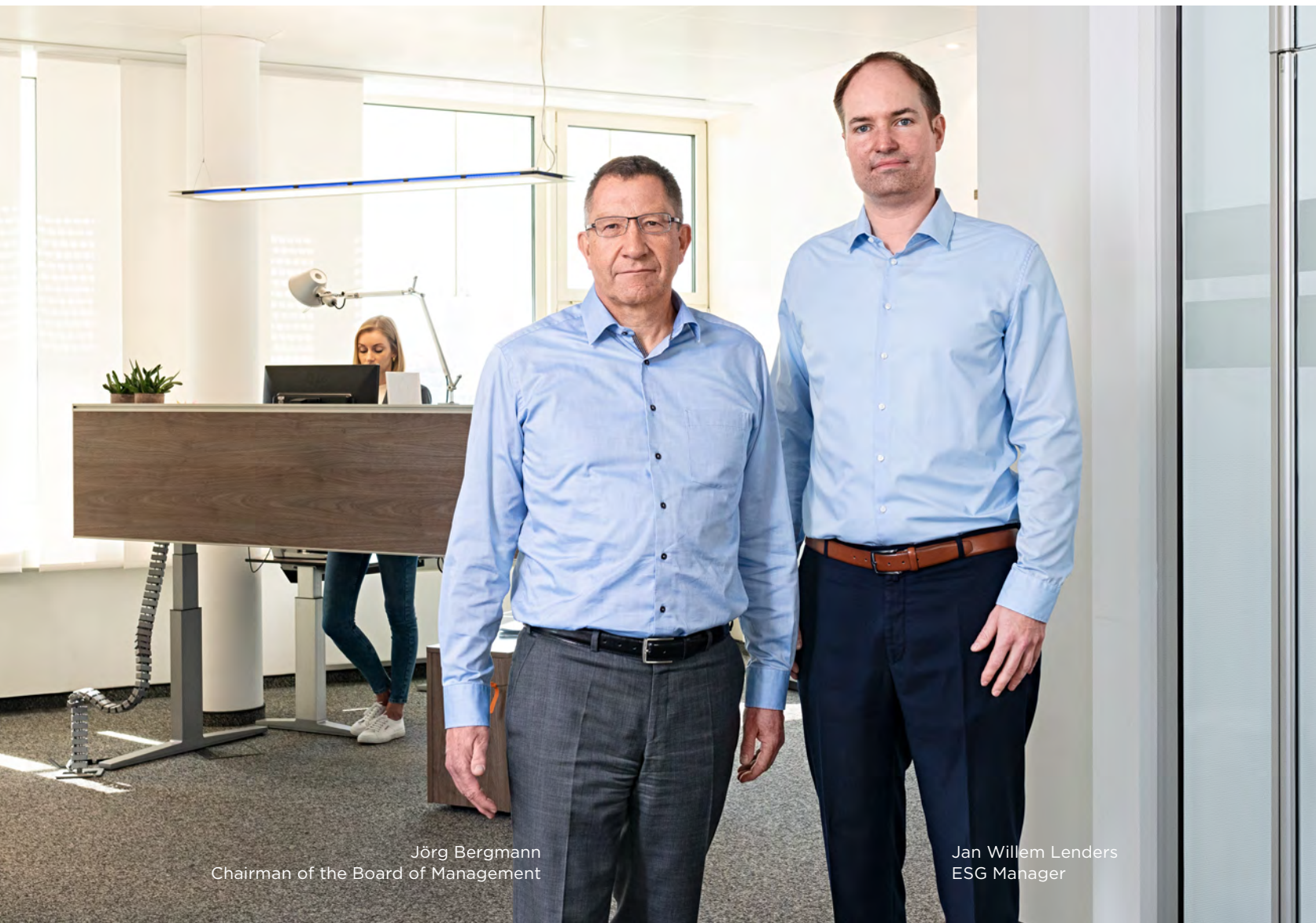




Sustainability Report 2021

Our first.





Jörg Bergmann
Chairman of the Board of Management

Jan Willem Lenders
ESG Manager

Dear readers,

When we decided to publish a sustainability report in 2021, the world was still a different place. The coronavirus pandemic has been a major turning point for all of us and it has triggered a fundamental debate about how we want to live and do business in the future. In addition to questions about work-life balance, the pandemic has also raised the question of how we can tackle one of the greatest challenges of our time: climate change. OGE management and staff not only adopted a responsible approach to the pandemic early on and delivered a strong performance in the financial year 2021 but, based on our experience with emission reduction measures, we also set ourselves ambitious targets to reduce our greenhouse gas and especially our methane emissions. It was against this background that we began to draft this report.

Now in June 2022, we have to realise that the world has changed. Russia's terrible and, for us, unexpected war of aggression in Ukraine marks a new turning point - for European and German society, for the economy and especially for Germany's gas industry. Because it has called into question what we have always taken for granted, namely security of supply. OGE is making a significant contribution here by building a transmission pipeline for gas from Wilhelmshaven, where it will arrive as LNG, to a tie-in point in the existing pipeline network near Etzel at record speed.

The reduction in Russian gas flows will have an impact on gas network operation in Europe and Germany, for example by changing the way we run our compressors. As important as it is to secure the supply of natural gas, we as a society now have to focus on the goal of expanding renewable energy generation, which also includes switching to green gases, and especially hydrogen. In order to achieve this goal, we need a concerted and determined effort by society, politics and business.

We are proud to present OGE's first sustainability report because OGE is already doing a lot to become more sustainable, and we have even more plans for the future. With this report, we want to be transparent about our sustainability goals, the measures taken and the results achieved. Given the challenges and tasks ahead, we count ourselves very fortunate to have a highly dedicated and committed workforce. With their expertise, motivation and creativity, they are contributing to OGE's successful transformation. In our first sustainability report, we therefore also focus on our people and their achievements in the categories General Matters, Ecology, Economy and Social Issues. This report is an important milestone on the journey to becoming even more sustainable in our thinking and our actions. We would be delighted if you, as stakeholders of OGE, would join us on this journey and engage in a dialogue with us.

We hope you enjoy reading this report!

J. Bergmann Jan Willem Lenders

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Strategy

We enable energy supply. Today and in the energy mix of the future.

Our purpose makes clear what OGE stands for: We are actively advancing the energy transition. The “energy mix of the future” is crucial to achieving the climate protection targets in a sustainable, secure and affordable manner. We are committed to the targets of the international Paris Climate Agreement and to Germany’s climate protection goals. The commitment is fundamental to who we are and challenges us: On the one hand, natural gas is needed as a bridging technology as nuclear energy and coal are gradually phased out in

Germany. On the other hand, the climate protection targets mean that by 2045 Germany will have to run almost entirely without fossil natural gas. The most efficient way to achieve the climate protection targets, therefore, is to use renewable power and green gases (such as hydrogen). The existing gas infrastructure offers an efficient and secure way to transport green gases.

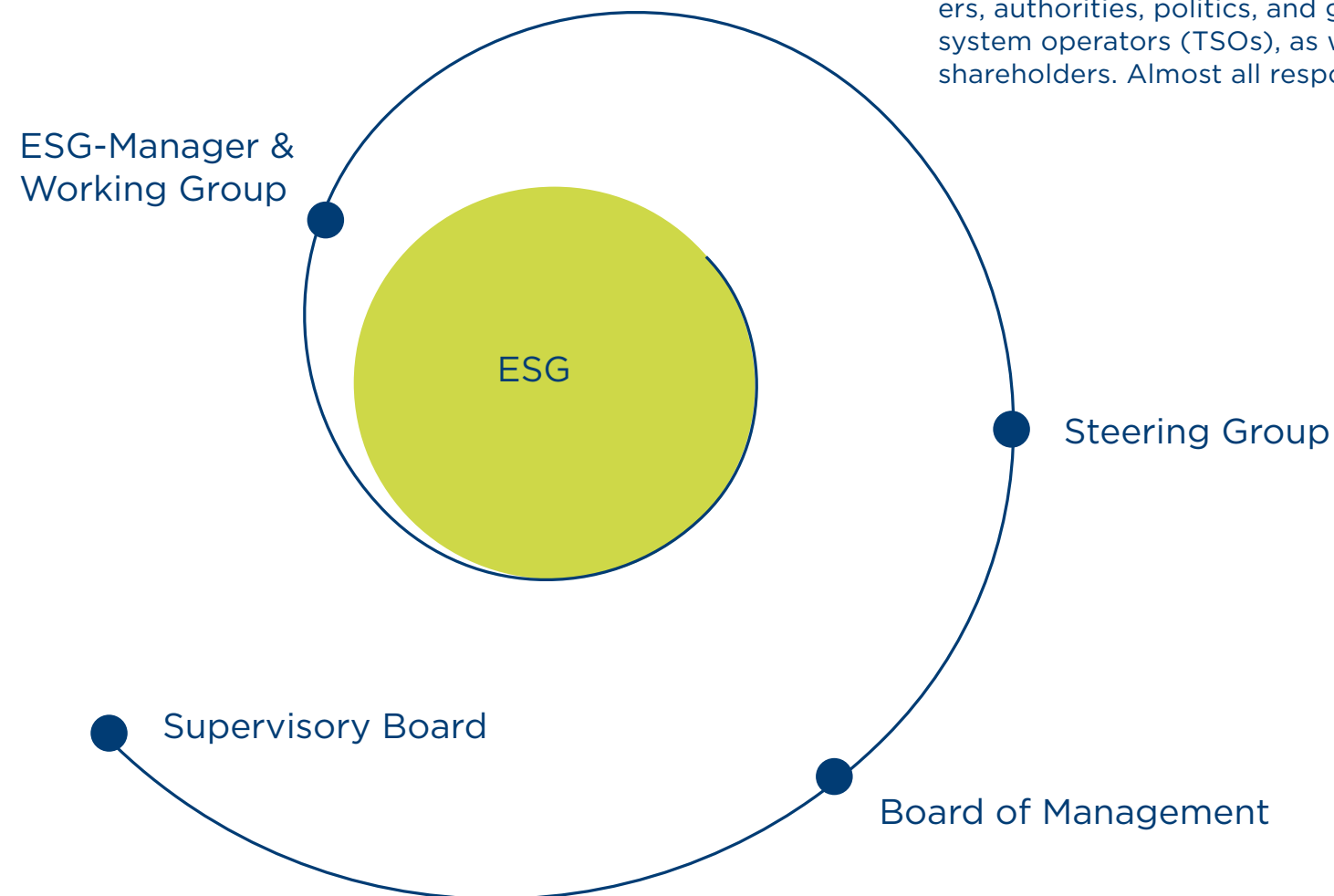
To tackle these challenges, we have designed a new vision for OGE which also provides the basis for our “OGE 2030+” corporate strategy. The direction is clear: We see climate protection as an opportunity and will therefore continue to develop into a leading infrastructure and service provider for sustainable, gaseous energy. For this, we aim to develop and operate a hydrogen infrastructure (primarily from the existing system) and offer associated services, all with customers in mind. For strategy implementation, we are developing important projects relating to sector coupling, hydrogen, and other green gases. In addition, we are planning to build transmission infrastructure for CO₂. In certain industrial production processes, CO₂ emissions are unavoidable even in the long term. With capture and usage or storage of CO₂, it is possible to manage carbon in a sustainable way, for example as part of a circular economy. We often develop projects togeth-



OGE Board of Management from left to right Dr. Frank Reiners, Dr. Jörg Bergmann, Dr. Thomas Hübener

er with partners, because we are convinced that we can only achieve climate protection and the transformation of the energy supply by working together. In implementing our strategy, we make responsible use of the opportunities presented by digitisation and systematically push the development and use of innovative processes, structures and technologies. To make the transformation successful, we are also further developing our corporate culture and our mindset.

Our sustainability strategy is based on the corporate strategy and covers environmental, economy and social issues. Within these three dimensions, we are committed to an energy supply with renewable power and green gases. At the same time, we also want to boost the sustainability of our current activities. We have identified the fields of action crucial to us with the extensive involvement of our stakeholders. In these fields, we are setting ourselves ambitious goals – based on the United Nations’ Sustainable Development Goals and international standards. Our new sustainability management structure anchors the issue of sustainability at every hierarchical level. From an interdisciplinary ESG (Environmental, Social, Governance) working group with employees from across different corporate divisions to our new ESG Manager as a central point of contact, through to the Board of Management and the Supervisory Board: We take responsibility and will in future integrate ESG more firmly into our corporate strategy.



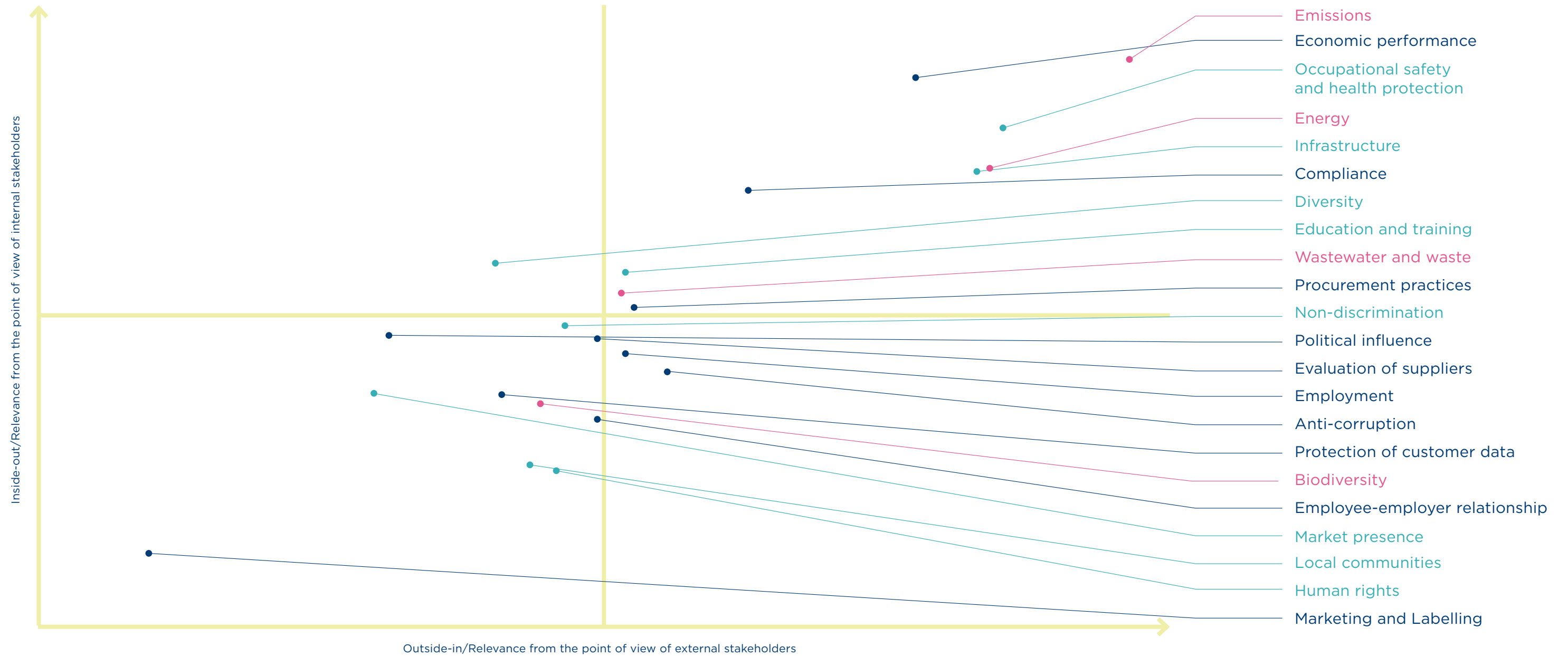
Stakeholder dialogue

For us, responsible corporate management means understanding the expectations and needs of our stakeholder groups and incorporating them into our business activities. With our first comprehensive stakeholder survey on ESG themes and challenges in the third quarter of 2021, we wanted to identify how different stakeholders view the significance of ESG themes for OGE and the expectations associated with these.

A total of 54 people took part in the stakeholder dialogue. The group of internal stakeholders (31 percent of all respondents) consisted of senior management, heads of department and employees. The external stakeholders questioned (69 percent of all respondents) included representatives of banks, the press, suppliers, customers, authorities, politics, and gas transmission system operators (TSOs), as well as investors and shareholders. Almost all respondents (96 percent)

consider the theme of ESG to be of great or very great significance to the future of OGE. Reasons given for this include the increasing social and regulatory requirements, the future viability of the business model, and employer attractiveness. Current awareness for ESG within OGE is considered by the majority of respondents to be “growing”. According to three quarters of respondents, the goal of ESG reporting is to boost OGE’s credibility regarding sustainability and to foster trust. Based on this, the majority of respondents also see an ESG report as an opportunity to positively influence the company’s image. Improving risk and ESG management as well as employer attractiveness were other goals considered essential. Expectations towards ESG reporting include, above all, clear objectives, transparency and orientation towards international standards. The results of the questions on key ESG themes reveal a consistent focus on environmental topics. Hence, the biggest opportunities for OGE to have a positive social impact are perceived to be in the environmental area. Respondents see the greatest leverage by far in the use of green gases, followed by measures towards emissions reduction. It is also in the environmental dimension, however, that respondents perceive the greatest risks for negative social impacts. The main risks cited were CO₂ and methane emissions, construction of pipelines, and occupational health and safety.

Evaluation of the relevance of ESG topics for OGE from an internal and external stakeholder perspective



Materiality analysis

In a materiality analysis, the respondents prioritised 22 ESG topics. Established standards (Global Reporting Initiative, UN Sustainable Development Goals) were used as a basis for the topic selection. The results of the prioritisation from internal and external stakeholder perspectives have been summarised in a materiality

matrix. The matrix shows that the internal and external stakeholders generally see the same topics as relevant.

In addition to prioritising the 22 topics, the respondents named their top three focal areas. Top focal areas identified were emissions, energy and

hydrogen. Social issues such as employment and health and safety come after the environmental topics.

The results of the dialogue form the basis for prioritisation of our ESG topics as well as the development of our ESG strategy.

- Governance
- Social
- Environmental

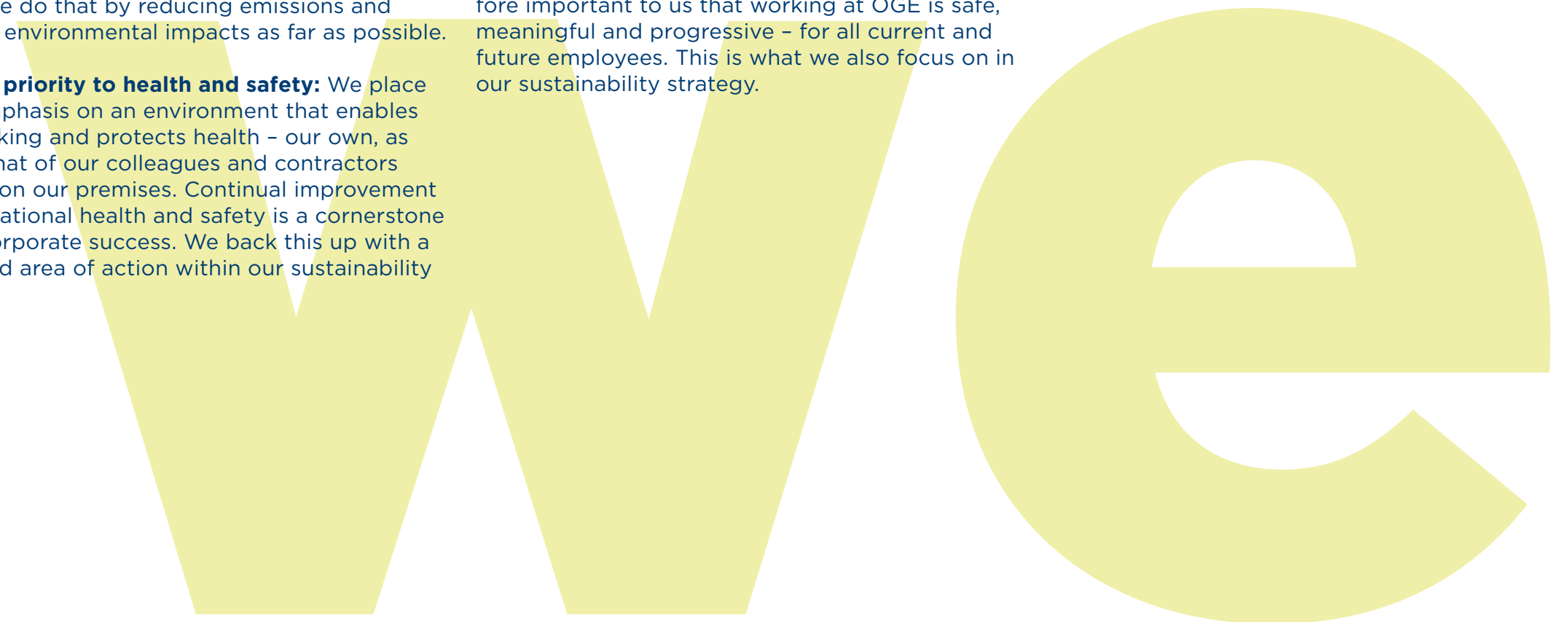
In which key fields of action do we aim to boost sustainability at OGE?

We are transforming our core business: We want to make the energy supply sustainable and secure for the long term. The biggest opportunities for positive social impact lie in our contribution to achieving the climate targets and in supporting the energy transition through green gases and thus ensuring the competitiveness of Germany as an industrial location. This is something shareholders, management, our employees and stakeholders all agree on. We are therefore working hard not only to reduce our greenhouse gas emissions, but also to increase the use of green gases, particularly hydrogen. Together with various partners, we are initiating projects along the entire value chain to develop the hydrogen economy and are consistently driving these forward in our role as an infrastructure operator so that hydrogen becomes available to customers in Germany and Europe. The ramp-up of the hydrogen economy in the short term requires an adequate legal and regulatory framework, for which we act as advocate vis-à-vis politicians and other stakeholders. Furthermore, to achieve climate targets we are developing solutions for industrial firms in Germany that have to capture and recycle their unavoidable process-related CO₂ emissions in the long term, as well as for companies that use carbon, such as those in the chemical industry.

We are reducing our emissions and environmental impact: We currently transport natural gas through large parts of Germany and facilitate the transit of gas to our neighbouring countries. A large portion of the resulting greenhouse gas emissions arises from the driving of compressor units to ensure the flow of gas. Gas transport also results in methane emissions if, for example, unburned natural gas is released into the atmosphere. We operate a large pipeline network and plan and implement major infrastructure projects, so it is essential that we minimise the impact on the environment and avoid environmental incidents. We do that by reducing emissions and negative environmental impacts as far as possible.

We give priority to health and safety: We place great emphasis on an environment that enables safe working and protects health – our own, as well as that of our colleagues and contractors working on our premises. Continual improvement of occupational health and safety is a cornerstone of our corporate success. We back this up with a dedicated area of action within our sustainability strategy.

We focus on our employees: We have dedicated employees with outstanding skills relating to gas and gas infrastructure. It is them we should thank for our good reputation in Germany and beyond. We therefore place our employees at the centre of our commercial activity and offer them an excellent environment in which to work and develop. Our corporate culture also fosters diversity within our teams, which to us means new perspectives, innovation and team spirit. Together, we are developing further so that we can successfully shape the transformation of OGE over the next few years and decades. It is therefore important to us that working at OGE is safe, meaningful and progressive – for all current and future employees. This is what we also focus on in our sustainability strategy.



What goals are we setting in these fields of action and how do we aim to achieve them?

As a responsible and innovative infrastructure and service provider in the field of gaseous energy, we support the UN's Sustainable Development Goals on the way to a low-carbon, safe and sustainably growing society. Derived from the materiality analysis carried out and the assessment of our stakeholders, we have identified four primary and four secondary sustainability goals that we particularly want to promote through our activities.

Primary goals



We apply the principles of “safety first” and “no harm to human health”. According to these principles, we have made occupational health and safety an integral part of our business activities.



We are committed to a secure, efficient and sustainable energy supply. We work to ensure security of supply and are increasingly transporting green gases in our network.



As an infrastructure operator, we have a leading role in the further development of the energy system. With our reliable, sustainable and resilient infrastructure, we support the economy and society.



We are transforming our core business into a climate-neutral energy supply. We reduce environmental impacts – as OGE and together with our partners.

Secondary goals



We are committed to the protection of human rights – both internally and along our value chain. We support and promote equal opportunities and diversity.



We are convinced that for us, the most important success factor is human beings. Working at OGE is safe, meaningful and forward-looking.



We are the guarantor of security of supply for cities and municipalities as well as the local economy. Fulfilling this mandate and the climate-friendly further development of the network remain our top priority.



In the construction and operation of our grids and plants, we place great emphasis on sustainable restoration and careful treatment of flora and fauna.

Our goals in numbers

We aim to achieve an accident rate (Total Recordable Injury Frequency, TRIF_{comb}) of

< 4,4 in 2022.

To achieve these goals, we systematically identify measures and implement them in the short, medium or long term. Our “first” sustainability report sets out transparently and in detail the measures we have implemented to promote sustainability in 2021 and the goals we have set ourselves for 2022.

In addition, we have set targets for emissions reduction and occupational health and safety, which are the priorities defined by the materiality analysis and which we aim to measure ourselves against in future. These go hand in hand with the fact that part of the remuneration of OGE’s Board of Management is based on the achievement of ESG targets.

Our managers will carry out

550

management inspections in 2022. In doing so, they fulfil their mandate to reduce accident risks and ensure safety in the workplace.

We are reducing our greenhouse gas emissions (scope 1 and 2) compared to 2009 by

45 % by 2025.

We are reducing our methane emissions compared to 2009 by

55 % by 2025.

General

Welcome to one of Europe's leading transmission system operators

Who is OGE? This chapter provides an initial overview of who we are and what our business and our corporate structure look like. As Germany's largest gas transmission system operator, we play a key role in supplying energy to Germany and our neighbouring countries. We offer non-discriminatory access to our network to all customers. As a regulated company, this is our overriding principle. In addition to transporting natural gas, we also offer a broad range of services related to gaseous energy. We can only do so because we have around 1,500 highly skilled and committed employees. Our partners, with whom we cooperate individually or in various associations in Germany and across Europe are also crucial to our success.

1. Our business and our corporate structure > Page 14
2. Our very committed and skilled employees > Page 16
3. Mastering the energy transition together > Page 18



“More sustainability at OGE - that is our focus in the Green Team”

Colin Lipski, Apprentice for a career as an industrial clerk

Our business and our corporate structure

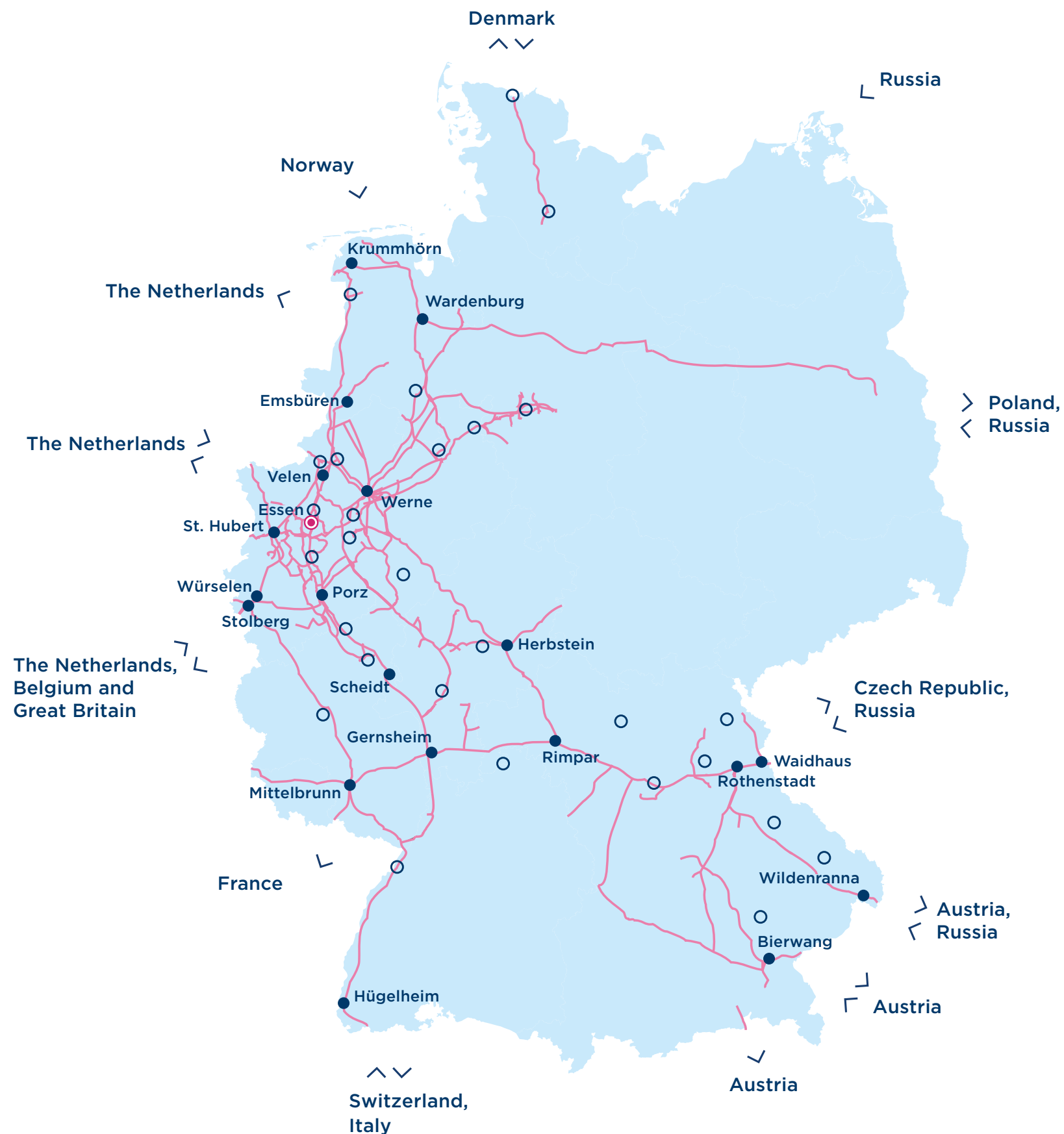
Enabling energy supply in Germany, today and for the energy mix of the future – that’s what OGE stands for. Based in Essen, we are Germany’s leading gas transmission system operator and operate the country’s largest transmission system with a length of around 12,000 km – comparable to the length of the German motorway network.

As a network operator, OGE is subject to supervision by the Federal Network Agency (BNetzA), Germany’s regulatory authority, and is bound by the legal framework of the European Union (EU) and the German legislator. Access regulation obliges us to ensure non-discriminatory network access, so we are active in this regard and fulfil all obligations to ensure equal treatment in network access conditions. To facilitate this, we have implemented an equal treatment programme in accordance with Section 10e (1) of the German Energy Industry Act (EnWG). This is aimed at employees and regulates the obligations with regard to non-discriminatory network operation in a way that is binding for everyone.

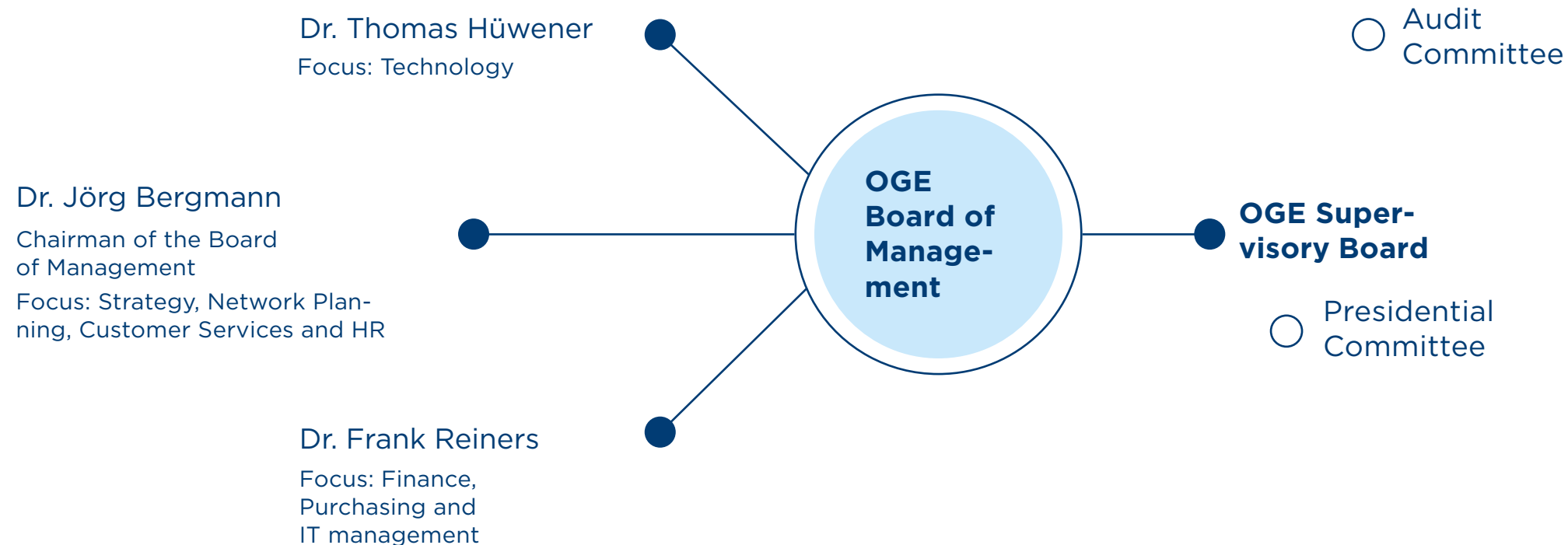
Business model

We are a regulated gas transmission company, so our core business consists of transmission of gaseous energy for our customers. With our pipeline network and services, we offer future-oriented gas transmission solutions. This involves the planning and construction of gas infrastructure and thus the demand-oriented, efficient further development of the transmission network based on the Network Development Plans – starting with the conception, project management and construction through to operation of the pipeline system, including repair and maintenance. This also includes controlling and monitoring the network, capacity management, marketing of capacities, supporting our customers, and monitoring and billing of capacities. Our transmission network in Germany is a key part of the European pipeline system, stretching from the North and Baltic Seas to the Mediterranean and from the Atlantic to Eastern Europe. In future, this pipeline system will increasingly also transport green gases to customers.

- ⊙ Headquarter
- Compressor station
- Further operating locations
- Transmission pipelines OGE
- > Flow directions



In 2021, OGE transported almost 700 TWh of energy. This amounts to around 70 percent of total German natural gas consumption. As a supra-regional gas transport company, we are a central part of the value chain on the way from the producer of the gas to the customer. Our transmission grid permits gas transmission to our neighbouring countries and is connected to the closely meshed networks of various distribution network operators in Germany. End customers are supplied via these and via the direct supply of power plants and industrial facilities from our network. Part of our network consists of pipelines owned by pipeline companies in which we hold shares together with partner companies. We also hold stakes in further companies (> website) that provide services for the transportation of natural gas or operate in areas where expertise in gaseous energy sources is required.



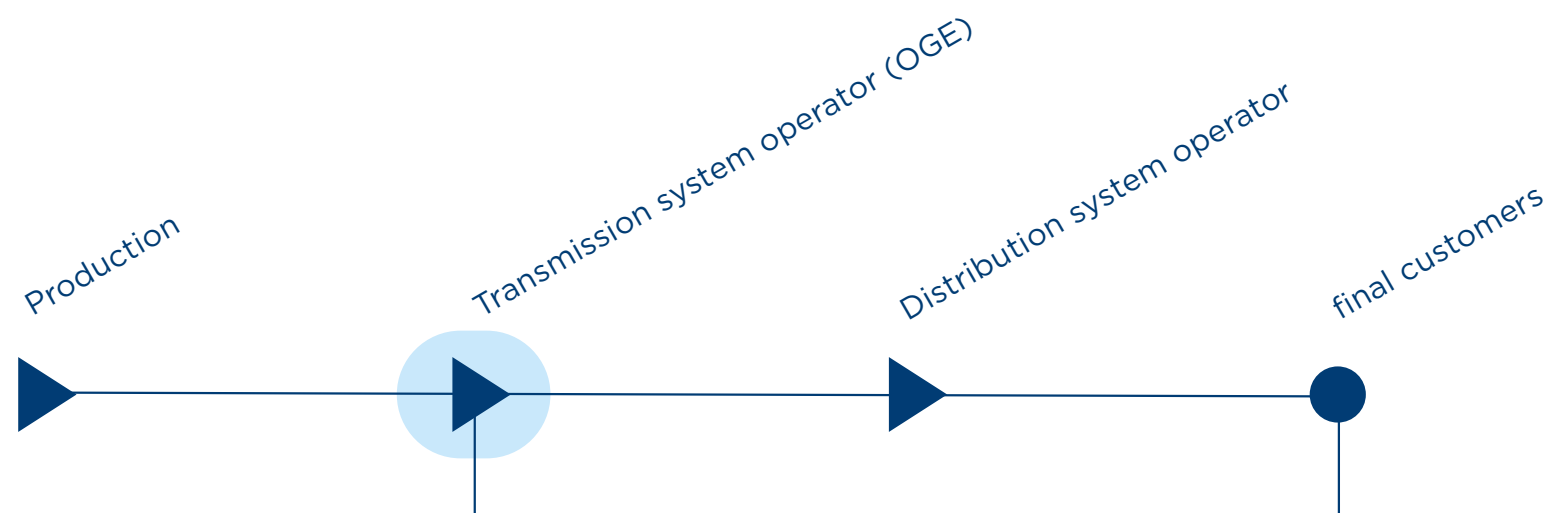
Structure and management

Efficient management and supervisory structures are the basis for our reliability and compliance with high standards. The main bodies are the Board of Management and the Supervisory Board. The Board of Management is entrusted with operational management and thus control over business activities, for which it uses its decades of experience in various branches of the energy industry.

The highest supervisory body of OGE is the Supervisory Board, which consists of four representatives of our shareholders and two elected employee representatives. The Supervisory Board is supported in monitoring the activities of the Board of Management by the Presidential Committee. The tasks of the Presidential Committee include advising the management on fundamental questions of the strategic development of the company, but it also deals with the preparation of personnel decisions by the Supervisory Board, such as proposals on the composition of the Board of Management and its remuneration. The achieve-

ment of the presented goals on emissions and occupational safety are included in the evaluation of the management and thus have an influence on the remuneration of the Board of Management.

Vier Gas Transport GmbH (VGT), Essen, is the sole shareholder of OGE. As a capital market-oriented corporation, VGT is a public interest entity. In this context, VGT has an Audit Committee whose supervisory functions also extend to OGE. These include, in particular, selecting and ensuring the independence of the auditor, monitoring the accounting processes, the effectiveness of the internal risk management system and the audit of the financial statements.



German gas market value chain

Our very committed and skilled employees

We have dedicated employees with outstanding skills relating to gas and gas infrastructure.

The following facts and figures provide an overview of our workforce structure as of 31 December 2021 along with selected HR data:



	31.12.2021
Total workforce	1,510
Of which apprentices	78
Of which women	291
Of which men	1,219
Of which full-time	1,327
Of which part-time	183
Of which permanent employees	1,479
Of which temporary employees	31
Of which employees covered by collective agreements.	1,024
Employees on parental leave in 2021	70
Of which men	51
Of which women	19
Of which left the company in 2021	0
Adjusted staff turnover	1,3 %
Average age	45,7
Proportion of employees with further training	95 %

Age distribution

≤ 30	148
31-50	750
> 50	612

	Actual 31.12.2021	Target 31.12.2026
Leadership Positions Act		
Heads of department, proportion of women	12 %	16 %
Heads of division, proportion of women	8 %	17 %
Managing directors, proportion of women	0 %	33 %
Supervisory board, proportion of women	0 %	17 %

“We campaign for green gases – on German and European committees.”

Dr. Manuela Matos
Regulatory Affairs Advisor,
European Associations

Mastering the energy transition together

Only together can we tackle the challenges of the energy transition. We have therefore always relied on cooperation and communication. We are involved in associations and strategic alliances, for example, to represent our interests and promote joint initiatives.

These are our most important associations and cooperation partners:

Germany

- > BDEW
- > DVGW
- > FNB Gas
- > Zukunft Gas

Europe

- > ENTSOG
- > GIE
- > Hydrogen Europe
- > „Gas for Climate“-Initiative
- > European Hydrogen Backbone



Economic Economic

Our contribution to sustainable growth

How does OGE contribute to sustainable growth? The most important goal is security of supply, which we ensure, for example, in dispatching, through demand-oriented network planning and respective expansion, as well as through the market area conversion. We ensure security and safety in our processes through compliance activities and regular crisis exercises. You can also learn more about our cooperation with local suppliers and how sustainability aspects have an impact on our employees' pensions.

1. An eye on the pipeline network and supply security in hand – OGE's dispatching centre > Page 22
2. Hub for Europe – the OGE network > Page 23
3. Market area conversion > Page 26
4. Reliable, comprehensive and serious – our understanding of compliance > Page 28
5. Ensuring safety at all times > Page 31
6. Strong together as partners > Page 32
7. Investing responsibly in the future > Page 32



“Whether day or night shift: we always have an eye on our network.”

Dennis Bawej, Control Engineer, Dispatching



An eye on the pipeline network and supply security in hand – OGE's dispatching centre

More than 45 people work at OGE's dispatching centre around the clock. From here, they move millions of cubic meters of gas every day – and thus ensure security of supply.

The pipeline network is monitored continuously and in full by the dispatching centre. All important information is continually processed for the dispatchers. Pressures and flow rates are instantly adjusted to the requirements of a safe and efficient network operation.

Information relevant to safety is displayed immediately. The current status is shown, and forecasts and weather data can be viewed, including into the future. If, for example, energy demand rises sharply during the winter, the dispatchers can immediately take the right measures.

Network control

The team is responsible for the compressor stations, receiving stations and the transmission network overall. This involves coordination of the delivery of gases from the transmission network to the regional networks.

Transmission scheduling

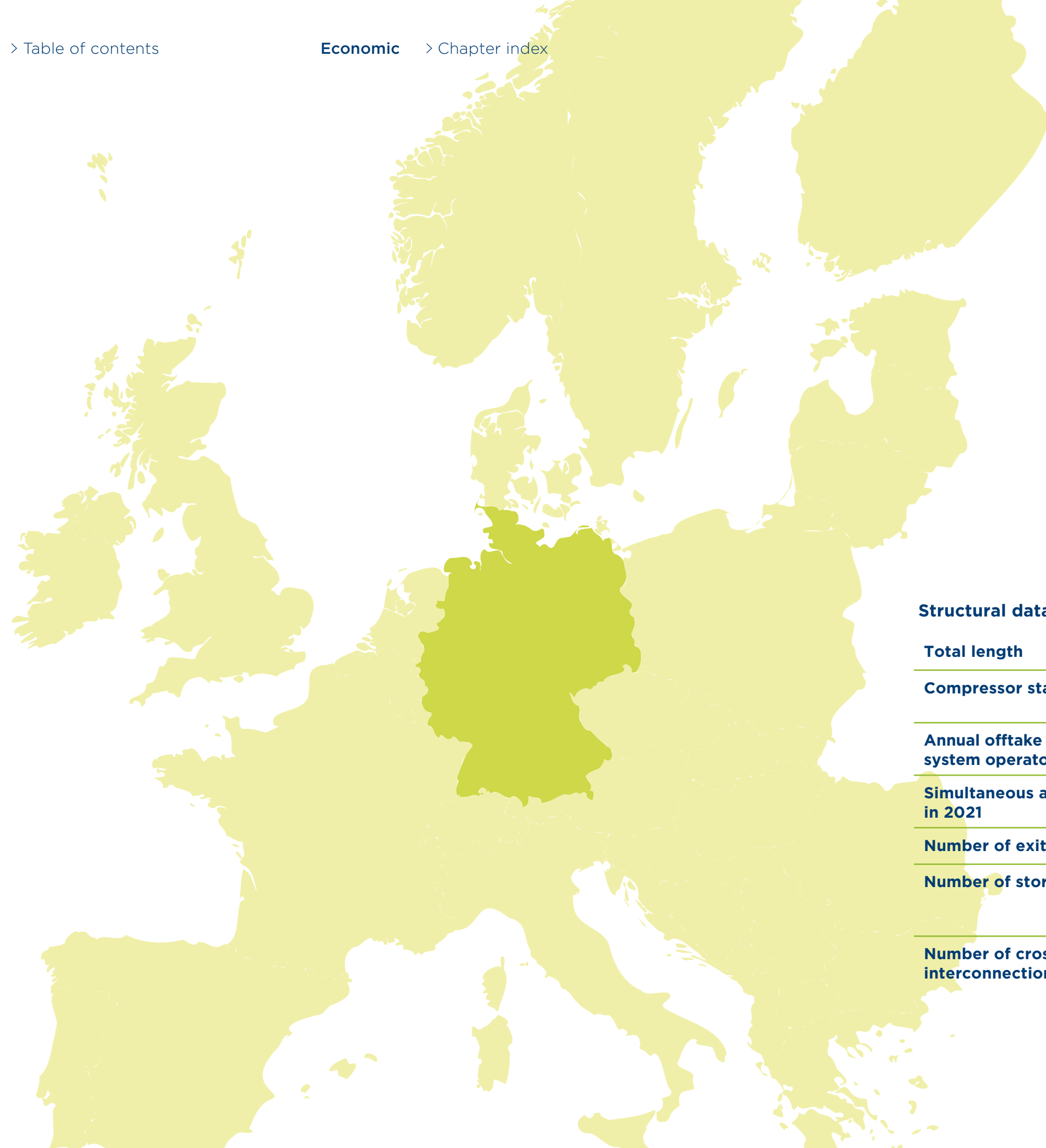
In the transmission scheduling department, the shippers' capacity bookings are received and coordinated with the neighbouring network operators. The gas flows are also dispatched at the national and international network interconnections.

Reporting centre

The reporting centre raises alarms, provides information and coordinates troubleshooting crews and the relevant authorities, and it documents all reported incidents. It is responsible not only for the company's own gas transmission and communication network, but also provides similar services to other companies.

With safety in mind

The employees in the dispatching centre see immediately if there is an irregularity in the pipeline system and can react to it straightaway. Any disruptions trigger immediate action – such as isolating individual sections of a pipeline or rerouting gas. Compressors and M&R stations are controlled directly from Essen, while any damage is rectified on site.



Hub for Europe – the OGE network

On behalf of the public supply, we provide our customers with a state-of-the-art gas transport infrastructure with a total length of 11,833 km.

Structural data as of 31 December 2021

Total length	11.833 km
Compressor stations	25 with 93 compressor units, with total output of approx. 1,150 MW
Annual offtake quantity to distribution system operators and final consumers	approx. 310,561 GWh
Simultaneous annual peak demand in 2021	approx. 129 GWh on 11 Feb. 2021, 8.00–9.00 a.m.
Number of exit points	1.008
Number of storage points	18 connection points to storage operators at 8 storage sites. Connection to approx. 35 percent of the German storage volume (WGV)
Number of cross-border interconnection points	17 to eight neighbouring European countries (Denmark, France, Luxembourg, Netherlands, Norway, Austria, Switzerland, Czech Republic)

Part of our network consists of pipelines owned by pipeline companies in which we hold shares.

Zeelink GmbH & Co. KG (75% OGE)

Zeelink is a joint venture between OGE and Thyssengas. The pipeline runs from the German-Belgian border to Legden in Münsterland. Zeelink is required for the L/H-gas conversion, and it helps to supply Germany with natural gas thanks to its link to the LNG terminal in Zeebrügge which allows greater diversification of supply source and routes.

- 216 km pipeline
- 1 compressor stations
- 40 MW total compressor capacity

NETG (Nordrheinische Erdgastransportleitungsgesellschaft mbH & Co. KG) (50% OGE)

NETG runs a pipeline from Elten on the Dutch border to Bergisch Gladbach. The pipeline transports natural gas from the Netherlands to western and southern Germany. NETG is a joint venture between Thyssengas and OGE.

- 288 km pipeline
- 2 compressor stations
- 53 MW total compressor capacity

DEUDAN (Deutsch/Dänische Erdgastransportgesellschaft mbH & Co. Kommanditgesellschaft) (24,99% OGE)

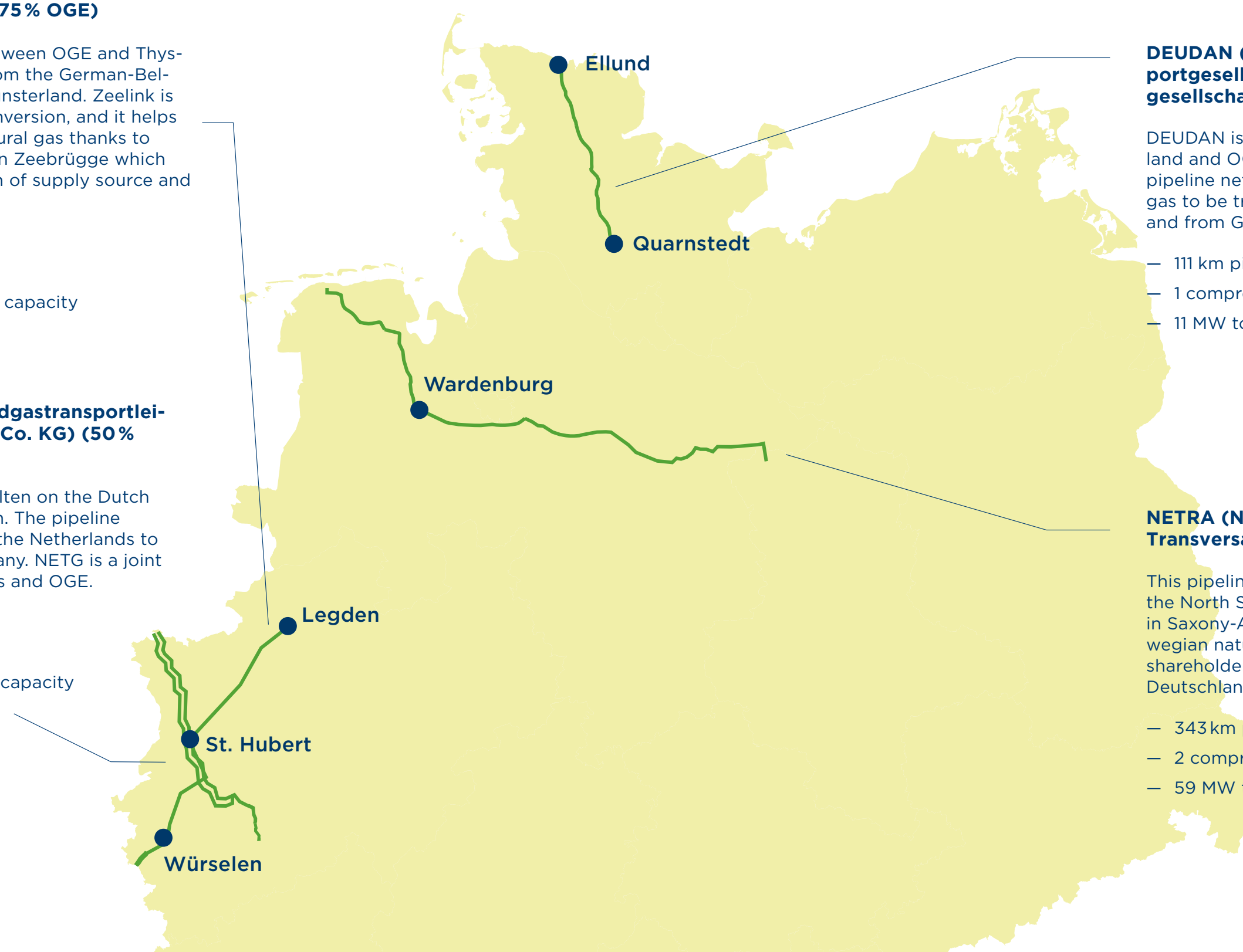
DEUDAN is a joint venture by Gasunie Deutschland and OGE. The pipeline connects the German pipeline network to Denmark. The system allows gas to be transported from Denmark to Germany and from Germany to Denmark.

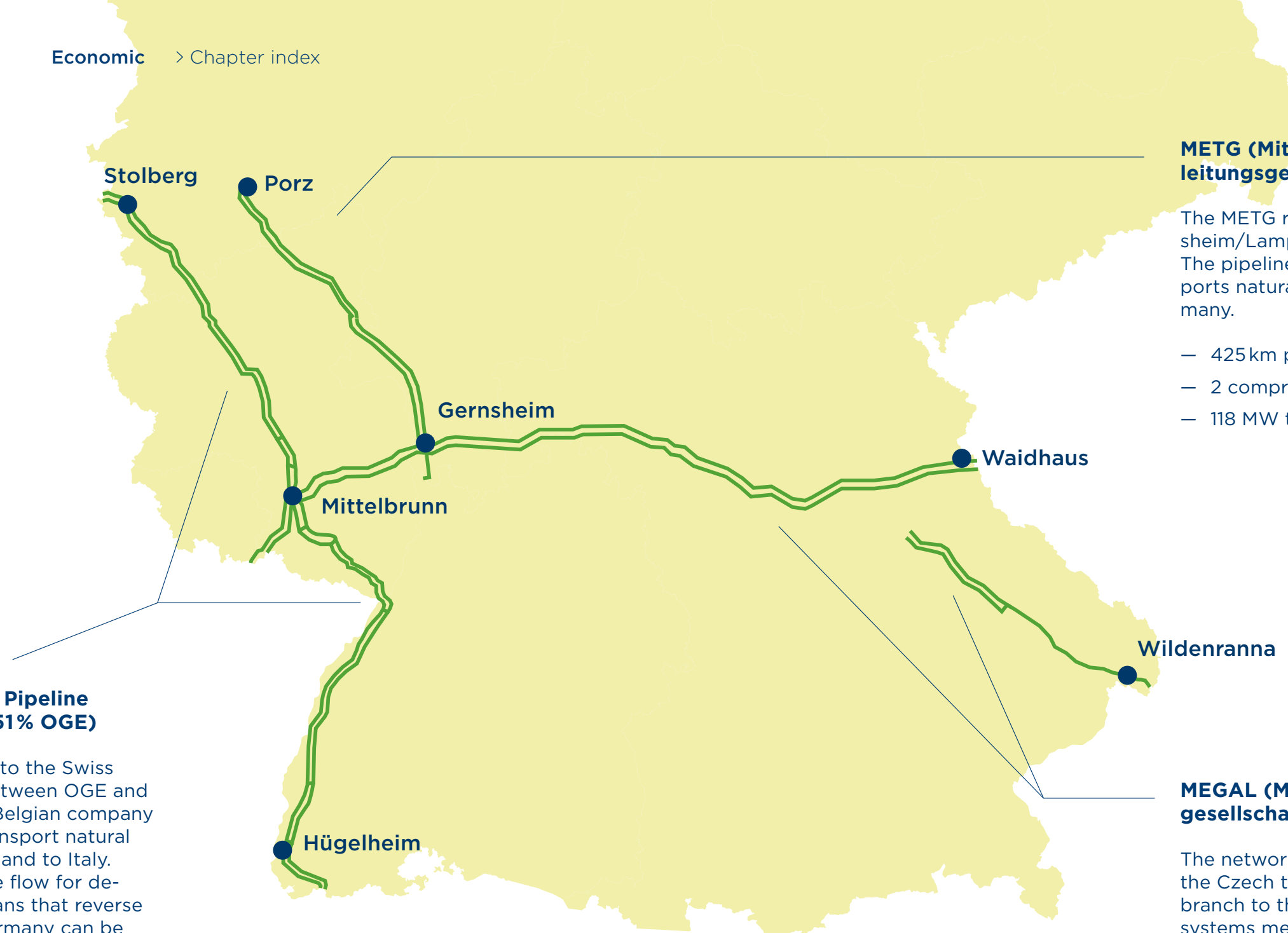
- 111 km pipeline
- 1 compressor stations
- 11 MW total compressor capacity

NETRA (NETRAGmbH Norddeutsche Erdgas Transversale & Co. KG) (55,94% OGE)

This pipeline runs from the import terminal on the North Sea coast near Dornum to Salzwedel in Saxony-Anhalt. It is mainly used to take Norwegian natural gas into Germany. The other shareholder in NETRA aside from OGE is Gasunie Deutschland.

- 343 km pipeline
- 2 compressor stations
- 59 MW total compressor capacity





METG (Mittelrheinische Erdgastransportleitungsgesellschaft mbH) (100% OGE)

The METG runs from Bergisch Gladbach to Gernsheim/Lampertheim and is wholly owned by OGE. The pipeline was commissioned in 1968 and transports natural gas from western to southern Germany.

- 425 km pipeline
- 2 compressor stations
- 118 MW total compressor capacity

TENP (Trans Europa Naturgas Pipeline Gesellschaft mbH & Co. KG) (51% OGE)

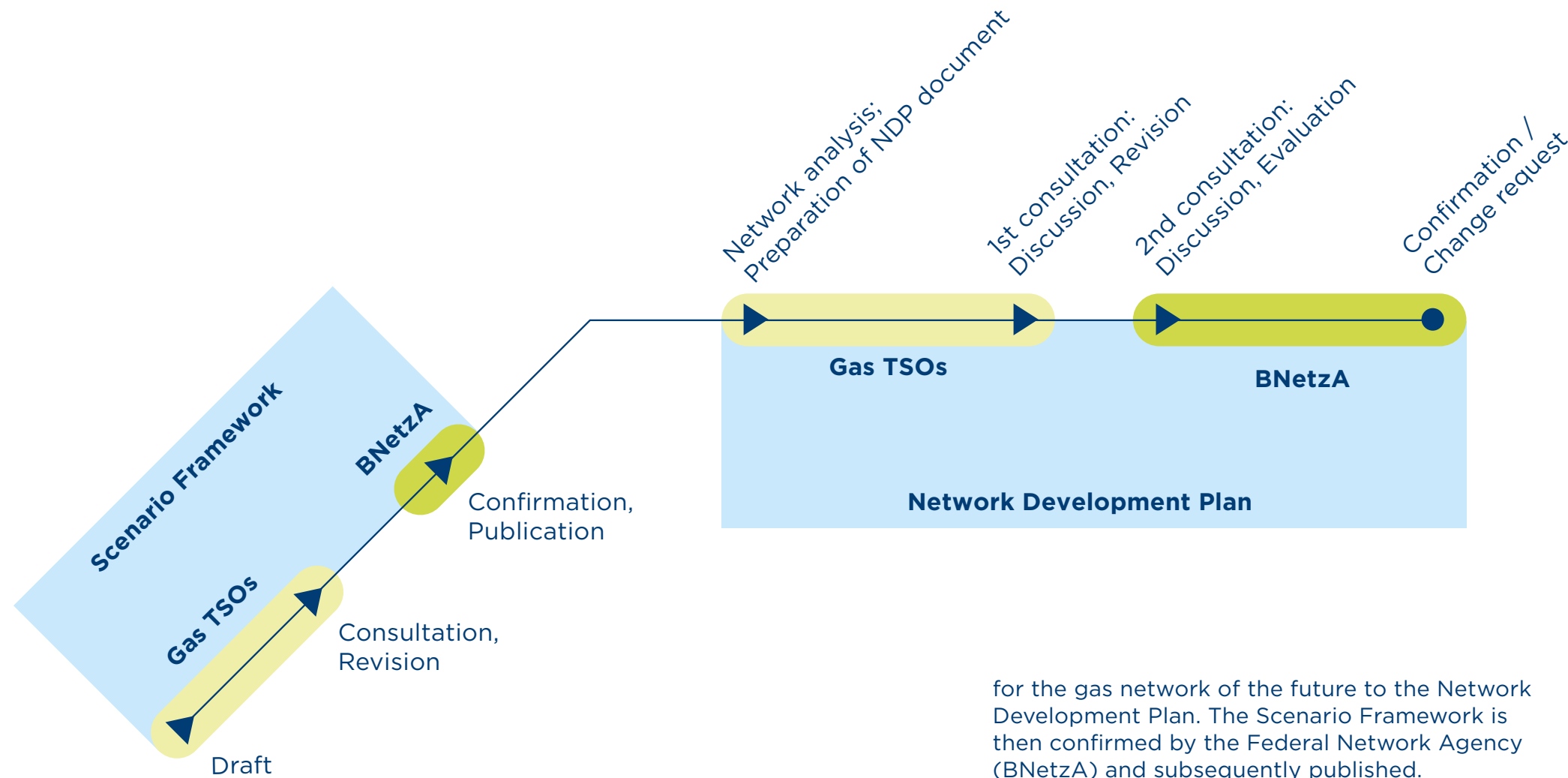
The pipeline runs from the Dutch to the Swiss border. TENP is a joint venture between OGE and Fluxys TENP, a subsidiary of the Belgian company Fluxys. The pipeline is used to transport natural gas from Netherlands via Switzerland to Italy. There is also the option of reverse flow for demand-based scheduling. This means that reverse gas flows from Switzerland to Germany can be ensured as and when required. In addition, the pipeline system is used for moving gas to and from Belgium as well as for supply within Germany.

- 1,007 km pipeline
- 4 compressor stations
- 178 MW total compressor capacity

MEGAL (Mittel-Europäische-Gasleitungsgesellschaft mbH & Co. KG) (51% OGE)

The network consists of a double pipeline from the Czech to the French border and a southern branch to the Austrian border. The two pipeline systems meet via a connecting line in Rothenstadt. MEGAL is one of the most important transit pipeline systems for natural gas in Germany.

- 1,088 km pipeline
- 6 compressor stations
- 332 MW total compressor capacity



Determining network expansion needs and delivering expansion projects

The Gas Network Development Plan (NDP) determines the expansion of the German gas pipeline network for the next ten years. The procedure, which is set out in the Energy Industry Act and was applied for the first time in 2012, consists of two building blocks: the Scenario Framework and the draft Network Development Plan. Responsibility for this procedure lies with the German gas transmission system operators (TSOs) and OGE as one of them.

The Scenario Framework forms the basis of the NDP. Here, the TSOs make assumptions about the development of production, supply and consumption of gas and hydrogen, as well as its exchange with other countries over the next ten years. In a transparent, public consultation process, all market participants can contribute their requirements

for the gas network of the future to the Network Development Plan. The Scenario Framework is then confirmed by the Federal Network Agency (BNetzA) and subsequently published.

Using the Scenario Framework, the TSOs determine the measures for the needs-based expansion of the gas network over the next ten years by way of network calculations. These are incorporated into the draft document of the Network Development Plan as expansion proposals. The final NDP is then drawn up following renewed consultations with market participants and the Federal Network Agency.

In seven Network Development Plans, OGE contributed a total of 82 expansion projects between 2012 and 2021 to strengthen the German gas network. Of these, 48 expansion projects worth € 1.7 billion have already been implemented. By 2030, another 34 projects will be added with total investment volume of € 1 billion. OGE's expansion projects make a fundamental contribution to a secure, environmentally friendly and economically viable energy supply in Germany.

Market area conversion

There are currently two different types of natural gas in use in Germany, which differ particularly in their calorific value and hence their energy content: L-gas (low calorific gas) and H-gas (high calorific gas).

For technical and calibration reasons, the network operators transport H-gas and L-gas in separate pipeline systems. Given the steady decline in German and Dutch L-gas production, a switchover is under way to convert the relevant service areas to H-gas. This involves adapting all gas appliance in the affected areas to the higher calorific value of H-gas.

This market area conversion process has been under way since 2015. By 2029, OGE will have switched its entire L-gas network area to H-gas. This includes all distribution network operators currently supplied with L-gas as well as industrial customers connected directly to OGE's pipeline system. In 2021 the switchover process at OGE affected 15 distribution network operators and 12 directly connected industrial customers in North Rhein-Westphalia, Hesse and Rhineland-Palatinate. Parts of the gas supply of the state capital Düsseldorf were also converted from L-gas to H-gas via the ZEELINK pipeline, which went into operation in 2021. Last year OGE completed all conversions planned for 2021 on time.



“Natural gas today, hydrogen tomorrow: everything is in flux here.”

Ilka Bechert, Operations Engineer,
Mittelbrunn Compressor Station





Reliable, comprehensive and serious – our understanding of compliance

Compliance with laws and internal rules and regulations is an inherent part of the approach and actions of all employees, managers and structures at OGE. We stand up for the protection of international human rights.

We place great emphasis on a risk-sensitive and preventive understanding of compliance, which covers all key areas: code of conduct, prevention of corruption, fraud and money laundering, equal treatment according to the Energy Industry Act (EnWG), antitrust law, insider law, information security and data protection, as well as an effective tax compliance management system. Our understanding of compliance is firmly anchored in our value system.

In our code of conduct and the supplementary anticorruption policy, we outline what we understand to be ethically correct behaviour, which is intended to serve as a benchmark for acting in accordance with the law. As part of this, we commit to equal opportunities and diversity and expect our employees to respect the dignity, privacy and personal rights of everybody in their working environment. The code and the policy briefs form part of our ESG Handbook.

The OGE Compliance Office – vigilant and open to all leads

OGE has a Compliance Office which reports to the CEO. To ensure continuous exchange, we have anchored the following closely interlinked and mutually influential specialist topics with the Compliance Office: internal auditing, policy coordination, responsibility for the design of an effective internal control system, data protection and the management system for information security, as well as, since 2020, corporate security and crisis and business continuity management.

Our Compliance Office is there to receive internal and external notifications at any time via the established reporting channels where there is suspicion of unlawful acts or other violations of laws and regulations. These notifications are reviewed according to clearly defined responsibilities and processes and with the utmost confidentiality. In the year 2021, investigations were carried out to follow up on two leads, although no misconduct on the part of individual employees was identified as a result. The internal control system in the affected processes was improved.

Training and awareness-raising among staff

The effectiveness of a compliance system depends wholly on the acceptance and participation of all employees. It is therefore all the more important that we convey our requirements in a way that is as appealing and motivating as possible and thus also efficient in terms of learning.

We have therefore developed a training series based on five pillars. All employees must complete one module every six

months and thus cover each focal topic on a rolling basis every three years. New employees are automatically assigned to the training courses. If necessary, we supplement the web-based training offering with target-group-specific classroom training.

For our training and awareness-raising campaigns, we regularly identify needs and take into account feedback from employees as well as developments in content, which then lead to continuous adjustments (see impressions on the right). Interest in compliance topics should then be aroused and further promoted at all times in a fun and interactive way. In the final quarter of 2020, we conducted mandatory training for all employees on the Code of Conduct and the Anti-Corruption Policy. For this, we were presented with the eLearning award in the Learning Motivation category in 2021.



The nuggets (knowledge transfer in small steps) are well received. It is easier to incorporate these short appointments into daily working life than a fixed en-bloc training.

People will be much more likely to attend such training courses if they are they are designed in this way.

The first positive feedback confirms that we are on the right track in communicating the topic of compliance in a different way – with a little humour and a bit of self-irony.

Prevention of money laundering

Even if OGE itself is not an obligated party within the meaning of Section 2 (1) of the Anti-Money Laundering Act (GwG), it is committed to comprehensive money laundering compliance and took various measures to this effect in 2021. The existing anti-corruption policy has been supplemented with a new passage on money laundering prevention, which contains provisions for all employees. At the same time, an annex was created for the lawyers concerned, which compiles in detail the individual obligations resulting from the Anti-Money Laundering Act. OGE's money laundering risk has been determined for the past financial year and is currently assessed as low. The persons affected by this issue are trained accordingly and made aware of money laundering risks.

Reliability at the highest level: our integrated management system

High standards in all areas are a matter of course for us. We have therefore implemented an integrated management system for quality, occupational health and safety, energy efficiency, and the environment. With this system, we also meet the requirements for technical safety management.

Regular certifications confirm that our integrated management system meets all the requirements resulting from legal principles and the respective underlying normative regulations: DIN EN ISO 9001 for quality, the DVGW Code of Practice G 1000 for technical safety management, DIN ISO 45001 for occupational health and safety, DIN EN ISO 50001 for energy efficiency, and DIN EN ISO 14001 for environmental issues. Since December 2017, the system has been supplemented with a certified information security management system (ISMS) in accordance with the IT security catalogue of the Federal Network Agency (BNetzA) with DIN EN ISO 27001 and DIN EN ISO 27019 as the fundamental basis for certification.

All certificates can be viewed and downloaded on our > website.

Information security (ISMS) and data protection

In 2021 there were a number of projects and activities in the ISMS environment. These include the continual monitoring and rectification of identified non-conformities, implementation of six internal audits, security checks, awareness measures, recording of key figures, review and updating of the ISMS rules and regulations as well as the central ISMS asset inventory, including risk assessments of the assets.

The surveillance audit by TÜV Rheinland confirmed that OGE's ISMS meets the requirements of the IT security catalogue pursuant to Section 11, paragraph 1a of the EnWG (ISO 27001, ISO 27002 and ISO 27019). In particular, the high quality of the awareness programme and the involvement of management were positively highlighted, as was a high level of commitment to the application and improvement of ISMS regulations and processes. Identified potential for improvement has been incorporated into the objectives defined for 2022. The aim is to maintain and continuously

improve the technical and organisational level established over the last few years for the protection of our infrastructure and our information.

In line with the rules, the data protection officer was involved early on in the relevant processes when new procedures were introduced or changed: particularly in the context of projects, the works council committee for data and control systems, and in direct exchange with the IT or other specialist departments at OGE. This way, the data protection officer was able to monitor compliance with data protection regulations. The officer's tasks also include hosting training sessions, dealing with enquiries, updating procedure directories and data protection audits.

No data protection violations were identified at OGE in 2021, so no notifications were sent to the State Commissioner for Data Protection and Freedom of Information of the State of North Rhine-Westphalia (LDI NRW) as the competent supervisory authority.

Taxes

OGE has a group tax policy that represents our commitment to compliance with tax regulations in all our business activities and decisions within the Group. This policy defines the objectives and principles of our tax management. With OGE's business activities limited to Germany, all tax-relevant income is subject to taxation in Germany.

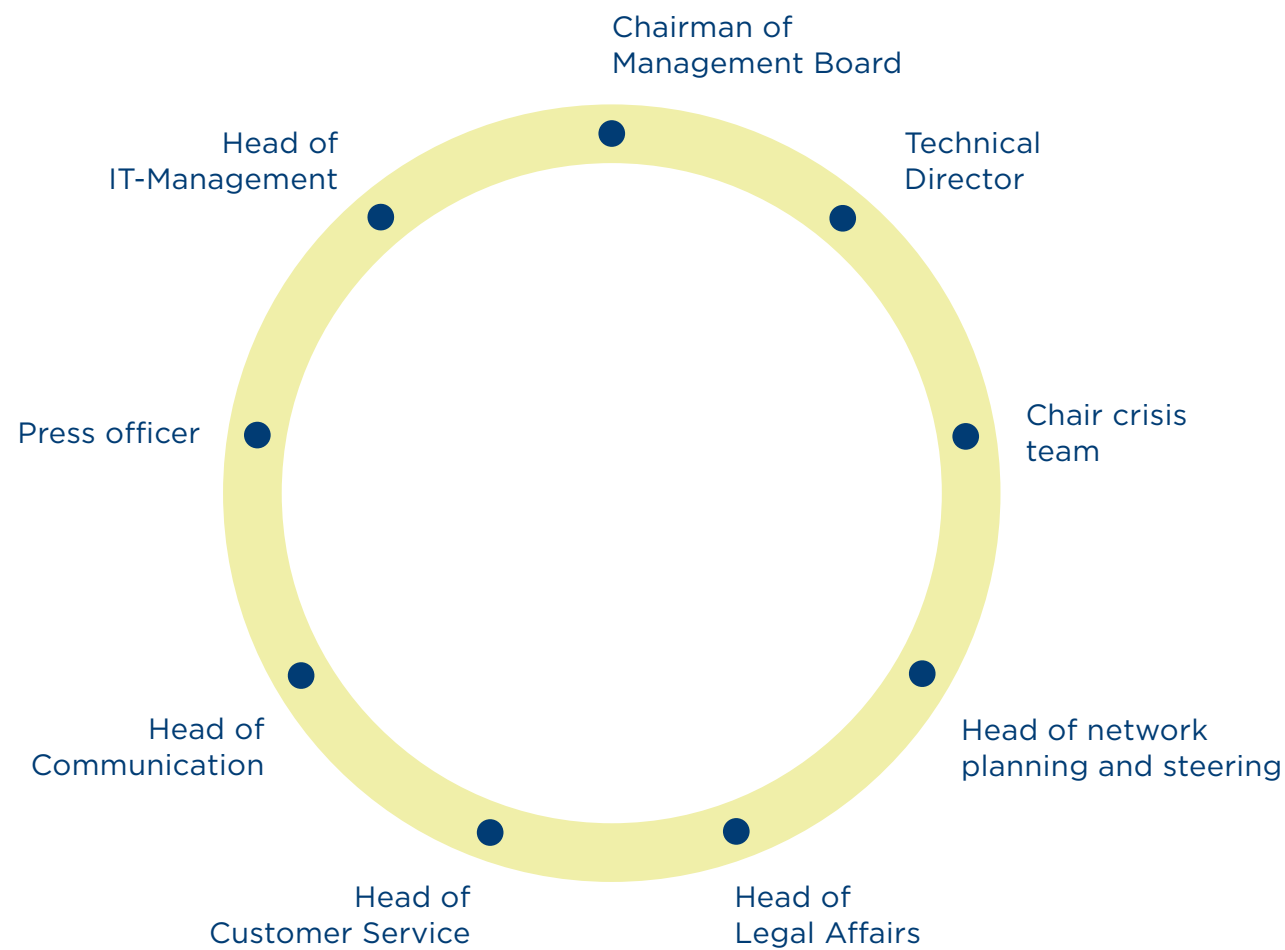
In the notes to the respective consolidated financial statement for the OGE shareholder Vier Gas Transport GmbH (VGT), detailed information is published annually on the composition of taxes on income as well as the reconciliation statement to show the differences between the expected and the reported tax expense/rate in the Group chapter (> website: 5.9. - Income taxes).

Ensuring safety at all times

As the operator of critical infrastructure, OGE has a particular responsibility. Our mission is clear: Gas transmission must be safe and secure. This is why we are also prepared for crisis situations, with the aim being to maintain or immediately restore core processes in the event of a disruption. To this end, a permanent crisis team coordinates all measures and manages crisis communication.

able to react quickly to maintain the availability and security of our network in spite of the substantial environmental impact.

These examples show that the emergency and crisis management in place at OGE allows us to deal with exceptional situations. Through tried and tested rules and emergency procedures, as well as clear organisation, we can react quickly to such events.



Regular exercises and exceptional situations

We simulate different crisis situations, such as external threat scenarios, IT risks, or operational disruptions, in regular crisis team exercises. As part of this process, we practise procedures and the related steps required to ensure our capacity to act at all times.

In 2021 various exceptional situations like the corona pandemic and the disastrous flooding in North Rhine-Westphalia and Rhineland-Palatinate put our processes to the test. Since the new coronavirus first arose in Germany, we have been taking preventive measures to protect our employees and to ensure operations continue. These measures have been and continue to be evaluated and adapted where necessary by a task force based on the development of the pandemic. With these preventive and health protection measures, we have been able to maintain regular business operations at all times. Gas transmission, maintenance work on technical facilities and regional gas pipeline work continued without disruption. This also applied to the scheduled implementation of our newbuild and conversion projects. In the disastrous flooding in 2021, we were again

Recognising risks

In order to identify and record risks that could jeopardise the company's existence early on and take countermeasures where necessary using a management and control system, we have established an internal risk management system. This way, we comply with the legal requirements of the German Corporate Sector Control and Transparency Act (KonTraG). The basis for risk management is the Group's mandatory opportunity and risk policy. Risk reporting is part of the internal control system. This ensures continual identification and assessment of significant opportunities and risks. A detailed presentation of the identified risks can be found in the opportunity and risk report which is part of OGE's annual financial statements.

Strong together as partners

With our numerous construction projects and with the maintenance and repair of our plants and pipelines, we consciously rely on close partnerships with local and regional companies – from which both sides benefit.

Our objectives:

- Strengthening local businesses, above all small and medium-sized enterprises, and thus promoting job creation
- Improving understanding among the local population for infrastructure measures needed for security of supply
- Reducing energy consumption and emissions by reducing transportation distances
- Ensuring short response times in the event of disruptions to plants, thereby boosting their reliability

When it comes to securing the ongoing operation of our facilities, many local and regional companies from various sectors benefit from cooperation with OGE – most importantly also tradespeople. They can reach our sites quickly and have very good local knowledge.

To prevent technical disruptions, for example, we are supported by local and regional safety engineering companies (including in the field of mechanical access control as well as safety and electrical engineering). These companies are there for us both at our operating sites and at our central office locations in Essen.

For our construction projects, too, we work successfully with companies from the relevant region. This also benefits their suppliers and subcontractors.

A particularly positive example of effective and socially oriented cooperation is deployment of people with disabilities. They have been doing landscaping work at our compressor station in Mittelbrunn for several years – organised by local social workshops.

Investing responsibly in the future

In addition to the benefits provided by the state pension scheme and private pension provision, we offer our employees the option of a company pension scheme for both full-time and part-time staff. We have set up a trust fund to cover the resulting financial obligations.

On 31 December 2021, the market value of the OGE trust fund for pension obligations and long-term working-time accounts amounted to € 627.8 million¹. The obligations are thus fully covered. We quite deliberately select investment opportunities very carefully, taking into account sustainability criteria, among other things. Given the investment volume, they not only play an important role in creating social added value, but also lead to improved risk management and identification with our investment. For this, we collaborate with Helaba Invest Kapitalanlagegesellschaft mbH, a partner that has committed itself to a strong ESG investment policy (> website). The implementation of these investment principles is reflected in the 'A' rating awarded by MSCI for the trust fund's sustainability (score 6.41). The calculation by the capital management company is based on MSCI ESG research data.

¹ See OGE Annual Report 2021, Annex (7) "Asset difference from offsetting of assets"

Environment

Achieving significant emission reductions by 2025

As a key player in the energy transition, we are preparing Germany for the energy mix of the future. Green gases such as hydrogen are an essential part of this process. That is why we launched numerous hydrogen projects with strong partners in 2021. With hydrogen in our pipelines, we are an essential pillar in Europe's green energy system. However, we are not waiting for this future to arrive. We are already making our contribution to a sustainable energy system today. For this reason, in 2021 we committed ourselves to 45 percent less greenhouse gas emissions and 55 percent less methane emissions by 2025 compared to 2009.

1. Natural gas today, green gases tomorrow: We transport the future > Page 36
2. Ideas, plans and measures to reduce our greenhouse gas emissions > Page 38
3. Protecting species, soils and bodies of water > Page 42
4. For greater environmental protection and energy efficiency > Page 44



“We do all we can out here to avoid emissions.”

Fouad Chaouachi,
Foreman, Hot Tapping and Plugging



Natural gas today, green gases tomorrow: We transport the future

Enabling energy supply in Germany both today and in the energy mix of the future is possible with the involvement of OGE. We have the infrastructure to move natural gas today and green gases tomorrow. With our approximately 12,000-km pipeline network, we are one of Europe's leading transmission system operators. For decades, we have supported our customers with the utmost reliability. We are familiar with the major questions of the energy transition, and we've got answers.

All over the country, our roughly 1,500 staff in Sales, Dispatching, Service and Technical Infrastructure ensure that our customers all over the country get what they need – safe and secure gas transmission as and when required in an environmentally friendly way. We work together with the European transmission system operators for transnational gas transmission and trading.

As a key player in the energy transition, we will prepare Germany for the energy mix of the future, where green gases such as hydrogen will play an essential role. With our strategy OGE 2030+, we are securing our transmission business for the long run and preparing our pipeline network and our numerous compressor stations for new molecular energy carriers. We are developing technical innovations and new services whilst also driving digitisation within our business in a responsible way. In 2021 we were among the winners of the Corporate Digital Responsibility Award organised by the German Digital Industry Association (BVDW).

To make the energy transition a success, the statutory and regulatory framework will have to be adapted so that hydrogen can become a crucial component of the future energy supply.

The supermolecule hydrogen as the foundation stone for the energy system of the future

Right now, pipeline-based transmission of hydrogen is already the state of the art in industry. As one of Europe's leading gas infrastructure operators, we want to contribute to the advancement of hydrogen in Germany. We are therefore currently working at full steam on innovative hydrogen concepts and solutions and pursuing various projects with the help of our partners all along the value chain.

Our hydrogen projects: initiatives for the energy transition

The most efficient way to achieve the climate protection targets is to use renewable power and green gases, most notably hydrogen. After all, hydrogen generated in a CO₂-free process can be applied to all sectors: For decarbonisation in households, commerce, industry, transport, power generation and for the storage of renewable electricity. Here at OGE, we are working on creating a nationwide hydrogen network. In initial projects, we are already planning and testing solutions.

Our existing gas pipelines are a crucial element on the road to climate neutrality. They already connect sources with large energy consumers and storage facilities and can be gradually converted to hydrogen. With feasible conversion and construction measures, use of existing infrastructure will therefore be possible quickly and cost-effectively.

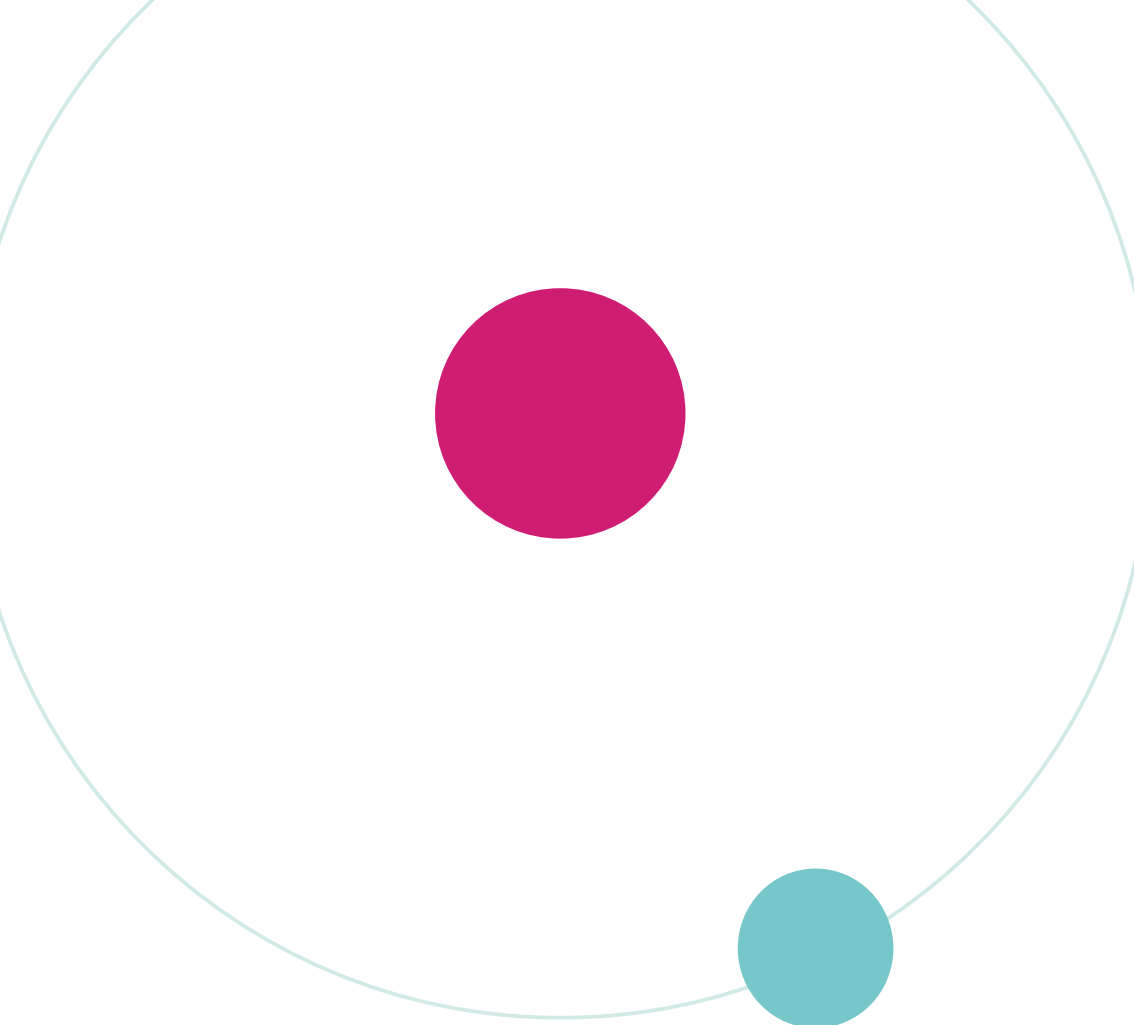
We aim to create a nationwide, publicly accessible hydrogen network in Germany. A hydrogen market will thus develop with a large number of suppliers and consumers. For this, we are participating in hydrogen projects with important industry partners and testing initial steps to implement this vision in practice.

Our hydrogen projects

The following provides an excerpt of our most important hydrogen projects, which were particularly relevant in the year 2021.

GET H2 IPCEI

The members of the GET H2 initiative, namely bp, Evonik, Nowega, OGE, RWE Generation, Salzgitter AG and Thyssengas, have joined forces under the name GET H2 IPCEI with the aim of building the core for a European hydrogen economy. In the first step up to 2024, a 130-km-long network is to be created from Lingen to Gelsenkirchen, which will link the generation of green hydrogen from wind power to the first consumers in the northern Ruhr area. Plans are in place for a connection to the Netherlands and the Green Octopus project in Vliedhuis by 2025. By 2026, the cavern storage facility in Gronau-Epe is to be connected in order to decisively increase security of supply. Through the construction of further pipelines for transportation of hydrogen, OGE and Thyssengas are creating an additional link in the direction of the Ruhr region. They are thus enabling the coupling with our hydrogen project H2morrow, which is set to supply thyssenkrupp Steel with climate-friendly hydrogen. By 2030, the pipeline connection is planned for the Salzgitter AG steelworks, which is likewise planning to build an electrolyser.



H2Connect

The H2Connect application offers an overview of the Europe-wide hydrogen projects and plans. The platform provides a way for hydrogen producers, consumers and individual projects to network with each other. H2Connect thus actively supports the hydrogen transformation.

European Hydrogen Backbone

The European Hydrogen Backbone (EHB) initiative, a group of more than 20 European transmission system operators coordinated by OGE, is dedicated to exploring ways of using the existing gas transmission system for the development of the European hydrogen infrastructure. In April 2021, the EHB presented a vision describing a pipeline network of nearly 40,000 kilometres for pure hydrogen in Europe. A study published by the EHB in June 2021 concluded that there is enough potential for domestic production of green and blue hydrogen to meet the 2,300 TWh hydrogen demand expected in the EU and the UK by 2050. However, hydrogen imports by pipeline can be an attractive supplement to domestic supply.

Collaboration with Nikola and IVECO

In April 2021, Nikola Corporation, IVECO and OGE announced their intention to plan a joint business model for the piped transmission of hydrogen for fuel cell electric vehicles (“FCEVs”) from various production sites to hydrogen refuelling stations. Core elements of the collaboration are the further development of H2 refuelling stations in Germany for European freight transport as well as the cooperation with industry partners in the realisation of safe, reliable and cost-effective storage and refuelling facilities for FCEVs. As part of their commitment to building a hydrogen economy, the partners are focusing on establishing the necessary transport and refuelling infrastructure. In this way, they aim to ensure the safe, reliable and economical provision of hydrogen for truck owners.

Ideas, plans and measures to reduce our greenhouse gas emissions

Our infrastructure makes us one of the leading transmission system operators in Europe. At the same time, we place great emphasis on making a meaningful contribution to the success of the energy transition in Germany and Europe and to climate protection.

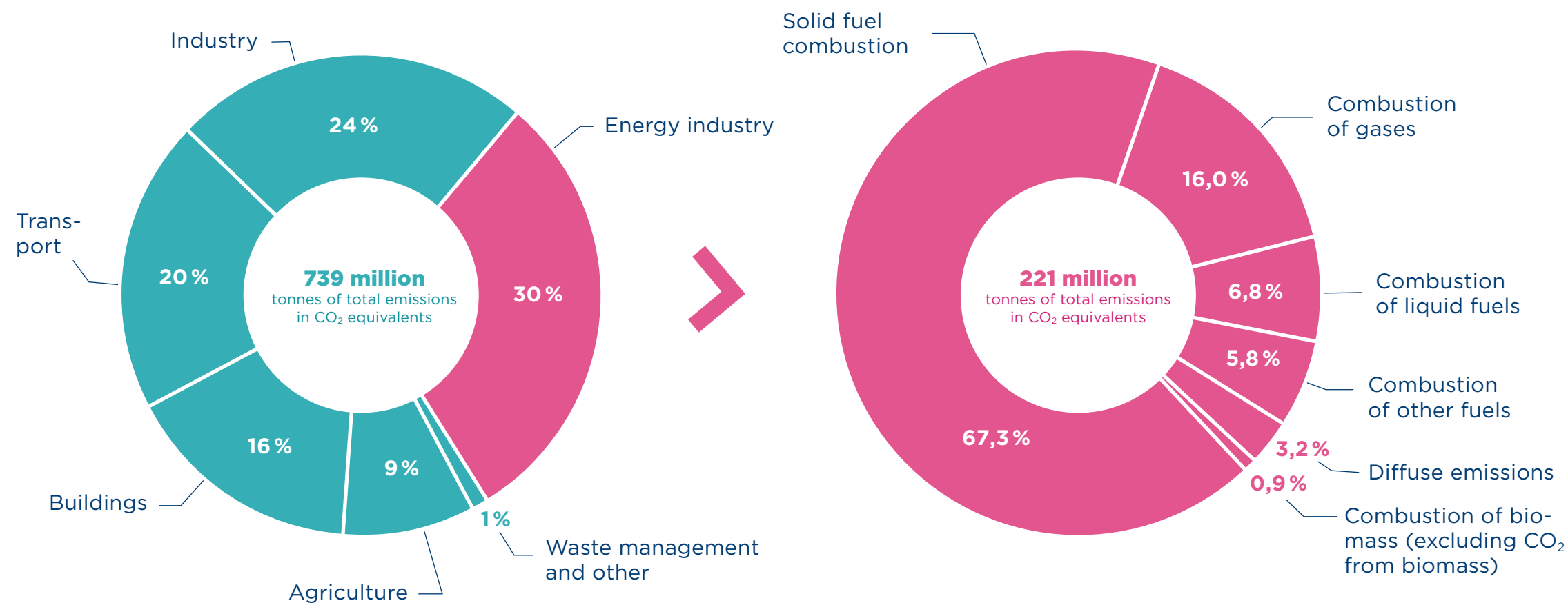
As soon as hydrogen is flowing through our pipes, we will be a crucial pillar in Europe's green energy system. However, we don't want to wait for this future to come about, but rather to make our contribution to a sustainable energy system right now.

Why is it important to reduce greenhouse gas emissions?

Emissions of greenhouse gases like CO₂ are a factor in manmade climate change and must be reduced further. Germany has set itself the goal of becoming climate-neutral by 2045, so we need to continually reduce our greenhouse gas emissions on the way there. These occur in many areas of human life: in agriculture, for example, from road traffic, in energy generation, and also in gas transportation.

The energy industry is responsible for around 30 percent of greenhouse gas emissions in Germany. In 2020 its greenhouse gas emissions amounted to 221 million tons of CO₂ equivalents, which corresponds to a reduction of 53 percent compared to 1990 levels. The emissions in the energy industry occur as a result of burning fossil fuels

Where greenhouse gas emissions occur in Germany



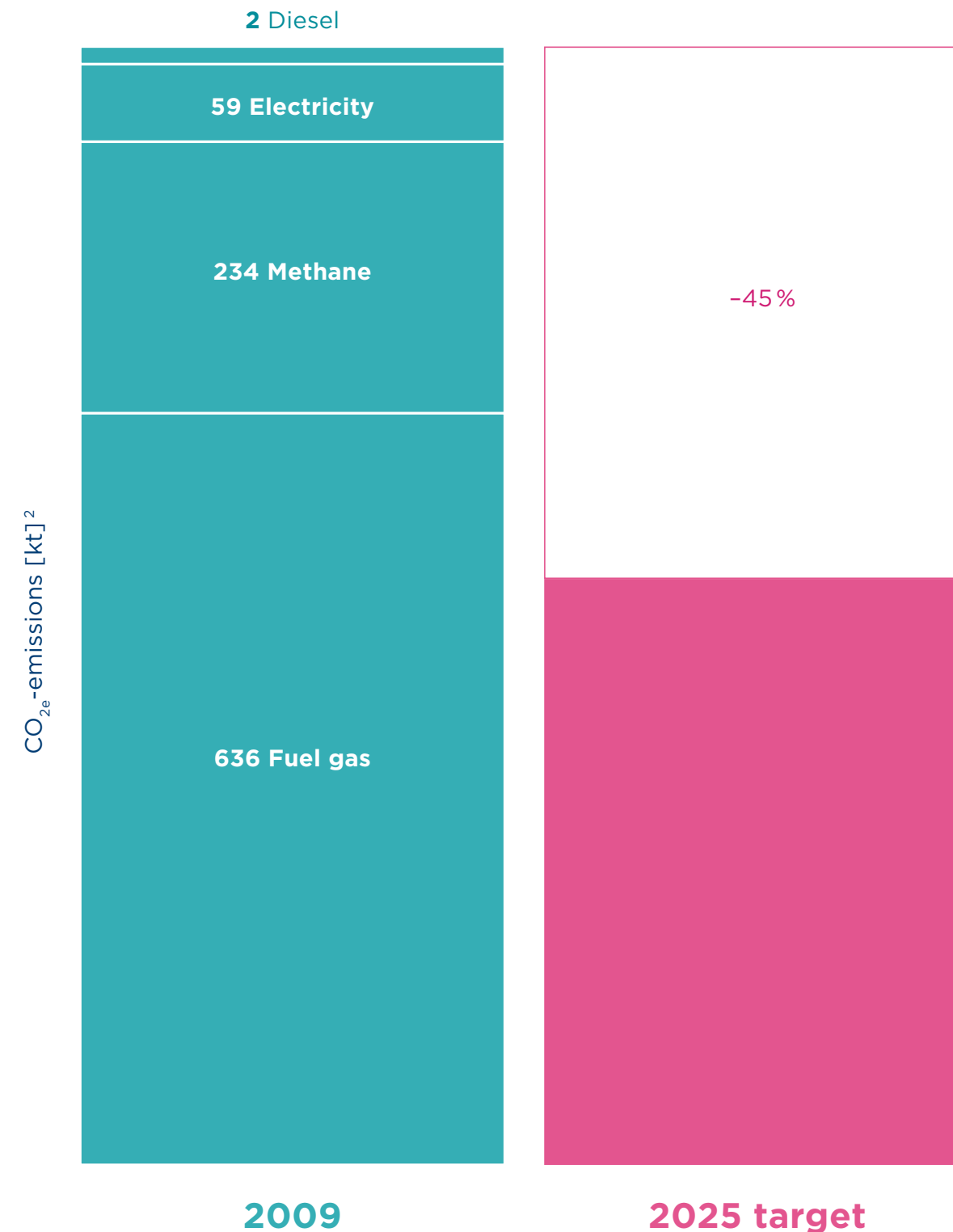
in power plants to produce electricity and heat. Furthermore, the energy industry is also responsible for emissions from refineries and from pipeline transportation of fossil fuels, as well as so-called fugitive emissions. These occur, for example, as leaks of coal-bed methane from abandoned mines or methane from natural gas transportation.

Source: Federal Environment Agency UBA (2021a), "Klimaschutz in Zahlen" (Climate protection in numbers), pages 26 and 29

Where do greenhouse gas emissions occur in our gas transmission?

For one thing, we need energy to get the gas from A to B: We use natural gas as fuel for the turbines that drive the compressors propelling the gas through our network. Electricity powers our electric compressors and is required for the running of our plants. On the other hand, gas transportation produces a small quantity of methane emissions, for example if we are carrying out maintenance work on individual sections of the network.

Our greenhouse gas emissions reduction targets



Our greenhouse gas emissions reduction targets

We have to reduce greenhouse gas emissions in all areas, which is why we set ourselves corresponding reduction targets.

By 2025, we aim to bring about a 45 percent reduction in our greenhouse gas emissions compared to 2009, so we are taking action wherever our gas transportation produces emissions.

We do not expect a continuous reduction path, as the reduction possibilities depend on many variables, some of which we can only influence to a limited extent. For example, the operation of our compressors is highly dependent on how transport customers use our network. The scope and type of maintenance and repair measures can also have a significant impact on emissions.

We have identified measures for emissions reduction and are putting them into practice. These include procurement of green electricity for our electrically powered compressors and for the company as a whole, as well as biomethane as a component of the propellant gas we need. To reduce methane emissions, we use mobile compressors. We will also further improve the efficiency of our network and the plants we operate. If the measures we have planned are still not sufficient, then we will purchase emissions reduction certificates for climate protection.

² All emissions of the asset operated by OGE
 CO_{2e}-emissions, scope 1+2 according to GRI 305/DIN ISO 14064
 Diesel: Emergency power generators + motor vehicles approx. 2 kt CO₂ p.a. (0,2)

Reduction of methane emissions

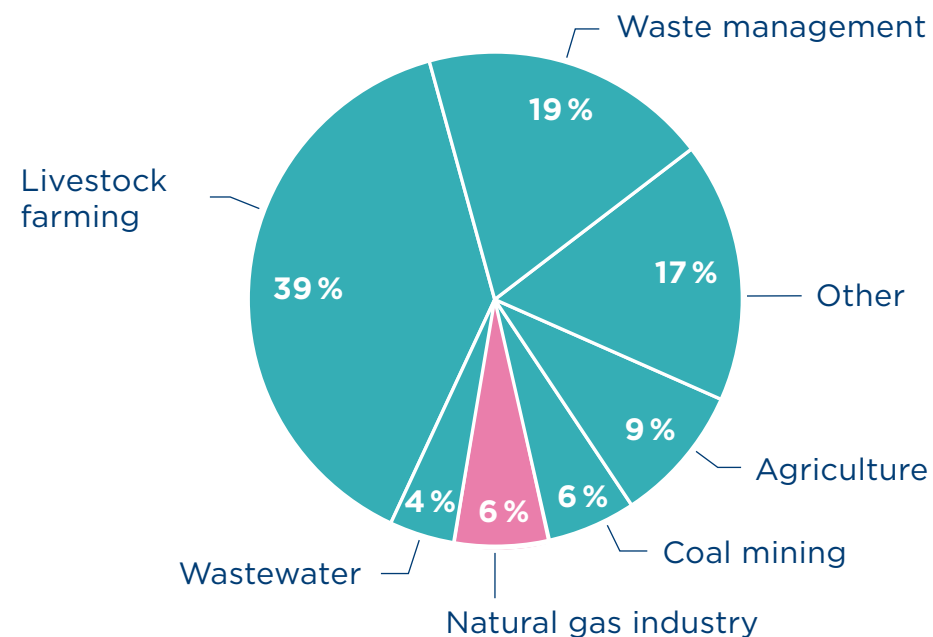
Apart from carbon emissions, methane is one of the key factors in manmade climate change. Methane emissions occur, for example, in agriculture, waste management, and also during gas transmission, when, for example, unburned natural gas is released into the atmosphere. Methane emissions account for 10 percent of Europe’s total greenhouse gas emissions, and they were almost halved between 1990 and 2016. The gas industry is responsible for 6 percent of methane emissions (of which 23 percent occur during gas transmission and storage)³, so OGE has a responsibility to society as a whole.

Our methane emissions reduction targets

We are working actively on reducing our methane emissions and aim to continue to play a pioneering role in this regard. We therefore want to reduce our methane emissions by 55 percent by 2025 compared to 2009.

To this end, we have been implementing various measures to reduce methane emissions in our part of the value chain, the transport of natural gas, for a long time. These include the use of mobile compressors and flare systems. When repair work is carried out on long-distance pipelines, in many cases the affected section of the pipeline must be isolated and depressurised – our mobile compressors enable the natural gas to be transferred into another pipeline system. This way, we reduce methane emissions by up to 95 percent. In addition, we use mobile flare systems. It doesn’t matter whether we are dealing with residual gas volumes from pipeline sections that have already been depressurised or volumes under regular operating conditions: Our flare systems burn the natural gas completely. The mobile compressors and mobile flare systems are technologies we

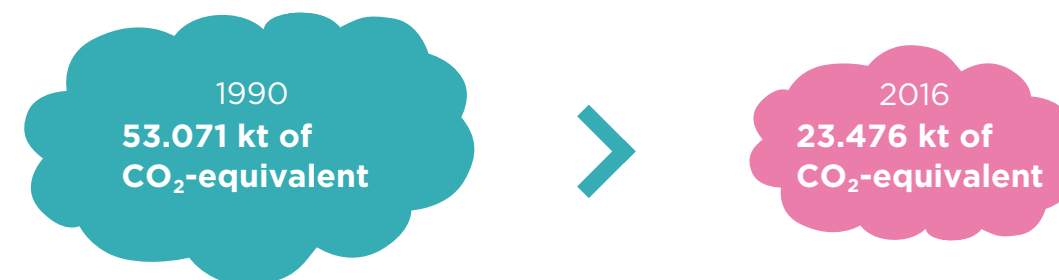
Origin of methane emissions



will continue to develop. We have also identified and are implementing meaningful new technical measures to curb emissions.

Furthermore, it is important to record methane emissions as accurately as possible. To this end, we have set up a joint measurement programme together with FNB Gas e. V., our industry association. In addition, we are involved in initiatives and associations that tackle methane emissions in the gas industry, such as the UN’s Oil & Gas Methane Partnership 2.0 (OGMP). We welcome the EU’s methane strategy and implement its guidelines.

Fugitive methane gas emissions in the gas industry in Europe from 1990 to 2016



This is what we have achieved in 2021

The success of our emissions reduction efforts is measurable. In 2021, CO₂ equivalent emissions were 47 percent lower than in the comparison year 2009. These significant savings were achieved thanks to the successful implementation of various measures and, above all, the consistent use of our mobile compressors and flares. In 2021, there were additional special effects in areas such as maintenance and repair. The positive result is an incentive for us to continue to consistently avoid and reduce emissions in the coming years.

	2009	2021	Target 2025
Scope 1	871	458	./.
Scope 2	59	31	./.
Scope 1 +2	930	489	511
Savings in relation to 2009	-	47%	45%

Table: CO₂ equivalent emissions in kt of assets operated by OGE (Eurostat defines CO₂ equivalent (CO_{2e}) as a metric measure to compare emissions of different greenhouse gases based on their Global Warming Potential (GWP).)

Scope 1
Scope 1 emissions were calculated according to GRI 305 / DIN ISO 14064 for the asset operated by OGE. This includes the CO₂ generated by the compression of natural gas, methane emissions and emissions from the vehicles and emergency power compressors used by OGE.

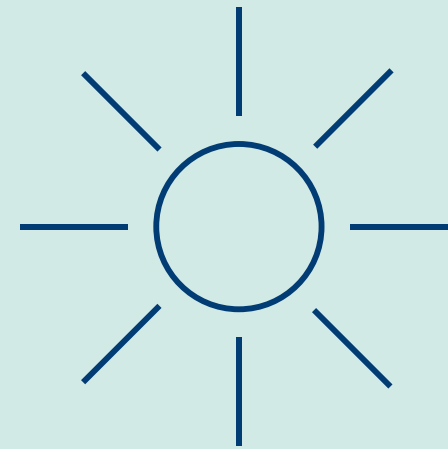
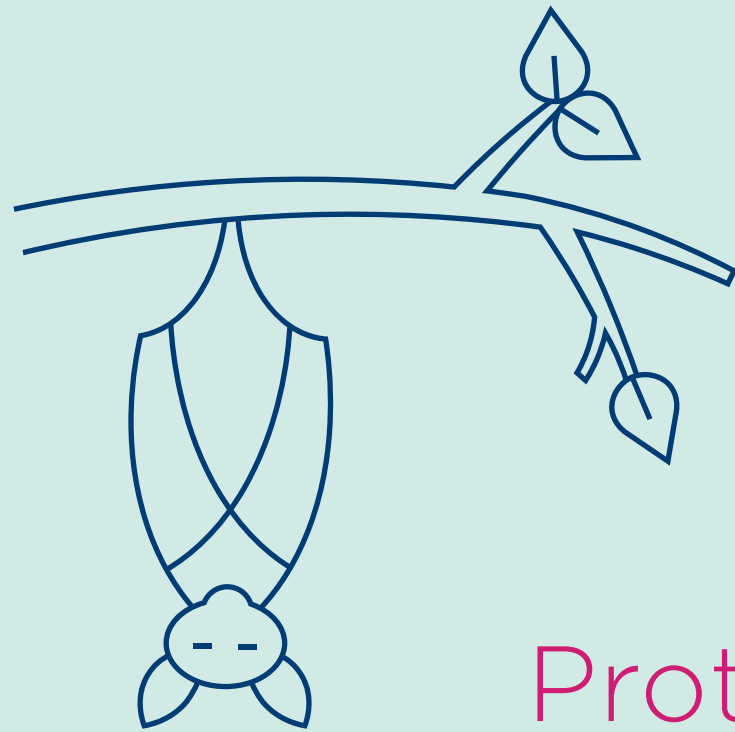
Scope 2
Scope 2 emissions were calculated according to GRI 305 / DIN ISO 14064 for the asset operated by OGE. Indirect emissions resulting from the electricity consumed by OGE are included.

³ European Environment Agency (EEA), “Annual European Union greenhouse gas inventory 1990-2016 and inventory report 2018. Submission to the UNFCCC Secretariat”

“After a construction project, nature should look as though we had never been there!”

Sonja Könning, Landscape ecologist





Protecting species, soils and bodies of water

Construction of natural gas pipelines, as well as metering & regulating or compressor stations, always poses environmental challenges, above all, in the area where the work is taking place. That's why pipelines don't necessarily follow the shortest route, but rather the one that makes the most sense - taking into consideration factors such as the environment, people and archaeology. From the first moment of planning, specialists in conservation, forestry and agriculture are involved in the route-finding process. With environmentally conscious route planning and professional execution of the construction work, intrusions into nature can be kept to a minimum and requirements to protect important assets are met.



These protected assets include people affected by the construction measures as well as flora and fauna, air and the climate, the landscape, the soil, bodies of water, cultural goods and other material goods.

As early as the planning stage, we gauge the potential impact on the elements that need protecting and identify possible points of conflict. This is done on the basis of detailed assessments and evaluations of the nature and landscape. These preliminary investigations often incorporate a

broad section on both sides of the planned route. Following this, measures are developed to avoid or reduce any harm and to provide compensation for unavoidable intrusions. How we take care of soil protection, recultivation and species protection is outlined in detail on our > website.

Restoration of the original state

Through recultivation, compromised areas are restored to their original condition. If wooded areas are harmed or have to be removed due to construction work, they are subsequently replanted, or areas reforested. To protect the pipeline, just a narrow strip of land is left unforested. Agricultural land can be utilised once again following re-cultivation. Any damage to the land and loss of yield are compensated.

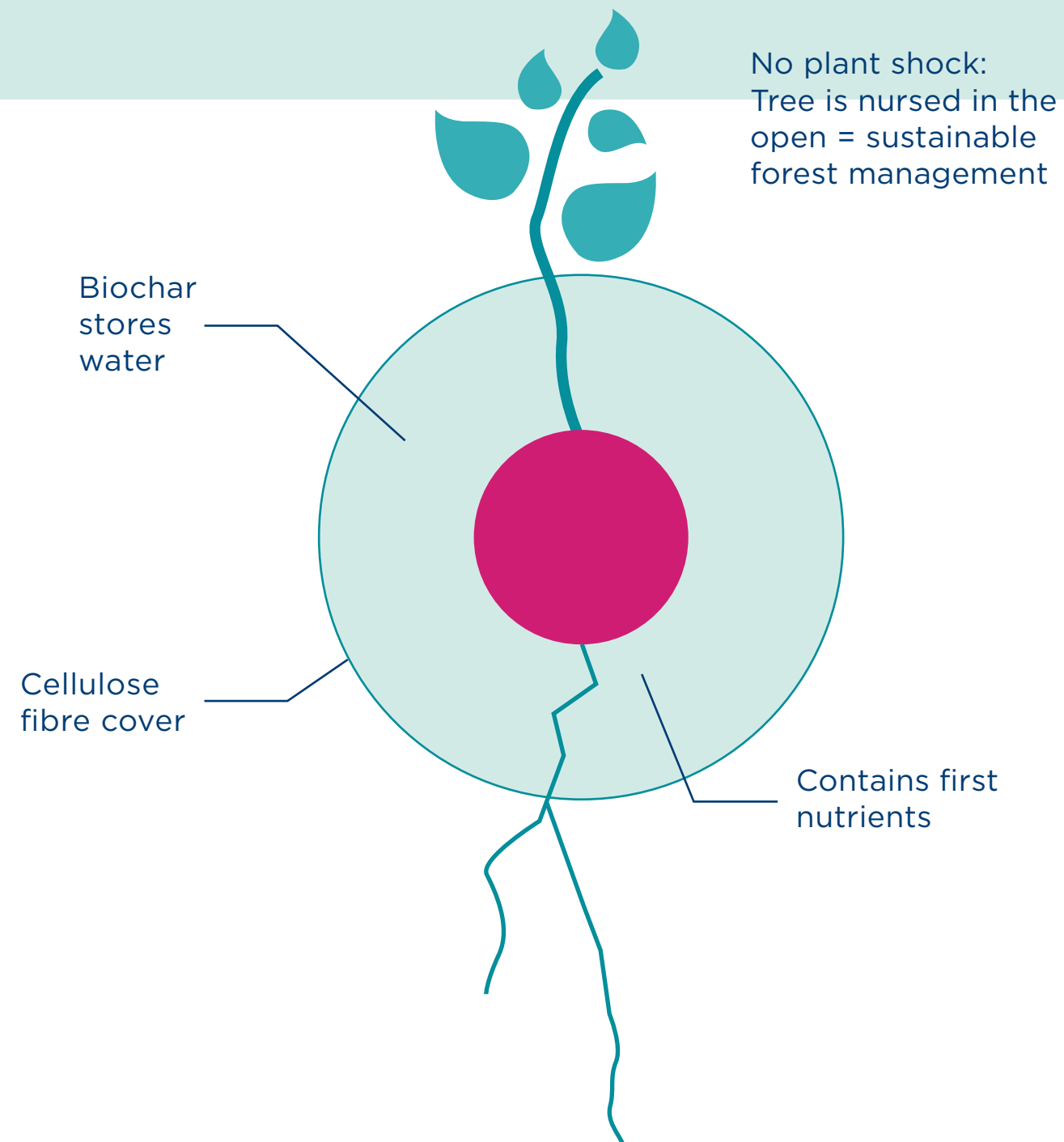
Last year, 7.6 ha of natural habitat were claimed by OGE construction measures. Meanwhile, 8.0 ha of habitat were restored, renaturalised and reforested. OGE's encroachment into nature and landscape was thus not only compensated, but in fact over-compensated, with 0.4 new hectares created for the conservation of nature and the landscape.

Conservation with technological innovations

Through creativity and the courage to innovate, we have been able to use drones to reduce the encroachment on nature and the landscape. This means that a special planting concept can be implemented on all kinds of terrain. Here, seed balls (see illustration on the right) are spread with an accuracy of up to one metre along an automated route, always at the same intervals. The process offers new possibilities for replanting.

But that's not all the drone can do: Equipped with cutting-edge technology, it supplies information on possible explosive ordnance, archaeological sites and foreign pipelines and cabling systems, even where these are already underground in the area under investigation. A lot of the information that cannot be evaluated with the human eye is within the drone's capabilities. These data help with pipeline construction and reduce the impact on nature and the landscape.

In addition, the current status and impact of the work in the pipeline area can be documented and evaluated both during the work and after completion. As part of systematic vegetation checks, for example, a drone was used to record the wavelengths of the emitting light of the plants. Defined wavelengths made it possible to distinguish healthy plants from diseased and weak plants. This enables us to visualise the effects of, for example, excessively compacted subsoil, as the nutrient supply to the plants on this site may be reduced. The drone data can still be used even years after recultivation: This way, we can restore the condition of the vegetation to what it was before the construction work.



For greater environmental protection and energy efficiency



For us, the topics of environment and energy efficiency are particularly important. Adherence to and further development of targets, taking into account environmental protection and energy efficiency concerns, are essential prerequisites for reliable, safe and efficient gas transmission and for the provision of high-quality services for our customers.

Adherence to the applicable statutory provisions, technical rules and contractual agreements is a matter of course for us. This includes the obligation to implement processes with which the harmful effects of our business activities on the environment are kept to a minimum. Another goal is to further boost energy efficiency and to reduce energy requirements for the long term.

In addition to the emission of climate-relevant gases, the main effects on the environment are caused by the emission of other air pollutants such as nitrogen oxides (NO_x), the handling of water-polluting substances, and the generation of waste. A company officer for water protection and waste regularly monitors all company sites and advises and supports the responsible persons on site in all questions concerning environmental issues. The appointment of a waste management officer was voluntary, although on average only about 1.8 kt of hazardous and 1.8 kt of non-hazardous waste are generated annually nationwide.

Key environmental facts for the year 2021: (> further information):

- CO emissions: 329 t
- NO_x emissions: 215 t
- Energy consumption, natural gas: 1,857 GWh
- Energy consumption, electricity: 74 GWh
- No events with permanent damage to the environment

Certification

OGE's environmental protection and energy management system is certified according to DIN EN ISO 14001 and 50001. The annual external audit consistently confirms our high standards (> website).

Social

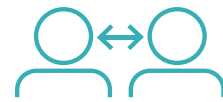
Acting socially responsibly - for all people

Occupational health and safety, education and training, corporate culture, social commitment, freedom from discrimination, data protection, party-political neutrality - all these topics show the multi-faceted nature of the social dimension. Because it's about people - not only about our employees, but also about our customers, our neighbours, the people in our society.

1. Safe working and health protection - even in a pandemic > Page 47
2. Working at OGE - safe, meaningful and progressive > Page 51
3. Our employees shape our future > Page 53
4. Addressing future issues: our innovation management > Page 54
5. Developing employees - through training, study and at work > Page 56
6. Social engagement - transparent and socially aware > Page 59
7. Neutral and independent in our advocacy > Page 60
8. Non-discriminatory network access for all customers > Page 60
9. Certified and protected our customer data > Page 61



Wear a mask



Maintain 2 m distance



Cough/sneeze into crook of arm



Wash hands for 30 seconds



Get vaccinated



Stay at home if you have symptoms



Air the room

Safe working and health protection – even in a pandemic

Occupational safety and health protection are an integral part of our business activities. The year 2021 was another truly exceptional year due to the global pandemic. We at OGE saw the crisis as an opportunity and managed a successful transition to flexible remote working methods. As part of this, we have always taken account of the health and safety of our own workers and those of external partner companies.

Health protection

We promote the health of our employees with occupational health management measures, since this – alongside a healthy organisation – is a matter close to our hearts. Our permanent offering includes a subsidy for joining a gym, offers for cancer screening, flu vaccinations and workshops for managers and employees on health topics. There are also focal topics with special measures every year.

Against the background of the COVID-19 pandemic, our motto for health management in the year 2021 translates to “Diet and exercise. An unbeatable team. Especially in times of corona.” This motto was implemented with the following measures, among others:

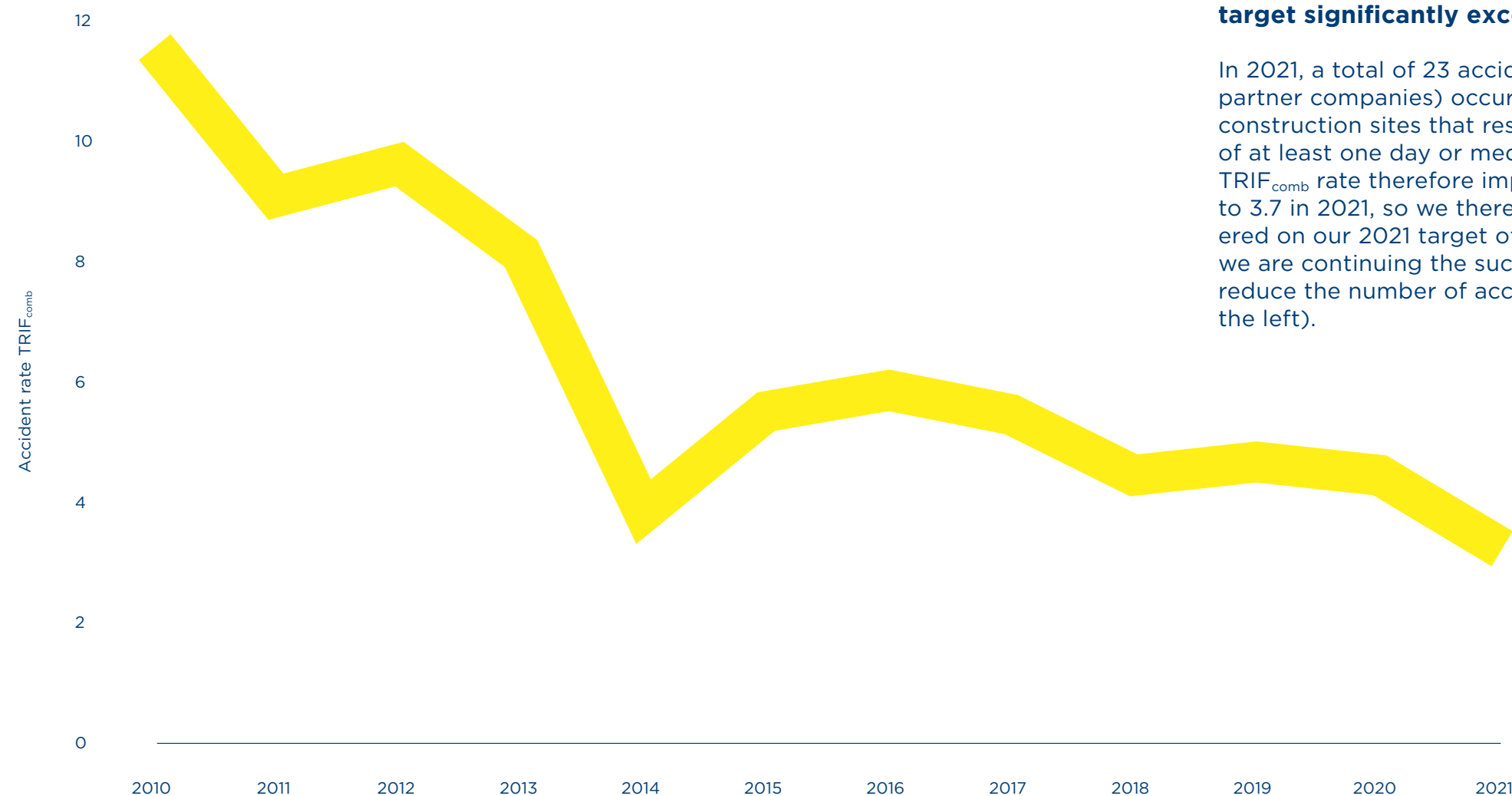
- Step count challenge
- “Take a break” workshop
- Fitness check
- Individual advice on nutrition
- Active breaks

An average of 83 percent of the workforce took advantage of these measures, and the feedback was overwhelmingly positive – on an evaluation scale from 1 (very good) to 5 (very bad), we achieved an overall rating of 1.7.

In addition, the canteen food was changed to the “Greenline”, meaning a stronger focus on regional, seasonal and organic produce as well as more conscientious use of meat. This increases the quality and sustainability in the full value chain of every dish.

As part of the 2021 vaccination campaigns, we organised and carried out a supplementary vaccination programme for employees together with our company doctor. Around 250 people were vaccinated in this way, which also relieved the burden on overworked doctors’ surgeries during this time.

TRIF_{comb} accident rate for the years 2010 to 2021



Occupational safety

Our occupational safety management system is based on the principle of continuous improvement and is a cornerstone of the company's success. Our goal is a work environment that protects the health and safety of everyone associated with our business. For us, therefore, any accident, regardless of whether it involves our own workers or those of partner firms, is equally important. We have established a shared goal for us and our partner companies: the TRIF_{comb} (Total Recordable Injury Frequency of OGE and external contractor employees for each one million hours worked). All accidents and near misses occurring at work are investigated together with all those involved. This way, we are working with our partners on making work at and for OGE even safer.

Occupational accidents in 2021 – target significantly exceeded

In 2021, a total of 23 accidents (8 at OGE, 15 at partner companies) occurred at our sites and construction sites that resulted in an absence of at least one day or medical treatment. Our TRIF_{comb} rate therefore improved from 4.7 in 2020 to 3.7 in 2021, so we therefore more than delivered on our 2021 target of 4.6. With this result, we are continuing the successful development to reduce the number of accidents (see figure on the left).

An organisation's ability to protect its people depends on how it can design, implement and improve safety management processes and programmes. We give the utmost priority to the health and safety of our employees, making it a shared responsibility for all. We do this in a strategic way that enables us to practice prevention effectively while enabling us to manage any incident. We thus reduce the risk of workplace accidents, injuries and near misses by analysing events, deriving and optimising protection measures, integrating the findings into existing processes and making them public. We involve people from different parts of the organisation to make safety a common task and part of a lived safety culture. Our occupational health and safety measures are proactive, preventive, and integrated into the culture of the entire organisation. They are a binding set of rules for all employees and partner companies.

Here, it is important to us that the rules are not just written down, but practised day in, day out. This includes, among other things, consistent, proactive management inspections, including interaction between managers and employees, with joint identification of potential hazards and their avoidance as well as the derivation of suitable optimisation measures. This way, we aim to ensure that rules are transparent, comprehensible and enforceable and that everyone working for us knows and applies them. As a matter of principle, risks that arise should be actively discussed and quickly remedied every day. With 706 inspections, we have clearly exceeded our target of 450 management inspections in 2021 – in spite of the pandemic situation.

Risk Factor training programme - lockdown as an opportunity

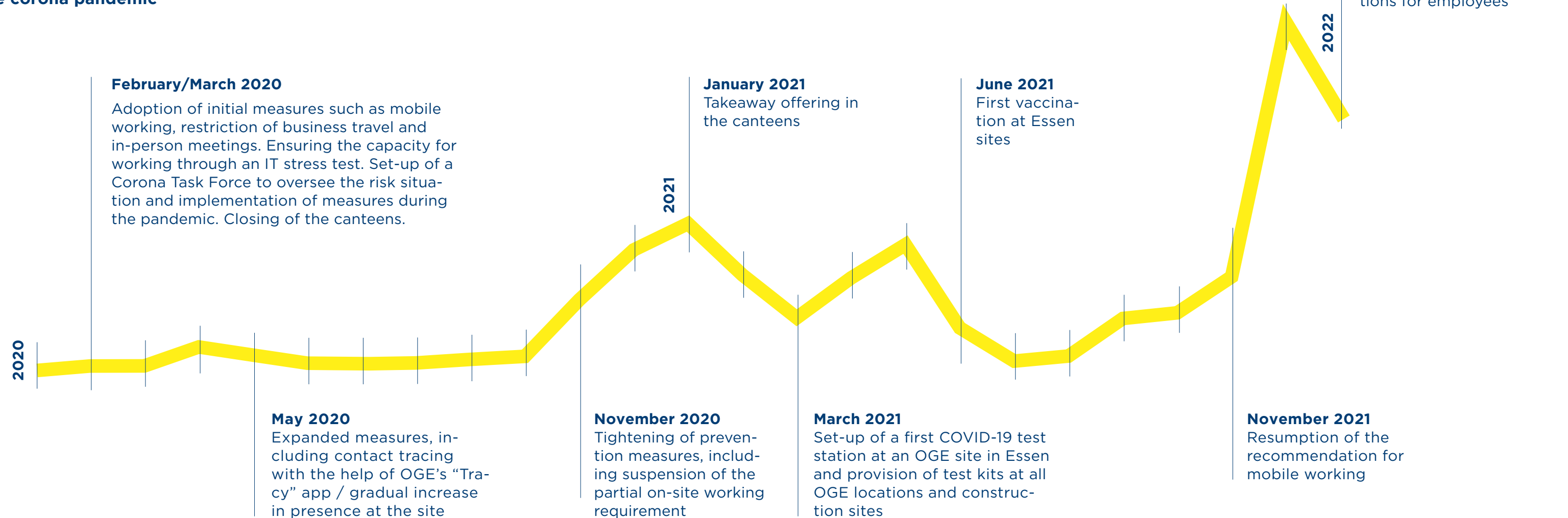
Accident figures at OGE have always been well below the industry average (Berufsgenossenschaft Energie Textil Elektro Medienerzeugnisse, BG ETEM). This is an incentive for us to stay alert. With an eye on continuously reducing accidents, we decided to further increase the perception of risk among employees in technical roles, namely through the DuPont Sustainable Solutions (DSS) Risk Factor training programme. The training programme raises awareness among employees of heightened risk perception for the sake of more conscientious and thus safer decision-making on ways of working.

Originally, the aim was to train 1,000 employees in face-to-face events, but in early 2020 the first lockdown began, so the training sessions were initially suspended. In the autumn of 2020, we switched to online training. This interactive format was very well received by employees - and permitted much more flexible course participation in 2021. The workshops had initially been planned only for one location but were ultimately used by participants from various sites, which enriched the discussions that took place. The flexible switch to online training meant we could stick to the original time plan and integrate staff in more remote locations into the programme too.

Certification

OGE's occupational health management and occupational safety management system were again certified according to DIN EN ISO 45001 in 2021. The annual external audit consistently confirms our high standards (> website).

Measures taken during the corona pandemic



The timeline shows the development of infections in Germany since the outbreak of the pandemic. Source: Covid 19 case numbers in Germany as of 2020 (> Statistics from the Federal Government).

“Every accident is one too many. I help to ensure that everyone can work safely and come home healthy.”

Timo Eilhardt, Head of Construction Management



Working at OGE – safe, meaningful and progressive

At OGE, teams of generalists and experts from various specialist departments work towards a shared goal: to ensure sustainable gas transmission in the areas we supply. In order to support our staff as best we can in their efforts, we create not only safe, progressive working conditions, but also actively involve our employees in the development of the company and their work environment. For this, we use various information and communication formats.

OGE supports the individual balance

A variety of working time models with different degrees of flexibility and workloads help our employees to find their own individual balance between professional and personal life. Flexitime days and various types of time off with a focus on family reasons complement these working time models. Alternatives to in-house working (“mobile working”) create the framework for a productive working life.

In addition, we support our employees in specific personal situations: Where they are required to act as carers in the family, workers can make use of different models for care leave or family care leave, which go beyond the statutory minimum. These models are supplemented with extensive information, advice and support services from an external family service. These apply to the matter of care as well as childcare. At our office sites in Essen, we also offer parent-and-child rooms as well as places in a nearby childcare centre. In case of mental burdens, too, employees can get advice from an external service provider. This way, we strengthen individual stability, health and performance in each and every one of our employees.

360° vitality

360° Vitality
Prevention, nutrition and exercise: OGE’s health management offers all employees a wide range of services on these and other topics.

360° safety

360° Safety
The occupational safety team creates an environment at all OGE sites that protects the health and safety of all employees in the workplace.

women@OGE

Women@OGE
Women at OGE have their own network for personal and professional development and to share experiences.



OGE Arbeitswelt

Our future activities and working conditions are topics of OGE's working world. This also includes our ApoCo project: the working world post Corona.



Puls Check

Employees are asked about their opinions on various topics in order to identify potential for improvement and develop appropriate measures.



Ideenmanagement

Employees submit ideas and suggestions for improvements that make processes at OGE faster, simpler and more cost-efficient.

Information and involvement of staff

“We work as a team” – that is the core of our corporate culture. This includes, among other things, sharing information and experiences and involving affected people in decision-making processes. We use a variety of formats for this: from centralised and decentralised information events by the management to digital and hybrid formats such as meet-ups, stand-ups or even festivals on various strategic and operational topics. In 2021, for example, the individual divisions presented the OGE strategy and the sub-strategies of the individual divisions in “Fridays for Strategy”. These events are flanked by digital groups for cross-divisional exchange as well as digital dialogue formats via our intranet.

We also involve our employees in recruiting activities. As part of our “Employees recruit employees” campaign, members of staff can suggest applicants for vacancies at OGE and even receive a bonus if they are successful. As part of this programme, we hired around 30 new employees in 2021.

In 2022, another format will be added: our Pulse Check. In regular short surveys, we will gather the opinions of employees on key topics and also assess their satisfaction and commitment. The results will be communicated and discussed across the company.

On top of this, everyone is invited to get involved in the subsequent processes and contribute their ideas.

At the company level, there is a works council representing the employees. This ensures representation and participation of the employees, which is exercised in accordance with the legal provisions. Participation involves communication and information, including works meetings, and in detail also consultation and co-decision.

Our employees shape our future

Employees at OGE who want to be actively involved in shaping the company's future can do so at any time by submitting suggestions for improvements to the ideas management team. The suggestions might involve things like improving economic efficiency, fostering technological progress, occupational safety and environmental protection, or improving cooperation within the company. Through our central platform ideeNet, the suggestions become visible, documented and usable for the company.

Motivation and rewards

Ideas management promotes identification with OGE and cooperation between submitters, reviewers and supervisors. Ideas management can be used by supervisors to motivate employees to submit suggestions for improvements and to express their appreciation. In order to allow the ideas providers to participate directly in the success, the ideas intended for realisation are also awarded prizes.

21 new idea providers in the end-of-year sprint campaign

230

submitters of ideas

351

evaluated ideas

Best idea of the year

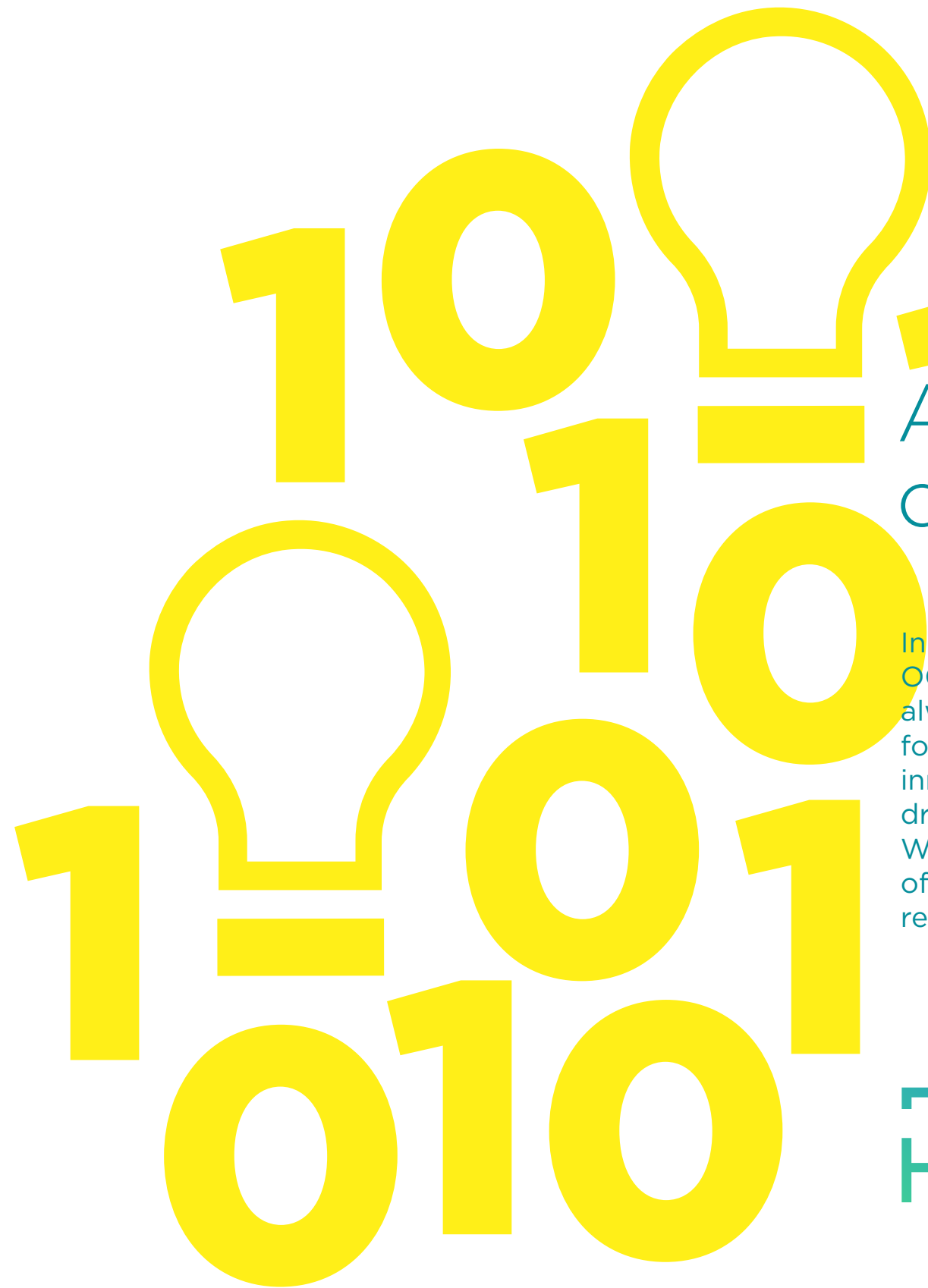
Coating system for pipes underneath pipe wrapping

279

ideas submitted

approx. € 561.000

of annual savings



Addressing future issues: our innovation management

Innovation plays an important role at OGE, since it ensures the company is always evolving and securely positioned for the future. In the energy industry, innovations are among the strongest drivers of growth and transformation. We thus find answers to the challenges of industry change and future questions relating to climate targets.



We are convinced that lasting innovativeness can only be sustained within a network of diverse actors along the entire value chain. We are therefore working with partner companies and start-ups to develop new solutions for the future challenges of the gas industry. Spinning off joint ventures enables us to quickly realise projects and bring them to market maturity. With the innovation project H2UB, for example, OGE is building a virtual and physical platform to link up current and future players in the field of hydrogen. We connect companies and research institutions in order to accelerate the ramp-up of hydrogen and to launch new projects, start-ups and joint ventures together. H2UB offers various matchmaking and accelerator formats and thus connects and promotes the participating companies.

One of the most important generators of ideas and initiators of innovations alongside the external network, however, is employees themselves. We provide them with the necessary information, tools and skills so that they can be innovative.



**“Working respectfully
and appreciatively
with each other, that’s
important to me.”**

Lena Tadday,
Head of Organisation & Projects



Developing employees – through training, study and at work

Our highly skilled and committed employees are the basis of our success. That's why we continue to place particular emphasis on training, combined work and study programmes and further education. In line with this approach, learning was the focus of our cultural initiative in 2021.

Training

We currently offer training in six different technical and commercial professions, some of which are combined with university studies. Professional trainers and modern machines are a given here, while innovation, digitisation and sustainability are also prominent elements of the training. We therefore use the possibilities, among others, of virtual welding, tablets for our technical trainees, specific e-learning, and digital report books.

Sustainability is also a matter close to the hearts of our trainees: In our ideas factory, they work together on their own projects in interdisciplinary groups. In 2021, four trainees tackled the issue of promoting sustainability in training. They developed a number of ideas for how to boost sustainability and outlined a process to take the topic into account on a permanent basis: The Green Team is made up of commercial and technical trainees who provide tips on sustainability in regular videos. The team also tested sustainable hearing protection in the training workshop.

Combined work and study

As a reaction to the challenges of increasing digitisation, we offered the practice-integrated IT degree programmes in Business Informatics and Energy Informatics in cooperation with the Ruhr West University of Applied Sciences for the first time in 2021. The students on the combined work and study programmes get to know various IT and commercial departments alongside their courses, so after completing their degrees they have the necessary theoretical knowledge and have already gained extensive practical experience.



Further training

For a long time now, we have been using digital and blended learning offerings in order to provide the best format for learning success in each case. In addition, we reduce travel expenses and are much better able to integrate our employees across the country into our further training courses. For these, we use external service providers and systems that enable our staff to easily prepare their knowledge and pass it on to their colleagues. Our internal trainers, who have been helping to shape our further training for years, are also using these systems and adapting their formats more and more to future learning. On top of this, we also expanded our independent learning offerings in 2021. This means our employees are able to make independent use of both larger and smaller study units.

Further development of the corporate culture

Learning was also the focal theme in the further development of our corporate culture in 2021. In the culture initiative we launched in 2020, we intensively examined our corporate culture – across all departments and levels – and reviewed its up-to-dateness and its contribution to our objectives. After all, culture is the human factor in corporate success. Our culture describes which values are important to us and which behaviours we want to practise and promote in order to pave the way for achieving our strategic goals and to further strengthen cooperation.

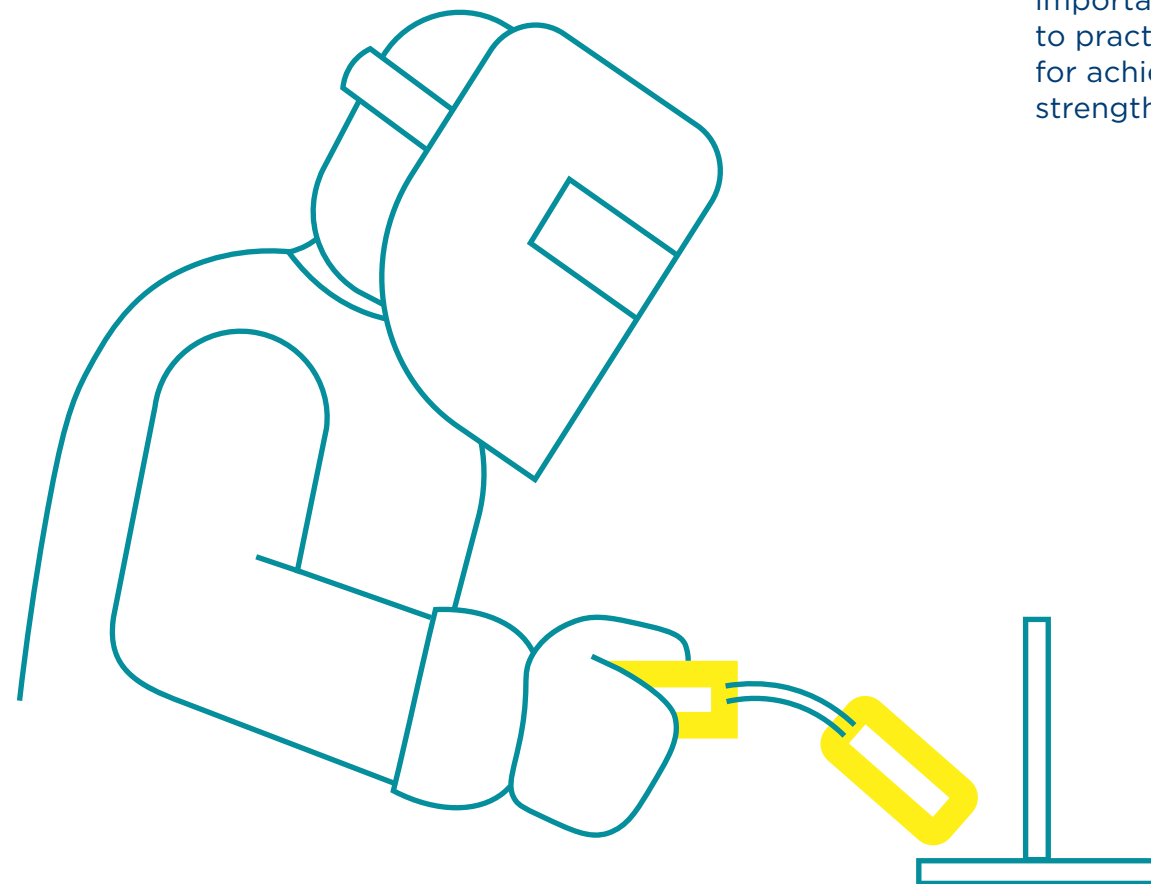
As part of the culture initiative, we defined four cultural dimensions that are particularly important to us, and we aim to pay special attention to these in future:

- Appreciation and team
- Learning
- Results orientation
- Structure and safety

In around 85 guided retrospectives, team speed-dating sessions and “workshops in a box”, our teams and departments have tackled these themes:

- Improving results- and solutions-oriented cooperation
- Positive and constructive handling of mistakes
- Development and/or consolidation of positive relationships between team and leader

The formats were used by our staff from Wegscheid in Bavaria to Krummhörn in East Frisia, and the feedback was very positive. They were supervised by colleagues whom we had trained specially as coaches for these programmes. In 2022 as well, we will continue to pursue the theme of learning and our other cultural focal points.





“From the first day to the final exam: I am there for my apprentices.”

Jonas Fauser, Training Manager, Engineering

Social engagement - transparent and socially aware

We not only bear responsibility for our core business, but also for the society in which we exist and operate. We are therefore committed to various social causes.

Green Capital Essen as a partner network

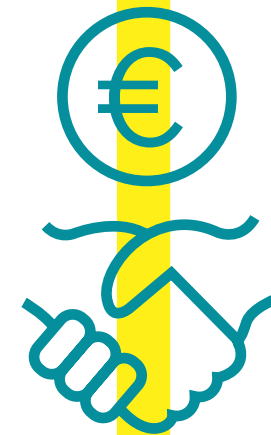
The energy transition does not only concern us as a company. In the Green Capital Essen partner network, we aim to work together with local companies to achieve the climate and environmental goals at our main location in Essen. To this end, we are actively involved and exchange experiences with other companies and specialists from the administration. One area of focus is reducing commuter traffic as well as CO₂ emissions in the context of company mobility.

Local dialogue about construction projects

Construction projects for gas infrastructure affect the interests of many people locally. We therefore aim to hold discussions with local citizens and thus inform them as transparently and as early as possible about our plans. To do so, we use analogue and digital formats with which we can involve as many people in the dialogue as possible. At our Dialogue Markets on pipeline construction projects, our experts provide information in specific themed islands on the various aspects of the infrastructure being planned. This local perspective is very important to us so we can find viable solutions for all those affected.

Charitable projects

Every year, we and our subsidiaries support numerous charitable projects together with our employees through the “Last Few Cents/Euros” campaign, in which around half of the workforce is involved. Participants have their net monthly salary rounded down, whereby the excess amounts are collected and topped up by OGE at the end of the year. Our employees propose organisations to which donations are made. Our “Last Few Cents/Euros Committee” made up of company and employee representatives then decides which proposal will be implemented and the amount of the donation. Since OGE was founded in 2010, around 110,000 euros have been donated through this campaign – thus enabling diverse social engagement.



In 2021 employees and OGE donated 19,000 euros for these charitable organisations:

- Hilfe für Anja e. V.
- Freundeskreis der Barmherzigen Brüder Gremsdorf e. V.
- Ein Lächeln für Dich e. V.
- Kinderkrebshilfe Münster e. V.
- Atemnot gemeinnütziger e. V.
- Stiftung Kinderglück

In addition, OGE contributed additional donations of 20,000 euros following the flood disaster in July 2021. This amount was included in the Last Few Cents/Euros process and forwarded to these associations:

- Hochwasserhilfe Marienthal e. V.
- Addemechshöde Jonge 1954 e. V.
- WeinKulturDorf Dernau e. V.
- Elterninitiative Waldkindergarten e. V.

Neutral and independent in our advocacy

As a regulated transmission system operator, we are party-politically neutral.

Party-political neutrality

We therefore do not donate to political parties as a matter of principle. However, we are members of associations with links to parties, for which we pay membership fees annually in the low five-figure range.

Furthermore, we are a member of industry and trade associations that also impact the political arena: including the German Association of Energy and Water Industries (BDEW) and the Association of Gas Transmission System Operators (FNB Gas).

Transparency Register for the EU and at federal level

In order to create transparency about our interest representation, we have been registered in the EU Transparency Register for several years and, since the end of February 2022, also in the new Lobby Register for interest representation vis-à-vis the German Bundestag and the Federal Government.

With our entries in the lobby registers, we have accepted the relevant codes of conduct for interest representatives as applicable to our company.

Non-discriminatory network access for all customers

We treat all our customers equally.

Maintenance work, construction, modifications and expansion measures

Our gas network is constantly maintained and expanded. The plans of measures associated with this, along with the usual information, also form an integral part of our online publications.

Transparent flow of information

That also means that all customers and participants in the gas market enjoy the same, non-discriminatory access to our information. For this purpose, we offer them a transparent insight and overview of our gas transmission network. In our online publications, market participants can find a network map and concise information on the current status of our gas network.

Regulation (EU) No. 1227/2011 (the Regulation on Wholesale Energy Market Integrity and Transparency, or "REMIT") aims to increase the confidence of consumers and other market participants in the integrity of the wholesale electricity and gas markets. The prices formed on the wholesale energy markets should reflect a fair and competitive interplay between supply and demand, while market abuse with unlawful profits should be prevented. To increase transparency, REMIT imposes an obligation to publish insider information, which we publish in the form of Urgent Market Messages (UMM). With the UMMs, all market participants are informed individually about OGE-specific events that are relevant to the entire gas market. These include, for example, planned and unplanned measures for repairs and maintenance.



Certified and protected: our customer data

As the operator of critical infrastructure (according to the BSI Criticality Ordinance), we must make information that we need for our business processes available at all times and in a timely manner. The information must be processed correctly and used solely by authorised persons and systems.

For power and gas network operators, certification according to the Federal Network Agency's IT security catalogue is mandatory. Our information security management system is therefore certified, namely "for gas transmission including all the tasks associated with this such as operational management, control, maintenance and expansion of transmission networks as well as the operational management, control and maintenance of pipelines, plants and natural gas storage facilities owned by third parties."

Information security requires ongoing efforts and continual adaptation to future requirements. We therefore consistently implement and further develop all our measures for the protection of our information and communication technology.

This naturally also includes protecting customer data. In the period under review, there were no complaints relating to protection violations or the loss of customer data.

Appendix

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In the appendix we provide you with key figures and information on the following topics: Occupational health & safety, greenhouse gases, ratings, and certificates. You will also find links to OGE' Annual Report 2021 and VGT's Consolidated Financial Statements 2021. The GRI Content Index provides a detailed overview.

1. Key Figures > Page 63
2. Environmental KPIs > Page 64
3. GRI Content Index > Page 65
4. Commitment to high ESG standards: Vier Gas Transport GmbH's ESG ratings > Page 72
5. Certificates > Page 72
6. Annual financial statement > Page 72
7. About the report > Page 73

Key figures on occupational safety

Table 1: Number of accidents and fatalities

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
TRI	31	48	48	37	17	26	30	37	31	32	33	23
TRI_{OGE}	31	24	26	21	9	6	8	9	4	11	15	8
TRI_{FF}		24	22	16	8	20	22	28	27	21	18	15
LTI	19	30	40	27	14	23	29	33	30	31	29	22
LTI_{OGE}	19	14	21	13	6	5	8	9	4	11	12	8
LTI_{FF}		16	19	14	8	18	21	24	26	20	17	14
Death_{OGE}	0	0	0	0	0	0	0	0	0	0	0	0
Death_{FF}	0	0	0	0	0	0	0	0	0	0	0	0

Table 2: Accident rates

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
TRIF_{comb}	11,3	9	9,5	7,8	3,9	5,7	5,8	5,3	4,5	4,9	4,7	3,7
TRIF_{OGE}			8,7	8,6	3,8	2,5	3,1	3,5	1,5	4,2	5,4	2,9
LTIF_{comb}			7,9	5,7	3,2	5,3	5,9	4,7	4,3	4,8	4,2	3,5
LTIF_{OGE}			7,0	5,3	2,5	2,1	3,1	3,5	1,5	4,2	4,3	2,9

Table 3: Target accident rate TRIF_{comb}

	2021	2022	2023	2024	2025
Target TRIF_{comb}	4,6	4,4	4,2	4,0	3,9

Table 4: Explanation of terms/glossary

TRI	Total Recordable Injuries
TRI_{OGE}	Total Recordable Injuries of OGE employees
TRI_{FF}	Total Recordable Injuries of contractor employees
TRIF_{comb}	Total Recordable Injury Frequency of OGE and contractor employees: no. of TRI accidents per million hours worked
TRIF_{OGE}	Total Recordable Injury Frequency of OGE employees: no. of TRI accidents per million hours worked
LTI	Lost Time Injury
LTI_{OGE}	Lost Time Injury of OGE employees
LTI_{FF}	Lost Time Injury of contractor employees
LTIF_{comb}	Lost Time Injury Frequency of OGE and contractor employees: no. of LTI accidents per million hours worked
LTIF_{OGE}	Lost Time Injury Frequency of OGE employees: no. of LTI accidents per million hours worked
Death_{OGE}	Fatalities involving OGE employees
Death_{FF}	Fatalities involving OGE contractor employees

Environmental KPIs

Table 5: Environmental KPIs

	Unit	2019	2020	2021
NO_x	t	399	367	215
CO	t	351	730	329
SO_x	t	0,5	0,5	0,2
Total waste	t	2.178	3.467	4.496
of which “hazardous”	t	1.006	1.975	1.989
of which for disposal	t	386	1.294	804
of which for recycling	t	1.792	2.173	3.692
Energy consumption, natural gas	GWh	2.570	2.213	1.857
Energy consumption, electricity	GWh	65	72	74

NO_x, CO and SO_x refer to the emissions caused by the natural gas-fired prime movers driving our compressors. Emissions from auxiliary plants as well as the vehicle fleet are not systematically recorded.

The waste quantities represent the total waste handed over by OGE as the waste producer for disposal. The quantities of individual waste fractions such as municipal waste (EWC 20 03 01) have been estimated because they are not weighed at the time of collection. The increase in 2020 and 2021 was due above all to major pipeline construction measures.

Water consumption and wastewater generation are regularly recorded as part of the evaluation of our environmental parameters for the individual sites. However, given their overall low significance, they are not systematically recorded and evaluated as a key performance indicator.

GRI Content Index

GRI Standard 102: General Disclosure 2016

Organizational profile

Ref.	Topic	Page	Comment
102-1	Name of the company	14	
102-2	Activities, brands, products and service	14	
102-3	Headquarters of the company	14	
102-4	Operating sites	14	
102-5	Ownership and legal form	14	
102-6	Markets served	14, 23, 26, 36	
102-7	Size of the company	14, 16, Jahresabschluss 2021, Gewinn- und Verlustrechnung	
102-8	Information on employees and other staff	16	The proportion of the organization's activities performed by non-employees is not material.
102-9	Supply chain	14	
102-10	Significant changes in the organization and its supply chain	-	There were no significant or unusual changes for our business in 2021.
102-11	Precautionary principle or approach	5, 14, 22, 28, 31, 32, 36, 42, 44, 47, 60, 61, 72	
102-12	Signature and commitment to external initiatives	18, 36	
102-13	Memberships in associations	18, 60	

Strategy

Ref.	Topic	Page	Comment
102-14	Statement from the chief decision maker	2, 5, ESG-Handbook, Erklärung der Geschäftsführung	
102-15	Main impacts, risks and opportunities	5, 14, 28, 31, Jahresabschluss 2021, Chancen-, Risiko- und Prognosebericht	

Ethics and integrity

Ref.	Topic	Page	Comment
102-16	Values, principles, standards and codes of conduct	5, 14, 28, 72	New employees are trained on the contents of the Code of Conduct when they join the organization. All employees are required to attend regular refresher courses.
102-17	Procedures for consultation and concerns regarding ethics	28	

Management

Ref.	Topic	Page	Comment
102-18	Management structure	5, 14	
102-19	Delegation of authority	5, ESG-Handbook	
102-20	Board-level responsibility for economic, environmental and social issues	ESG-Handbook, Aufgaben des ESG-Managers	
102-21	Dialogue with stakeholders on economic, environmental and social issues	5, 32, 51, 59	
102-22	Composition of the highest governance body and its committees	14, Jahresabschluss 2021, Aufsichtsrat der Open Grid Europe GmbH	
102-23	Chairmanship of the highest governance body	14, Jahresabschluss 2021, Aufsichtsrat der Open Grid Europe GmbH	
102-24	Nomination and selection process for the highest governance body	14, 16, Jahresabschluss 2021, Aufsichtsrat der Open Grid Europe GmbH	
102-25	Conflicts of interest	28, 72	
102-26	The role of the highest governance body in setting goals, values and strategies	5	
102-27	Accumulated knowledge of the highest governance body	5	
102-28	Evaluation of the highest governance body's performance	5, 14	
102-29	Identification and management of economic, environmental and social impacts	5	
102-30	Effectiveness of risk management procedures	5, Jahresabschluss 2021, Darstellung des Chancen- und Risikomanagementprozesses	
102-31	Review of economic, environmental and social issues.	-	The Supervisory Board of OGE meets at least quarterly. Material ESG issues are discussed and reviewed at these meetings.

Ref.	Topic	Page	Comment
102-32	The role of the highest governance body in sustainability reporting	-	OGE management reviews and approves the sustainability report.
102-33	Communication of critical concerns	14	Sustainability issues are integrated into key decision-making processes. The Supervisory Board is informed as part of the standard processes.
102-34	Nature and total number of critical concerns	-	This information is confidential.
102-35	Remuneration policy	5, 14, Jahresabschluss 2021, Aufsichtsrat der Open Grid Europe GmbH	
102-36	Process for determining remuneration	5, 14, Jahresabschluss 2021, Aufsichtsrat der Open Grid Europe GmbH	
102-37	Stakeholder involvement in remuneration decisions	5, 14	
102-38	Ratio of total annual remuneration	Jahresabschluss 2021, Geschäftsführung der Open Grid Europe GmbH sowie Lagebericht 2021 der Open Grid Europe GmbH, Abschnitt „Mitarbeiter“	The remuneration of the Management Board is presented in the annual financial statements.
102-39	Percentage increase in ratio of total annual remuneration	Jahresabschlüsse 2020 und 2021, Geschäftsführung der Open Grid Europe GmbH sowie Lagebericht 2020/2021 der Open Grid Europe GmbH, Abschnitt „Mitarbeiter“	The remuneration of the Management Board is presented in the annual financial statements.

Stakeholder engagement

Ref.	Topic	Page	Comment
102-40	List of stakeholder groups	5, 18, ESG-Handbook	
102-41	Collective agreements	ESG-Handbook, Infrastruktur sowie Arbeitsumgebung und -bedingungen	The working conditions of employees not covered by collective agreements are essentially in line with the provisions of the (collective) agreement, which is referred to in the employment contract. In principle, company regulations ensure equal treatment of employees covered by collective agreements and those not covered by collective agreements.
102-42	Stakeholder identification and selection	5	
102-43	Approach to stakeholder engagement	5, 51, 53	
102-44	Main issues and concerns raised	5, 51, 53	

Approach to reporting

Ref.	Topic	Page	Comment
102-45	Entities included in the consolidated financial statements	73, Jahresabschluss 2021, VGT-Konzern-geschäftsbericht 2021, VGT GmbH, Grundlagen des Konzerns	
102-46	Procedure for determining the content of the report and the delimitation of topics Report boundaries	5, 73	
102-47	List of material topics	5	
102-48	Restatement of information	73	
102-49	Changes in reporting	73	

Ref.	Topic	Page	Comment
102-50	Reporting period	73	
102-51	Date of last report	73	
102-52	Reporting cycle	73	
102-53	Contact person for questions regarding the report	73	
102-54	Statement on reporting in accordance with the GRI Standards	65	
102-55	GRI Content Index	65	
102-56	External audit	-	There was no external audit

GRI Standard 103: Management Approach 2016

Management approach

Ref.	Topic	Page	Comment
103-1	Explanation of the essential topic and its delimitation	5	
103-2	The management approach and its components	5, 28, 60, ESG-Handbook	
103-3	Assessment of the management approach	5, ESG-Handbook	

GRI Standards 200 2016

Economic Performance

Ref.	Topic	Page	Comment
201-1	Direct economic value generated and distributed	Jahresabschluss 2021, Mitarbeiter, Gewinn- und Verlustrechnung	
201-2	Financial implications and other risks and opportunities due to climate change	5, 36, Jahresabschluss 2021, Chancen- und Risikobericht	
201-3	Defined performance-based benefit plan obligations and other retirement plans	32, Jahresabschluss 2021	
201-4	Financial assistance received from government	28, 60	Funding received in 2021 is listed in OGE's lobby register entry for federal advocacy

Indirect Economic Impacts

Ref.	Topic	Page	Comment
203-1	Infrastructure investments and supported services	5, 14, 22, 23, 26, 32, 59	
203-2	Significant indirect economic impacts	5, 14, 22, 23, 26, 32, 59	

Anti-corruption

Ref.	Topic	Page	Comment
205-1	Operations assessed for risks related to corruption	28	
205-2	Communication and training about anti-corruption policies and procedures	28	
205-3	Confirmed incidents of corruption and actions taken	28	

Anti-competitive Behavior

Ref.	Topic	Page	Comment
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	28	OGE was not a party to the legal proceedings mentioned here during the reporting period.

Tax

Ref.	Topic	Page	Comment
207-1	Approach to tax	28, ESG-Handbook, Tax Compliance, VGT-Konzernabschluss 2021, Anhang 5.9. „Ertragssteuern“	
202-2	Tax governance, control, and risk management	28, ESG-Handbook, Tax Compliance, VGT-Konzernabschluss 2021, Anhang 5.9. „Ertragssteuern“	
207-3	Stakeholder engagement and management of concerns related to tax	28, ESG-Handbook, Tax Compliance, VGT-Konzernabschluss 2021, Anhang 5.9. „Ertragssteuern“	
207-4	Country-by-country reporting	28, ESG-Handbook, Tax Compliance, VGT-Konzernabschluss 2021, Anhang 5.9. „Ertragssteuern“	Not relevant, as OGE only pays taxes in Germany

GRI-Standards 300 2016

Environment

302: Energy

Ref.	Topic	Page	Comment
302-1	Energy consumption within the organization	44	

304: Biodiversity

Ref.	Topic	Page	Comment
304-2	Significant impacts of activities, products and services on biodiversity	42	

305: Emissionen

Ref.	Topic	Page	Comment
305-1	Direct (Scope 1) GHG emissions	38	
305-2	Energy indirect (Scope 2) GHG emissions	38	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	44	

306: Effluents and Waste

Ref.	Topic	Page	Comment
306-2	Management of significant waste-related impacts	44, 64	

307: Environmental compliance

Ref.	Topic	Page	Comment
307-1	Non-compliance with environmental laws and regulations	Jahresabschluss 2021, Umweltschutz	

GRI-Standards 400 2016

Social

401: Employment

Ref.	Topic	Page	Comment
401-1	New employee hires and employee turnover	16	We report on the adjusted fluctuation. New hires are based on qualifications and suitability, age is not a factor.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	32, 51	
401-3	Parental leave	16, 51	

402: Labor/Management Relations

Ref.	Topic	Page	Comment
402-1	Minimum notice periods regarding operational changes	51	Significant measures under company law and operational measures such as transformations and changes in operations are subject to the participation of the workers' representatives, which ensures permanent communication and information. The collective bargaining regulations applicable to OGE are subject to (minimum) terms and notice periods.

403: Occupational Health and Safety (2018)

Ref.	Topic	Page	Comment
403-1	Occupational health and safety management system	47, 72	
403-2	Hazard identification, risk assessment, and incident investigation	47, 72	
403-3	Occupational health services	47, ESG-Handbook, Infrastruktur sowie Arbeitsumgebung und -bedingungen sowie Verantwortung und Befugnisse	
403-4	Worker participation, consultation, and communication on occupational health and safety	47, 51	The Occupational Safety and Working Environment Committee (ASA), which meets monthly, monitors the implementation of laws, ordinances, accident prevention regulations, collective agreements and works agreements that apply for the benefit of employees. Members are representatives of the works council, the human resources department and the occupational safety department.
403-5	Worker participation, consultation, and communication on occupational health and safety	47, 51	
403-6	Promotion of worker health	47	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47	Detailed requirements are contained in the "Safety requirements for contractors" brochure
403-8	Workers covered by an occupational health and safety management system	47, 63	
403-9	Work-related injuries	63	

404: Training and Education

Ref.	Topic	Page	Comment
404-1	Average hours of training per year per employee	16	For the year 2021, the data was not recorded in hours. This will be the case from 2022 onwards.
404-2	Programs for upgrading employee skills and transition assistance programs	56	
404-3	Percentage of employees receiving regular performance and career development reviews	-	At OGE, there is a uniform system for conducting at least annual target achievement and development discussions that applies to all employees.

405: Diversity and Equal Opportunity

Ref.	Topic	Page	Comment
405-1	Diversity of governance bodies and employees	16	OGE is committed to equal opportunities and diversity. Therefore, differentiation according to minorities is not relevant for us.
405-2	Ratio of basic salary and remuneration of women to men	ESG-Handbook, Infrastruktur sowie Arbeitsumgebung und -bedingungen	Remuneration is based on the position and its evaluation, regardless of the gender, nationality or religion of the jobholder.

406: Non-discrimination

Ref.	Topic	Page	Comment
406-1	Incidents of discrimination and corrective actions taken	28	No cases of discrimination were reported during the reporting period

408: Child Labor

Ref.	Topic	Page	Comment
408-1	Operations and suppliers at significant risk for incidents of child labor	28	OGE has a zero-tolerance policy towards child labor.

409: Forced or Compulsory Labor

Ref.	Topic	Page	Comment
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	28	OGE has a zero-tolerance policy towards forced labor.

412: Human Rights Review

Ref.	Topic	Page	Comment
412-2	Training for employees on human rights policies and procedures	28	In the training on the Code of Conduct, the topics of human dignity, equal opportunities and diversity as well as non-discrimination are addressed, among others.

413: Local Communities

Ref.	Topic	Page	Comment
413-1	Operations with local community engagement, impact assessments, and development programs	32, 59	

415: Public Policy

Ref.	Topic	Page	Comment
415-1	Political contributions	60	Our > Policy Briefs focus on key issues that are the focus of political campaigning and lobbying.

417: Marketing and Labeling

Ref.	Topic	Page	Comment
417-1	Requirements for product and service information and labeling	60	

418: Customer Privacy

Ref.	Topic	Page	Comment
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	61, ESG-Handbook, Kundenorientierte Prozesse und Kommunikation	

Commitment to high ESG standards: Vier Gas Transport GmbH's ESG ratings

Open Grid Europe GmbH (OGE) finances investments on the capital market, partly with the help of its parent company Vier Gas Transport GmbH (VGT). In order to increase ESG-related transparency and visibility for investors, VGT has been actively participating in the evaluation processes of four ESG rating agencies since 2020. This enables a neutral classification of our ESG activities and is used by investors to assess the company. We also use the ratings for comparison with other companies in our industry, and this gives us the opportunity to discover ESG-related potential, to check the timeliness of our measures and to further develop our sustainability.

Rating	Scale (Min. to max.)	Result (year)	Previous result (year)
MSCI ⁴	CCC bis AAA	BBB (12/2020)	BB (2019)
Sustainalytics ⁵	0 bis 100	29.7 (01/2022)	46.7 (2019)
Moodys ESG	0 bis 100	52 (11/2020)	22 (2018)
ISS ESG	D bis A+	C (11/2021)	C- (2020)

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Certificates

Certificates confirm that our integrated management system meets all the requirements resulting from legal principles and the respective underlying normative regulations: DIN EN ISO 9001 for quality, the DVGW Code of Practice G 1000 for technical safety management, DIN ISO 45001 for occupational health and safety, DIN EN ISO 50001 for energy efficiency, and DIN EN ISO 14001 for environmental issues. The management system applies for OGE GmbH as a whole company.

Since December 2017, the QSU management system has been supplemented with a certified information security management system (ISMS) in accordance with the IT security catalogue of the BNetzA with DIN EN ISO 27001 and DIN EN ISO 27019 as the fundamental basis for certification. All certificates can be viewed on our > website

Annual financial statement

Here you can find our annual financial statement for 2021.
Here you can find the VGT Group Annual Report.

About the report

This report describes the activities of Open Grid Europe GmbH (OGE) and its employees.

The reporting period primarily refers to the calendar year 2021. As this is OGE's first sustainability report, in some cases we also report on measures that we already implemented prior to 2021. The annual financial statements of OGE GmbH and the consolidated financial statements of Vier Gas Transport GmbH also refer to the period 1 January to 31 December 2021.

OGE plans to publish its sustainability report annually. This report was published on 30 June 2022.

In the context of this report, we refer to the currently valid standards of the Global Reporting Initiative (GRI), which are important for OGE.

The English report is a translation – the German text is authoritative

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