	36,375	- ⁹	99,799
61	6	Ravensburg	25.10	22,924	4,447	69,072
Energy and environmental services segment						
Fully consolidated companies						
62		Kornwestheim	100.00	195,257	205,426	0
63		Stuttgart	100.00	96,583	30	0
64		Stuttgart	100.00	39,268	6,678	65,881
65		Karlsruhe	100.00	137,390	1,635	12,650
66		Stuttgart	100.00	46,090	2,205	5,750
67		Stuttgart	100.00	995,226	- ⁴	2,105
68		Karlsruhe	100.00	16,500	- ⁴	277,317
69		Karlsruhe	100.00	15,000	- ⁴	53,888
70		Karlsruhe	100.00	158,221	50,815	0
71	6	Düsseldorf	51.00	37,063	6,478	152,599

	Footnote	Registered office	Capital share ¹ (in %)	Equity ² (€ thousands)	Earnings ² (€ thousands)	Revenue ² (€ thousands)
Proportionately consolidated companies						
72		Baienfurt	50.00	9,728	6,076	37,457
Companies accounted for using the equity method						
73		Berlin	49.00	19,691	10,904	14,661
74	⁵	Stuttgart	45.20	102,727	5,581	0
75	⁶	Stuttgart	28.12	148,466	-198	38,864
76	⁶	Stuttgart	22.39	192,888	-1,610	51,253

¹ Shares of the respective parent company calculated pursuant to Sec. 313 (2) HGB (as of 31 December 2007).

² In the case of separate entities, the figures stem from financial statements prepared pursuant to local principles and do not show the contributions of each company to the consolidated financial statements.

³ Disclosures for sub-group in accordance with IFRS.

⁴ Profit and loss transfer agreement and/or domination agreement.

⁵ Diverging fiscal year.

⁶ Prior-year figures.

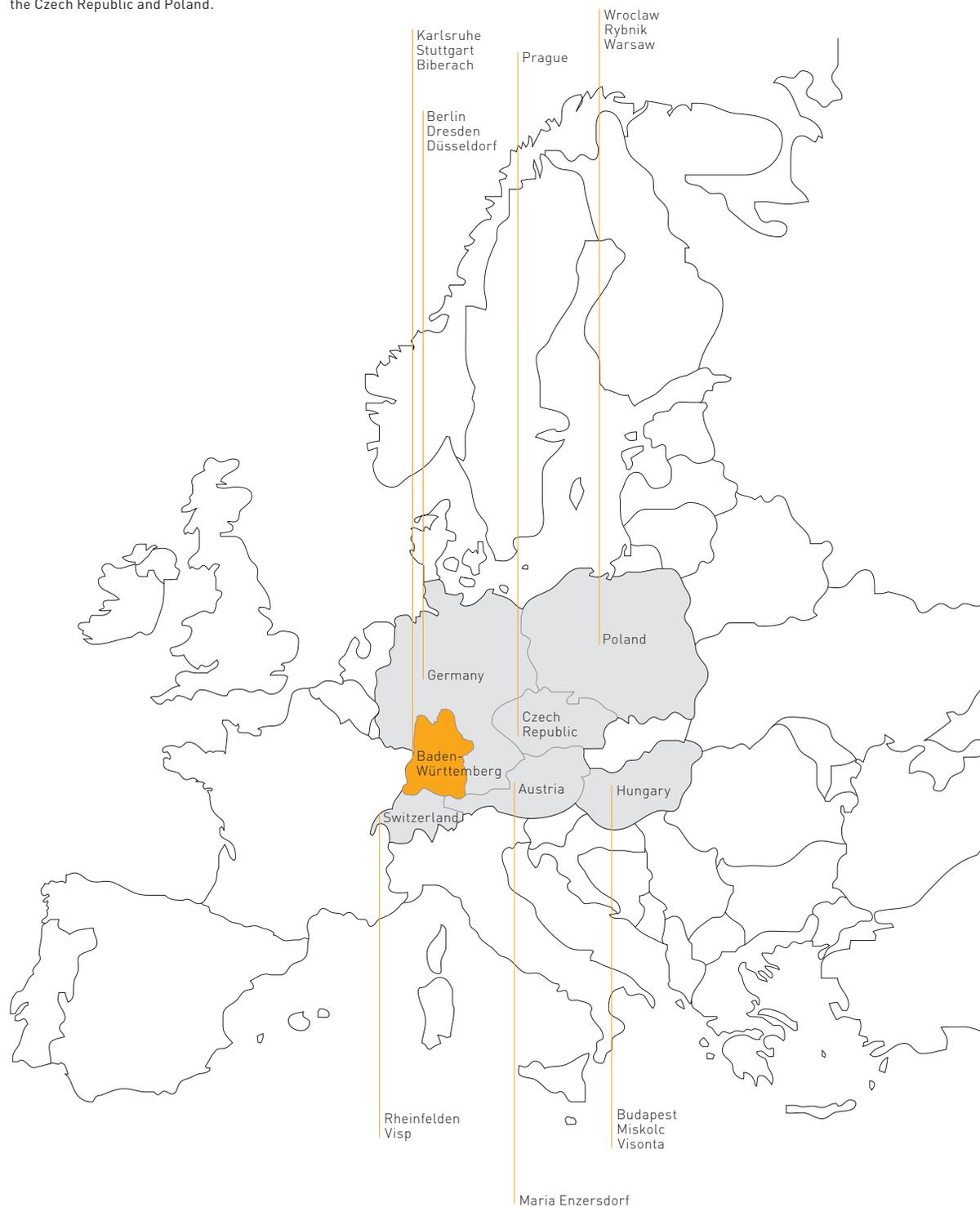
⁷ Held via EnBW Eni Verwaltungsgesellschaft mbH, Karlsruhe (EnBW shareholding: 50%), which is fully consolidated by virtue of the casting vote regulation.

⁸ Before taking treasury shares of the company into account.

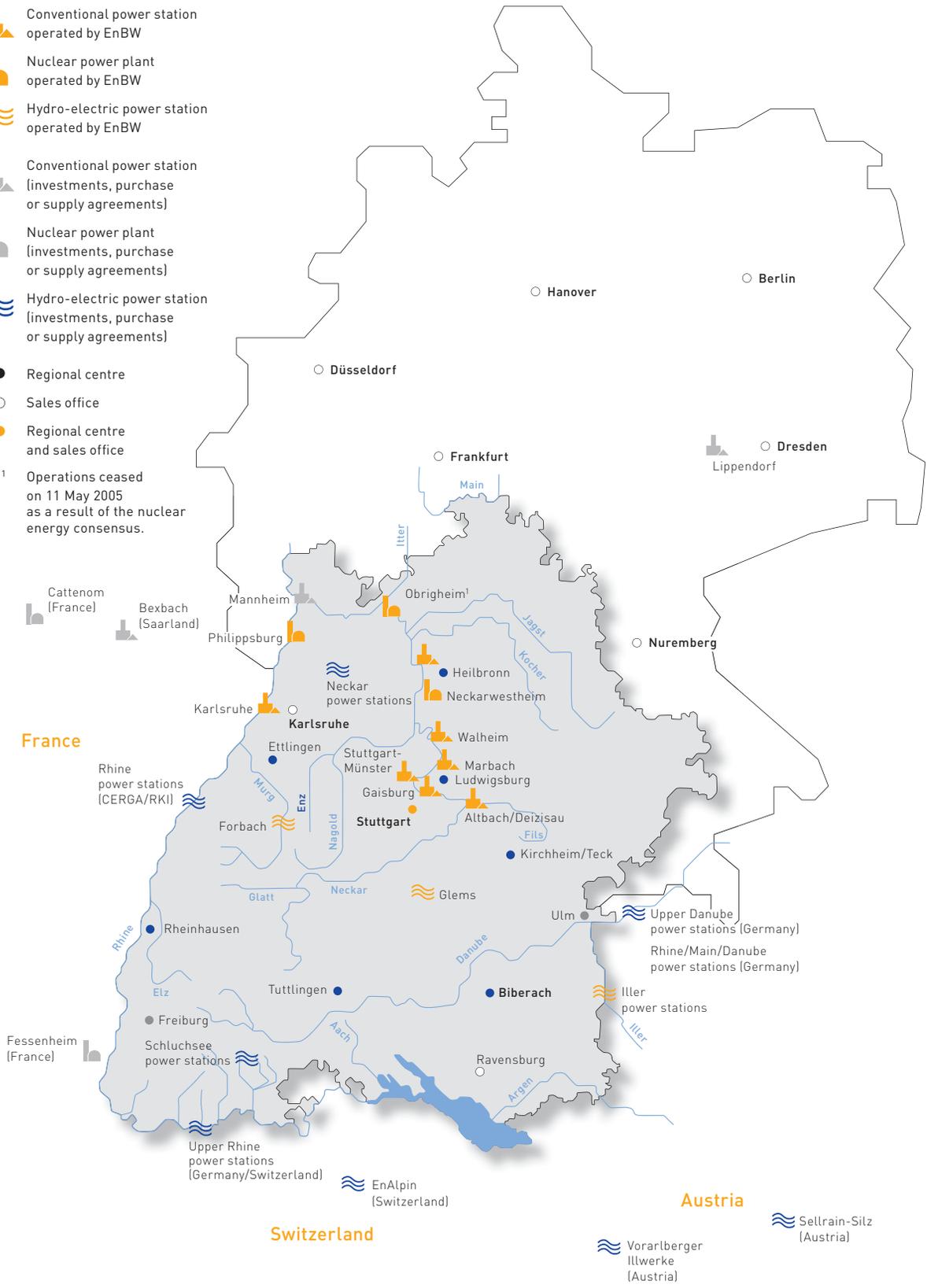
⁹ Profit and loss transfer agreement with third parties.

Locations – Where We Operate

The major locations of the EnBW group, our power stations, distribution plants, regional and district centres as well as sales offices and processing centres are spread over the whole of Baden-Württemberg. We also have sales offices throughout Germany. In addition, EnBW has shareholdings in Germany, Switzerland, Austria, Hungary, the Czech Republic and Poland.

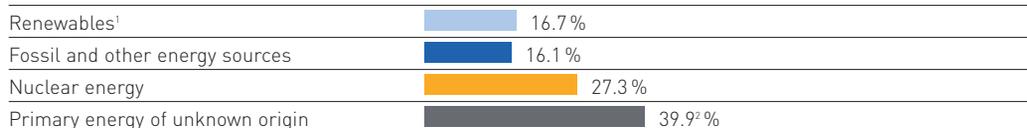


-  Conventional power station operated by EnBW
 -  Nuclear power plant operated by EnBW
 -  Hydro-electric power station operated by EnBW
 -  Conventional power station (investments, purchase or supply agreements)
 -  Nuclear power plant (investments, purchase or supply agreements)
 -  Hydro-electric power station (investments, purchase or supply agreements)
 -  Regional centre
 -  Sales office
 -  Regional centre and sales office
- ¹ Operations ceased on 11 May 2005 as a result of the nuclear energy consensus.



Enterprise Future – Electricity Mix and the Environment

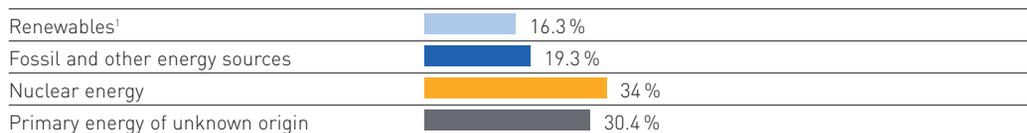
Power supplied by the EnBW Group in 2007



¹Based on the provisions of section 42 of the German Energy Industry Act (EnWG)

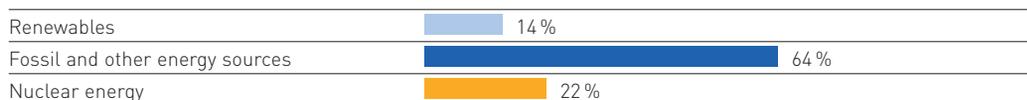
²Higher than the previous year as the volume of electricity procured in the market increased

Power supplied by the EnBW Group in 2006



¹Based on the provisions of section 42 of the German Energy Industry Act (EnWG)

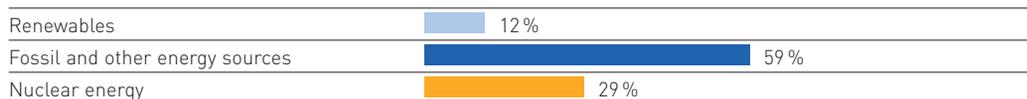
Electricity mix in Germany in 2007 by primary energy source



Radioactive waste: not yet known

CO₂ emissions: not yet known

Electricity mix in Germany in 2006 by primary energy source



Radioactive waste: 0.0008 g/kWh

CO₂ emissions: 514 g/kWh

Here – as throughout the Booklet – they may be apparent discrepancies due to mathematical rounding.

New energy mix

EnBW intends to invest around 7.6 billion euros in the period up to 2010. This investment will primarily be geared towards growth, with tangible assets accounting for around 4.6 billion euros and financial investments for roughly 3 billion euros. More than 3 billion euros are earmarked for investment in renewables. This investment will make a major contribution towards achieving our goal of increasing the share of renewables in the power we generate ourselves from 11.4 % in 2007 to around 20% in 2020. The growth of generation from renewables will primarily take the form of the construction of offshore wind parks. Other targeted investment and growth segments include biomass and geothermal energy in Germany, onshore wind projects in Eastern Europe and the expansion of hydroelectric power – in Turkey, for example. It was against this backdrop that EnBW set up the new "Renewables" business area in 2007.

Efficiency on all levels

There is huge untapped potential in the area of energy efficiency. This applies not only to electricity generation but also to the products and services we offer our customers. Of the 4.6 billion euros in tangible assets, around 2 billion euros will be spent on making our electricity generating activities fit for future through the introduction of new methods and innovative technologies and materials. This includes the conversion of existing power plants and the construction of high-efficiency state-of-the-art generating systems.

The energy-efficient products and services for our customers include the "EnBW Energy Efficiency Networks" which have made waves nationwide and in which around 70 industrial companies are meanwhile working on energy-saving measures under the supervision of EnBW. The corresponding forum for big customers is "EnBW Energy Efficiency Forum". Our aim is to pursue a wide-ranging and holistic strategy, as reflected in our campaign entitled "360-Degree Energy Efficiency Check". We provide our private customers with information on energy-saving household appliances, alternative heating technologies or tips for daily energy use. EnBW is the first energy supplier in Germany to develop an "intelli-

gent electricity meter" ready for market. After its introduction in the autumn of 2008, it will provide consumers with maximum transparency on energy consumption in the home – the precondition for a change in behaviour and reduced energy costs.

Award-winning customers, award-winning customer service

In April 2007, dena, the Germany Energy Agency, presented the first Energy Efficiency Award for companies. The best "energy savers" in places 1, 2 and 3 are EnBW customers; two of them play an active role in an "EnBW Energy Efficiency Network".

The seal of approval awarded by the "TÜV Süd" auditing organisation for the quality of EnBW services in 2006 was re-awarded in the year under review. Then, a comparison of electricity suppliers conducted by Verivox in mid-2007 rated EnBW customer service as "excellent". The independent consumer website tested 108 of the leading Germany energy suppliers based on criteria like availability, costs, call centre expertise or website quality.

In November 2007, TeleTalk, a special-interest magazine for customer dialogue, tested the customer service operations of ten big energy companies. EnBW and Yello took 1st and 2nd place, ranking way ahead of the competition. Back in 2006, Focus Money und Kundenmonitor Deutschland had already praised the quality of service provided by Yello.

In our contacts with customers, we naturally comply with all relevant legal stipulations and adhere strictly to EnBW's own data protection guidelines, which are available on our homepage in the form of a data protection declaration. As a result, only five inquiries were directed to the regulatory authorities for data protection in Baden-Württemberg on 2007, all of which were clarified rapidly and to the satisfaction of all concerned.

Environmental protection at EnBW

For EnBW, sustainable action means attaching equal importance to its economic, ecological and social responsibilities. In order to do everything we can to achieve this objective, we have integrated all the relevant issues in our business processes: we have developed a corporate identity based on values that determine the way we conduct ourselves every day both within the company and in our dealings with the outside world. It is from these values that we derive our environmental protection principles, principles that place us under an obligation to ensure sustainable energy supplies, to optimise our communication and raise awareness levels and to systematically tailor our actions to the needs of environmental protection.

The paramount importance of environmental protection in the eyes of EnBW is underlined by the way this issue has been made an integral part of the job description of the Board member at the holding company responsible for technology matters. The Corporate Environmental Protection unit performs cross-company tasks and acts as the link between the individual subsidiaries, ensuring targeted communication within the Group. On an operational level, however, the real responsibility lies with the various companies, each and every one of which must make its own contribution towards improving the environmental performance of our Group. And indeed, every one of us, every employee can make his or her own contribution to sparing the environment in their day-to-day work – by acting in an environmentally conscious way, by thinking ahead or by submitting suggestions for improvements.

2007 environment protection costs

in Tausend €	Investment	Ongoing expenditure	Total ¹	in %
Waste disposal	7,362	25,364	32,726	14.4
Water conservation (incl. water utilisation fee)	1,285	38,936	40,221	17.7
Noise abatement	76	561	637	0.3
Clean air	11,606	47,445	59,051	26.0
Nature protection and landscaping	2,981	5,310	8,292	3.6
Soil decontamination	3	1,869	1,872	0.8
Climate protection	12,767	38,503	51,271	22.5
Research and development	40	33,356	33,396	14.7
Total	36,121	191,345	227,466	100.0

¹ Included companies: EDH, EnAlpin, EnKK, ENSO, ESG, ESW, GAS, GVS, HOL, KWG, REG (incl. ODR, ZEAG), SIS, SWD, TNG, T-plus, VSG

In 2007, environmental protection costs totalled around 228 million euros, an increase of almost 45% on the previous year. This was due to, among other things, the almost double expenditure on water conservation and climate protection as well as the first-time inclusion of research and development spending in the environmental sector.

As was also the case last year, we are not aware of any rulings or fines imposed on any EnBW companies or employees due to violation of environmental regulations in 2007.

Certified environmental management

After the EnBW Management Board had reviewed and approved the environmental principles and the organisational structure, it then agreed to certification of the Group in accordance with ISO 14001 in February 2006.

Following the necessary training courses and audits as well as a management evaluation phase, the TÜV Rheinland auditing organisation certified the environmental management system at EnBW-Holding and the implementation of this system at the EnBW Regional AG subsidiary in the same year. TÜV Rheinland confirmed the highly professional approach of EnBW during the entire development and implementation process. In this area as well, EnBW has therefore underlined its pioneering

role as the first German energy company to be awarded certification for its environmental management system. This is also reflected in the current status of ISO 14001 certification based on the number of employees: at the end of 2007, over 70% of EnBW employees worked in companies whose environmental management system has been certified. They will be joined by a further 15% following scheduled certification audits in 2008. We are confident that all EnBW companies operating environmentally relevant plants and engaged in environmentally relevant activities will have implemented the Group-wide environmental management system in compliance with the ISO 14001 standard in one to two years' time.

Status of certification of EnBW companies with environmentally relevant operations

	2006	2007	2008/2009
EnBW AG	■		
REG	■		
SWD	■		
ESW	■		
EDH Erzeugung		■	
GAS		■	
SIS		■	
KWG		■	
EnKK		■	
ESG			■
TNG			■
GVS			■
ENSO			■
EnAlpin			■
VSG			■

■ Certified ■ Certification planned ■ No decision yet made

Electricity feed-in based on the EEG legislation on renewables

2005

Power plant type	Electricity generation	Share of total energy	Payment ¹ (1.000 €)	avoided CO ₂ emissions ²
Hydroelectric power	993 GWh	34 %	74,701	927,462 t
Landfill gas, sewage gas and firedamp	121 GWh	4 %	8,957	113,014 t
Biomass	1,238 GWh	42 %	128,831	1,156,292 t
Geothermal energy	0 GWh	0 %	0	0 t
Wind energy	309 GWh	10 %	27,738	288,606 t
Solar radiation energy	282 GWh	10 %	150,054	263,388 t
Avoided network utilisation fees ³			- 11,602	
Total	2,944 GWh	100 %	377,826	2,748,762 t

Supply of "EEG electricity" based on section 14 of the "EEG" Act on renewables by EnBW Transportnetze AG: 6,319 GWh
 Total sales of "EEG electricity" to end consumers in the supply territory of EnBW Transportnetze AG: 63,088 GWh

2006

Power plant type	Electricity generation ⁴	Share of total energy	Payment ¹ (1.000 €)	avoided CO ₂ emissions ²
Hydroelectric power	1,043 GWh	29 %	77,883	968,947 t
Landfill gas, sewage gas and firedamp	84 GWh	2 %	6,369	78,036 t
Biomass	1,594 GWh	44 %	190,403	1,480,826 t
Geothermal energy	0 GWh	0 %	0	0 t
Wind energy	411 GWh	11 %	36,570	381,819 t
Solar radiation energy	492 GWh	14 %	261,765	457,068 t
Avoided network utilisation fees ³			- 19,341	
Total	3,624 GWh	100 %	553,648	3,366,696 t

Supply of "EEG electricity" based on section 14 of the "EEG" Act on renewables by EnBW Transportnetze AG: 7,228 GWh
 Total sales of "EEG electricity" to end consumers in the supply territory of EnBW Transportnetze AG: 64,174 GWh

2007

Power plant type	Electricity generation ⁴	Share of total energy	Payment ¹ (1.000 €)	avoided CO ₂ emissions ⁵
Hydroelectric power	1,098 GWh	24 %	82,989	1,020,042 t
Landfill gas, sewage gas and firedamp	85 GWh	2 %	6,426	78,965 t
Biomass	2,095 GWh	46 %	281,701	1,946,255 t
Geothermal energy	0 GWh	0 %	0	0 t
Wind energy	599 GWh	13 %	52,370	556,471 t
Solar radiation energy	701 GWh	15 %	366,674	651,229 t
Avoided network utilisation fees ³			- 19,258	
Total	4,578 GWh	100 %	770,902	4,252,962 t

¹ Statutory minimum payment without VAT

² Calculations based on a specific emission of 934 g/kWh CO₂
 [source: "Renewables in Baden-Württemberg", Baden-Württemberg Ministry of Environmental Affairs, 2005]

³ Avoided network utilisation fees in line with section 5 para. 2 EEG

⁴ The preliminary figures from the 2006 report have been adjusted

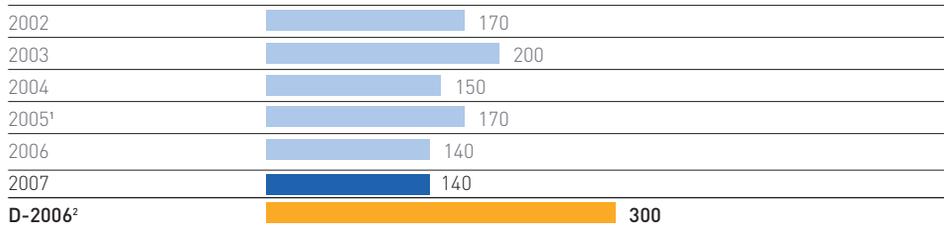
⁵ Calculation based on retention of specific emission levels at 929 g/kWh CO₂

⁶ Preliminary figures based on the figures reported as of April 30, 2008 for the 2007 annual accounts

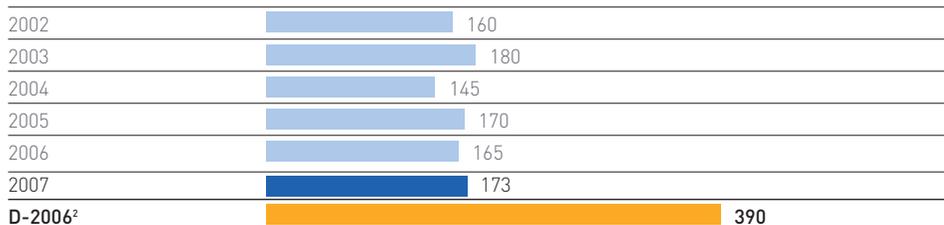
Breakdown of accepted electricity feed-in based on the EEG legislation on renewables by subsidised energy type in the supply territory of EnBW Transportnetze AG for the period from 2005 to 2007

**Specific emissions
from electricity generation in the EnBW Group**

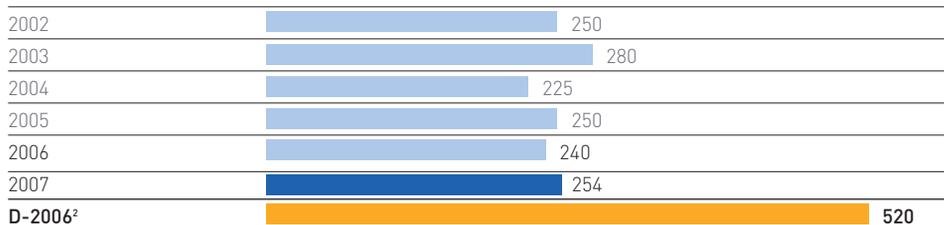
SO₂ emissions from 2002 to 2007 in mg/kWh



NO_x emissions from 2002 to 2007 in g/kWh



CO₂ emissions from 2002 to 2007 in g/kWh



¹ The 2005 Booklet contained an error which is corrected here.

² Comparison data for German electricity mix, 2006

Excerpt from the EnBW 2007 Environmental Programme

	Responsible	Time frame	Target achievement, 2007 status
Climate protection, sparing resources, energy efficiency			
Expansion of the run-of-river power plants in Iffezheim and possibly Gamsheim	KWG	2011	Machine 5, Iffezheim: release of funds for detailed and approval planning
Rebuilding of the Rheinfelden hydroelectric power plant	EDH	2011	Construction of machine begun (excavation of construction pit)
New construction of the Kehl hydroelectric power plant, extension of the Breisach hydroelectric power plant	KWG	2008/2009	Construction work begun, probable start-up in 2008/2009
Modernisation of the run-of-river power plant in Ohrnberg on the Kocher, increasing annual electricity production from 2,700 MWh to around 6,000 MWh	KWG	2007	Successful start-up in Q1 2007
Expansion of the residual waste heating and power plant in Stuttgart-Münster	KWG	2007	Start-up of boiler 21 and boiler 22 at beginning of 2007
Expansion of sewage sludge co-incineration at the Heilbronn heating and power plant, sewage sludge drying	KWG	2008	Start-up postponed due to defects in the plant
Pilot plant for the processing of biogas and feed-in into the supply network as well as scientific supervision (up to 2008)	ESW/HOL TF	2006 – 2008	Start-up of the Laupheim biogas plant in April 2008
Construction of the biomass-fired combined heating and power plant in Garath	SWD	2007	The authorities were notified of scheduled final completion for December 12, 2007
Increase in processing capacity for old wood and biomass at disposal subsidiaries	SWD	2008	Date put back until the end of 2008; approval granted, critical secondary provision partially resolved, planning and measures for old and fresh wood processing underway at KDM
Creation of wood-fired and vegetable oil plants for power and heat generation; geothermal and thermal solar installations where economically feasible	SWD	2020	Construction of eight generating plants for renewables
Purchase and additional construction of further biomass heating and power plants in the industrial customer segment	ESG	Standing principle	Cooperation with a leading company in the wood industry in the area of biogenic solid fuels. 2007 four biomass steam generators in operation; four additional generators planned for 2008 and 2009
Further development of alternative fuels	ESG	Standing principle	Review of the options for the use of vegetable oil in the unit-type heating and power plants of ESG completed; a vegetable oil-fired unit-type heating and power plant was built in 2007
Biomass and waste co-incineration	MATRA	Standing principle	2006: co-incineration of 1,600,082 GJ of biomass and 632,479 GJ of waste; 2007: co-incineration of 2,881,382 GJ of biomass and 1,152,551 GJ of waste
Planning and construction of a coal-fired power plant unit at the Karlsruhe location	HOL/KWG	2011	Commissioning of main trades
Conversion of unit 6 at the Karlsruhe location into a gas-and-steam plant (repowering)	HOL/KWG	From 2010	Submission of application based on immission protection regulations in May 2007
Retrofitting measures to increase the efficiency of the coal-fired power plants	KWG	2005 – 2007	2005: HP-MP-turbines retrofit of unit 7 at the Karlsruhe location; 2006: HP-LP retrofit of unit 1 at the Altbach location
Boiler optimisation and burner conversion at the Altbach location	KWG	2008	Detailed planning completed, completion scheduled for 2008
Retrofitting of the steam turbine system in unit 7 at the Heilbronn power plant location	KWG	2009	Detailed planning phase

	Responsible	Time frame	Target achievement, 2007 status
Climate protection, sparing resources, energy efficiency			
Optimisation of existing systems with regard to current and future coal quality (conversion of coal mills, blowers etc.) in unit 7 at the Heilbronn power plant location	KWG	2009	Detailed planning phase; approval proceedings initiated
Optimisation of coal boilers K12, K15, K25 at the Stuttgart-Münster power plant location (improvement of burning characteristics)	KWG	2008	Review underway
Optimisation of NH3 consumption at the Stuttgart-Münster and Karlsruhe power plant locations by means of plant optimisation	KWG	2007	Optimisation measures completed
Programme to increase plant efficiency and reliability	Kogeneracja	2005 – 2009	Conversion work on unit 1 begun
Installation of 2 upstream gas turbines in the existing lignite units 4 and 5	MATRA	2006 – 2007	Project was completed in 2007
Expansion of cogeneration, construction and start-up of eco-electricity turbines	ESG	2007	In 2007, a further cogen electricity turbine was installed on the customer's premises with a capacity of 450 kW
EnBW "geothermal energy" subsidy programme	VSG	Standing principle	930 applications were approved in 2007 (total subsidies: € 474,000), after 852 in 2006 (total subsidies: €434,000)
Ongoing development of services in the field of geothermal energy	REG	2006 – 2008	"Cold local heat" project completed by customer in March iHugstetten; start-up imminent (correct as of August 25, 2008).
EnBW subsidy programme "Brennwert-Solar"	GAS	Standing principle	44 applications approved in 2006, 94 in 2007
"EnBW EnyCity" – Energy City of the Future	HOL	Standing principle	Review of various EnBW application projects, further development of methods
"Ravensburg", "Central Germany", "Weser-Ems", "Franconia-Upper Palatinate" and "Danube-Alb" energy efficiency networks	VSG	2006 – 2010	5 networks have been set up; initial findings are available; target: energy savings > 5 %. 2008: a further eleven networks are at the preparation stage
Co-incineration of biomass; expansion target: 320,000 t/a; 2009: start-up of a rail unloading station planned	ERSA	2006 - 2010	Ongoing expansion, incineration in 2008: approx. 180,000 t
Retrofit of 4 HP-turbines; start-up of the first turbine in 2009	ERSA	-	Project discontinued
Sustainable social responsibility			
Dismantling of the Obrigheim nuclear power plant	EnKK	2021	Plant in post-operational phase, dismantling decision taken; necessary approval procedures initiated, knowledge management system in place
Shutdown and dismantling of the intermediate storage facilities at the GKN and KKP locations	EnKK	2007	Measures completed
Certification of EnBW based on ISO 14001	EnKK, GAS, KWG, SIS, ENSO, GNG, GVS, TNG	2005 – 2008	EnKK, GAS, KWG and SIS successfully certified in 2007; scheduled for 2008: ENSO, GNG, GVS, TNG
Operation of an environmental management system in line with ISO 14001/EMAS II	HOL, ESW, PRE, REG, SWD	Standing principle	Successful completion of the monitoring audit at HOL, ESW, PRE and REG; successful recertification at SWD in line with ISO 14001 in 2007
Introduction and operation of an environmental management system in line with ISO 14001 at ELMÜ and ÉMÁSZ (Hungary)	ELMÜ, EMASZ	Standing principle	Environmental management system introduced and audited; monitoring audits successfully completed

	Responsible	Time frame	Target achievement, 2007 status
Communication, raising awareness			
Promoting dialogue between industry, politics and society	HOL CW	Standing principle	Staging of the 2nd German Climate Conference; founding member of "2°C – German Entrepreneurs for Climate Protection"; member of the "Industry for Climate Protection" initiative founded by the Confederation of German Industry (BDI) and member of the group „3C – Combat Climate Change"
Seminar on environmental protection and avoiding hazard	SWD	Standing principle	Still a compulsory part of the training programme for management executives
Supplier information system to be introduced in 2007. This prequalification system will include criteria relating to environment protection and CSR. The latter include condemnation of forced labour, bribery, corruption and discrimination as well as the promotion of further training and work safety.	SIS	2005 – 2007	System was introduced in 2007 and has been productively implemented
Supplier prequalification and assessment based on fulfilment of environmental protection stipulations in the regular supplier audits for "A" supplier standard	SWD	Standing principle	System has been introduced and is in operation
Internal standards relating to environmental protection and work safety in line with BS 8800	PRE	Standing principle	Several awards from the German Ministry of Employment and Social Affairs
Introduction of a motivation system to increase awareness levels for work safety	MATRA	Standing principle	Programme decided and launched in 2006; since then, ongoing implementation and further development
PRE training centre: free training on working with high and very high voltage	PRE	Standing principle	144 courses were staged in 2007 and attended by 1,656 people
Protection of humankind and the environment			
Creation of a full-coverage network of natural gas filling stations	ESW, GVS, GAS	Standing principle	EnBW companies currently operate 12 filling stations
Promotion scheme for gas-fuelled vehicles	ESW, GAS	2012	According to schedule; 2006: 79 cars and 2007: 142 cars
Connection of additional municipalities in the supply region; substitution of CO ₂ intensive energy sources (heating oil, coal) through gas	ESW, GAS	Standing principle	Ten new concessions in 2007
Further development of a technique for rapid pinpointing of leaks in drinking water networks	REG	Standing principle	"The optimised EnBW LeakControl system is in great demand (e.g. the Spraitbach and Rottenacker communities and the Esslingen and Tübingen municipal utilities)."
Creation of an ecological environment for flowing waters	KWG	Standing principle	Planning of fish passes for five smaller-scale hydroelectric power plants
Recultivation of stretches of the river bank on the High Rhine	EDH	2011	Recultivation completed between Wyhlen and Rheinfeldern
Creation of a near-natural bypass stream at the Rheinfeldern power plant	EDH	2011	Decision made, funding budgeted
Optimisation and near-natural redesign of the pool fish pass at the Whylen power plant	EDH	2008	Decision made, funding budgeted
Creation of flowing water systems as several small-scale hydroelectric power plants	EDH	2007	Completion of measures to create flowing water systems at four small hydroelectric power plants
Conversion of further company vehicles to natural gas	SIS, GVS, ESW, GAS, GNG	Standing principle	2006: 134 natural gas cars 2007: 192 natural gas cars
Combination of cable routes	REG, TNG, ESW, GAS, GNG	Standing principle	Multi-purpose household connections from a single supplier when new construction zones are developed, for example
Bird protection measures in the high-voltage network	TNG	Standing principle	Project "Assessment of hazard potentials and relevant area in progress"

	Responsible	Time frame	Target achievement, 2007 status
Protection of humankind and the environment			
Bird protection measures, continuation to preserve standards such as the raising of perching rods for large birds and the replacement of faulty protective hoods	REG, ODR,	Completed	Ongoing checks and maintenance measures are being continued
Bird protection measures, continuation to preserve standards such as the raising of perching rods for large birds and the replacement of faulty protective hoods	ENSO	2012	In 2007, the budgeted funds were fully used for this purpose; approx. 70% of overall project has been completed
Bird protection measures in the medium and low-voltage network	ELMÜ, EMASZ	Standing principle	Continuous expansion
Implementation of noise abatement measures at the TMA plant location	PT	2008/2009	Project documentation submitted for approval; public invitation to tender has been prepared
Removal of asbestos from the cable channels	PT	2008	Review conducted; necessary measures completed
Replacement of steel HCl tanks with double-walled plastic tanks (in TMA)	PT	2008	Project approval obtained, planning in progress, implementation scheduled by 12/2008
Expansion of company sewage	KKP	2007	Expansion in progress; completion scheduled for Q1 2008
Installation of electrolytic water treatment systems to improve drinking water quality and reduce the volume of chemical additives in heating water at plant locations	PT	2008	Seven further stations installed (JZM: 4 units, TVE 2 and 1 in KRC)
Support for selected ecological projects using the additional revenue from the "PREKO" green electricity tariff	PRE	Standing principle	Support for a local photovoltaic installation in Prague 10
Construction of a wet flue gas desulphurisation system for 2 units, each with a capacity of 325 MWel, total investment: 60 million €	ERSA	2005 – 2008	The system went into operation in August 2008
Conversion of firing concepts to reduce NOx emissions	ERSA	2008 – 2015	First unit retrofitted in 2008; further measures underway
Expansion of low-NOx firing concepts	MATRA	2007	Project currently being implemented
Modernisation of the electric filters	ERSA	2005 – 2008	Completed
Preparation of an asbestos register at the GKN location	EnKK	2007	Completed
Decontamination of fire protection flaps (asbestos and asbestos linings)	EnKK	2007	Another 119 fire protection flaps decontaminated in 2007
Introduction of a hazardous substance management system at the GKN location	EnKK	2007	Completed
Disposal of operating media (turbine start-up oil/main coolant pump oil) at the KWO location following primary circuit decontamination	EnKK	2007	Disposal measure completed
Redevelopment of the water junction between the Lake Constance ring circuit no. 3 and the Radolfzeller Aach river	GVS	2007	As part of the Radolfzeller Aach ecological waterway development project, the necessary measures were initiated to allow the Aach river to follow its natural direction. Fortification of the bank is no longer possible; the high-pressure natural gas line is therefore being laid at a lower level over a length of around 205 metres
Construction of two plants for the removal and treatment of coal heaps in the vicinity of Rybnik to obtain fuel while permitting recultivation of the site	ERSA	2002 - 2008	One plant has been in operation since 2003; a further plant is scheduled to go into operation in 2010
Modernisation of the semi-dry desulphurisation systems	ERSA	2008 - 2010	Currently in progress

Abbreviations

EDH	Energiedienst Holding	Kogeneracja	Zespół Elektrociepłowni Wrocławskich
ELMÜ	Budapesti Elektromos Művek Rt. (Hungary)		Kogeneracja S.A. (Poland)
EMASZ	Észak-Magyarországi Áramszolgáltató Rt. (Hungary)	KWG	EnBW Kraftwerke AG
EnKK	EnBW Kernkraft GmbH	KWO	Obrigheim nuclear power plant
ENSO	ENSO Strom AG	MATRA	Mátrai Erőmű ZRt (Hungary)
ERSA	Elektrownia Rybnik S.A. (Poland)	ODR	Ostwürttemberg DonauRies AG
ESG	EnBW Energy Solutions GmbH	PRE	Pražská energetika a.s. (Czech Republic)
ESW	Erdgas Südwest GmbH	PT	Pražská teplárenská a.s. (Czech Republic)
GAS	EnBW Gas GmbH	REG	EnBW Regional AG
GKN	Neckarwestheim nuclear power plant	SIS	EnBW Systeme Infrastruktur Support GmbH
GNG	EnBW Gasnetz GmbH	SWD	Stadtwerke Düsseldorf AG
GVS	Gasversorgung Süddeutschland GmbH	TNG	EnBW Transportnetze AG
HOL	EnBW Energie Baden-Württemberg AG	VSG	EnBW Vertriebs- und Servicegesellschaft mbH
KKP	Philippsburg nuclear power plant		

Input/Output Charts

Input¹

Environmental ratios	GRI G3	Unit	2007	2006	2005
Fuels²	EN3				
Coal [1 t coal eq. = 8.14 MWh:= 29.304 GJ]		GJ	182,841,233	182,349,000	177,154,000
Heating oil [1 t coal eq. = 8.14 MWh:= 29.304 GJ]		GJ	2,285,820	2,300,586	2,265,966
Natural gas [1 t coal eq.:= 8.14 MWh:= 29.304 GJ]		GJ	27,690,415	27,165,652	7,997,214
Waste		GJ	8,677,743	7,886,398	-
Sewage sludge		GJ	280,906	269,200	161,000
Biomass		GJ	1,208,199	1,261,546	-
Liquid fuels (petrol, diesel)		l	8,016,639	4,752,156	2,380,800
Input of nuclear fuels ³		t uranium ⁴	75	76	79
Other input materials²	EN1				
Lime products (CaCO ₃ , CaO, Ca(OH) ₂)		t	364,644	201,226	206,878
Ammonia		t	16,347	13,165	12,500
Ammonium hydroxide		t	6,460	6,100	7,600
Soda lye		t	7,555	5,847	5,525
Hydrochloric acid		t	5,099	3,916	4,427
Odorant (THT)		t	45	43	34
Sulphur hexafluoride (SF ₆ -refill ^{5,6})		t	-	-	0,81
Water conservation²	EN8				
Surface/River water extraction		mill. m ³	3,006	3,506	3,400
Well water/Groundwater extraction		mill. m ³	7.27	7.25	7
Drinking water extraction ⁷		mill. m ³	45.0	48.5	0.48
Avoided extraction due to reutilisation (not including cooling water)	EN10	mill. m ³	1.11	1.04	1.78

¹ Included companies: EDH, EnAlpin, EnKK, ENSO, ESG, ESW, GAS, GVS, HOL, KWG, ODR, REG, SIS, SWD, TNG, T-plus, VSG, ZEAG.

Not yet included in 2005: ENSO, GVS, SWD and VSG. Figures from previous year adjusted or corrected based on the consolidated group

² Own generation including contracted power plants, not included: long-term procurement contracts and short-term procurement where the primary sources of energy are unknown.

³ Own generation

⁴ Uranium, in reality: total heavy metal load

⁵ Monitoring in line with the new voluntary commitment on SF₆

⁶ SF₆-emissions equal SF₆-refill minus SF₆-supply to producers

⁷ From 2006, the procurement of drinking water for general water supplies is also included.

⁸ From 2007, only certified fly ash (Q1 product) is listed as a by-product; the remaining fly ash (Q2 product) is included in the figure for waste.

⁹ From 2007, the waste from refuse incineration plants is included in the figure for waste.

¹⁰ In contrast to previous reports, the figures are now listed in line with the new categories of hazardous and non-hazardous waste.

¹¹ Own generation including contracted power plants and long-term procurement contracts, not included: short-term procurement where the primary sources of energy are unknown.

Absolute environmental ratios provide concrete information on material flows.

Output¹					
Environmental ratios	GRI G3	Unit	2007	2006	2005
Products					
	2.2				
Electricity		TWh	139.5	119.4	106.7
District heat, process heat		GWh	6,130	6,099	4,127
Gas		TWh	75.2	83.5	88.6
Drinking water		mill. m ³	88.6	93.16	44.5
By-products²					
	2.2				
Coarse ash (boiler sand)		t	91,241	76,976	83,000
Fly ash ⁸	t	587,897	666,347	757,676	
Gypsum		t	389,956	423,000	458,000
Slag from waste incineration ⁹		t	-	167,070	48,000
Other	t	-	95,000	56,000	
Waste^{2,10}					
	EN22				
Total waste		t	465,980	310,986	59,333
Hazardous waste for reutilisation		t	54,826	47,863	49,387
Non-hazardous waste for reutilisation		t	351,491	207,683	7,229
Hazardous waste for disposal		t	19,260	50,975	421
Non-hazardous waste for disposal		t	40,403	4,466	2,297
Recycling quota		%	87.0	82.1	95.4
Water conservation²					
	EN21				
Evaporation		mill. m ³	57	60	73
Cooling water discharge (direct discharge)		mill. m ³	2,947	3,461	1,976
Direct discharge of waste water		mill. m ³	4.61	12.55	8.77
Waste water (indirect discharge, sewage system)		mill. m ³	4.70	1.02	1.14
Radioactive waste water volume ¹		mill. m ³	54	57	62
Activity without tritium		Bq	4.8E+08	4.3E+08	3.91E+08
Tritium		Bq	44.4W+12	47.5E+12	52.7E+12
Greenhouse gas emissions¹¹					
	EN16				
Carbon dioxide (CO ₂)		mill. t	19.3	19	19
Sulphur hexafluoride (SF ₆) ^{5,6}		t	-	-	0.81
Classic air pollutants¹¹					
	EN20				
Sulphur dioxide (SO ₂)		t	10,700	10,912	12,581
Nitrogen oxides, listed as NO ₂		t	13,520	13,277	12,650
Carbon monoxide (CO)		t	1,259	1,129	1,606
Dust		t	378	505	608
Activity emission to the atmosphere³					
	EN23				
Waste air volume		mill. m ³	8,929	9,000	9,040
Inert gas		Bq	2.60E+12	3.43E+12	4.50E+12
Iodine		Bq	68.0E+06	70.0E+06	49.0E+06
Aerosols		Bq	21.6E+06	10.0E+06	80.0E+06

People, Knowledge, Ideas – Employees at EnBW

Development of employee headcount

In 2007, the number of employees fell by 4.2%. This decrease is primarily due to the deconsolidation of the Uplus Group in the business area of discontinued activities. After adjustment for this factor, the number of employees actually increased by 2%. In the gas business area, employee growth was mainly due to the full consolidation of Erdgas Südwest GmbH, while the increase in headcount in the field of energy-related and environmental services was primarily the result of changes in the way the employees in the electricity business area are allocated.

Personnel structure

On December 31, 2007, the percentage of women in the overall workforce was 24.1% (previous year: 23%). Women account for 1,222 (60.9%) of all part-time employees (2,005 in all or 9.9% of the workforce). Compared to 2006, the share of part-time employees – which also includes our employees on partial retirement – was up by 0.7%.

In the year under review, women accounted for 6.9% of all management executives in the EnBW Group, compared to a figure of 6.4% in 2006.

At the end of 2007, the EnBW Group had 944 handicapped and severely handicapped employees, 4.7% of the total headcount. This was an increase on the 2006 figure of 883. The percentage of non-Germans in the core companies in Baden-Württemberg remained unchanged in the year under review at 3.9%.

Employees in the EnBW group ¹	31.12.2007	31.12.2006 ²	Variance in %
Electricity	11,632	11,754	-1.0
Gas	891	827	+7.7
Energy and environmental services	7,187	6,734	+6.7
Holding	555	547	+1.5
Continuing operations	20,265	19,862	+2.0
Discontinued operations	0	1,286	-
Total	20,265	21,148	-4.2
In full-time equivalents ³	19,424	20,282	-4.2

¹ Number of employees without apprentices/trainees and without inactive employees
² Adjusted to the segment structure as of December 31, 2007.
³ Translated into full-time equivalents

Employees by age group	
under 25	5.0 %
26 – 35	17.1 %
36 – 45	35.3 %
46 – 55	35.6 %
over 55	7.0 %

In 2007, the average duration of company service was 16.1 years, while the average EnBW employee was 43.1 years of age. 69.1% of our employees worked in our home region of Baden-Württemberg; 27.1% worked in other German states and 3.8% outside Germany.

20% of our employees hold degrees from universities, polytechnics or "BA" universities of cooperative education; 73% have technical college diplomas or have completed an apprenticeship, and 7% possess school leaving diplomas but have no vocational qualifications.

Further training, employee development and securing expertise

As in past years, we once again trained far more apprentices than we needed for our own requirements in 2007. The apprenticeship quota in the core companies in Baden-Württemberg was at 8.3% as at December 31, 2007. In the year under review, 334 young people began their apprenticeship in technical and commercial professions as well as in the dual study courses of the "BA" universities of cooperative education and polytechnics.

At the beginning of 2007, a total of 164 apprentices successfully completed their training and were all given a twelve-month employment contract. EnBW took on at least 20% of apprenticeship graduates on unlimited contracts. EnBW will once again be making the same number of apprenticeship places available in 2008. In this way, the company makes an active contribution to the training pact reached between German companies and the national government.

Since 2007, a purpose-designed seminar programme developed by the EnBW Akademie and entitled "Management6" has been in place for the further development of our mid-level and top-level management personnel. Our special support programme for future ma-

nagement executives is also bearing fruit: since it was launched in 2005, more than 40% of the graduates from our "Job Family Programme" have been promoted to management posts. We also continued to operate the co-recruitment programme organised jointly by EnBW and EDF for future engineers in the nuclear power segment.

Moreover, the year under review also saw the start of our "Network2" promotion programme for students in disciplines related to the energy industry and technical networks. Together with ten universities, our efforts within the framework of this initiative also make an important contribution to hands-on training in the academic sphere.

Family-friendly personnel policy

In mid-2007, the non-profit Hertie Foundation awarded "berufundfamilie" certification to EnBW. This certification is awarded on the basis of a company-wide audit on the reconcilability of career and private life. The re-audit is scheduled for 2010.

When career and private life are in tune, this has a positive impact on the satisfaction, motivation and commitment of employees. Accordingly, EnBW takes a whole range of measures to instill a sustainable "work-life balance" culture within the company. The agreements in this area are geared to different life phases and govern issues like flexible working time models, health promotion courses and services for families ranging from childcare to assistance for employees with dependents needing long-term care.

Gender mainstreaming and equality

EnBW already attached major importance to equal opportunity and promoting diversity even before the German General Anti-Discrimination Act (AGG) was passed in 2007. As these topics are becoming even more important against the backdrop of demographic change, one of the things EnBW did was to set up a strategic "Diversity Management" project team in 2007 to create conditions that promote the diversity of the different employee groups.

Moreover, wage agreements stipulate that EnBW pays the same remuneration for the same job irrespective of age, gender or ethnic background.

You can find more information on personnel topics in the 2007 Annual Report on pages 93 – 95.

Prestigious employer awards

In 2007, EnBW was once again listed among the "top employers" – for the fourth time in succession. These rankings are prepared by business magazine *Karriere*, the *geva* institute and the Corporate Research Foundation.

In addition, EnBW was awarded the "Fair Company" seal of approval in 2006 by the magazine *Junge Karriere*, confirming that we offer interns and graduates a fair career start in our company.

In its "portfolio institutionell Awards", special-interest magazine "portfolio institutionell" names the best German investors: EnBW won the award for "Best Corporate Investor 2007".

At the beginning of 2007, EnBW sponsored the "Innovation Award of German Industry" for the third time in the category "start-up" – and itself reached the final round in the "big company" category with its "EnBW EnyCity – Energy City of the Future" efficiency project.

Prevention and Care – Work Safety and Occupational Medicine

The role of the occupational medicine department

At EnBW, the activities of the occupational medicine department extend far beyond what is required by the law and the regulations of the employers' accident insurance associations; it sees itself as a social welfare body working in the interests of employees. Its work is chiefly preventive and designed to avoid illnesses and risks from the outset. If employees begin to develop or already suffer from health problems, the department provides support and assistance – and help those affected to optimise their living and working conditions.

From acute care to work-life balance

The ongoing tasks of the department include occupational health screenings, acute and emergency medical care for employees, advisory services for vaccinations, and physical therapy as well as services in the area of substance abuse and psychological care. Then there are workplace inspections and workplace ergonomics services as well as participation in medical and technical bodies focusing on work safety. The range of services is rounded off by seminars on "work-life balance" – such as kick-off events and training courses for management executives or health and fitness programmes for various target groups.

The role of the work safety department

The work safety department is involved in a whole series of long-term projects focusing on topics such as fire prevention at all locations based on the internally developed fire prevention manual, the handling of hazardous substances complete with the relevant documentation for an EnBW hazardous substances manual as well as the optimisation of protective workgear, which includes not just head, facial, hand and skin protection but also securing gear for work involving fall hazards. Last but not least, the department also stages hands-on training courses – with the particular aim of improving safety. These services are also made available to employees of subcontractors who perform work for EnBW on a regular basis. Moreover, in order to permit correct assessment of the work safety management system, these external employees have been listed in EnBW accident statistics since 2007.

An audit that took an in-depth look at the organisational structure and the measures implemented by the EnBW work safety department was concluded in mid-2007. The audit covered, among other things, compliance with regulations, the performance of screening examinations and the status of safety officers and first responders as well as the system for assessment of potential hazards. The findings of the audit were published at the end of 2007 and confirm correct and proper implementation of the EnBW work safety manual. In view of the audit findings, one of the core fields of future action will be to optimise the documentation system for hazard assessment.

Accident figures

The EnBW accident statistics also reflect the high standards of our work safety management system: in 2007, the rate of reportable work-related accidents (accidents resulting in more than three lost days) was 8.2 per thousand, after figures of 7.9 in 2006 and 9.1 in 2005 – excellent results compared to other companies in the sector.

Adherence to safety standards

We not only attach importance to ensuring that our facilities are safe for our employees and our neighbours. We also take systematic responsibility for the safety of our products. We are active in the VDE electrical engineering association and maintain close and regular contacts with the local electrical trades via EnBW's "energy community" system. This system has over 2,000 members, who also include architects, engineers, energy advisors, wholesalers and appliance manufacturers. The "energy community" also works together with guilds, special-interest associations and training institutes and keeps its members up to date on new technical and legal developments and regulations.

EnBW accident statistics

Reportable accidents ¹	2007	2006	2005
Reportable accidents	176	151	178
Of which, commuting and sport accidents	60	43	48
Fatal accidents	0	1	2
Lost days due to reportable accidents	2,794	2,362	2,579
Lost days per reportable accident	15.9	15.6	14.5
Employees	14,227 ²	13,687 ²	14,416 ²
Reportable accidents at work per 1.000 employees	8.2	7.9	9.1
Reportable accidents at work per 1.000 employees with the German Employers' Liability Insurance Association for the Precision and Electrical Engineering Industry	16.3	15.8	16.1
Accidents resulting on one or more lost days ¹	2007	2006	2005
Accidents resulting in one or more lost days	264	224	245
Of which, commuting and sport accidents	81	65	69
Lost days due to accidents from 1st lost day	3,010	2,457	2,739
Lost days per accident from 1st lost day	11.4	10.9	11.2
Employees	14,227 ²	13,687 ²	14,416 ²
Reportable work accidents per 1,000 employees	12.9	11.6	12.3

¹In contrast to the previous year's figures, the data from 2005 also include the figures for GKN, KWO, Neckar AG and ED

²Number of employees covered by the work safety department

Core Indicators in line with the Global Reporting Initiative (GRI)

The Global Reporting Initiative (GRI) is an international organisation which defines standards in the field of reporting on sustainability in order to create transparency and comparability. The new G3 criteria guidelines were published in 2006. Like the 2006 Booklet, this Booklet has been prepared exclusively in compliance with the new standard. The GRI guidelines are the outcome of dialogue with various stakeholder groups worldwide – as is the development of the so-called "sector supplements", a process in which EnBW is actively involved.

GRI application levels

EnBW believes that the 2005/2006 Sustainability Report with the 2007 Booklet satisfies "Application Level B". For the environmental field, the management approach is assured by the certified environmental management system in accordance with ISO 14001; this is outlined in the section "Enterprise Future – Electricity Mix and the Environment". For the topics of "personnel management" and "reconcilability of work and private life", the management approach has been introduced in the form of the "berufundfamilie" certification and the three-year audit process (section entitled "People, Knowledge, Ideas – Employees at EnBW"). Based on the audit of our work safety manual procedure (see the section entitled "Prevention and Care – Work Safety and Occupational Medicine"), the management approach is also documented here. The sections "EnBW – Value, Visions, Goals" and "Sustainable Activity – the Responsibility of the Energy Supplier" in the 2005/2006 Sustainability Report (pages 9 – 27) are already geared towards the management approach based on entrepreneurial activity and product responsibility.

Management approach and performance indicators

Performance indicators	Management approach
Economy	Booklet 2007 p. 7 SR p. 8-13, p. 15, p. 17
Ecology	Booklet 2007 p. 14-25, SR p. 36-51,
Working environment	Booklet 2007 p. 26-30, SR p. 8-13, p. 80-87,
Human rights	Booklet 2007 p. 22, p. 28 SR p. 10-11
Social responsibility	SR p. 4-5, p. 8-13, p. 15-17, p. 24-27, p. 51
Product responsibility	Booklet 2007 p. 15, p. 30



GRI G3	Report element	Page
	General	
1.1	Statement from the CEO about the relevance of sustainability	Booklet p. 4 et seq., SR p.4 et seq., AR p. 14-19
1.2	Description of key risks and opportunities	SR p. 17, AR p. 101-106
	Organisational profile	
2.1	Name of the company	Booklet title, SR title
2.2	Products and services	SR p. 96-99
2.3	Operational structure	Booklet p. 6, AR p. 50-58
2.4	Location of headquarters	Booklet p. 6
2.5	Countries in which the organisation's operations are located	Booklet p. 8-12
2.6	Nature of ownership and legal form	AR p. 50
2.7	Types of markets served	AR p. 50-58
2.8	Corporate profile, scale of the reporting organisation	Booklet p. 6,7
2.9	Major changes in size, structure or ownership during the reporting period	Booklet p. 26 et seq., SR p. 6-11, 50 et seq., 126 et seq.
2.10	Prizes and awards received	Booklet p. 15, 27, 28 SR p. 27, 85, AR p. 6-11
	Leadership structure and management	
3.1	Reporting period	Booklet title
3.2	Date of most recent previous report	SR p. 108
3.3	Reporting cycle	SR p. 108
3.4	Contact	Booklet p. 35
3.5	Process for defining report content	Booklet p. 4 et seq., SR p. 4 et seq., p. 108 et seq.
3.6	Boundary of the report	Booklet p. 8-11
3.7	Specific limitations on the scope or boundary of the report	SR p. 108 et seq.
3.8	Limits on comparability	Booklet p. 16, 18, 24, 26, 30
3.9	Measurement techniques and calculation bases	Booklet p. 7, 11, 14, 16, 18, 24 et seq., 30
3.10	Explanation of any re-statements of information	Booklet p. 7, 14, 18, 19, 24, 26, 30
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Booklet p. 8-10, 24 AR p. 126 et seq.
3.12	Location of GRI core indicators	Booklet p. 31-34
3.13	Independent assurance for the report	Not applicable
	Governance, commitments and engagement	
4.1	Governance structure of the organisation	AR p. 20, 30 et seq., CGP nos. 3 and 5
4.2	Indicate if the Chair of the highest governance body is also an executive officer	Not applicable
4.3	Organisations without Supervisory Board	Not applicable
4.4	Mechanisms for shareholders and employees to provide recommendations or directions to the highest governance body	Booklet p. 35 SR p. 16, 110
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives and the organisation's performance	AR p. 32 et seq.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	CGP no. 4.3
4.7	Process for determining the qualifications and expertise of the members of the highest governance body	AR p. 22-27 CGP no. 4.3
4.8	Internally developed statements of mission or values, codes of conduct	SR p. 10-17, CGP overall
4.9	Procedures of the highest governance body for overseeing the organisation management of economic, environmental, and social performance	AR p. 22-27, 30-39

GRI G3	Report element	Page
	Governance, commitments and engagement	
4.10	Processes for evaluating the highest governance body's own performance	AR p. 24, 25, 50 et seq. CGP no. 5.6
4.11	Explanation of whether the precautionary principle is addressed by the organisation	AR p. 101-106
4.12	Endorsement of externally developed initiatives	SR p. 57 et seq., 62-65, 68-71, 74-77, AR p. 96-99, 122 et seq., AR p. IV et seq., XVIII et seq., XXX et seq.
4.13	Memberships in associations and advocacy organisations	Booklet p. 22, SR p.10
4.14	List of stakeholder groups engaged by the organisation	SR p. 9, 96, AR p. 122
4.15	Basis for identification and selection of stakeholders to engage	SR p. 9, 96
4.16	Approaches to stakeholder engagement	SR p. 9 et seq., 108, AR p. 122
4.17	How are stakeholder interests addressed	Booklet p. 15, 28, 32-35 SR p. 9 et seq., 16, 87, 104-107, 108 et seq.
	Economic indicators	
EC1	Direct economic value generated and distributed	Booklet p. 7 AR p. 72-86, 89-95, 126 et seq.
EC2	Financial implications for the organisation's activities due to climate change	SR p. 46, AR p. 59, 60, 62-64, 68, 96-100, 108, 113
EC3	Coverage of the organisation's defined benefit pension plan obligations	SR p. 11 et seq., AR p. 148 et seq., 165-169, AV
EC4	Financial assistance received from government	Not specified
EC6	Practices and proportion of spending on locally based suppliers at significant locations of operation	Not specified
EC7	Procedures for local hiring, and proportion of senior management in locations of significant operation from the local community	Booklet p. 26
	Ecological indicators	
EN1	Materials used by type, except water	Booklet p. 24
EN2	Percentage of materials used that are recycled	Not specified
EN3	Direct energy consumption broken down by primary energy source	Booklet p. 24
EN4	Indirect energy consumption	Not specified
EN8	Total water withdrawal by source	Booklet p. 24
EN10	Re-use of water	Booklet p. 24
EN11	Location and size of land in protected areas	Not specified
EN12	Description of significant impacts of activities on biodiversity	Booklet p. 22 et seq., SR p. 49-51
EN16	Total direct and indirect greenhouse gas emissions by weight	Booklet p. 25
EN17	Emissions of other climate-relevant gases	Booklet p. 25 SR p. 47
EN19	Emissions of ozone-depleting substances	Not applicable
EN20	Significant air emissions	Booklet p. 25
EN21	Significant water discharge by type	Booklet p. 25
EN22	Total amount of waste by type and destination	Booklet p. 25
EN23	Total number and volume of significant spills	Not applicable
EN26	Significant environmental impacts of products and services	Booklet p. 19, 25
EN27	Percentage of products sold whose packaging is reclaimed by category	Not applicable
EN28	Fines for non-compliance with applicable environmental regulations	Booklet p. 16, SR p. 51
EN30	Total environmental protection expenditures by type	Booklet p. 16

GRI G3	Report element	Page
	Social indicators: working conditions	
LA1	Breakdown of total workforce by region	Booklet p. 26 et seq.
LA2	Total number and rate of employee turnover broken down by region	Booklet p. 26 et seq.
LA4	Percentage of employees represented by independent trade union organisations or covered by collective bargaining agreements	SR p. 81 et seq.
LA5	Minimum notice period(s) regarding major operational changes*	AR p. 93-95
LA7	Rates of injury, absenteeism and number of work-related fatalities	Booklet p. 29 et seq.
LA8	Measures in the case of serious diseases	SR 90 et seq. AM/AS p. 31 et seq.
LA10	Training hours by employee category*	Booklet p. 27
LA13	Diversity of top management including board (gender/culture)	Booklet p. 26
LA14	Ratio of basic salary of men to women by employee category	Booklet p. 28
	Social indicators: human rights	
HR1	Principles and policies on monitoring human rights	Booklet p. 22, SR p. 11
HR2	Screening on human rights for major suppliers and contractors, and actions taken	Booklet p. 22, SR p. 51
HR4	Incidents of discrimination, actions taken	Not applicable
HR5	Ensuring freedom of association and collective bargaining throughout the organisation	SR p. 11, 80 et seq.
HR6	Principles/Measures to prevent child labour	Booklet p. 22, SR p. 11
HR7	Principles/Measures to prevent forced or compulsory labour	Booklet p. 22, SR p. 11
	Social indicators: society	
S01	Management of the impacts of operations on communities	SR p. 39, 55-57, 96 et seq.
S02	Percentage and number of organisational units investigated for corruption risk	Not specified
S03	Percentage of employees trained in organisation's anti-corruption policies and procedures	Not specified
S04	Actions taken in response to incidents of corruption	Not applicable
S05	Public policy positions and participation in public policy development and lobbying	Booklet p. 22, SR p. 9, 11, 20 et seq., 25, 36 et seq., 102 et seq., AR p. 6-11, 17 et seq., 59 et seq., 62-65
S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	Booklet p. 16
	Social indicators: responsibility for products and services	
PR1	Principles concerning the health and safety of customers	Booklet p. 30
PR3	Principles/Procedures for product labelling	Booklet 2006 p. 14
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not applicable
PR8	Principles/Procedures for customer data protection	Booklet p. 15, SR p. 17, DPD
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	Not specified

Abbreviations

*	No complete presentation as per GRI criteria or examples only
AM/AS	2006 occupational medicine and work safety report
AR	2007 Annual Report
AV	Brochure on pension scheme
Booklet	Our Responsibility in Figures, 2007 Booklet on the 2005 2006 Sustainability Report
CGP	EnBW Corporate Governance Principles
DPD	Data protection declaration, see www.enbw.com/content/de/service/datenschutz/index.isp
SR	2005 2006 Sustainability Report

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Publishing Details

Publisher

EnBW
Energie Baden-Württemberg AG
Durlacher Allee 93
76131 Karlsruhe

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Repro

Repro 2000, Leonberg

Printed by

Sommer Corporate Media
Elanders GmbH, Waiblingen

Paper

Inside pages BVS matt 150 g/m²
Cover pages BVS matt 300 g/m²

ISBA No.: B.2132.0810
Circulation: 500
October 2007

In case of doubt, the original
German-language version is
authoritative.