

Amsterdam 20101124

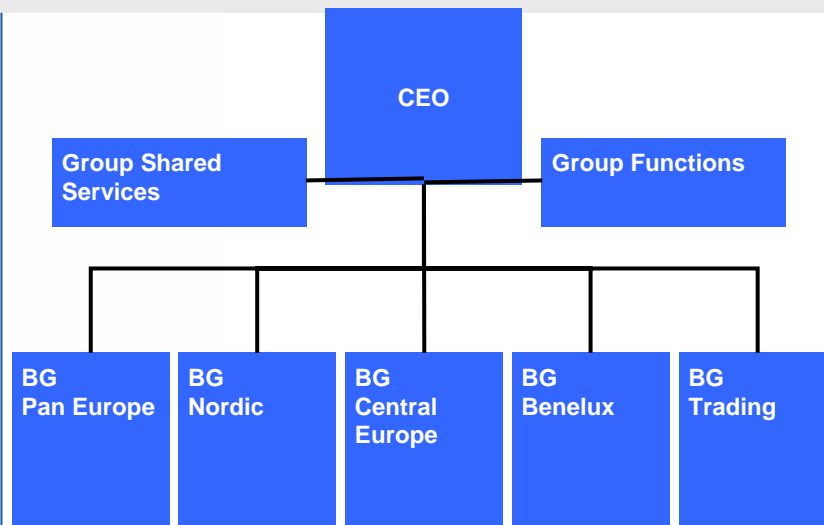
The effect on Co-Determination in Vattenfall

as a result of New Organisation in Vattenfall

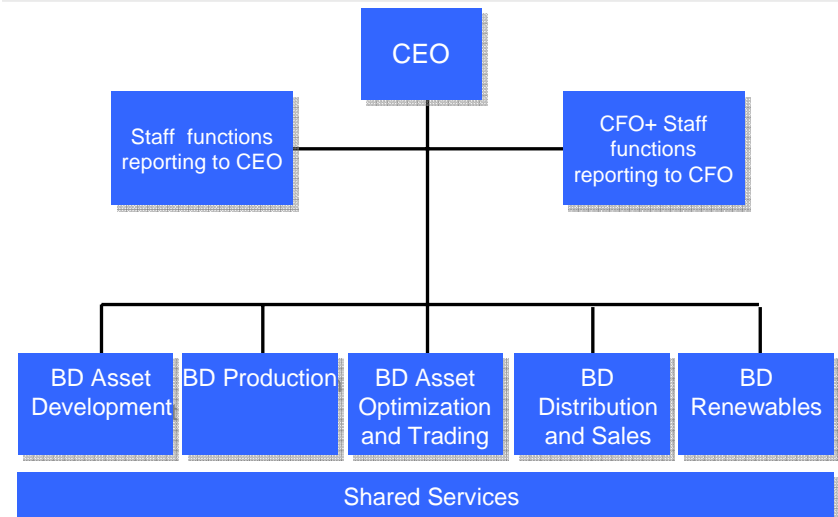
New Organisation

New Organization

From ...



... to



Reflections

Decisions will be taken cross border

Decisions will be harder to influence locally

The Co-determination is organized to have influence locally

Laws, Collective Agreements, Policies, and so on
are very different in the countries

Reflections

A need to build bridges cross border to be able to influence decisions

A need to also preserve the existing Body's and Rules in each country

A need to have a counterpart in each country to take care of the country specific regulation

Result from negotiations

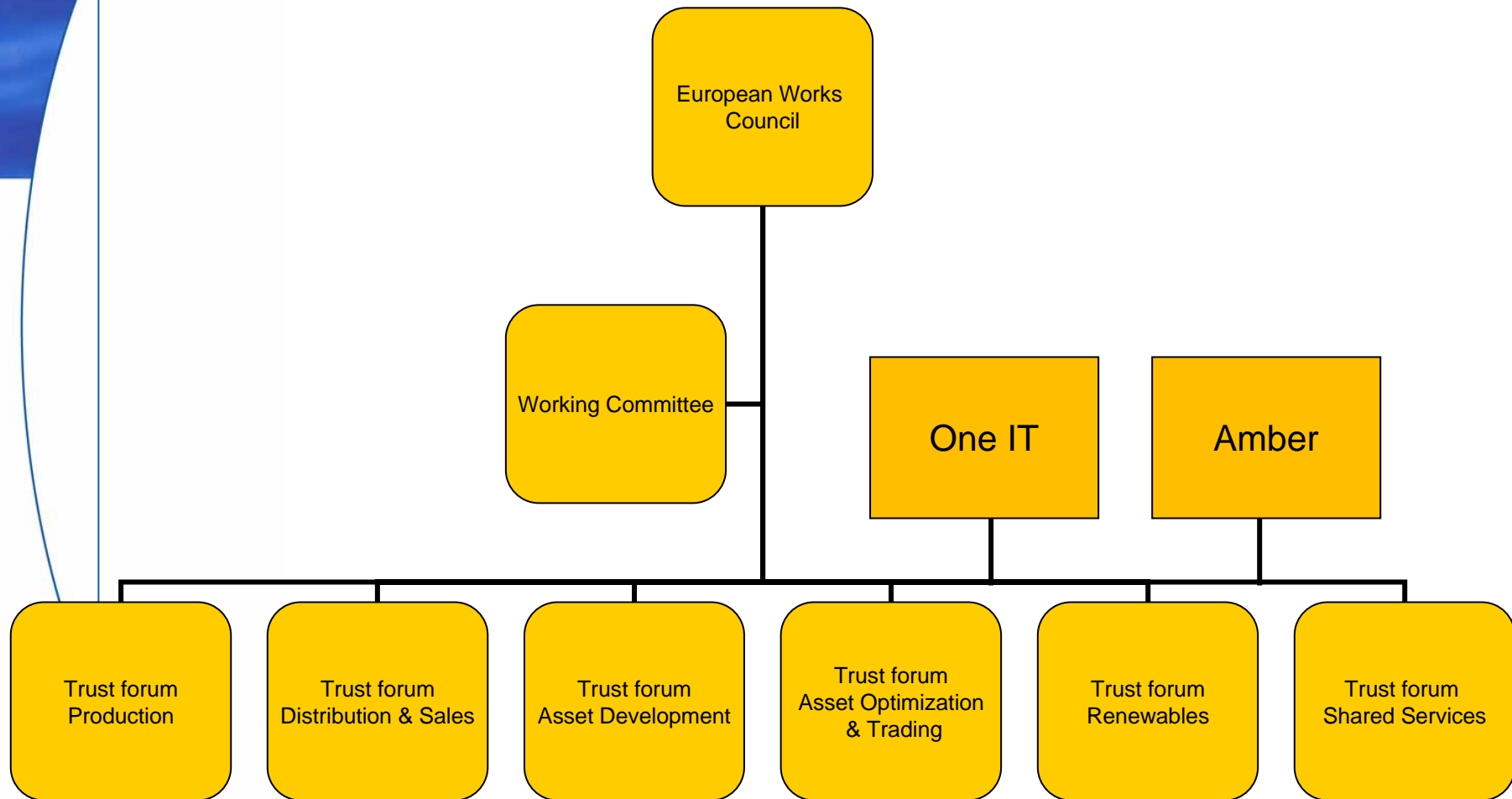
An agreement on:

A Country HR Coordinator to take care of the rules in each Country and to be the counterpart to the co-determination

An amendment to the EWC agreement about

- New rules for the working committee
- New Trust Forums to work Cross Border

European Co-determination structure Vattenfall



EWC VATTENFALL

- Two formal meetings a year for information and consultation with the management according to an agenda agreed with the company.
- Time, place and agenda are determined after consultations between the chairman of EWC-Vattenfall and Vattenfall AB.
- The employee representatives can meet on their own in connection to the meetings with the Group Management.

EWC VATTENFALL



GERMANY 10 Representatives



SWEDEN 5 Representatives



NETHERLAND 5 Representatives



POLEN 4 Representatives



FINLAND 2 Representatives



DENMARK 2 Representatives



BELGIUM 1 Representativ

Totally 29 Representatives from the workscounsils in Vattenfall

EWC VATTENFALL

Representatives in EWC Vattenfall

Germany

Rainer Kruppa
Rüdiger Siebers
Wilfried Schreck
Jürgen Stinsky
Bernhardt Lamprecht
Jens Blatt
Frank Breyer
Bettina Kleeberg
Volker Schmidt
Peter Wagner
Dr. Andrea Brieger (assist)

Sweden

Johnny Bernhardsson
Ronny Ekwall
Lars-Göran Johansson
Carl-Gustaf Angelin
Per-Ove Lööv

Netherland

Gabriel Hage
Gerard Schavemaker
Joop Bakker
Anoek Kranenburg
Aad Huiberts

Belgium

Evi de Backer

Polen

Slawomir Oryga
Grzegorz Czerwinski
Henryk Niedzballa
Andrzej Kaminski
Magdalena Rycombel (assist)

Finland

Päivi Kuusimäki
Santtu Vähäkuopus

Denmark

Anders Keld Rasmussen
Torben Svendsen

EWC VATTENFALL Works Council

EWC Working Committee

- Four meetings a year for information and consultation with the management
- Informal meetings preparing the agenda for the EWC meeting.
- Separate internal meetings if there are special questions to discuss
- Communication in English
- Assistants to translate if necessary
- One representative from each country.

EWC VATTENFALL Works Council

The working committee is represented by

Johnny Bernhardsson	Chairman
Rainer Kruppa	Germany
Slawomir Oryga	Polen
Gabrie Hage	Netherland
Evi de Backer	Belgium
Ronny Ekwall	Sweden
Torben Svendsen	Denmark
Santtu Vähäkuopus	Finland
Dr. Andrea Brieger	Assistant Germany
Magdalena Rycombel	Assistant Polen

Trust Forums Vattenfall

Trust forum Production	17
Trust forum Distribution & Sales	19
Trust forum Asset Optimization & Trading	5
Trust forum Renewables	6
Trust forum Asset Development	5/8
Trust forum Shared Service	8
Existing Trust Forum in Amber remains and VIS	
Trust Forum develops to be Trust Forum for all IT	

Trust Forums Vattenfall

- Two meetings a year for information and consultation with the management in the Division/Shared Service
- The chairman of the Trust Forum preparing the agenda together with the management
- Extra meetings are possible if there are special questions to discuss
- Communication in English or another language agreed in the Trust Forum
- Representation based on the agreement
- One from the EWC Working Committee in each Trust Forum

What happens now

Appointment of members to the Trust Forums
Will be done according to the rules in each country

Appoint a EWC Working Committee member to the
Trust Forums

Start the Trust Forums and elect a chairman in
each Trust Forum

EWC vision

By using the right for Information and Consultation in The EWC, The Working Committee and the Trust Forums tries to take care of the rights to influence decisions cross border for all the employees in Vattenfall

Finally

Thanks for listening

Johnny Bernhardsson chairman
EWC Vattenfall