



Sustainability Report 2023

ESG Efforts Bearing Fruit





Dr. Jörg Bergmann
Chairman of the Board of Management

Jennifer Buchkremer
Sustainability Manager

Dear readers,

This year, we would like to start our Sustainability Report with a quote by the French dramatist Jean-Baptiste Poquelin, also known as Molière (1622-1673): “It is not only what we do, but also what we do not do, for which we are accountable.”

Why this quote to introduce our Sustainability Report? Because at OGE, we live up to our responsibility with regard to sustainability, the protection of our resources, security of the energy supply, and the people who work for us. And with our actions as a good corporate citizen, we want to make a contribution and therefore attach great importance to ensuring that our business purpose is sustainable.

Our Sustainability Report gives you an insight into our company, shows our highly committed and competent employees, and highlights the multitude of projects that are driving change at all levels.

In this sense, 2023 was an energetic and eventful year in which we took action. By this, we mean that we stepped up our focus on energy security and therefore switched from reactive crisis mode in 2022 to solid action for the transformation of the energy systems in 2023. Working together in Germany and Europe, we overcame the energy crisis triggered by the Russian war of aggression and the resulting reduction in Russian gas supplies. In 2023, we worked hard together with multiple stakeholders to set the course for a secure and clean energy future, a future that makes us resilient against possible future crisis events and at the same time enables us to achieve our climate targets.

To ensure we meet our climate targets and achieve the transformation of the energy system required for this, we believe the following pillars are fundamental: renewable energy, hydrogen and carbon management, and the necessary infrastructure as the basis for this transformation. And for all pillars, what we need now is speed and acceleration. After all, if we let up here, the challenges will become greater in terms of achieving the climate targets.

And this year we have made some progress with regard to hydrogen and carbon management at OGE. The first milestone for the realisation of the H₂ core network has been reached and the legal approval framework has been created. The core network will have a length of approx. 10,000 km. And the planned network is sustainable, too: over half of the pipelines required are already in place in the natural gas network and can demonstrably be converted to hydrogen. The draft for a nationwide H₂ core network for the year 2032 has been finalised. Here, too, we refuse to let up and aim to start building the H₂ core network as early as 2025. Likewise, we are aiming to make a contribution to carbon management, and this takes the form of our CO₂ network. Which will mean that industries where emissions are hard to avoid will have a decarbonisation option in future. We presented these ideas this year as part of the German government’s carbon management strategy, and they were met with a positive response. After all, pipelines are a sustainable means of transport that form the basis for the green transformation.

We wish you an enjoyable read and would be delighted if you wish to follow up with us on any aspects of the Sustainability Report. Get in touch with us via e-mail at Nachhaltigkeit@oge.de

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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 by shaping the „energy mix of the future“. Our aim is to achieve the climate protection targets in a way that is lasting, certain, and affordable. We are committed to the targets of the international Paris Climate Agreement and to Germany’s climate protection goals. The commitment is fundamental to our work and presents us with various challenges: On the one hand, natural gas is becoming more important as a bridging technology as nuclear energy and coal are gradually phased out in Germany. On the other, the ambitious climate protection targets mean that by 2045 Germany will



have to run almost entirely without fossil natural gas. We are firmly convinced that the most efficient way to achieve the climate protection targets is to rely more heavily on renewable power and green gases such as hydrogen. The existing gas infrastructure offers an efficient and secure way to transport green gases, which allows us to make a significant contribution to accelerating the energy transition and achieving our climate protection targets.

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



To tackle these challenges, we have designed a 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 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 also looking 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 together 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.

Our sustainability strategy is based on this corporate strategy. As a network operator with a long-term vision, we are committed to a sustainable energy supply, which is why our infrastructure is designed to operate for many decades. At the same time, we also want to boost the sustainability of our current activities. We have identified the areas 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 global standards.

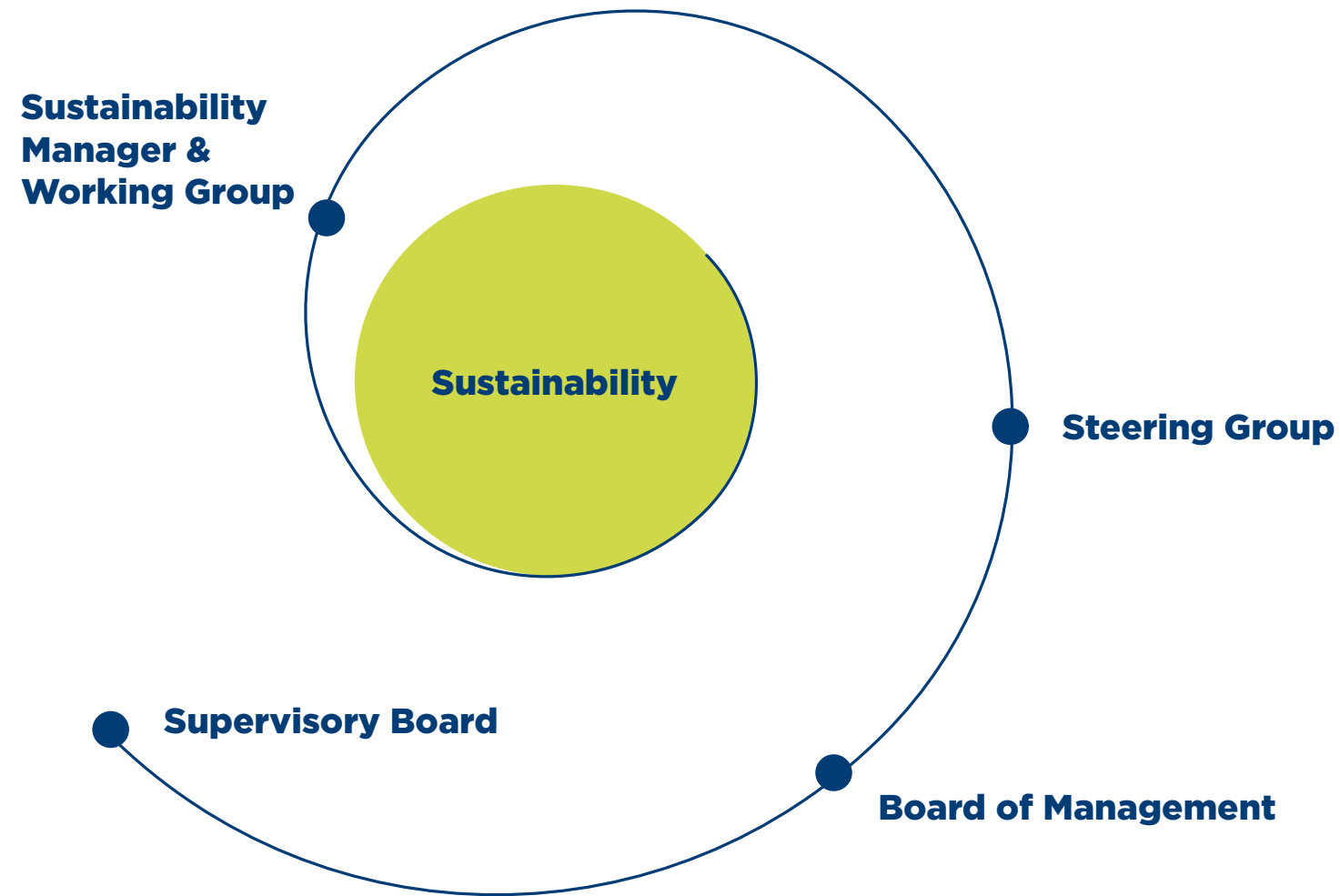
Responsibility for sustainability is firmly established in our organisational structure at every level of the hierarchy. We have established an interdisciplinary sustainability working group made up of employees from across the company, our sustainability manager as the central point of contact as well as the Board of Management and the Supervisory Board to take responsibility and integrate sustainability issues into our company. However, our commitment goes beyond formal structures.



We form cross-divisional networks and link them closely with the working group in order to create a broad basis for ideas, innovations and best practices. We are measured against a variety of criteria used for ESG (Environmental, Social, Governance) ratings from various agencies. This enables us to assess our performance and it provides an additional incentive to continuously improve our efforts and make a positive contribution to society and the environment.



energy mix



responsible sustainability

Stakeholder dialogue

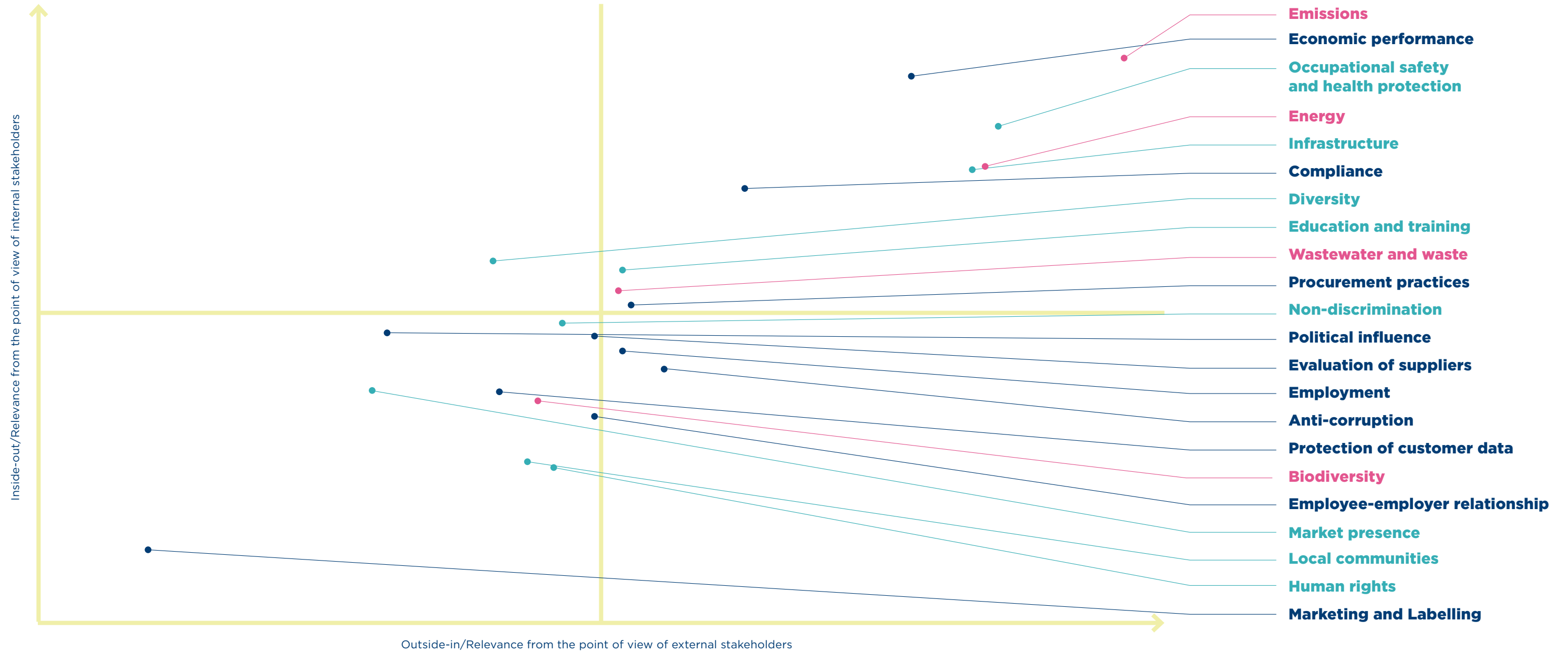
For us, responsible corporate management means understanding the expectations and needs of our stakeholder groups and incorporating them into our business activities. With our first comprehensive stakeholder survey on sustainability topics and challenges in 2021, we have identified how different stakeholders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

The broad stakeholder dialogue included the positions of both internal and external stakeholders. The group of internal stakeholders consisted of senior management, heads of department and employees, while the external stakeholders questioned included representatives of banks, the press,

authorities and politics, as well as suppliers, customers, gas transmission system operators as well as investors and shareholders. Ninety-six percent of respondents consider the theme of sustainability 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 sustainability within OGE is considered by the majority of respondents to be “growing”.

According to three quarters of all the stakeholders, the goal of sustainability reporting is to boost OGE’s credibility regarding sustainability and to foster trust. Improving risk and sustainability management as well as employer attractiveness were other goals considered essential. Expectations of sustainability 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 environment, 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 sustainability 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 also identified their top three priority topics. Emissions, energy and hydrogen were identified here. Social issues such as employment, safety and health follow the environmental issues. The results of the dialogue form the basis for prioritising our sustainability topics and developing our sustainability strategy.

- Governance
- Social
- Environmental

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

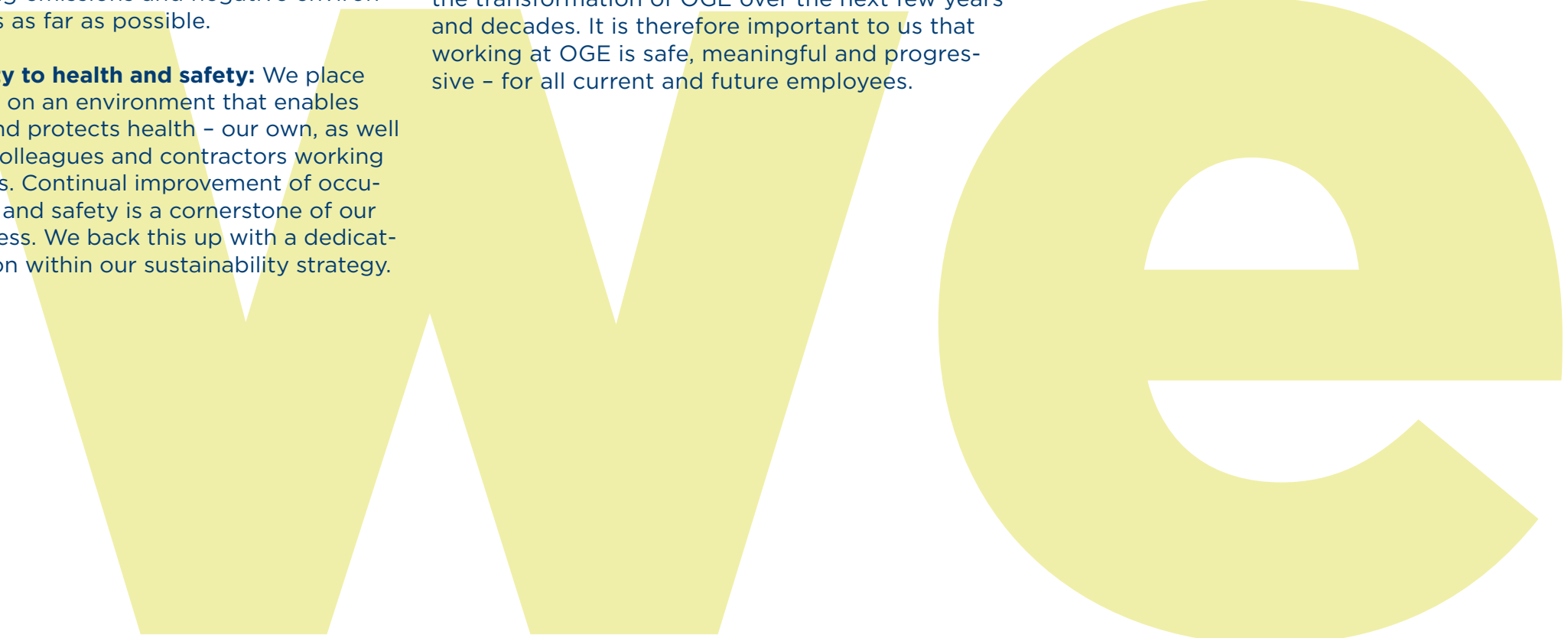
We are transforming our core business: We want to make the energy supply sustainable and secure for the long term. The biggest opportunities for positive social impact lie in our contribution to achieving the climate targets and in supporting the energy transition through green gases and thus ensuring 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 make better 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 is 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 develop constructive proposals and discuss them with stakeholders. Furthermore, to achieve climate targets we are developing solutions for CO₂ transmission for industrial firms in Germany: firstly, for companies where process-related unavoidable CO₂ emissions will also occur in the long term, and secondly for companies that make use of 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 operation of compressor units which are needed to ensure the flow of gas. We operate a large pipeline network 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.

What goals are we setting in these areas 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 **< 4,0** in 2024.

To achieve these goals, we systematically identify measures and implement them in the short, medium or long term. Our sustainability report sets out transparently the measures we have implemented in 2023 and the goals we have set ourselves for 2024 and up to 2025.

In addition, we have set targets in the priority areas of “emissions” and “occupational safety” defined by the materiality analysis, and we aim to measure ourselves against these in future. They go hand in hand with the fact that part of the remuneration of OGE’s Board of Management and senior executives is based on the achievement of sustainability targets.

Our managers will carry out

550

management inspections in 2024. 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

Who exactly is OGE?

On the following pages you will get to know us: OGE, Germany's largest gas transmission system operator. Find out how we work and how we assume our responsibility for Germany's energy supply – today and tomorrow. We are more than 2,000 highly competent and committed employees who, together with our partners, achieve success – in both Germany and Europe.

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“It’s great that I can now offer our customers transport solutions with the H₂ core network.”

Sabine Augustin, Head of Corporate Development,
Political Affairs and Communication



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 one of Europe’s leading gas transmission system operators (TSOs) and operate Germany’s largest gas transmission system with a length of around 12,000 km – comparable to the length of the country’s motorway network. We have been serving our customers with the utmost reliability for decades. With the expertise of our employees, we offer the right solutions for the energy transition.

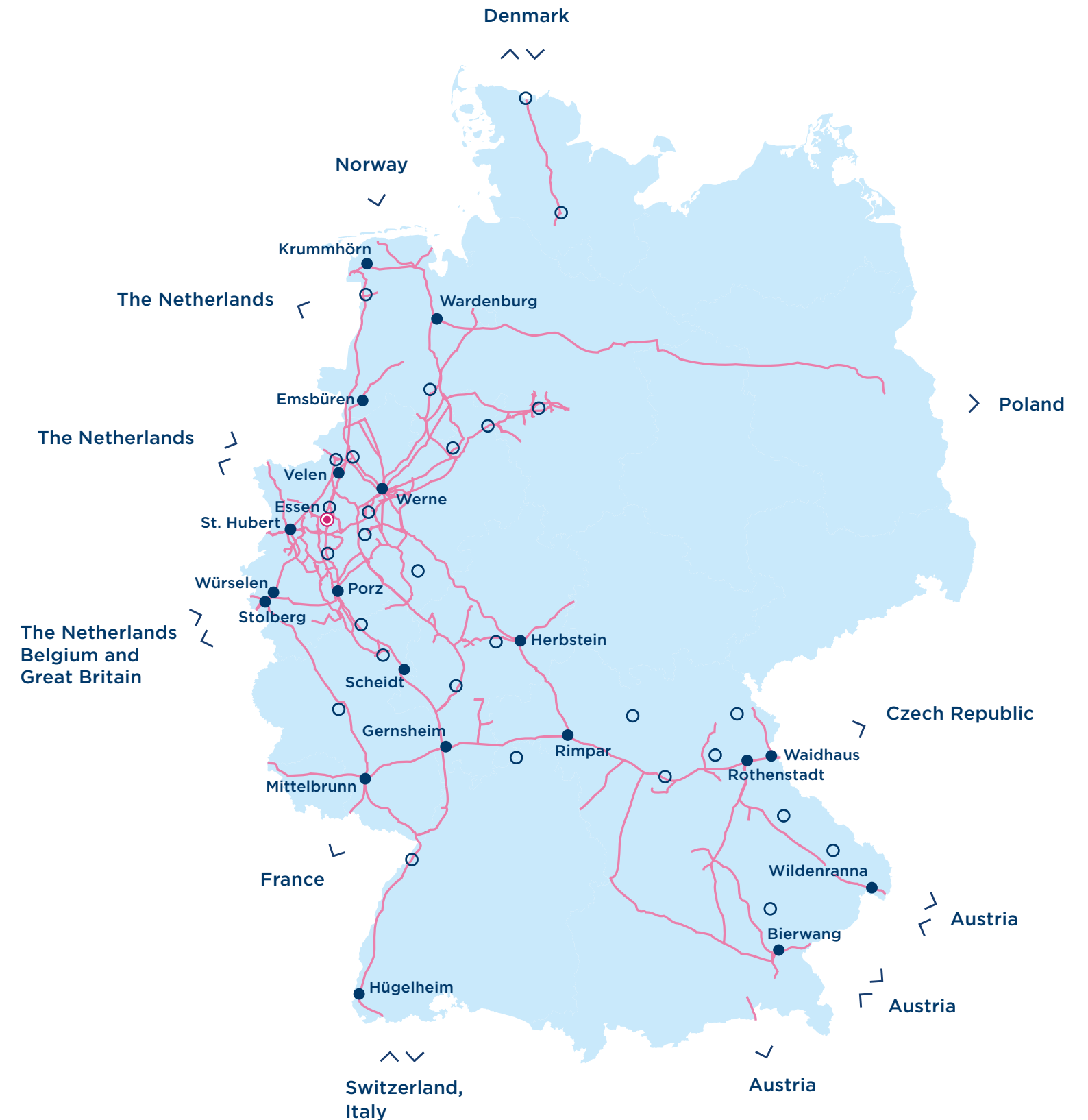
As a TSO, OGE is subject to supervision by the Federal Network Agency (BNetzA), Germany’s regulatory authority, and is bound by the legal framework of the European Union and the German legislator. Access regulation obliges us to ensure non-discriminatory network access, which is why we fulfil all obligations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

Business model

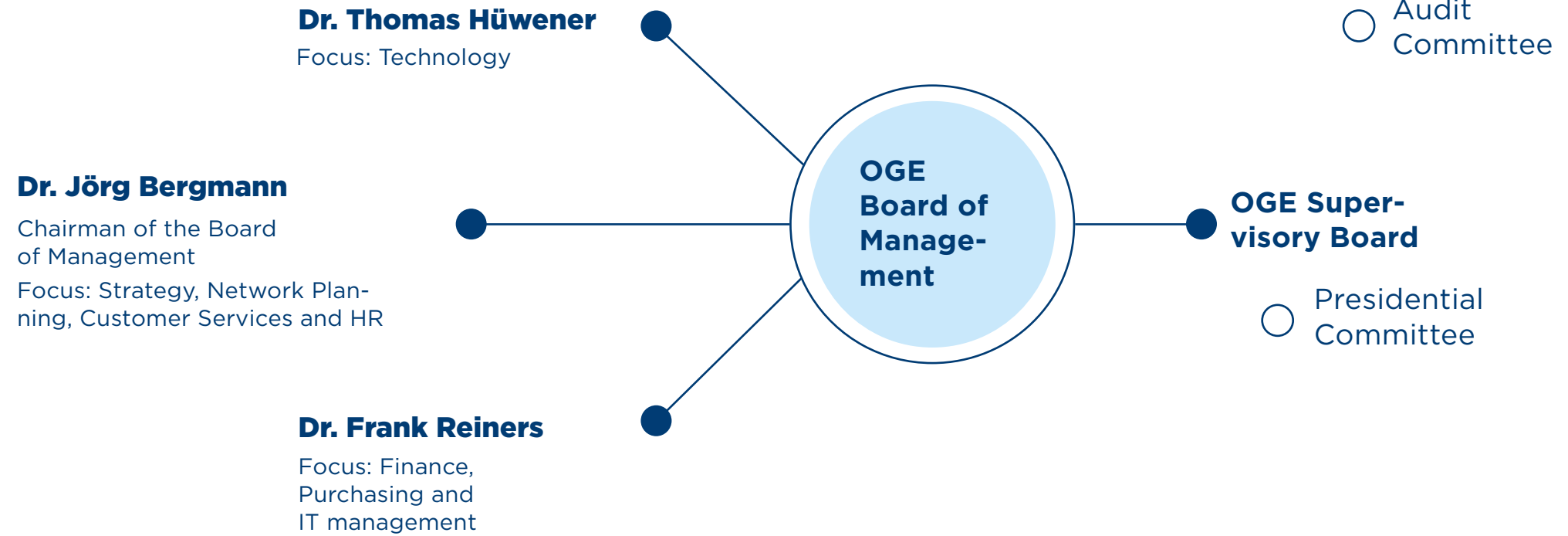
Our core business is the transmission of gaseous energy for our customers: currently natural gas and in future green gases and CO₂.

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, design, 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 gas transmission 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 2023, OGE transported 682TWh of energy. As a supra-regional gas transmission company, we are a central part of the value chain on the way from the producer of the gas to the customer. Our pipeline system permits gas transmission to our neighbouring countries and is connected to the closely meshed networks of various distribution network operators in Germany. End users 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 that provide services for the transportation of natural gas or operate in areas where expertise in gaseous energy sources is required.

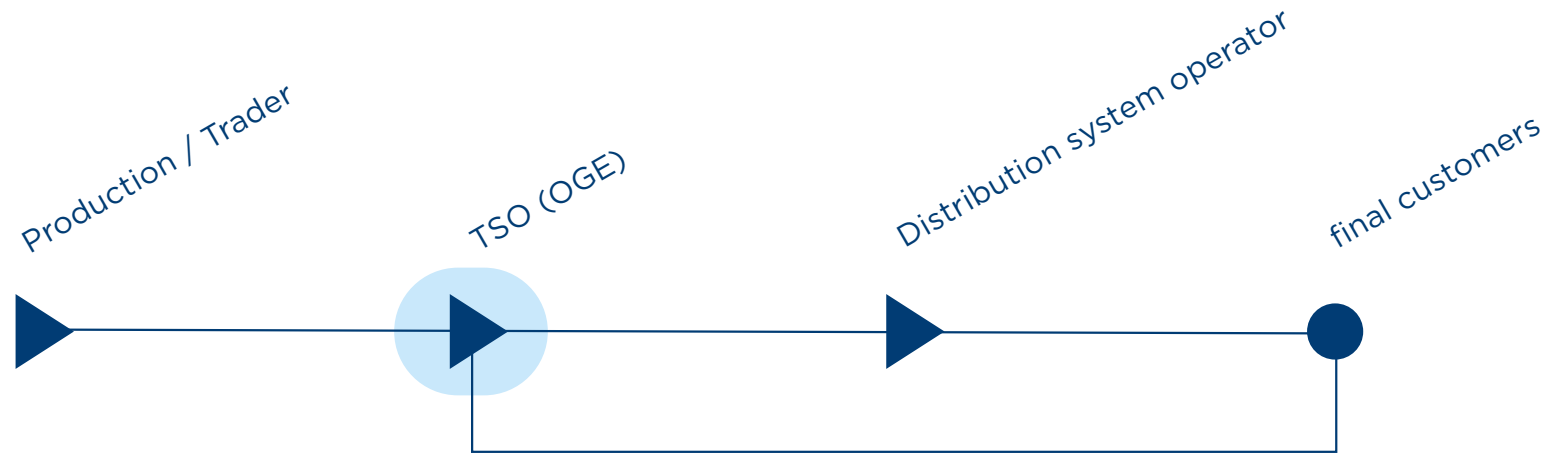


Structure and management

Efficient management and supervisory structures are the basis for our reliability and compliance with high standards. The main bodies of our company are the Board of Management and the Supervisory Board. The Board of Management is entrusted with strategic and 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. There is a five-year term of office for the Supervisory Board - the current period started in 2021.

In 2023 our Supervisory Board once again examined the various aspects of sustainability at OGE, thereby reaffirming the importance of this topic. A particular focus of 2023 were the emissions reduction targets, which were discussed in detail at the Supervisory Board meetings. In June, the Supervisory Board reviewed our high safety standards first hand as part of a management visit to a field site.

The Supervisory Board is supported in monitoring the activities of the Board of Management by the Presidential Committee, which is made up of at least three members of the Supervisory Board. The tasks of the Presidential Committee include advising the management on fundamental questions of strategic importance for the 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 achievement of the goals on emissions and occupational health and safety but also, for example, on the development of the hydrogen economy are incorporated into the Board of Management's appraisal and thus have an impact on the remuneration. Vier Gas Transport GmbH (VGT), Essen, is the sole shareholder of OGE. As a capital market-oriented corporation, VGT is a public interest entity. 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

Sustainable digitisation supports our transformation

Digitisation and sustainability are drivers of transformation for OGE in many ways. In 2022 we developed the Corporate Digital Responsibility (CDR) programme which we continued to implement 2023. In an interdisciplinary team, we defined our vision of a responsible approach to digital transformation. Our CDR programme covers four areas: Tech for Good, Green IT, Digital Inclusion and Competence, and Privacy.



Tech for Good: sustainability through digital innovations

For the successful transformation of our core business, we use the opportunities of digitisation and digital innovation in a targeted and responsible manner. To this end, we have firmly anchored innovation management with a focus on digitisation in our corporate structure and culture. This way, we aim to find answers to the challenges of industry change and future questions relating to the climate targets.

Example: Reducing CO₂ emissions with optimal use of machinery
We have developed software that enables the network control system to optimise the use of our natural gas compressors in order to cut direct CO₂ emissions, and the software is continuously being improved. One way of reducing CO₂ emissions is to switch to compressors equipped with electric prime movers using 100-percent green electricity. Changes in transmission routes and the resulting more intensive use of our compressors since the start of 2022 have meant that CO₂-optimized network operation has become particularly important.

Green IT: sustainability in IT

Digitisation has become the great hope in the field of sustainability. Unconnected with individual companies, digitisation can achieve almost a third of Germany's GHG emissions savings target by 2030, according to a Bitkom study.¹ From the outset, we have considered Green IT to be an integral part of our CDR activities in order to make IT components and, in turn, our behaviour more sustainable, not only to leverage the potential of digitisation, but also to reduce the associated emissions and resource consumption (rebound effect).

Example: Carpooling

At OGE, we regularly use low-code platforms to quickly come up with ideas for digital solutions without any knowledge of traditional programming languages. The Shary app arranges carpools between colleagues in order to reduce emissions on journeys between home and work. The app was released in 2023, and already around 100 users have registered and the first carpools have been set up.

Example: Our data centre

As an operator of critical infrastructure, we are reliant on central applications for gas transmission in our own data centre. A network technology modernisation programme launched in 2023 will allow us to reduce electricity consumption by around 40 percent from 2025. The projected yearly saving is equal to the annual electricity consumption of around 25 four-person households.

¹ Bitkom study "Climate effects and digitisation: Study to assess the contribution of digital technologies to climate protection", Digitalisierung und Nachhaltigkeit (bitkom.org)

Digital Inclusion and Competence: acting responsibly

Our digitisation strategy is entitled “Responsible digitisation – enthusiastically creating added value together”. This company-wide transformation programme includes not only our employees, but also the region and society. Key components of the programme are building digital skills, competencies and mindsets, developing sustainable innovation for existing and new business models, and establishing and cultivating new networks and digital ecosystems.

Example: Hacker School

Since 2023, employees at OGE have been volunteering as so-called “inspirers” at the Hacker School (> website). With the courses at the Hacker School, we aim to get children and young people excited about IT and programming – as a foundation for a digital future. We place particular emphasis here on programmes for girls and young people from socio-economically disadvantaged backgrounds.



Privacy: data protection and IT security

Information security and data privacy are firmly anchored in our value system and are key elements of our management systems. With our Information Security Management System (ISMS) we, as an operator of a critical infrastructure, fulfil the requirements of the IT security catalogue. In this context, information security includes both traditional IT and the technical infrastructure (operational technology).

Example: OT security:

Operational Technology (OT) refers to technology that controls and monitors physical systems and appliances. Our new OT Security 2.0 concept aims to significantly improve cyber security. Here we rely on state-of-the-art technologies to detect attacks, manage our systems and their vulnerabilities, segment networks and provide security for remote access. We also operate a security centre for OT security (OT-SCO) in order to identify and analyse security incidents and to take corresponding measures. Furthermore, we provide our employees with extensive training to raise awareness about potential security risks in the area of OT.

Our CDR programme is designed for the long term. To make it a firm part of our organisational setup, we have defined employees responsible for each dimension, who lead interdisciplinary teams. The CDR core team is made up of these dimension owners, with the Head of IT Management as chair. In this way, our digitisation activities also have a positive impact on our corporate responsibility.

Competence and commitment in figures: our workforce structure

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 2023 along with selected HR data.



	31.12.2023
Total workforce	1.685
Of which apprentices	56
Of which women	330
Of which men	1.299
Of which divers	0
Of which full-time	1.499
Of which part-time	130
Of which permanent employees	1.607
Of which temporary employees	22
Of which covered by collective agreements	1.090
Of which non-pay-scale employees	462
Adjusted fluctuation	2,3 %
Average age	44,9
Proportion of employees with further training	96 %
Percentage of disabled employees	3,4 %
<u>Age distribution</u>	
< 30	193
31-50	834
> 50	602
<u>Parental leave</u>	
Employees on parental leave in 2023	63
Of which men	42
Of which women	21
Of which left the company in 2023	1

Leadership Positions Act	Actual 31.12.2023	Target 31.12.2026
Heads of department, proportion of women	10 %	16 %
Heads of division, proportion of women	15 %	17 %
Board of Management, proportion of women	0 %	33 %
Supervisory Board, proportion of women	0 %	17 %



“Whether it’s gas, H₂ or CO₂: I offer our customers the right service.”

Jonas Peetzen, Service Management Advisor

Communication and cooperation: for common goals

Only together with others can we master the challenges of the energy transition, which is why we rely successfully 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
- > European Hydrogen Backbone
- > „Gas for Climate“-Initiative
- > GIE
- > Hydrogen Europe
- > OGMP 2.0



Economic

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Enabling growth – but safely!

For OGE, sustainable growth is only possible in combination with security of supply. That is our aspiration in everything we do. In dispatching, for example, we ensure stable network management. Compliance measures, crisis drills and close cooperation with local suppliers help us increase the security of our operations. You can also read about how we promote safety and sustainability among our employees – for example, with their pensions.

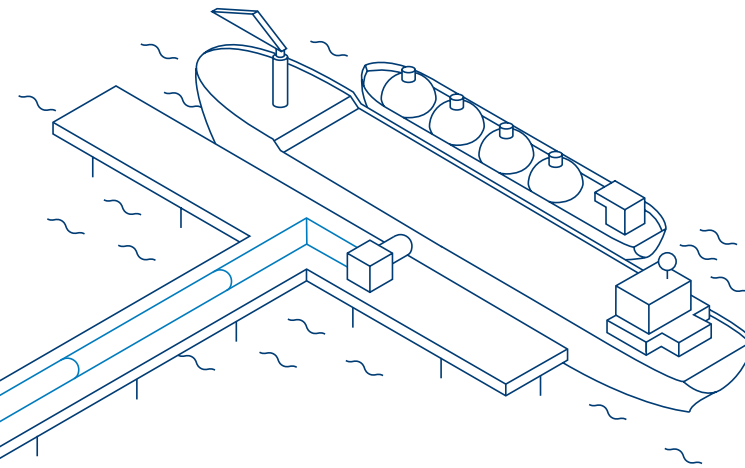
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6. An eye on the pipeline network and supply security in hand > Page 32
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“IT security is my daily motivation to go the extra mile.”

Sebastian Lorkowski, IT Security Architect





Focus on energy supply security: OGE ensures network stability and reliable gas transmission

In 2023, Russia's war of aggression against Ukraine once again impacted the energy supply in Germany and throughout Europe. Yet in spite of changed transport routes, Germany was able to maintain a secure supply and keep filling storage facilities at all times.

After the crisis year of 2022, one thing was clear: 2023 had to bring new momentum to the energy transition. Here in Germany and Europe, we had to work even faster towards our shared goal. And that goal continues to be climate neutrality. OGE is setting the course for a climate-neutral energy supply without losing sight of a reliable transport situation.

The essential building block to ensure a stable supply: diversification!

Germany had to integrate new sources as quickly as possible, for example via LNG terminals.

And Germany's only deep-sea port offers the ideal conditions for landing LNG via so-called Floating Storage and Regasification Units (FSRU), i.e. floating LNG terminals in which the liquefied natural gas is regasified. In order for the gas to then be distributed in Germany, OGE built a natural gas pipeline in 2022 from the coast to the interior of the country and thus to German industrial customers and private households. This gave rise to the idea of the Wilhelmshaven pipeline link (WAL) – and from mid-March onwards, implementation began. With the construction of the WAL pipeline, OGE made a significant contribution to the connection of Germany's first LNG terminal.

Working at full speed for Security of supply: the WAL pipeline. After I comes II.

Rapidly moving away from Russian natural gas supplies while maintaining secure energy supplies in Germany and Europe is a complicated puzzle to which we have now added another piece: in 2023, we built an approximately two-kilometre-long extension of the WAL pipeline, the so-called WAL II, to connect an additional FSRU on the Frisian North Sea coast.



This means that up to 130 TWh/a of natural gas can be transported to Germany and other European countries. This corresponds to about 16 percent of Germany's natural gas demand in 2023 or 20 percent of the quantities that Germany previously procured from Russia and thus the annual consumption of about five million households.

Done and dusted – now what?

The new LNG terminal and its connection via the WAL pipeline will make our energy supply more secure and independent. Yet this alone is not enough, which is why OGE has started two major projects to further expand the LNG supply. A 60-km-long transport route for north-south transmission links the Etzel storage facility with the Wardenburg compressor station. And the second, 90-km-long pipeline from Wardenburg to Drohne will also form a piece of the LNG transport puzzle from 2025. These pipelines create the necessary transmission capacities so that LNG regasified in Wilhelmshaven can be transported to the German customers.

All pipelines also contribute to the energy transition: they are hydrogen-ready and will therefore be able to transport hydrogen in the future. With manageable conversion and new construction measures, we can utilise existing infrastructure quickly and cost-effectively for industry and consumers as soon as the hydrogen ramp-up in Germany progresses. The gas infrastructure can thus become the largest storage facility and redistributor of energy generated from renewable sources – so-called sector coupling, in which we enable energy storage by converting electrons into molecules, for example through electrolysis. It is thus possible to balance out fluctuations in the generation of solar or wind energy. In this way, we are securing an energy supply for the future that does not depend on the seasons.

We are investing in security of supply – for today and tomorrow

Since spring of 2023, an existing 51-km section of the TENP I pipeline between Mittelbrunn and Klingenberg in Rhineland-Palatinate has been replaced. This is a technically necessary new construction. Almost 95 percent of the pipeline is being replaced along the same route, and thus TENP I becomes TENP III. This minimises the impact on nature and the landscape. Further information on how the pipeline construction will be designed to be environmentally friendly can be found in the relevant article: (reference to GRI 304: Biodiversity of the Rheidermeer and TENP III).

With the completion of the main construction activities for the Legden compressor station, a major milestone was reached at the end of 2023. A series of trials and tests are now underway in preparation for official commissioning in summer 2024. The compressor station is part of the overall ZEELINK project, which includes not only the station in Legden, but also an already completed gas transmission pipeline and another compressor station in Würselen. ZEELINK is the prerequisite for the necessary switch from L-gas (low calorific gas) to H-gas (high calorific gas) for millions of households, commercial and industrial customers. The two compressor stations secure the north-south and the south-north transportation and ensure a continuous flow of pipeline gas and especially regasified LNG from the north.. NThis additional need for transportation means the Legden compressor station is essential.

Security of supply through flexibility – we deliver!

But it's not just with the construction of new pipelines that we are securing the energy supply now and for the future. With our existing grid, too, we continued to respond to the changing transport requirements in 2023. While the entry points were mainly located in the north and east and the exit points mainly in the south and west of Germany until 2021, the main gas flow directions from north to south have increased in 2022 and the flow from east to west has virtually reversed – gas now flows from west to east.

This changed transport situation means that the compressors driving the gas in the pipeline system were also more heavily utilised in 2023. In future, we are expecting increasing volumes of LNG in the north. Among other things, this will mean that gas has to travel longer distances and compressor utilisation – and therefore our greenhouse gas emissions – will remain high. We are therefore constantly optimising the way we operate our compressor fleet to minimise CO₂ emissions.

Filling the storage facilities – the reserve for winter

In 2022, the Gas Storage Act set so-called filling level targets for the gas storage facilities. By way of the OGE transport routes, the gas storage facilities can be filled all year round in order to cover peaks in demand using the gas withdrawn from storage during cold periods.

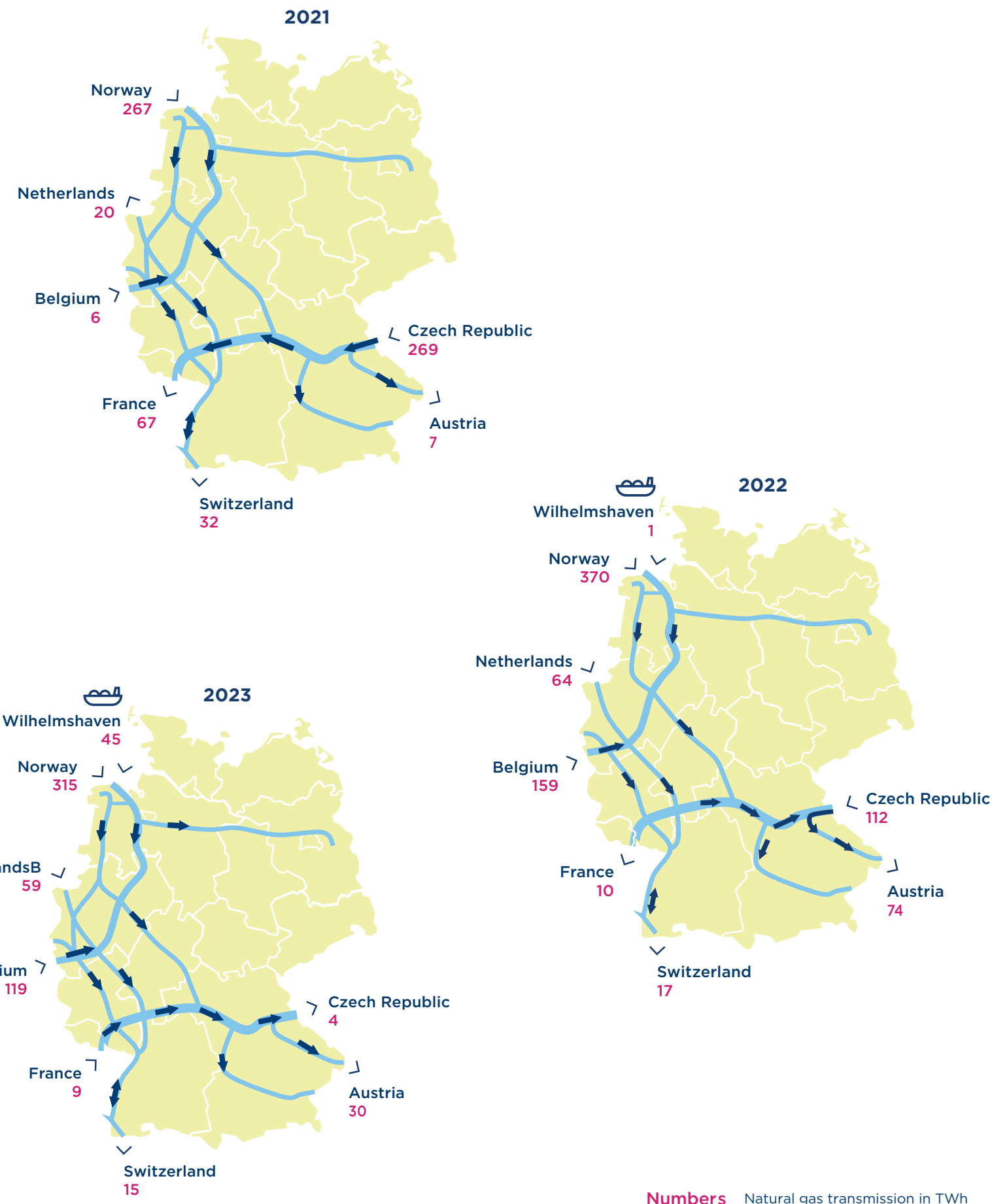
To achieve the required filling levels in the southern storage facilities, for example in Bierwang or Breitbrunn, OGE ensured ample availability of the transport routes to the storage facilities throughout the year. Among other things, the compressor units at the Rothenstadt near Nuremberg and Rimparr near Würzburg stations were more heavily utilised.

Storage facilities belonging to our European neighbours, such as in Haidach or Haming7Fields in Austria, were also filled with gas via the OGE transport system.

With the ample availability of its compressor fleet, OGE has helped the traders reach the 95 percent storage levels required until 1 November 2023 as early as August 2023.

We are driving the transformation from natural gas to hydrogen

In order for us in Germany to achieve our climate goals, fossil energy sources must be continuously replaced by green ones. Where molecular energy sources are concerned, hydrogen is the key to this. To establish hydrogen in our energy supply, OGE is involved in the development of a Germany-wide hydrogen network, for which plans are now in full swing. Over the next few years, existing natural gas pipelines will be converted to hydrogen and new hydrogen pipelines built.



Numbers Natural gas transmission in TWh

Working together for a secure and sustainable energy supply

In the last couple of years, a secure supply of electricity and gas has been one of the most important issues for politics and business.

The war in Ukraine resulted in a surge of electricity and gas prices for customers, prompting Germany to step up its efforts to diversify our energy supply. As outlined in the previous section, OGE has expanded its infrastructure and has thus ensured the security of the energy supply in Germany.

The legislator also wanted to secure the supply of electricity and the transport of energy from green sources such as wind power – especially during winter periods. In order to be able to transport many times the current amount of electricity without the construction of additional overhead power lines, the legal basis had to be created for the existing grids of the electricity transmission system operators (TSOs). A law was therefore passed to accelerate the expansion of overhead power lines and temporarily increase the capacity utilisation of the electricity grid. But what does that have to do with gas transport?

Increased utilisation of electricity grids induces AC voltages on parallel infrastructure such as gas pipelines, which poses a shock hazard to employees. This danger can be avoided in the long term by implementing technical measures on the affected infrastructure.

The new law enables the TSOs to increase capacity utilisation in the short term within just four to eight weeks, which is too short a period for the implementation of long-term measures. Hence, organisational and operational measures for occupational safety were implemented: fences were erected at around 100 stations and around 500 employees of OGE and external companies took part in training courses and workshops on safe working on the pipelines – and this will continue until the technical measures have been implemented. The existing construction sites are also receiving expert support.

With these flexible measures, OGE is continuing the good cooperation with the electricity network operators that has existed for several decades. In this way, we are setting the course for the future of the energy supply.

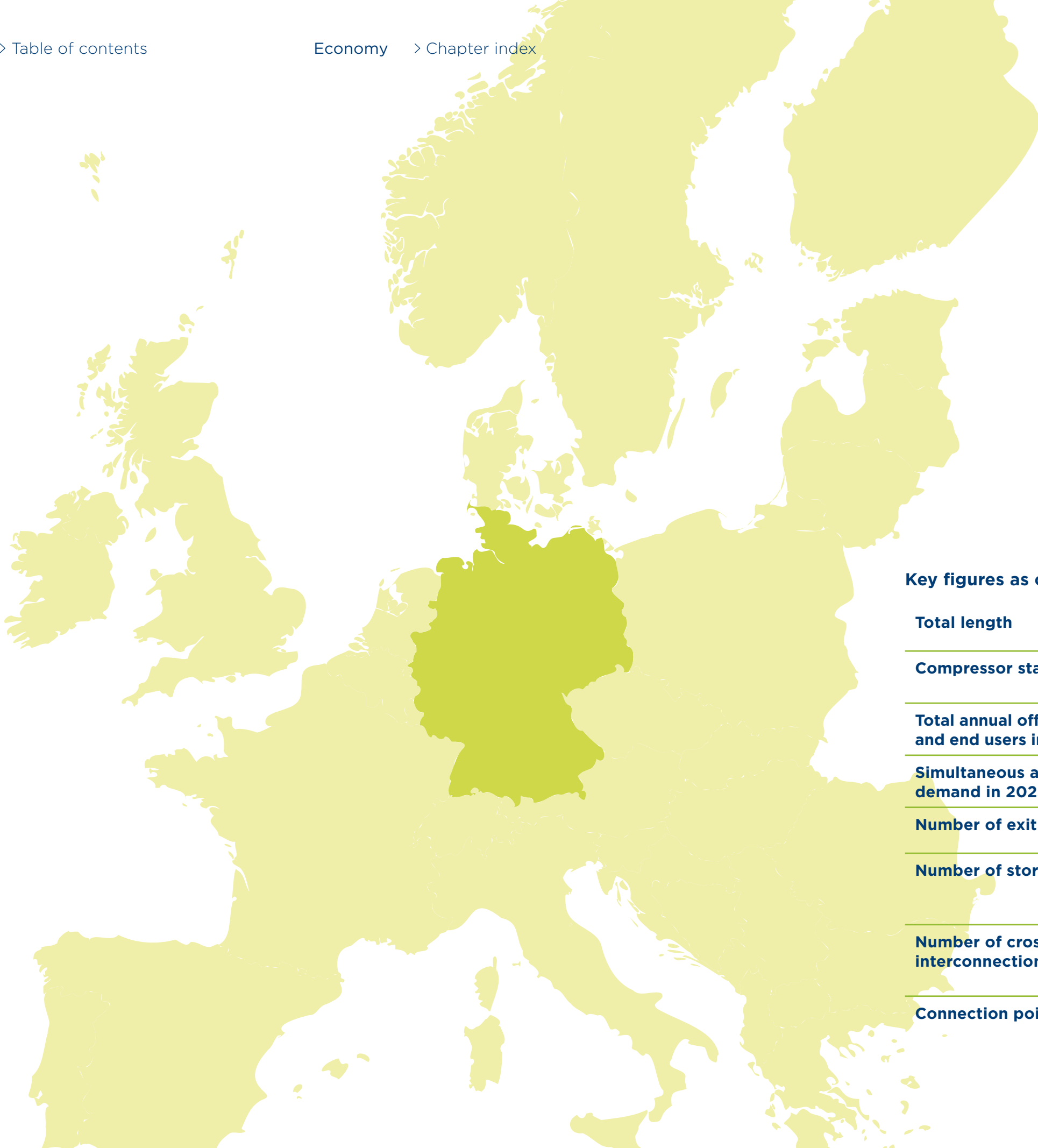
Investing responsibly in our employees' retirement provision – our pension fund

In addition to the benefits provided by the state pension scheme and private pension provision, our employees also have the benefit of a company pension scheme which is available to both fulltime and part-time staff. We have set up a trust fund to cover the resulting financial obligations.

On 31 December 2023, the market value of the trust fund for OGE's pension obligations and long-term working hour accounts amounted to around 700 million euros, which meant that in 2023 OGE had achieved approx. 96 percent coverage of the provisions according to the German Commercial Code (HGB). 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 evaluation of the suitability of OGE's trust fund in the form of the MSCI rating. The fund has a sustainability rating of "A" (score of 6.69). The calculation by the capital management company is based on MSCI ESG research data.





Hub for Europe – the OGE network

On behalf of the public supply, we provide a state-of-the-art gas transport infrastructure with a total length of approximately 12,000 km for our customers.

Key figures as of 31 December 2023

Total length	approx. 12,000 km
Compressor stations	25 compressor stations operated by OGE, with total capacity of 1,125 MW
Total annual offtake by resellers and end users in 2023	approx. 230.817 GWh
Simultaneous annual peak demand in 2023	approx. 125 GWh on 26.01.2023 between 9 and 10 hrs.
Number of exit points	994
Number of storage points	14 connection points to storage operators at 8 storage sites. Connection to approx. 35 % of the German storage volume
Number of cross-border and virtual interconnection points	17 to 8 neighbouring European countries (Denmark, France, Luxembourg, Netherlands, Norway, Austria, Switzerland, Czech Republic)
Connection points to LNG plants	2 connection points to LNG terminals in Wilhelmshaven

Part of our network consists of pipelines that are owned by pipeline companies in which we hold shares together with partner companies.

ZEELINK GmbH & Co. KG (75 percent 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 market area conversion from L-gas (Low Calorific Gas) to H-gas (High Calorific Gas), and it helps to supply Germany with natural gas thanks to its link to the LNG terminal in Zeebrugge which allows greater diversification of supply source and routes.

- 216 km pipeline
- 1 compressor station
- 41 MW total compressor capacity

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

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

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

DEUDAN (Deutsch/Dänische Erdgastransportgesellschaft mbH & Co. KG) (24.99 percent OGE)

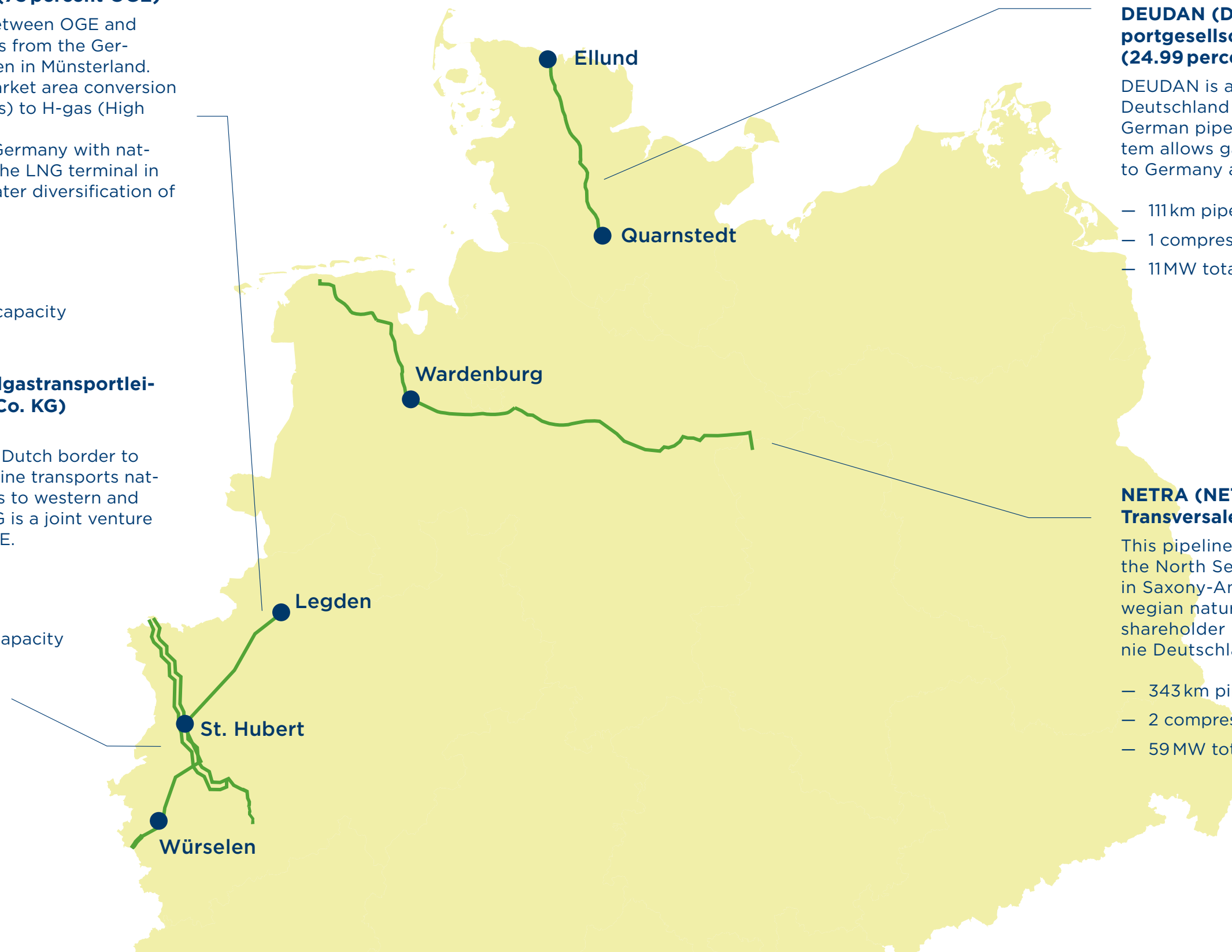
DEUDAN is a joint venture by Gasunie Deutschland and OGE. The pipeline connects the German pipeline network to Denmark. The system allows gas to be transported from Denmark to Germany and from Germany to Denmark.

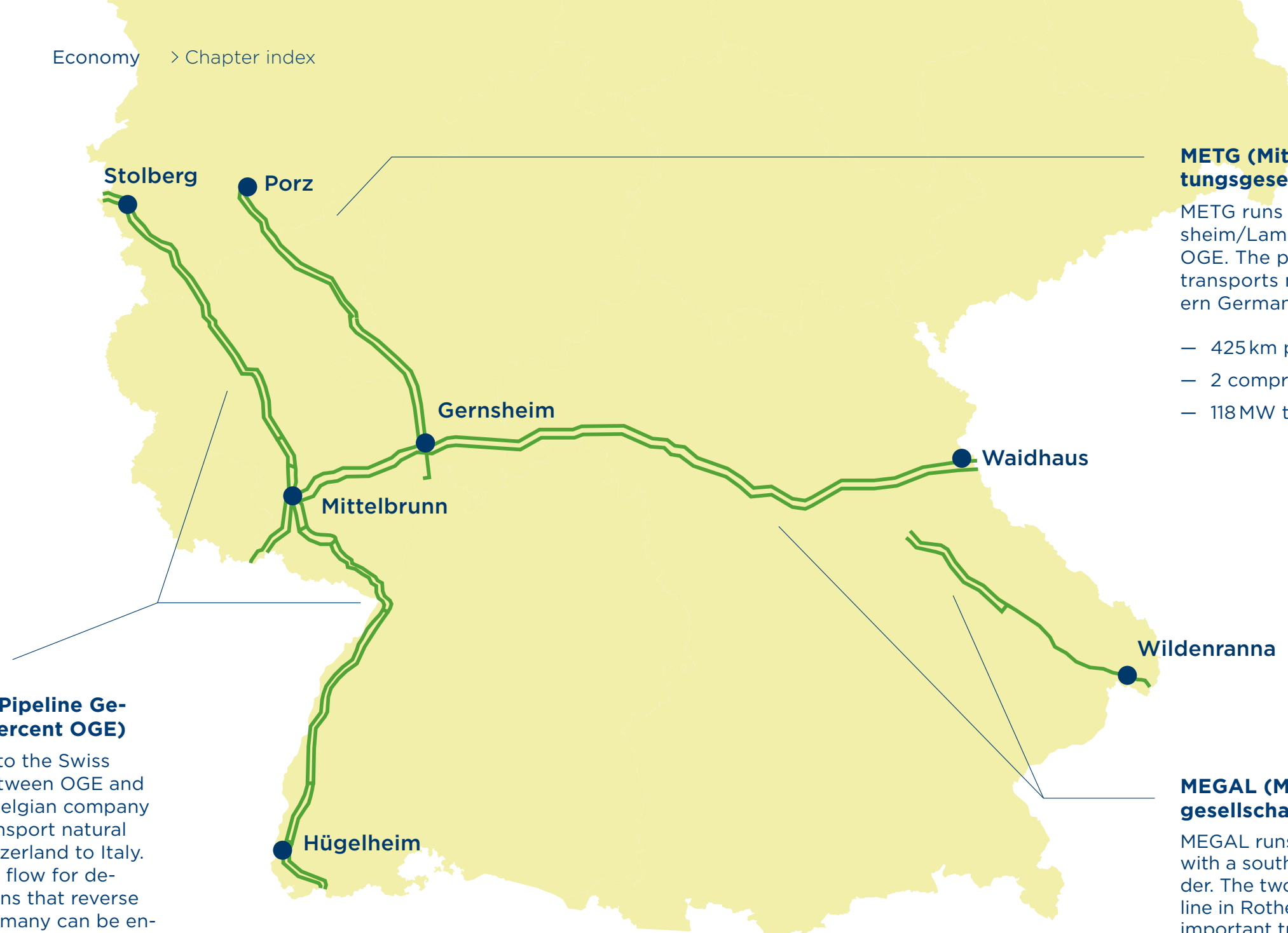
- 111 km pipeline
- 1 compressor station
- 11MW total compressor capacity

NETRA (NETRA GmbH Norddeutsche Erdgas Transversale & Co. KG) (55.94 percent 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 station
- 59 MW total compressor capacity





METG (Mittelrheinische Erdgastransportleitungsgesellschaft mbH) (100 percent OGE)

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

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

TENP (Trans Europa Naturgas Pipeline Gesellschaft mbH & Co. KG) (51 percent 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 the 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.

- 999 km pipeline
- 4 compressor stations
- 178 MW total compressor capacity

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

MEGAL runs from the Czech to the French border with a southern branch running to the Austrian border. The two pipeline systems meet via a connecting line in Rothenstadt. MEGAL is thus one of the most important transit pipeline systems for natural gas in Germany. The other shareholder in MEGAL aside from OGE is GRTgaz Deutschland.

- 1.162 km pipeline
- 6 compressor stations
- 327 MW total compressor capacity

Determining the need for and implementing network expansions

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

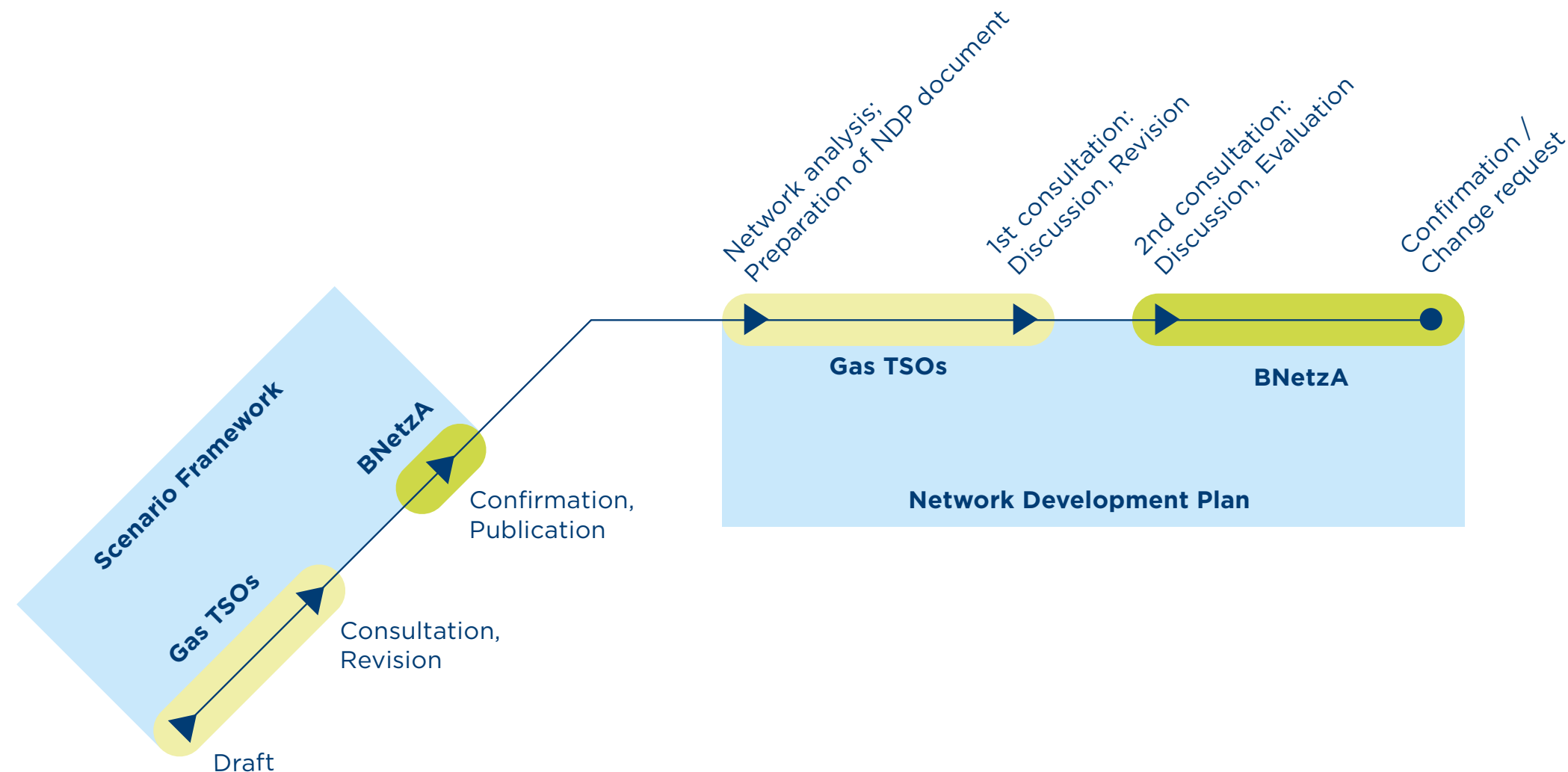
The Scenario Framework forms the basis of the NDP. Here, the TSOs make assumptions about the development of production, supply and consumption of gas and hydrogen, as well as its exchange with other countries over the next ten years. In a transparent, public consultation process, all market participants can contribute their requirements for the gas network of the future to the NDP. The Scenario Framework is then confirmed by the 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 NDP as expansion proposals. The final NDP is then drawn up following renewed consultations with market participants and the BNetzA.

In seven NDPs since 2012, OGE has contributed a total of 82 expansion projects between 2012 and 2023 to strengthen the German gas network. Of these, 66 of the network expansion projects worth 2.5 billion euros have already been implemented. By 2030, another 38 projects will be added with total investment volume of 1.1 billion euros.

On 31 March 2023, the eighth NDP was published with the release of the draft Gas Network Development Plan for 2022 – 2032. Based on a 2022 Scenario Framework updated at the end of 2022 and confirmed by the BNetzA, the focus of the NDP 2022 – 2032 is on adapting the network to the changed geopolitical and energy industry framework conditions. Taking into account a reduction in natural gas consumption in Germany, the network expansion proposals submitted therefore aim to quickly integrate new supply sources such as LNG, prepare the

networks for strongly changing physical load flows, and accelerate the decarbonisation of the energy supply and the switch from natural gas to green and climate-neutral gases such as hydrogen. OGE's network expansion measures within the framework of the NDPs make a fundamental contribution to an energy supply in Germany that is secure, environmentally friendly and economically viable in the long term.



Market area conversion to H-gas

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 appliances 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 2022 the changeover process at OGE affected 10 distribution network operators and 11 directly connected industrial customers in North Rhein-Westphalia, Hesse and Rhineland-Palatinate. All network expansion measures required for the L-/H-gas conversion in 2022 were put into operation on time, allowing all switching operations in 2023 to be carried out on schedule.

By the end of 2023, around 50 percent of the German L-gas system was switched to H-gas, meaning that a key factor in maintaining security of supply in the areas currently supplied with L-gas will have been achieved.

An eye on the pipeline network and supply security in hand

More than 45 employees work around the clock at OGE's dispatching centre. From here they move millions of cubic metres of gas every day - and thus guarantee security of supply.

For safe and efficient network operation at all times, the dispatching centre adjusts the gas pressures and flow rates and starts and stops compressor units.

The entire pipeline network is monitored continuously by the dispatching centre. All important information is prepared for the dispatcher every three minutes. Information relevant to safety is displayed immediately, with the current status shown as well as future information based on nominations (desired transmission quantities) by the shippers and forecasts. If, for example, energy demand rises sharply during the winter, the dispatchers can respond immediately. Any disruptions trigger immediate action - such as isolating individual sections of a pipeline or rerouting gas.

Network control

The team is responsible for monitoring and controlling the compressor stations, receiving stations and M&R stations of the entire transmission and regional pipeline system controlled by OGE. The team also coordinates the transfer of gas from the transmission network to the regional networks.

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.

Software for steadily decreasing CO₂ emissions

One tool for reducing GHG emissions is the "Carbon Guide" support software. This provides dispatchers with recommendations for selecting suitable machine units with regard to CO₂ emissions. Current CO₂ emissions are displayed, and automatically generated recommendations show alternatives for optimising grid operation in terms of emissions. This enables Dispatching to safely and reliably control the compressor units and the resulting greenhouse gas emissions.

Transmission scheduling

In the transmission scheduling department, the shippers' capacity bookings are received and coordinated with the neighbouring network operators. Gas flows are also scheduled for the national and international network interconnections.

For a future-proof infrastructure and a successful energy transition

As a gas transmission system operator, we ensure a secure, sustainable and economically viable energy supply. For this and for the agreed energy transition, we are expanding our transmission system.

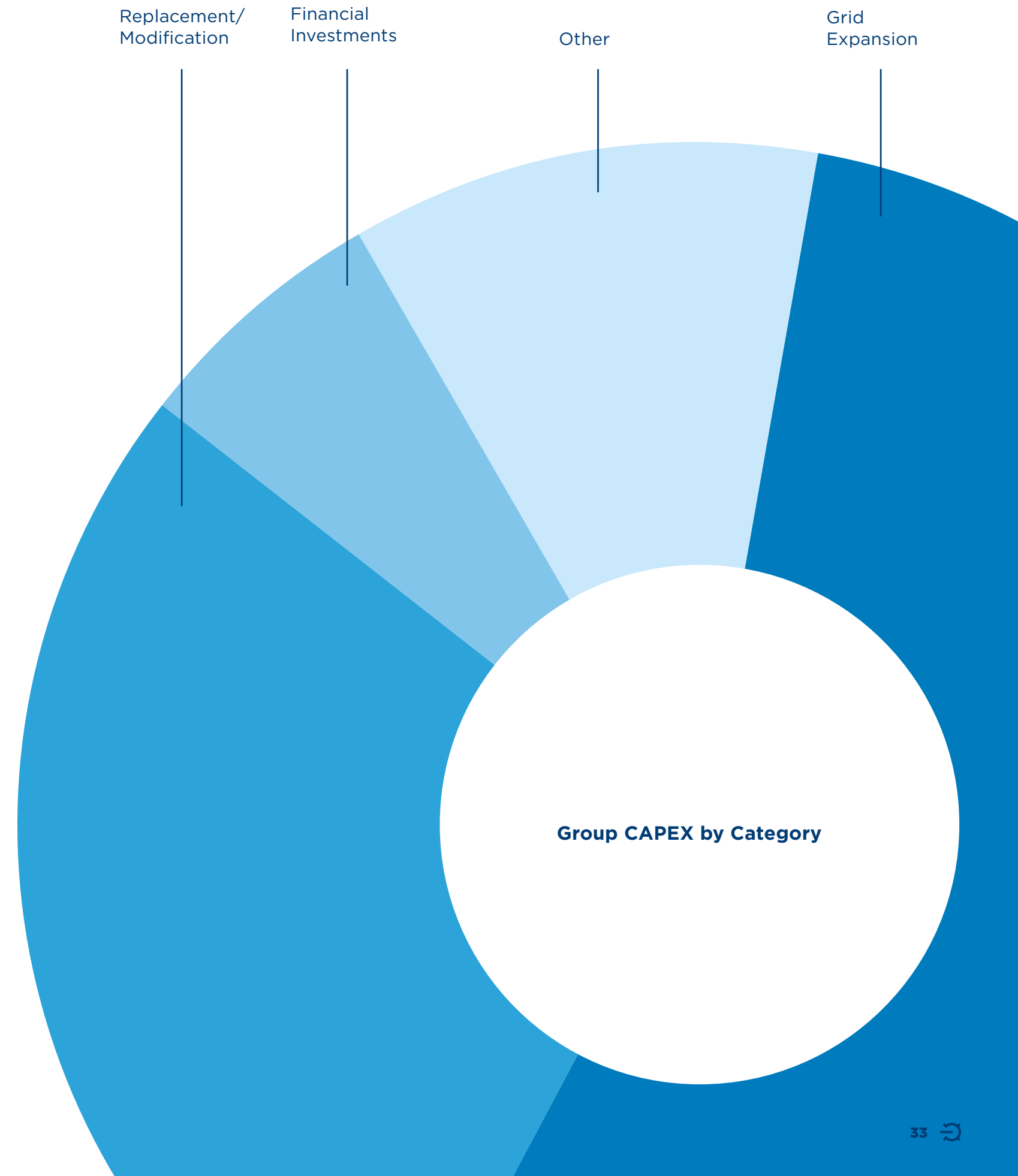
The basis for the expansion is the Gas Network Development Plan (NDP) which shows how we will change and expand our network to meet the changed demands on the gas infrastructure. The NDP is updated at regular intervals to reflect a future scenario that is confirmed by the BNetzA. Our natural gas infrastructure also has the potential to transport green gases in the future.

The Group CAPEX for 2023 amounting to approx. 380,6 million euros was mainly characterised by investments in network expansion as well as replacements and upgrades. The network expansion investments also included over 171,4 million euros of investment in pipeline networks that are already H₂-ready and which will enable hydrogen to be transported in the future. With our construction projects, we contribute to the security of supply and also lay the foundation for the ramp-up of the hydrogen economy.

OGE's existing natural gas pipelines already connect various sources of supply with large energy consumers and storage facilities. We are now gradually converting these pipelines to hydrogen.

Our goal is a publicly accessible hydrogen network with a large number of suppliers and consumers. To this end, we are building many partnerships and working on hydrogen projects with important national and international industry partners. Together with other transmission system operators, we are planning a hydrogen network in Germany that is optimally integrated into the European hydrogen network.

The planned use of our existing pipelines shows that we intend to use investments already made for a gradual ramp-up of the hydrogen infrastructure over the next few years. At OGE, we are working to create a Germany-wide hydrogen network. In initial projects with partners from the energy sector and industry, we are planning and testing sustainable solutions. However, the realisation of a Germany-wide and European hydrogen infrastructure will only succeed if the legal-regulatory framework makes this possible.





“Joint ventures for greater climate protection: that motivates me.”

Änne Busse, Senior Advisor for Joint Ventures

Reliable, comprehensive and serious – our understanding of compliance

Compliance with laws and internal rules and regulations is and remains an inherent part of the approach and actions of all employees, managers and structures at OGE. With this in mind, we are continuously developing our compliance regulations and systems.

Standards of conduct for our employees

The foundation of our compliance organisation is the Code of Conduct. This sets out the key principles and rules for lawful and responsible behaviour and creates a framework for dealing with business partners, competitors, public officials and public institutions. The Code of Conduct is supplemented with internal guidelines on the issues identified in compliance risk analyses, such as prevention of corruption and money laundering, antitrust law, information security and data privacy.

Reporting channels meet statutory requirements

The German Whistleblower Protection Act (Hinweisgeberschutzgesetz, HinSchG) came into force on 2 July 2023. At the same time, the Supply Chain Due Diligence Act also requires the establishment of a complaints procedure through which internal and external persons can inform the company of human rights or environmental risks or violations in its own business area and in the supply chain. We have bundled these two reporting channels, so OGE's channels are open to both employees and external persons. Reports, questions or information on possible compliance violations and human rights or environmental risks can be submitted to the Compliance Office in person, by email, telephone, post or via a digital reporting system. The contact channels are published on our (> website).

Information received by the OGE Compliance Office is investigated according to clearly defined processes and responsibilities, with utmost respect for confidentiality. OGE ensures that no whistleblower will suffer any disadvantage as a result of a report made in good faith. In addition to reporting to the Compliance Office – regardless of the channel – it will of course still be possible in future to directly inform supervisors, management or other persons in the company in a position of trust.

Approachable and confidential

Compliance violations can be addressed openly and are treated confidentially. This applies both for our employees and for our business partners and all third parties. We aim to recognise misconduct early on and to take countermeasures before it leads to negative consequences.

Creating awareness

Compliance training provides important information that is relevant to the workplace or our industry and is intended to protect employees. Through knowledge and awareness of certain topics, laws or guidelines, employees are able to behave with integrity and recognise potential violations.

In 2023, we followed up on three compliance-related reports. By addressing and clarifying the cases, we were able to improve processes and controls. In this way, we openly demonstrate that we investigate the reported incidents conscientiously and responsibly.

Training and awareness-raising among staff

In our training and awareness-raising campaigns, we regularly familiarise our employees with the most important compliance topics. Here, we always take into account feedback from employees as well as developments, which then lead to adjustments.

Interest in compliance topics should always be aroused and further promoted at all times in a fun and interactive way. In 2023, we conducted mandatory training for all employees on the Code of Conduct and the REMIT Regulation on the integrity and transparency of the wholesale energy market.

Sanctions lists screening

There are different sanctions lists worldwide, which are published by countries at irregular intervals. The European Union, for example, has issued regulations on the basis of United Nations Security Council resolutions that serve to combat terrorism. Due to the war in Ukraine, meanwhile, there are further entries in the EU's sanctions list. The regulations issued by the EU apply in all member states of the European Union and thus of course also in Germany. Sanctions lists cannot only be used to place embargos on countries, but also on companies, organisations or individuals. Sanctions lists prohibit business contact with the countries, organisations, companies and individuals on those lists, and all companies and associations must comply with these regulations.

A tool for systematic screening of our business partners was introduced in 2023 to ensure compliance with all sanctions regulations. Processes for dealing with potential sanctions list violations were also implemented.

Secure and certified

Our ISMS meets regulatory requirements and is certified. The established level of protection of our infrastructure and data is being continuously improved.

Careful and considered

We are mindful and careful in our dealings with our business partners. That's why OGE implemented systematic sanctions-list screening in 2023. This helps us to quickly recognise business contacts with sanctioned companies or individuals, avoid entering into contracts with them, and terminate such business relationships swiftly.

Information security and data protection

Since 2017, OGE has had an Information Security Management System (ISMS) which is based on the IT Security Catalogue (ISO 27001, ISO 27002 and ISO 27019). In 2022 OGE conducted a number of projects and activities in the ISMS environment. These included the continual monitoring and rectification of identified non-conformities, implementation of nine internal audits, security checks (verification of compliance with ISMS and data protection requirements), awareness measures, particularly in the form of a topic-related series of "nuggets" on IT security, recording of relevant 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. Due to the growing threat situation abroad, the regulations for the use of our IT infrastructure in countries with an increased (IT) threat situation were also tightened and special IT equipment is provided for trips to these countries if required.

A recertification audit in 2023 confirmed that OGE's ISMS continues to fulfil the requirements of the IT security catalogue in accordance with Section 11 (1a) of the EnWG.

Furthermore, as an operator of critical infrastructure and energy supply grids, OGE is obliged to use state-of-the-art attack detection systems following the entry into force of the IT Security Act (IT-SiG 2.0). This had to be demonstrated to the Federal Office for Information Security (BSI) for the first time in 2023 (Section 8a (1a) BSiG and Section 11 (1e) EnWG). The legally required audit of the attack detection systems was also carried out in 2023.

In 2023 the data protection officer was involved early on as per the rules in the relevant processes when 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, carrying out data protection audits, dealing with enquiries and updating procedure directories. In 2023 one data breach was detected at OGE. This was reported to the North Rhine-Westphalia State Commissioner for Data Protection and Freedom of Information (LDI NRW) as the responsible supervisory authority.

Given the importance of digitalisation, we have also incorporated these topics in our Corporate Digital Responsibility programme. (> website)

Damage limitation through early attack detection

Attack detection systems are designed to help identify threats and attacks on OGE's network and the IT and OT systems connected to it at an early stage and to respond to them before damage occurs.

Strengthening Germany as a business location: we rely on local suppliers

We make a major contribution to securing the energy supply within Germany. At the same time, our network is an important hub within the European gas transmission system, so maximum availability of our infrastructure is very important.

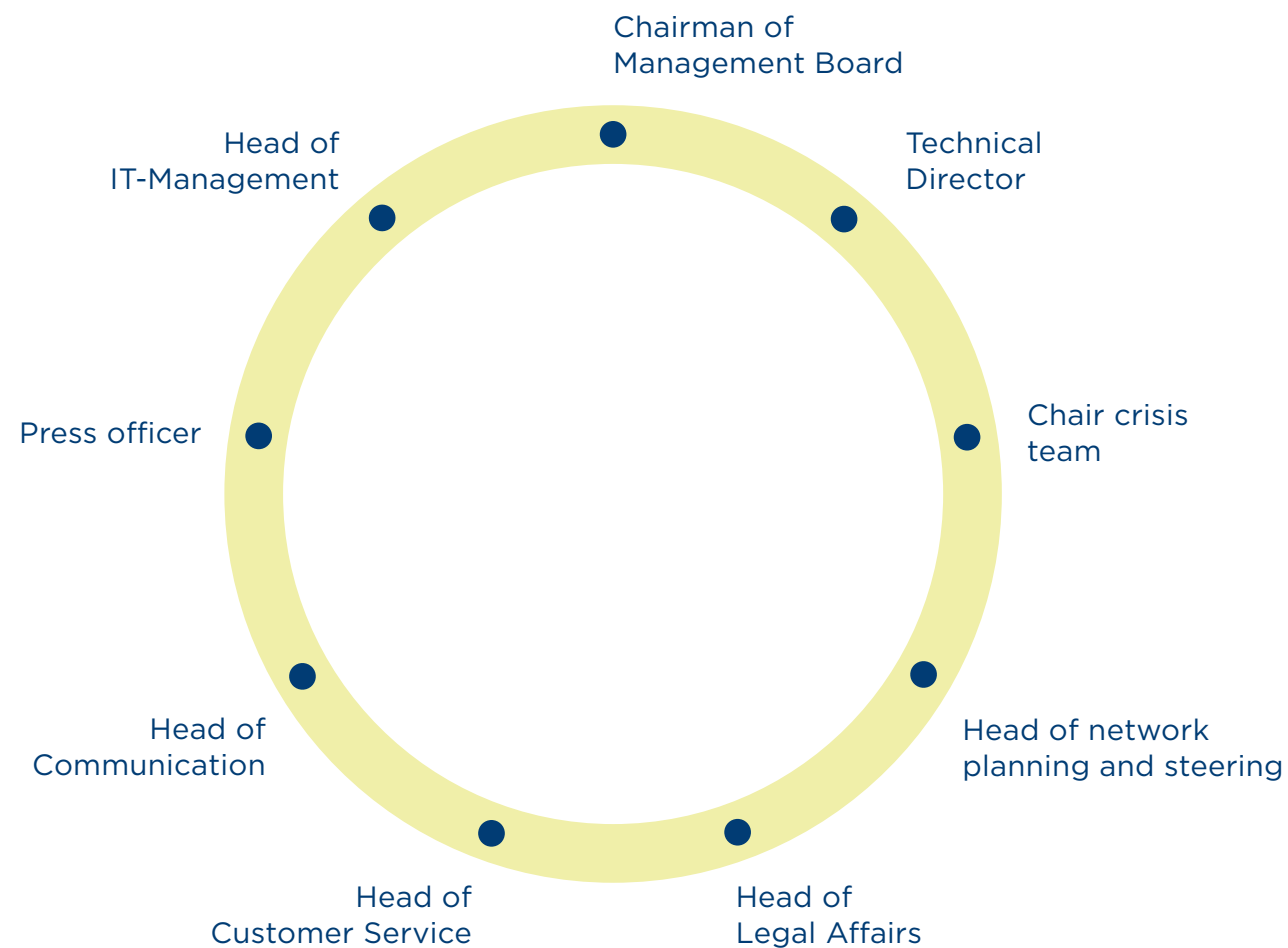
To ensure this, we work with competent and efficient international and national suppliers. However, the geographical proximity of our national suppliers in particular is an important guarantor for the delivery of components and the provision of services: for stable and short supply chains as well as flexible and fast solutions as and when required.

Our office sites in Essen and field sites along our pipeline network make use of local and regional suppliers from many different parts of Germany. The positive effects of this orientation are: short distances, fast response times and thus risk minimisation, creation of jobs in Germany as well as the reduction of emissions through largely dispensing with global transports.

In 2023, our approximately 2,700 local suppliers accounted for 96 percent of our procurement volume.

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 management team coordinates all measures and manages crisis communication.



Tackling challenges

The year 2022 was clearly marked by the Russian attack on Ukraine and its associated impact on the gas supply in Germany and Europe, which is highly relevant for OGE. OGE's situation centre with responsible persons from various company divisions assessed the situation at frequent intervals, considered possible effects on Germany's security of supply and on our company, and prepared external communication. Together with our partners from the energy industry and politics, we successfully worked towards securing energy supplies.

With regard to security precautions at our plants, we were in regular exchange with the state security authorities and acted according to the current situation assessments. We aim to continuously optimise our security measures, which is why we reviewed our protective measures in 2023 and adjusted them where necessary.

Another component of sabotage prevention is security checks on employees who are deployed in security-sensitive areas. The basis for this is the new version of the Security Screening Ordinance (Sicherheitsfeststellungsverordnung, SÜFV) dated 6 February 2023.

Business operations maintained throughout 2023

Overall, we were able to maintain regular business operations at all times in 2023. Gas transmission, maintenance work on the technical facilities and regional gas pipeline work went off without a hitch. This also applies to the scheduled implementation of our newbuild and conversion projects.

Our established emergency and crisis management systems allow us to handle exceptional situations. Thanks to fixed and proven regular and emergency processes as well as clear organisation, we are able to respond quickly to such events.

Recognising risks


OGE has an established internal risk management system in the form of a management and control system. This is designed to identify and record risks that could jeopardise the company's existence early on and take countermeasures where necessary. This way, we comply with the legal requirements of the German Control and Transparency in Business Act. Significant risks include those that may arise from the regulatory framework, investment requirements or environmental events. 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.

Ecology

Green is not only the colour of hope – but also our future

We are not merely hoping for a green future, we are shaping it. We see ourselves as an important player in Germany's energy transition and are convinced that green gases like hydrogen will be part of the energy mix of the future. That is why we are actively involved in numerous hydrogen projects. We aim to emit 45 percent less greenhouse gas emissions and 55 percent less methane emissions by 2025 (compared to 2009) and to be climate neutral by 2045.

1. Future projects involving hydrogen, biogas and CO₂ transportation need the right framework > Page 42
2. Actively shaping the transition to climate neutrality in uncertain times > Page 52
3. Scope 3 emissions – an eye on the supply chain > Page 54
4. Living sustainability in harmony with nature > Page 56
5. For greater environmental protection and energy efficiency > Page 59
6. Launch of E-Mobility@OGE > Page 59



“We make it possible to store green energy – including biogas.”

Frank Scharwat, Senior Advisor for Customer Care and Capacities

Future projects involving hydrogen, biogas and CO₂ transportation need the right framework

OGE has the infrastructure to transport natural gas today and green gases in the future. We see three building blocks for achieving the international and German climate protection goals:

1 Avoidance of greenhouse gas emissions: We are implementing a number of measures to permanently reduce greenhouse gas emissions from the transport of natural gas.

2 Contribution to the energy transition: The supply of energy and heat to industry, commercial and residential consumers must be converted to renewable energies and green gases, and OGE aims to use its infrastructure and expertise to make a significant contribution to achieving this goal. Natural gas pipelines can be converted to transport hydrogen, and new dedicated pipelines can be added to bring hydrogen from the main import and feed-in points to consumers. We are therefore intensively pushing infrastructure projects for hydrogen and other green gases.

3 Climate-neutral handling of CO₂: Carbon emissions that are unavoidable in the long term, especially from certain industrial processes, have to be handled in a climate-neutral way. In order to connect CO₂ emitters with users and storage facilities, we will contribute our pipeline-based gas transportation expertise and start building a CO₂ infrastructure.

Committed to the hydrogen economy

A Germany-wide and European hydrogen market needs a legal and regulatory framework. OGE is committed to ensuring that this framework is designed in such a way that the hydrogen economy can develop quickly.

Using hydrogen to create a climate-friendly energy system

Hydrogen is a climate-neutral, storable gas that can be transported over long distances. OGE is actively shaping the planning of the future hydrogen infrastructure. OGE's existing natural gas pipelines already connect various sources of supply with large energy consumers and storage facilities - we are now gradually converting these pipelines to hydrogen. With manageable conversion and new construction measures, we can utilise existing infrastructure quickly and cost-effectively.

National Hydrogen Council

The National Hydrogen Council (NWR) was established to advise the federal government and acts as an independent, non-partisan advisory body. OGE's CEO Dr Jörg Bergmann has been appointed to this body to monitor and advise on the implementation of the National Hydrogen Strategy with his gas network expertise. In 2023 the NWR published statements, framework and information documents as well as studies.

The NWR is convinced that the transformation towards climate-neutral production and the international competitiveness of German industry and medium-sized industrial companies depends on the sufficient availability of hydrogen and its derivatives at competitive conditions (> website).

National Hydrogen Strategy of the federal government

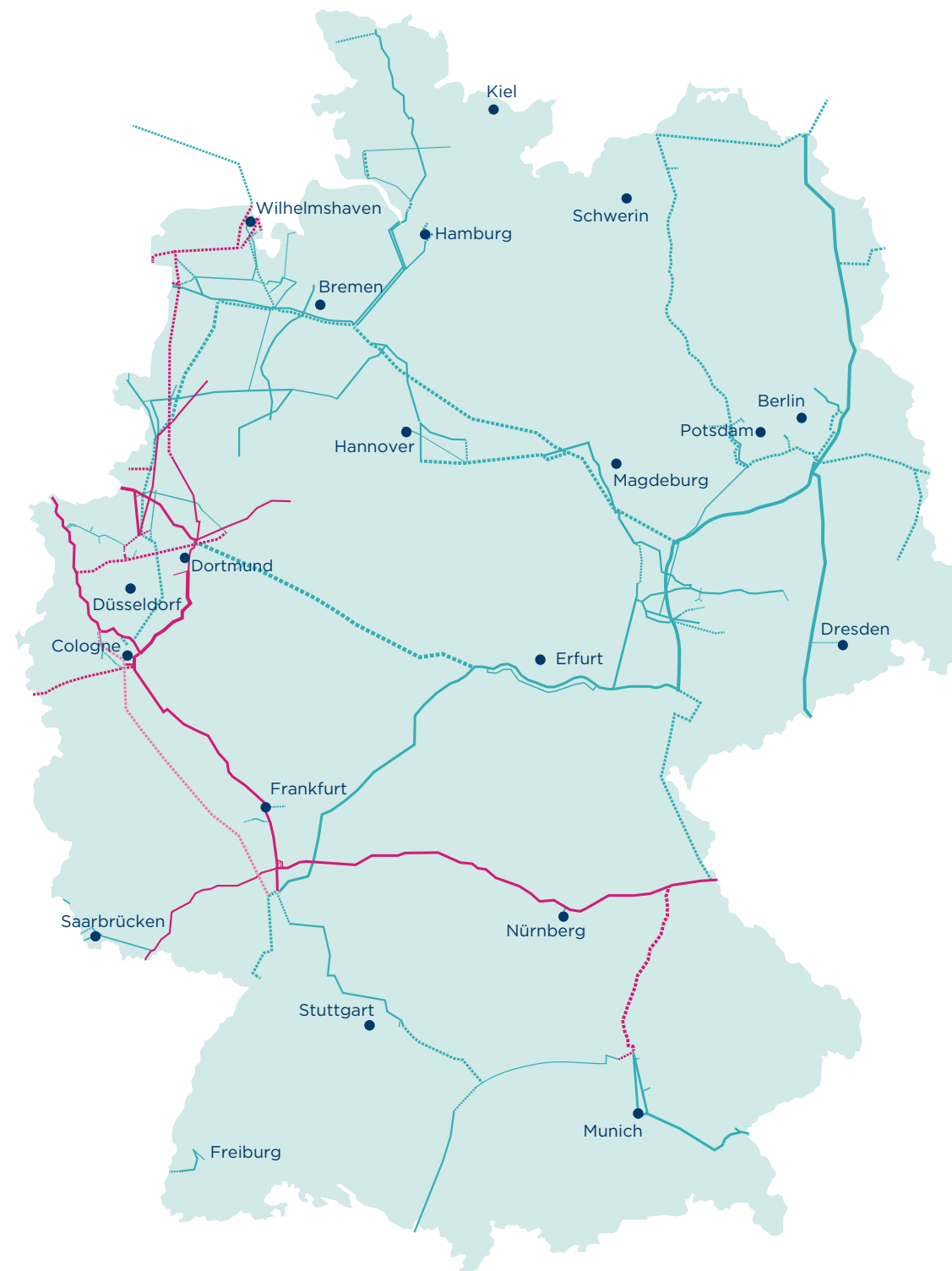
In 2023 the federal cabinet decided to update the National Hydrogen Strategy (Nationale Wasserstoffstrategie, NWS). The NWS consists of four action areas: availability/demand, infrastructure, applications, and framework conditions. For each of these action areas, short-, medium- and long-term measures are set out. The German government is envisaging a dynamic volume ramp-up of H₂ with demand expected to reach between 95 and 130 TWh by 2030. The electrolysis target for domestic production is being raised from 5 GW to at least 10 GW. This means that 50 to 70 percent of H₂ demand will have to be imported, which is why the NWS has been supplemented by an import strategy for H₂ and H₂ derivatives. Imports will be primarily by ship until 2030 and only then via pipelines.

Hydrogen core network

Germany's hydrogen core network is taking shape as the first stage of the future hydrogen infrastructure. With its initiative to amend the Energy Industry Act (EnWG), the German government has laid the necessary foundations in terms of central regulation, antitrust and network planning, so that a scalable hydrogen core network can develop.

On 15 November 2023, FNB Gas e.V. submitted the draft application for the hydrogen core network to the BNetzA and the Federal Ministry for Economic Affairs and Climate Action. This marks the next milestone in the realisation of the core network, which will hence cover a length of approx. 10,000 km. Just over half of the pipelines required are already in place in the natural gas network and can demonstrably be converted to the new medium. The draft for a nationwide H₂ core network for the year 2032 has been finalised.

The core prerequisite for the infrastructure development is the legal establishment of a financing model. This should guarantee marketable transportation tariffs on the one hand, but at the same time secure capital market financing for the transmission system operators. A nationwide hydrogen



Legend

— Conversion - OGE or OGE subsidiary	— Conversion - Other network operators
- - - New pipeline - OGE or OGE subsidiary	- - - New pipeline - Other network operators

core network with broad access to hydrogen as an energy carrier or a raw material forms the basis for the development of a liquid hydrogen market. This is the prerequisite for Germany living up to the pioneering role it aims to play in climate protection. To achieve it, the hydrogen core network needs to be planned in a forward-looking and scalable manner.

Our hydrogen projects are part of the H₂ core network

H₂ercules. The fast track for hydrogen

To accelerate the creation of a hydrogen infrastructure, RWE and OGE have developed the national infrastructure project “H₂ercules”, designed to supply consumers in the south and west of Germany with green hydrogen from domestic production and via import routes. RWE is planning to provide up to 1 GW of new electrolysis capacity for this project, while OGE is planning to provide 1,500 km of pipeline, mainly repurposed natural gas infrastructure but also new dedicated hydrogen pipelines. In order to create further backup capacities, gas-fired power plants with at least 2 GW are to be converted to hydrogen, and gas storage facilities at the Dutch border are to be connected to the hydrogen supply system.

H₂ercules is also opening up new possibilities for connecting the future centres of hydrogen consumption in Germany with key import routes: initially via pipelines from Belgium and the Netherlands, later via Norway and from southern and eastern Europe, and in the future also via import terminals for green molecules in northern Germany.

The current plan is to implement the project in two steps by 2028 and 2030 to allow industrial customers to be supplied with hydrogen as early as possible. Already, representatives of various branches of industry have signed up to the initiative, so there are now more than 20 partners from industry and the energy sector involved in ramping up the hydrogen market.

In December 2022, OGE, together with partners from Belgium, France, the Netherlands, Norway and the Czech Republic, also submitted an application to the European Commission for recognition of the H₂ercules network as a Project of Common Interest (PCI). The H₂ercules network thus received approvals for all submitted corridors, meaning that projects with border crossing points to five countries have been granted PCI status. (> website)

GET H₂ - the elementary core of a hydrogen economy

Members of the GET H₂ initiative – bp, Evonik, Nowega, RWE Generation, Salzgitter AG, ThyssenSengas and OGE – are aiming to band together to build the core of a European hydrogen economy under the name “GET H₂ IPCEI”. Initially, a 130-km-long network from Lingen via Marl to Gelsenkirchen is to be built by 2025, connecting the place where green hydrogen is produced from wind power with the first customers in the northern Ruhr area. There are also plans to connect the network to the Netherlands and the Dutch hydrogen network in Vliegghuis by 2025 and in 2026 to the cavern storage facility of RWE Gas Storage West in Gronau-Epe, which will boost security of supply. Further hydrogen pipelines built by OGE and ThyssenSengas will provide an additional connection to the Ruhr area, allowing thyssenkrupp Steel Europe to be supplied with climate-friendly hydrogen (> website).

We conduct research for the H₂ future

GET H₂ TransHyDE: OGE teams up with partners to study hydrogen quality and flow measurement, purification and remote detection, among other things

A large part of the hydrogen will be transported in repurposed natural gas pipelines. However, the use of former natural gas pipelines has not yet been fully investigated, and there is a lack of norms, safety regulations and monitoring standards. That is why the “GET H₂TransHyDE” project in Lingen (Ems) is building a test and demonstration environment around an experimental pipeline.

In this project, OGE is focusing on details relating to qualitative and quantitative measurement techniques as well as their legal metrological approval, on the purification of hydrogen and on helicopter-based remote sensing of hydrogen leaks. It also involves the compression of hydrogen and the modelling of an optimised transport system. OGE’s project partners are Adlares, the DVGW, Evonik, Meter-Q Solutions, Nowega, Rosen, RWE and the University of Potsdam. The project will run until April 2025 and is funded with more than 11 million euros by the German Federal Ministry of Education and Research.

During the course of 2023, an H₂ laboratory was set up for testing and comparative measuring of process gas chromatographs (PGC). A PGC is a gas monitoring device that records specific data on the quality, quantity and composition of a flow of gas. We use the results to support the calibration capability for billing purposes. It was also possible to specify the requirements for the machine units for compressing the hydrogen. The compressors are used to compensate for the pressure loss caused by transport in the pipeline system.



We get people qualified for the H₂ future

Training for hydrogen – “it all comes down to what happens on the field!”

The introduction of hydrogen technologies calls for well-trained skilled workers. In the high-pressure segment of gas transportation in particular, these skilled workers need to understand the requirements in terms of safety, availability and efficiency and meet them at all times. To cater to this growing demand, OGE is going to build a hydrogen training pipeline specially designed for training and qualifying specialists in how to manage hydrogen in the transport network.

The hydrogen training line is aimed at a broad target group of specialists with the main focus being on practitioners such as foremen, technicians and fitters. Operating and planning engineers and many others who work or would like to work in the hydrogen industry will also receive training. The practical training will cover safe handling of corresponding systems, e.g. in the context of maintenance and repair work, which will be taught and practised on site.

At the beginning of August 2023, representatives of OGE and North Rhine-Westphalia’s Minister-President Hendrik Wüst took an important step towards a nationwide hydrogen infrastructure. With the groundbreaking ceremony for the hydrogen training pipeline, the foundation has been laid for a training centre unlike any other in Europe. From autumn 2024, the training line will be the key to training qualified specialists who will be able to operate the future hydrogen network safely and efficiently and thus ensure future security of supply.

We are implementing H₂ projects

Conversion of the pipelines 13 and 13/5 to hydrogen

As part of the development of a centralised hydrogen network in Europe by the GET H2 initiative, the conversion of the pipeline sections from Emsbüren to Bad Bentheim (line 13/5) and from Bad Bentheim zo Legden (line 13) from natural gas to hydrogen operation is the first of its kind in Germany. Here, an existing gas pipeline that is no longer required for natural gas transport can be repurposed with just minor adjustments to transport hydrogen. One advantage of converting a pipeline rather than building a new one is the minimal impact on nature and the environment. In addition, the continued use of the pipelines during the conversion permits resource-conserving and time-efficient work.

Pipelines 13/5 and 13 from Emsbüren to Legden were decommissioned in October 2023. The natural gas was removed and the line sections were then purged with nitrogen. By using a mobile compressor, OGE managed to transfer a total of 357,000 m³ of natural gas into another pipeline in 48 hours. In addition, 22,000 m³ of nitrogen were used to purge the pipeline. In this way 99.5 percent of methane emissions were avoided compared to the usual procedure.

Decommissioning is now being followed by construction work. From January 2025, the pipeline section between Emsbüren and Legden should be available for the transport of hydrogen. Follow-up measures in the Legden-Dorsten section are planned for 2026 in order to ultimately enable the supply of green hydrogen to industrial customers in the northern Ruhr region from 2027.

KRUH2 – a pilot project

While others are still talking, we’re taking action: the aim of the KRUH2 project in Krummhörn is the establishment and operation of a hydrogen cycle at the OGE compressor station. Here OGE is realising true sector coupling and is using this local solution to prepare for the operation of our future H₂ plants.

OGE is creating a solution for storing and utilising surplus renewable energy (e.g. from wind turbines) by converting it into hydrogen. The core of the KRUH2 project is the production of hydrogen using a 1-MW electrolysis system on site and its utilisation in the self-supply of the operating site in the areas of heat supply, reconversion into electricity and mobility.

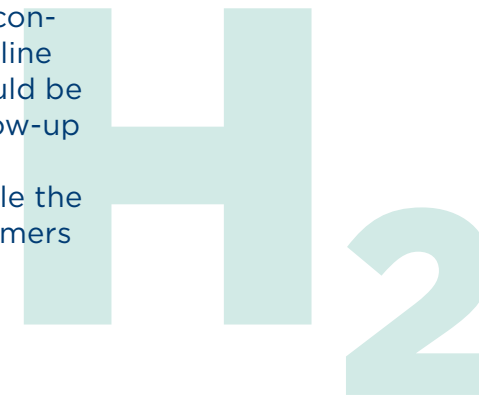
An electrolysis capacity of 1 MW is sufficient to produce approx. 19 kg of hydrogen per hour. One kilogram of hydrogen contains around the same amount of energy as three litres of diesel fuel.

Haren H2 hub

In the Haren region, CEC (Clean Energy Conversion) has developed and piloted an overall energy concept. This includes a community wind farm, battery storage with auxiliary systems, an electrolyser, a hydrogen refuelling station and a feed-in point into the OGE gas grid.

With 4.6 MWh of battery storage, the CEC Haren storage field enables the regional stabilisation of wind power in Emsland. As part of the H2Agrar demonstration project, hydrogen is also being made available for agricultural transport vehicles and machinery.

With the connection of the hydrogen storage facility in Haren, OGE has taken another step towards sector coupling. In this way, surplus electricity generated by wind turbines at peak times is fed into the OGE transmission system as renewably produced hydrogen and supplied to the heating market, among other things.



Import corridors – crucial for the rapid ramp-up of H₂ in Germany



Alongside our initiatives and alliances at EU level, we are also driving specific projects with a European scope. Here we are placing particular emphasis on the import corridors via which hydrogen will be transported to Germany in future and fed into the H₂ercules network. To diversify the import routes, we are developing projects with partners in all directions that are closely linked to the H₂ercules network.

Our projects and initiatives:

Getting involved in and initiating partnership projects beyond national borders bring major opportunities for us to actively accelerate the European energy transition.

European Hydrogen Backbone: Import corridors crucial for rapid hydrogen ramp-up

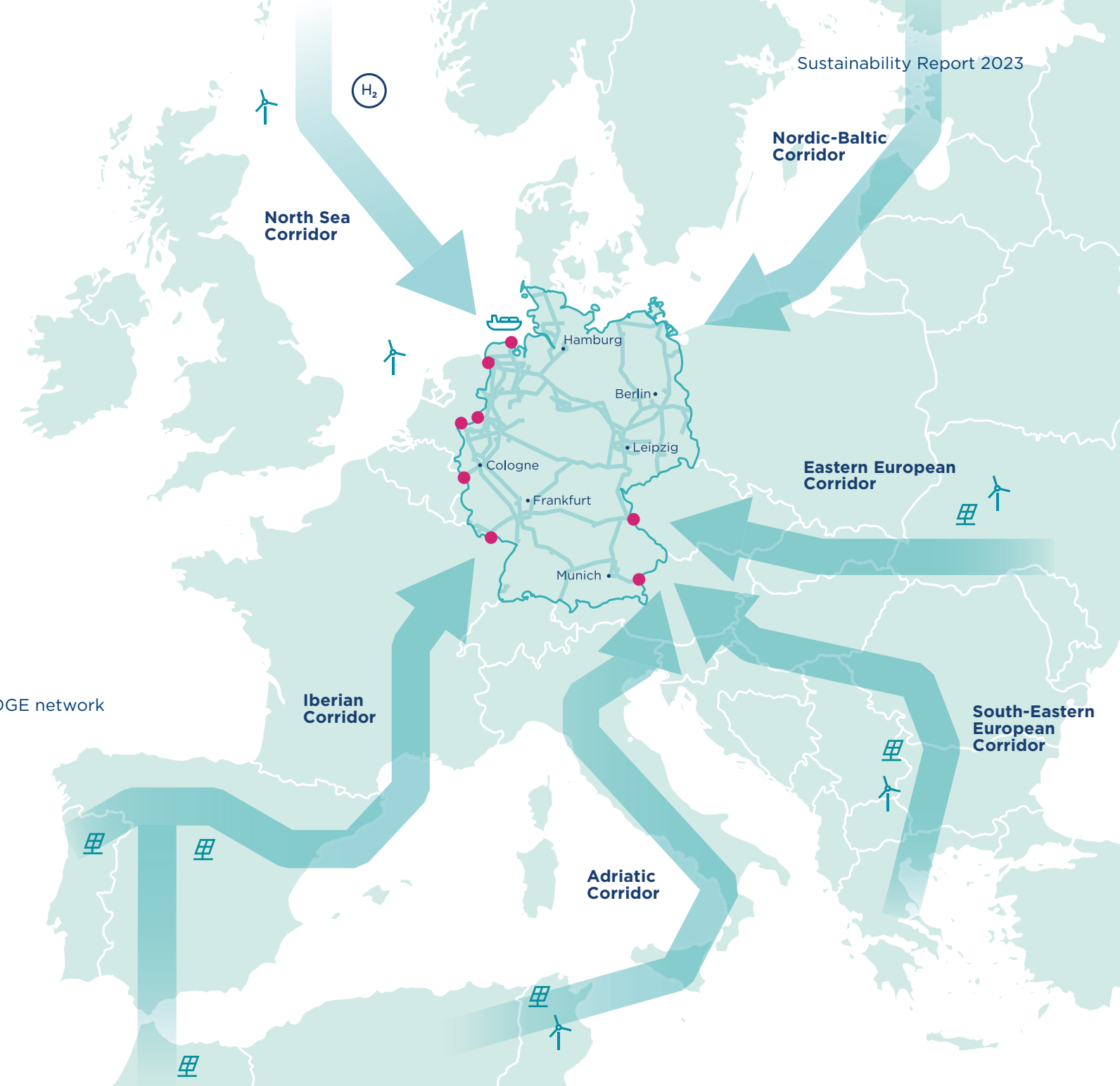
How can the existing gas transmission infrastructure be used for the development of the European hydrogen infrastructure? This is the question addressed by the European Hydrogen Backbone (EHB) initiative of now more than 30 European energy, hydrogen storage and port infrastructure operators, which was founded in 2020 and is coordinated by OGE. According to the accelerated vision of the EHB network, five pan-European hydrogen supply and import corridors with pipelines initially amounting to almost 33,000 km in length will be created by 2030. This would achieve the European Commission's goal of creating a European hydrogen market with 20.6 Mt of renewable and low-carbon hydrogen. By 2040, the hydrogen network should grow to a length of about 57,600 km (> website).

H₂morrow

Where will climate-neutral energy come from in the medium term? Equinor and OGE are answering this crucial question with their joint project "H₂morrow". H₂morrow is a pragmatic solution for rapid decarbonisation of all energy sectors. The pioneering project is setting standards: reforming of natural gas from Norway means that hydrogen can be produced at competitive costs to cover baseload demand. The CO₂ produced during the reforming process is captured and safely stored under the seabed in the Norwegian North Sea. As early as this decade, it should be possible to supply industry and other end customers in North Rhine-Westphalia with 8.6 TWh of hydrogen from decarbonised natural gas every year. This will cut the carbon footprint by 95 percent, with up to 1.9 million tonnes of CO₂ emissions avoided every year (> website).

Legend

- Import corridors
- German core network
- Interconnection point to OGE network
- blue hydrogen
- renewable hydrogen



Central European Hydrogen Corridor (CEHC)

The CEHC was set up in 2021 by the four gas infrastructure companies OGE, NET4GAS, eustream and Gas TSO of Ukraine. It is investigating the feasibility of a hydrogen pipeline corridor in Central Europe to transport hydrogen from important production sites in Ukraine via Slovakia and the Czech Republic to demand centres in Germany (> website).

H2EU+Store

The international industry partnership "H2EU+Store" is planning the production and storage of green hydrogen for a climate-neutral energy supply in Europe. The project is being developed in collaboration with industry partners and includes the expansion of production capacities in Ukraine as well as storage volumes in Austria and Germany. H2EU+Store connects to existing hydrogen network projects in Bavaria (> website).

Delta Rhine Corridor Project (DRC)

The Delta Rhine Corridor Project (DRC) is a cross-border infrastructure project that enables the transport of H₂ and CO₂ and thus supports the achievement of climate targets in Europe. BASF, Gasunie, OGE and Shell are all working together on a cross-border pipeline infrastructure between the Netherlands, Germany and potentially Belgium. The aim of the DRC project is to allow CO₂ to be transported for storage elsewhere starting in 2028, while hydrogen generated in a way that produces little or no CO₂ will be shipped to customers along the route as an energy source or raw material. The groundbreaking ceremony for construction of the H₂ network already took place in the Netherlands back in October 2023 (> website).

Czech German Hydrogen Interconnector (CGHI)

The CGHI initiative was launched in 2022 by the three gas infrastructure companies GASCADE, NET4GAS and OGE. The vision of this initiative is to create a connecting pipeline for hydrogen that links up areas with high hydrogen potential in northern Germany and in the Baltic states with demand centres in the EU. The initiative will also enable local suppliers and consumers along the corridor to be connected. The project is expected to be operational by 2030 with a future transport capacity of up to 144 GWh H₂ per day or 1.5 million tonnes a year. The total length of the corridor is 1,068 km (> website).

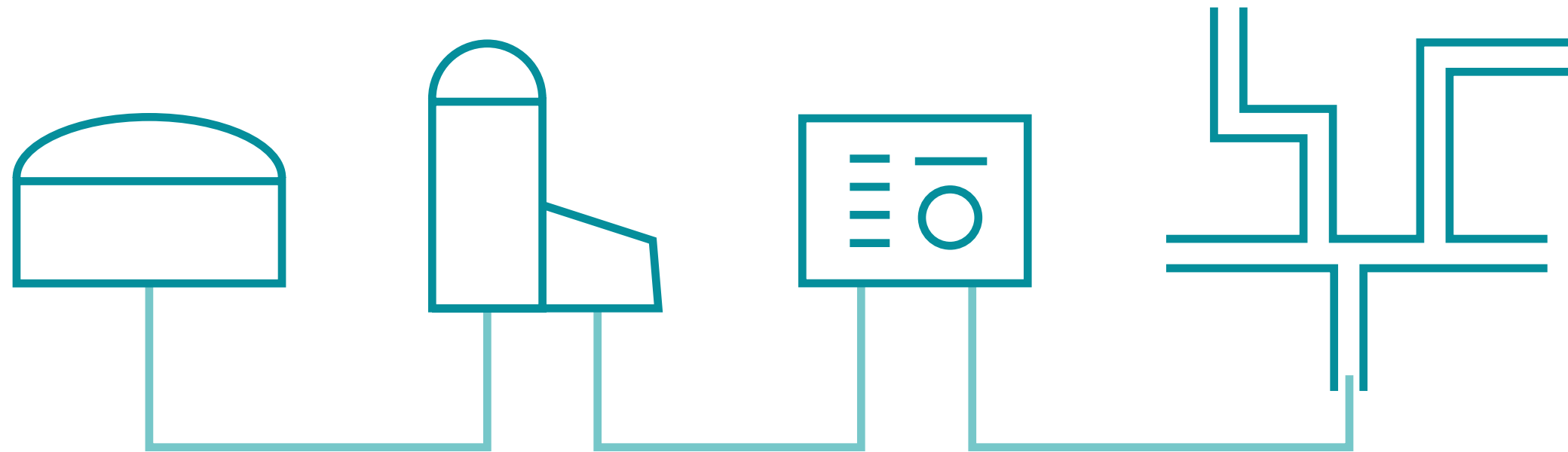
SunsHyne

The “SunsHyne Corridor” is a strategic infrastructure initiative by a group of five leading European gas transmission system operators (Snam, TAG, Eustream, NET4GAS and OGE). The goal here is to facilitate flows of green hydrogen from North Africa to Germany, passing through Italy, Austria, Slovakia and the Czech Republic. In line with the vision of the RepowerEU package, this initiative provides a roadmap for realising the ambitions of the European Hydrogen Backbone (> website).

H2Med

“H2Med” includes two pipelines to connect Spain with Europe: the interconnector between Portugal and Spain and the offshore pipeline from Barcelona to Marseille. Both are expected to be operational in 2030. The aim with these pipelines is to transport hydrogen that has been generated with little or no CO₂ production from Portugal and Spain via France to Germany. The first section is planned between Barcelona and Marseille. The Spanish gas grid operator Enagás estimates that Spain will have production potential of up to three million tonnes a year by 2030. Of this, 1.3 million tonnes of hydrogen are expected to be consumed domestically, while the rest will be exported to other European countries via H2Med. This will meet around ten percent of total demand in Europe. By 2040, Spain is aiming to produce up to four million tonnes. OGE has been a project partner since October 2023 (> website).





Projects for Biomethane and Bio-LNG

BiRG - Optimal use of biogenic residues to be fed into the grid as biomethane

In addition to hydrogen, biomethane also plays an important role in a more sustainable gas supply, which is why OGE is working with partners to research innovative solutions. Germany generates large quantities of biogenic residues from agriculture, municipalities and industry every year. These include fermentation residues from biogas plants, chicken manure or straw. However, the use and spreading of these substances on agricultural land is becoming a challenge, as they pollute the groundwater with nitrate, and disposal is expensive for farmers and municipalities in particularly affected regions. The BiRG² project

therefore involves research into an on-site solution for local recycling as an alternative to the costly transport of the residues to regions without high nitrate contamination of the soils. Together with our partners New Power Pack, the Jülich Research Centre and the Fraunhofer Institute UMSICHT, a demonstration plant for the production of biomethane was built and tested, then went into operation at the beginning of 2023.

The project is funded by the German government's 7th Energy Research Programme. The process involves several steps, whereby biogenic residues are converted into biogas that can be fed into the natural gas grid.

bioplus - Bio-LNG as an important decarbonisation option for the transport sector

Together with its subsidiary bioplus LNG GmbH, OGE is making a significant contribution to greater sustainability in the transport sector. In September 2022, bioplus LNG GmbH was set up to take care of the planning, construction and operation of a biomethane liquefaction plant, with the key partner for the liquefaction being GasCom Equipment.

The plant will be built in Röthenbach an der Pegnitz in Bavaria. It will be able to supply 150 tonnes of bio-LNG per day and is scheduled to be commissioned by mid-2025. Use of this bio-LNG as a fuel can provide for around 190 million truck kilometres per year and save 400,000 tonnes of CO₂ compared to use of diesel. The biomethane, which serves as the starting material for liquefaction, comes exclusively from Germany and is obtained primarily from residual and waste materials. The plant will make an important contribution to decarbonising the transport sector and achieving the ambitious climate targets in Germany and the EU. We are therefore supporting the project with our expertise in the planning of the plant and will take over its technical operation after commissioning. This project is in the detailed design phase. The first partial application for approval of the plant was submitted to the authorities at the end of July 2023.



² BiRG: BioReststoffGas – The biogenic waste materials are converted into biomethane by means of pyrolysis, a purification stage for the resulting raw gas, a water gas shift reactor and a methanation process.

Comprehensive commitment to the transportation of CO₂

We support the climate-neutral handling of CO₂ with our own CO₂ transport infrastructure.

In order to achieve our goals for the ramp-up of CO₂ transportation, we are involved in a wide range of initiatives and projects.

Carbon management strategy of the federal government

In 2023 the Federal Ministry of Economic Affairs and Climate Action (BMWK) launched a process to develop a national carbon management strategy. Based on the evaluation report of the Carbon Dioxide Storage Act (KSpG) and other studies on carbon capture and utilisation (CCU) and carbon capture and storage (CCS), the strategy is being developed in dialogue with extensive stakeholder participation.

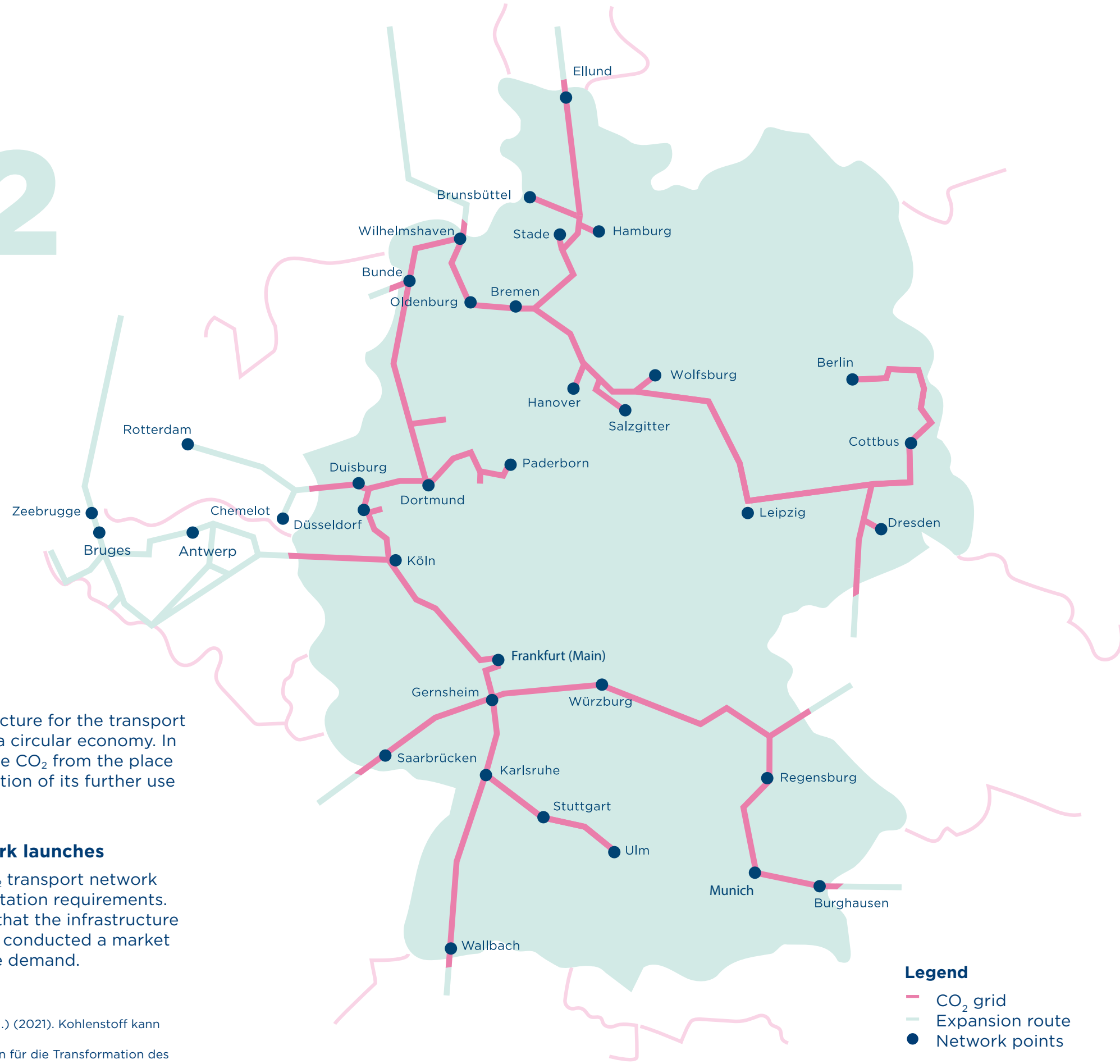
Climate protection and the needs of industry - we're combining the two

In spite of all the decarbonisation measures in industry and the energy sector, without CO₂ capture and storage, emissions will still be produced in 2045. There are various industrial production processes where CO₂ emissions are unavoidable³: in cement, lime and glass production, for example, it will not be possible to completely prevent CO₂ emissions in the future, despite the switch to renewable energies.^{4,5,6} At the same time, the entire organic chemical industry and its downstream value chains require carbon as a raw material.⁷

We are building an infrastructure for the transport of CO₂ - and thus enabling a circular economy. In this cycle, we are moving the CO₂ from the place of its capture to the destination of its further use or storage.

Our CO₂ transport network launches

We wish to develop the CO₂ transport network flexibly in line with transportation requirements. We are currently assuming that the infrastructure will be entirely new, and we conducted a market survey in 2023 to determine demand.



3 Deutsche Energie-Agentur GmbH (Hrsg.) (dena, 2021). „dena-Leitstudie Aufbruch Klimaneutralität“, S. 19.

4 Deutsche Energie-Agentur GmbH (ed.) (dena, 2021). „dena-Leitstudie Aufbruch Klimaneutralität“, p. 136

5 Ministry of Economic Affairs, Innovation, Digitalisation and Energy of the State of North Rhine-Westphalia (ed.) (2021). Kohlenstoff kann Klimaschutz - Carbon Management Strategie Nordrhein-Westfalen, p. 39

6 Fraunhofer ISI, Fleiter, T., Rehfeldt, M., Manz, P., Neuwirth, M. & Herbst, A. (2021, December). Langfristszenarien für die Transformation des Energiesystems in Deutschland 3 - Treibhausgasneutrale Hauptszenarien, Modul Industrie Kohlenstoff kann Klimaschutz - Carbon Management Strategie Nordrhein-Westfalen, p. 83

7 Deutsche Energie-Agentur GmbH (ed.) (dena, 2021). „dena-Leitstudie Aufbruch Klimaneutralität“, p. 137

Our projects:

Delta Rhine Corridor Project (DRC)

BASF, Gasunie, Shell and OGE have signed a letter of intent to pursue the idea of a Delta Rhine Corridor Project (DRC) together with potential customers. The aim of the DRC project is to allow CO₂ to be transported for storage elsewhere starting in 2028, while hydrogen generated with little or no CO₂ production is shipped to customers along the route as an energy carrier or raw material. The Dutch government has recognised the added value for society and declared the initiative to develop the Delta Rhine Corridor to be a project of national interest (> website).

WHVCO2logne

With its “WHVCO2logne” project, OGE is planning to connect Wilhelmshaven as a future energy hub with the Cologne region. In this way, the cement region of East Westphalia and the Ruhr area as the heart of German industry, and thus around 30 percent of the remaining and unavoidable CO₂ emissions in Germany from 2045, will be tapped into and connected with the CO₂ export options in Wilhelmshaven. Export projects currently underway in Wilhelmshaven involve Equinor, TES and Wintershall Dea, for example. WHVCO2logne is a core component of the CO₂ activities and supplements the DRC project and the connection of Belgium with the aim of developing a CO₂ transport system for north-west Europe.

Elbe estuary

OGE is planning a CO₂ pipeline infrastructure around the Elbe estuary near Brunsbüttel. With the help of strong partners, an initial CO₂ cluster is to emerge by the end of the 2020s, with the aim being to connect up the locations of Lägerdorf, Brunsbüttel and Heide and thus to establish a CO₂ circular economy to go with this. This collaboration will enable the efficient and safe transport of the captured CO₂ from the cement plant in Lägerdorf to the utilisation or storage sites in the surrounding area. The planned pipeline network covers a route of around 70 kilometres and is designed to become part of a German CO₂ transport system.

Rhenish mining area (Belgium connection)

With this project, OGE is planning to connect the Belgian CO₂ pipeline system run by Fluxys to the Ruhr region. This connection provides access to Antwerp as a centre for export and chemicals, as well as a connection to the planned offshore pipelines in the North Sea and thus fits into the trans-European context. This will open up the regions of Aachen, Cologne and the Rhenish mining area.

The so-called Belgium connection is a core part of our CO₂ activities, and together with our plans for a DRC project and WHVCO2logne it should form the nucleus of a north-west-European CO₂ transport system.





**“My job:
Letting the
future flow
through our
networks.”**

Eva-Maria Spreckelsen, Network Planning Advisor

Actively shaping the transition to climate neutrality in uncertain times

As soon as hydrogen flows through our pipelines, we will form an essential pillar in Europe's green energy system. We won't just wait around for this future to arrive - rather, we are already making our contribution to a sustainable energy system today.

Reducing greenhouse gas emissions

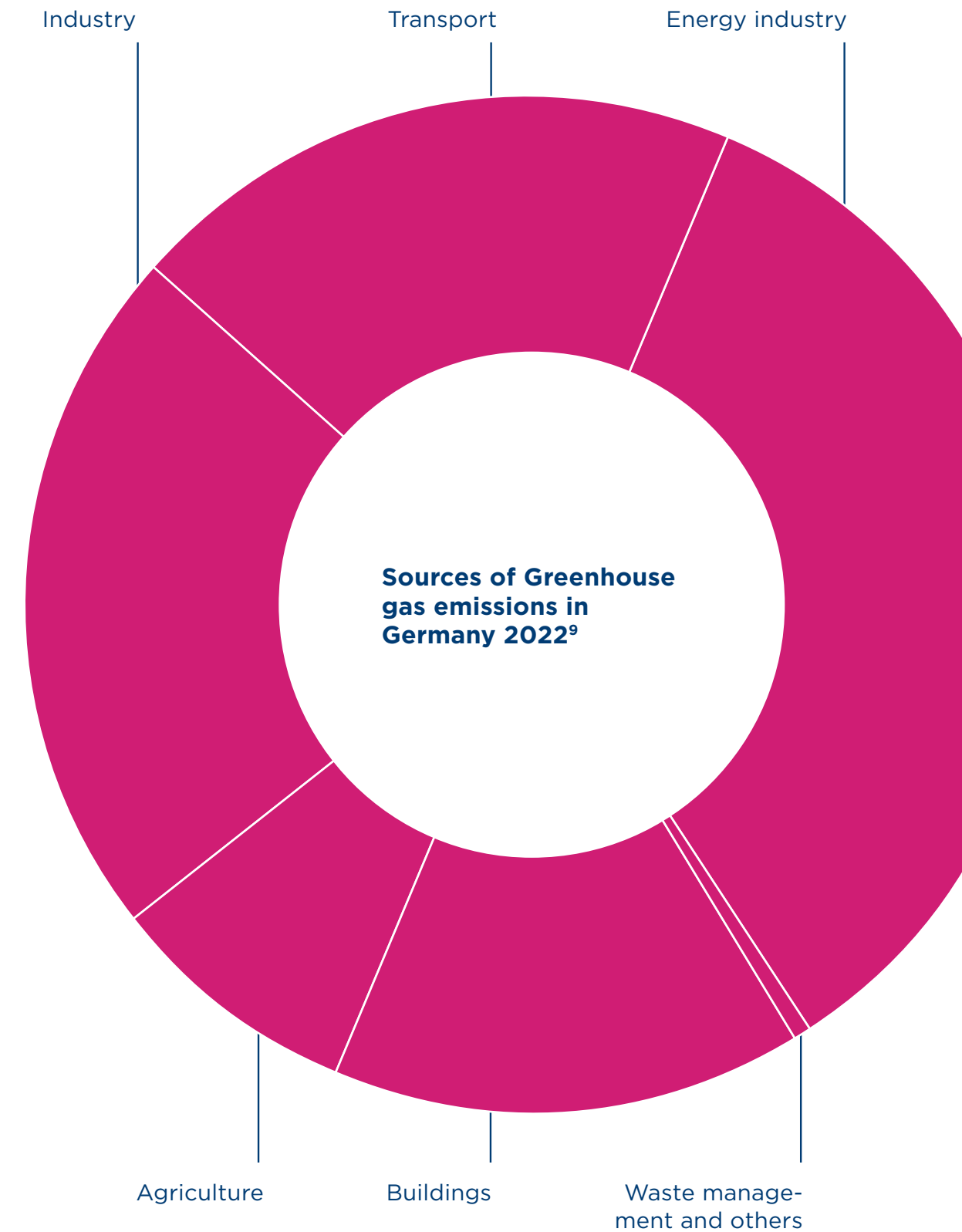
Emissions of greenhouse gases (GHG) like CO₂ are a factor in manmade climate change and must be reduced further. Germany has set itself the goal of becoming climate-neutral by 2045, so we need to continually reduce our greenhouse gas emissions on the way there. These occur in many areas of human life: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

Emission sources in Germany

In Germany, emissions have fallen by a total of 38.7 percent since 1990. In the Climate Protection Act (KSG), Germany has set itself the goal of reducing emissions by 65 percent by 2030 and achieving climate neutrality by 2045. The data show that the energy industry in particular has contributed to the reduction of emissions. The energy industry accounts for around one third

of greenhouse gas emissions in Germany. In 2021 its greenhouse gas emissions amounted to 247 million tons of CO₂ equivalents (CO₂e)⁸.

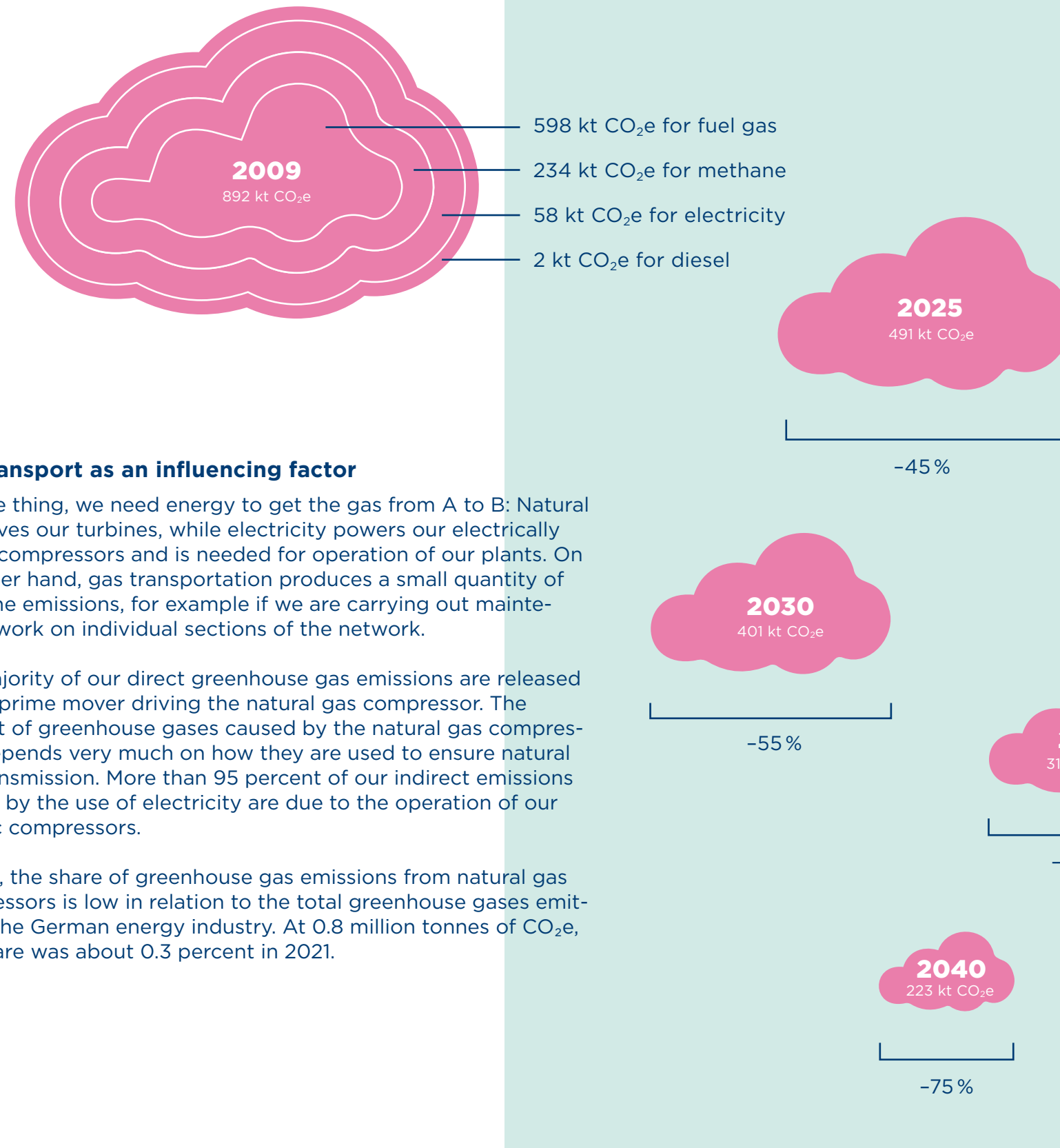
This corresponds to a reduction of 53 percent compared to 1990 levels. The emissions in the energy industry occur as a result of burning fossil fuels in public power plants to produce electricity and heat. Furthermore, the energy industry is also responsible for emissions from refineries and from pipeline 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.



8 Eurostat definiert CO₂e als metrisches Maß, um Emissionen verschiedener Treibhausgase auf Grundlage ihres Global Warming Potential zu vergleichen.

9 Federal Environment Agency, 15 March 2023

Reduction targets for Scope 1 and 2 of the assets operated by OGE for the years 2025 to 2045 compared to the base year 2009¹⁰



Our greenhouse gas emissions reduction targets

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

We aim to cause 45 percent fewer greenhouse gas emissions by 2025 compared to 2009 and to be climate-neutral by 2045. We are therefore taking action wherever our gas transport causes emissions.

We have identified measures for emissions avoidance and 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.

Gas transport as an influencing factor

For one thing, we need energy to get the gas from A to B: Natural gas drives our turbines, while electricity powers our electrically driven compressors and is needed for operation 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.

The majority of our direct greenhouse gas emissions are released by the prime mover driving the natural gas compressor. The amount of greenhouse gases caused by the natural gas compressors depends very much on how they are used to ensure natural gas transmission. More than 95 percent of our indirect emissions caused by the use of electricity are due to the operation of our electric compressors.

Overall, the share of greenhouse gas emissions from natural gas compressors is low in relation to the total greenhouse gases emitted in the German energy industry. At 0.8 million tonnes of CO₂e, this share was about 0.3 percent in 2021.

Results to date

The success of our measures to reduce emissions in the years from 2009 to 2021 are measurable. In 2021, CO₂e emissions were 50 percent lower than in the comparison year 2009, which means we were already below our target for 2025. In 2022, we had to utilise our machines to a significantly higher capacity than in previous years in order to secure the German energy supply (> Site). This meant that greenhouse gas emissions from the assets we operate rose to 703 kt CO₂e.

At 468 kt CO₂e, greenhouse gas emissions in 2023 were once again significantly lower than in the previous year. The reason for this was the mild winter at the end of 2023 and the fact that natural gas storage facilities remained well filled throughout the year. Overall, this meant that we had to use the machines we operate less frequently than in the previous year.

¹⁰ GHG emissions measured in kt CO₂e. The emissions were calculated according to GRI 305/DIN ISO 14064.

Greenhouse gas emissions measured in kt CO₂e of assets operated by OGE

	2009	2020	2021	2022	2023	2025 goal
Scope 1	834	515	417	702	468	./.
Scope 2	58	26	31	0	0	./.
Scope 1 + 2	892	542	448	702	468	491
Savings in relation to 2009	-	-39%	-50%	-21%	-48%	-45%

The emissions were calculated according to GRI 305/DIN ISO 14064.

Scope 1:

Scope 1 emissions of the asset operated by OGE include 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:

For the asset operated by OGE, Scope 2 emissions were determined on the basis of specific supply contracts pursuant to GRI 305/DIN ISO 14064 in line with the market. These indirect emissions, which arose due to the electricity consumed by OGE, are to be assessed as “0”, since OGE purchased exclusively carbon-neutral electricity in the reporting period.

The concept of scopes

Correct delineation and categorisation of relevant emission sources are hugely important. The GHG Protocol (WRI & WBCSD, 2011) is the most widely used methodological standard for categorising direct and indirect corporate emissions from various sources. This first differentiates site-related emissions produced by the company’s own operating activities (Scope 1 and 2) from emissions produced by upstream and downstream business activities (Scope 3).

Scope 1: All direct greenhouse gas emissions resulting from a company’s own business activities in the narrower sense, for example primary energy sources consumed directly by the company such as natural gas, fuel oil, petrol and direct GHG emissions from combustion processes.

Scope 2: Indirect greenhouse gas emissions resulting from the generation of energy procured by a company, for example through the consumption of secondary energy sources such as electricity.

Scope 3: All other indirect greenhouse gas emissions resulting from upstream and downstream business activities, such as the production of purchased materials.

Scope 3 emissions – an eye on the supply chain

To assess our environmental impact, we not only look at the emissions from our own business operations and the energy consumed by our compressors, but also at the emissions from our supply chain.

For a secure gas supply, our gas network must be operated and expanded continually. This means our upstream emissions cannot be avoided entirely, so they will form a significant portion of our overall emissions in future, too.

Together with other German and European transmission system operators (TSOs) and with our suppliers, we are therefore working on standardising emissions calculations in order to be able to determine Scope 3 emissions in future. We will then use this as a basis to introduce measures for their reduction.

We are well aware that our holistic sustainability strategy is an important lever in reducing our upstream emissions. That’s why here at OGE we will consistently monitor the emissions from our supply chain.

Avoidance – reduction – offsetting

The basic rule for achieving the climate targets is: first avoid and reduce, then offset. By reducing greenhouse gas emissions by 50 percent between 2009 and 2021, we were able to show that OGE successfully lived up to its responsibility to avoid and reduce greenhouse gas emissions. Since the Russian war of aggression and the resulting higher utilisation of our machines to secure energy supplies, achieving the targets for 2025 through our own measures has become challenging. We are aware that offsetting greenhouse gas emissions to achieve our targets, e.g. with the purchase of emissions reduction certificates, should always be a last-resort option.

Avoidance

In addition to CO₂ emissions, methane emissions are also a factor in human-induced climate change. Methane emissions occur in agriculture, waste management and also in gas transportation, for example when unburned natural gas enters the atmosphere. Methane emissions account for 12 percent of total greenhouse gas emissions in Europe and could be reduced by 40 percent between 1990 and 2020.¹¹ Since 1990, fugitive methane emissions have decreased by 67 percent. In oil and natural gas systems, they have decreased partly due to technological advances and improved pipeline networks.¹²

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 cut our methane emissions by 55 percent by 2025 compared to 2009.

To this end, we have been implementing a series of measures to reduce methane emissions in our part of the value chain, the transport of natural gas, for a long time. First and foremost, it is important to record methane emissions as accurately as possible, which is why we have set up a joint measurement programme together with FNB Gas e. V., our industry association. Building on this, we are driving forward the development of permanently installed detection systems.

In addition, we have developed and are applying sensible new technical measures to reduce emissions. These include the use of mobile compressors and flaring systems. When repair work is

carried out on transmission pipelines, in many cases the affected section of the pipeline must be isolated and depressurised. Our mobile compressors enable the natural gas to be pumped to another pipeline section so that virtually no methane emissions are released during maintenance work.

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. We have further developed the technologies of mobile compressors and mobile flare systems. The combination of mobile compressors and flare systems with subsequent purging of the pipeline with nitrogen has proven to be an effective approach. The resulting quantities of mixed gas containing natural gas and nitrogen is burnt completely and with low emissions in our modified flare systems with minimal impact on the environment. Through the combined use of these technologies, methane emissions are almost completely avoided during pipeline repairs. We offer this technology to other pipeline network operators throughout Europe as a service (> website) and thus make an additional contribution to avoiding methane emissions across the continent.

Continuous modification of existing pipelines helps to avoid further methane emissions. For example, the natural gas released by the dry gas seals commonly used on the market is minimised with the use of additional sealing elements developed by OGE.

We welcome the EU's methane strategy and implement its guidelines. In addition, OGE is involved in initiatives and associations that tackle methane emissions in the gas industry, such as the UN's Oil and Gas Methane Partnership 2.0 (OGMP). According to the International Methane Emissions Observatory's (IMEO) report drafted by OGMP, which covers reporting and monitoring of methane emissions by the gas industry, OGE met all the requirements in 2023 for the 2022 reporting year and achieved the gold standard.

Reduction

By sourcing 100 percent green electricity for our compressors, plants and operating sites from 2022, we have been able to reduce our Scope 2 greenhouse gas emissions to zero. We will continue to purchase 100 percent of our electricity from sustainable sources in the future.

Since 2022 we have also been using biomethane to drive our compressors in order to transport gas (natural gas and biomethane) via our pipelines to German households. In 2022 and 2023, we purchased more than 75 million kWh of biogenic gas, which equates to the annual heating requirements of around 10,000 households. Despite the major challenge of limited availability of biomethane in the market, OGE is setting itself the goal of gradually increasing the green gas quota in the coming years, too. This way, we are aiming to make our contribution to climate neutrality and cultivate the potential of the biomethane market in Germany.

Offsetting

In 2022, the Russian war of aggression meant that we had to utilise our compressor units much more than in previous years in order to secure the German energy supply. As a result, we emitted more greenhouse gases than the annual target we had set for ourselves. In 2023, we achieved our annual target and are back on track to achieve our 2025 target of -45 percent greenhouse gas emissions compared to 2009. A comparison of the years 2021 to 2023 shows the extent to which our greenhouse gas emissions are dependent on geopolitical events. OGE guarantees a secure and reliable energy supply, so supplying German households and industry takes priority for us over meeting our greenhouse gas targets. It is therefore possible that in the coming years we will acquire emissions reduction certificates for offsetting in order to create a global balance.

avoidance
reduction
offsetting

¹¹ European Environment Agency, „Annual European Union greenhouse gas inventory 1990–2020 and inventory report 2022. Submission to the UNFCCC Secretariat“.

¹² EU GHG inventory submission to UNFCCC, 2022, based on the GHG inventory submissions of its Member States as part of the EU Governance Regulation, and noting that Member States' submissions to the UNFCCC are also part of the EU's submission (UNFCCC, 2022b).

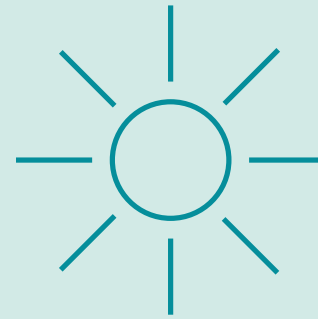
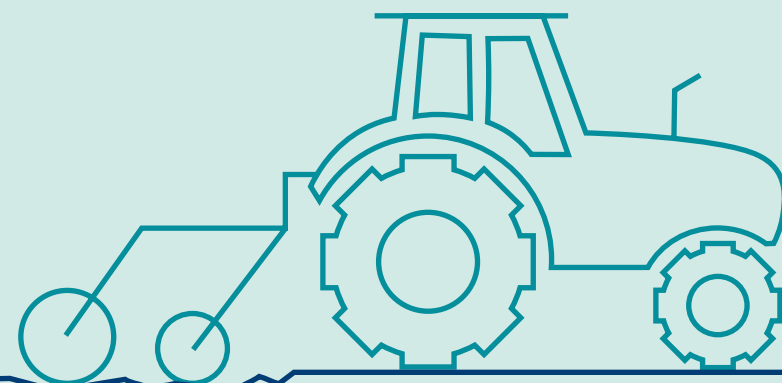
Living sustainability in harmony with nature

At OGE, sustainability is also accounted for and practised in the original sense of forestry. This is because OGE's pipeline construction projects also affect forests, which have to be reforested after completion of the construction work and the soil recultivation in order to preserve the proportions of forested land in the long term.

Here, economy and ecology go hand in hand: Only tree species that are suitable for the location can be expected to produce long-lasting, stable and high-yielding forests. In addition, ecological enhancement can be achieved through the use of native tree species. OGE therefore develops concepts for reforestation in cooperation with the forest owners and the local supervising foresters, allowing the owners to create more climate-stable forests after pipeline construction.

Recultivation

We also focus on sustainability in agricultural issues - for example when soil recultivation measures are supervised during construction projects or farmers are offered funds to cover the costs of a perennial catch crop for soil improvement. Here, ecology and economy complement each other, because many years of consequential damage to productive agricultural soils can be avoided or at least minimised.



Biodiversity

As part of the planning and supervision of compensation measures, our ecologists also focus on species protection, the preservation of biotope structures and the restoration of ecologically valuable biotopes that have been taken up. After the construction of new OGE pipelines, higher-quality structures are often left behind. This is the case, for example, when intensively used grassland has been converted into species-rich extensive grassland, or when the creation of forest edges replaces an abrupt transition from commercial forest to open land with a staggered structuring of a new plantation.

Sometimes the ecological success is directly measurable, for example when ornithological monitoring shows that flowering spots in areas predominantly characterised by arable farming have been used by a wide variety of bird species for foraging or for breeding.

Renaturation

To protect existing biotopes and the flora and fauna native to them, ecological concerns are already taken into account during the planning stage. This was also the case, for example, with the construction of the NETG pipeline. There, construction times were adapted to the rhythm of the native fauna and use of the relevant areas took place at a later point in the year, so that these spaces could continue to be used as habitats for various species, for example by the little owl, kingfisher and ground-nesting bird species.

Sustainability and naturalness also in our projects

Conservation areas: armourstone mattresses reduce soil encroachment

The natural gas pipeline from Rysum to Werne, which went into operation in 1975, runs through the district of Aurich and north-west of the town of Emden through the “Rheidermeer” area, which is designated as a bird sanctuary and landscape conservation area.

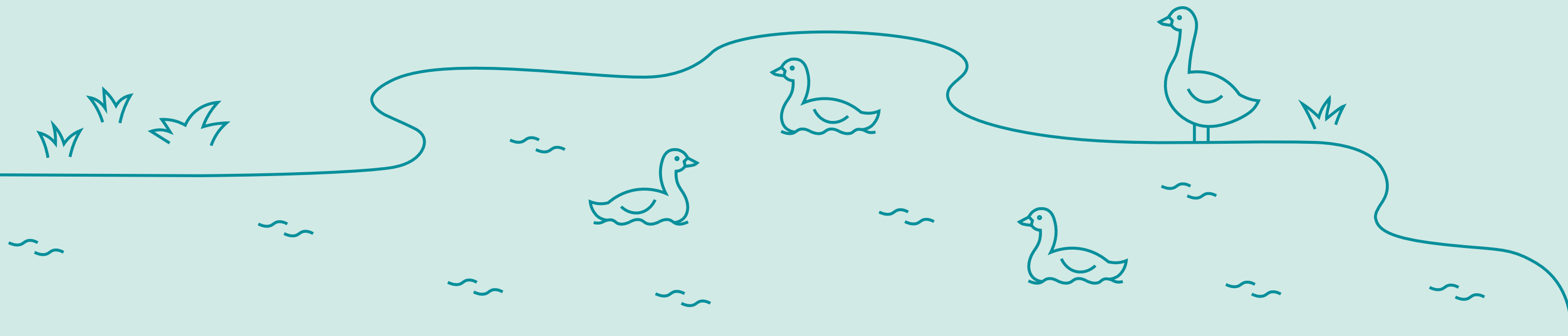
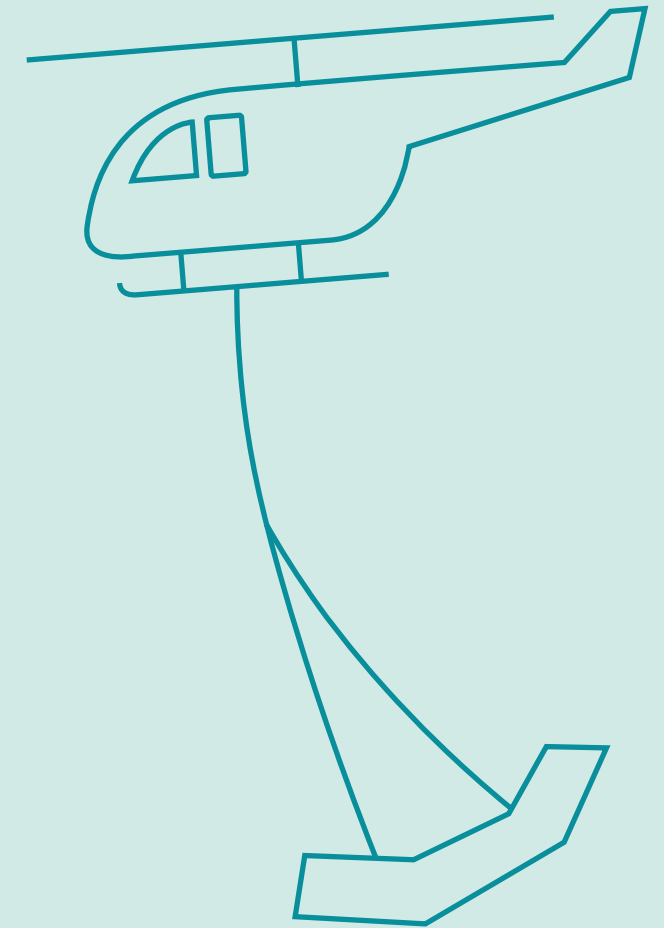
The bird sanctuary is hugely important for resting and wintering visitors. Various species of geese in particular – such as greylag geese – use the site as a feeding and roosting area, and during the migration season it is of supra-regional importance as a high-water staging site for various species (e.g. dunlin). For some years now, this area has also served as a breeding ground for the white-tailed eagle in Lower Saxony.

As part of the regular pipeline inspections, one section of the pipeline was found to have a reduced depth of cover as a result of the pipeline being flooded. Reduced cover occurs where there is a reduction in the ground cover of the pipeline required by the regulations. As a result, there is a risk that the pipeline is no longer sufficiently protected against damage by third parties.

In February 2023, the pipeline was successfully secured against uplift and potential damage by third parties over a length of approx. 260 metres in an ad-hoc measure notified to the authorities. Similar measures involve the use of large construction machinery, which makes it necessary to build site roads and remove topsoil beforehand to ensure safe operation. Once such measures have been completed, the areas are recultivated and restored. Due to the protected status of the area and the upcoming sensitive breeding season, OGE opted for an unusual alternative approach.

Instead of the costly laying of site roads for the subsequent lorry transportation, so-called stone mattresses were placed individually by helicopter in the relevant area. This prevented further uplift and secured the pipeline. A stone mattress consists of PE nets filled with armourstone, measuring 2.0 × 0.9 × 0.3 m and weighing approx. 690 kg. The helicopter transported the stone mattresses from the construction site to the relevant pipeline section over a distance of 160 to 500 metres. In many situations, a helicopter is ideal for transporting loads and is common practice, for example in rough terrain in the mountains.

Thanks to the optimal coordination of the trades, the work was completed in just two days, minimising the disturbance to fauna – especially birdlife – and thus avoiding any impact on the soil.



TENP III - New construction: Challenging geology and ecology

The Trans-Europe Natural Gas Pipeline (TENP) is one of the most important European connections for the supply of natural gas. It runs for around 500 kilometres from the German-Dutch border to the Swiss border and consists of two strings: TENP I and TENP II. Since spring 2023, work has been underway to replace parts of TENP I by new pipes installed in three areas. Thus, TENP I is to become TENP III.

The TENP pipeline is divided into three sections on its route southwards through the federal states of Rhineland-Palatinate and Baden-Württemberg.

- Mittelbrunn - Klingmünster
- Schwarzach - Eckartsweier
- Hügelheim - Hüsingen

The total length of the three sections is approx. 111 km, with over half of this running through very complex terrain in terms of engineering geology and ecology. Preparations at the construction sites have been underway since October 2022.

Almost 95 percent of the pipeline will be replaced along the same route. The TENP I pipeline will first be dismantled and the pipe trench provisionally backfilled before the new pipeline is prepared and installed. The removal of the old pipeline and the construction of the new first section were realised in just three months.

The Federal Nature Conservation Act stipulates that interventions in nature and the landscape must be compensated for. This is deemed to have been achieved where no permanent impairments remain after completion of the work and execution of the necessary compensatory measures. The aim of compensation here is to create a functional balance for the structures affected by pipeline construction. Due to the diverse utilisation, protection and recreational functions of forests, particular attention must be paid to careful construction methods during construction work. This is also reflected in the forest and nature conservation regulations.

In the case of TENP III, interference was already minimised due to the constellation of the project (replacement of the old pipeline and new installation in the old right of way). Given that there was an existing corridor, there was generally only a minor impact on the adjoining sections of forest. The formation of the working strip also meant it was possible largely to avoid interfering with old sections of forest, meaning that, with little logging overall anyway, the impact was limited to mainly younger woodland structures that had established themselves after the construction of the TENP II parallel line around 25 years ago.

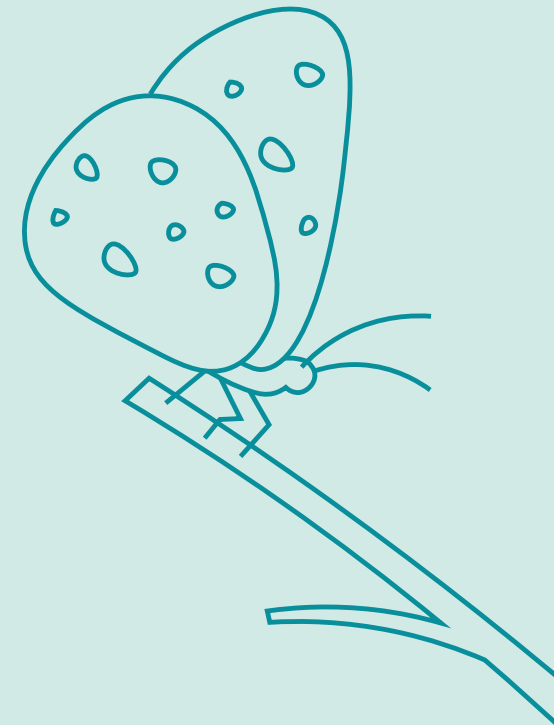
After completion of the construction work and soil recultivation, the areas felled will be reforested as per the legal forestry requirements. Part of the compensation concept involves a plan to carry

out the reforestation within a forest aisle in the form of a woodland edge that will dovetail with a species-rich forest meadow along the strips of the pipelines that are to be kept free of trees.

In the course of the ecological mapping along the Mittelbrunn-to-Klingmünster section of the route, feeding habitats of the strictly protected large blue butterfly were also discovered. This butterfly favours sun-drenched areas where its caterpillar food plant (thyme or wild marjoram) can be found. After the female lays her eggs in the flowers, the caterpillars feed on the plants for some time before dropping to the ground, where they are found and are carried away by ants to their nest. There they feed on the ant larvae until their final metamorphosis into butterflies. The construction schedule was adjusted for the areas populated by the large blue butterfly, so the intervention only took place once the flight season had ended.

Based on the results of the inventory mapping, further measures were defined to restore the areas affected by the pipeline construction or to protect them in advance. For example, to promote the rapid regeneration of forest floor vegetation, the removed soil was reapplied in appropriate layers. This is intended to promote natural succession by utilising the seed potential available in the soil. Another example is the protection of particularly valuable woody plants (deciduous trees, hollow trees).

Compensation agreements (e.g. with the regional forestry offices) were concluded for the non-restorable interventions. As part of these agreements, several areas are being removed from active forestry use in order to secure old beech or pine stocks in the long term. In addition, some areas are being transformed into climate-stable forests through the replanting of native deciduous tree species, for example.



For greater environmental protection and energy efficiency



Adherence to and further development of our corporate 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.

The main effects on the environment are caused by the emission of climate-relevant gases, 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. In addition, OGE also voluntarily appointed a waste management officer.

Key environmental facts for the year 2023 (> more info):

- CO emissions: 345 t
- NO_x emissions: 255 t
- Energy consumption, natural gas: 2.318 GWh
- Energy consumption, electricity: 204 GWh
- No events with permanent damage to the environment

Certification

Our environmental protection management system is certified according to DIN EN ISO 14001 while our energy management system is certified according to DIN EN ISO 50001. The annual external audit of both systems consistently confirms our high standards (> website).

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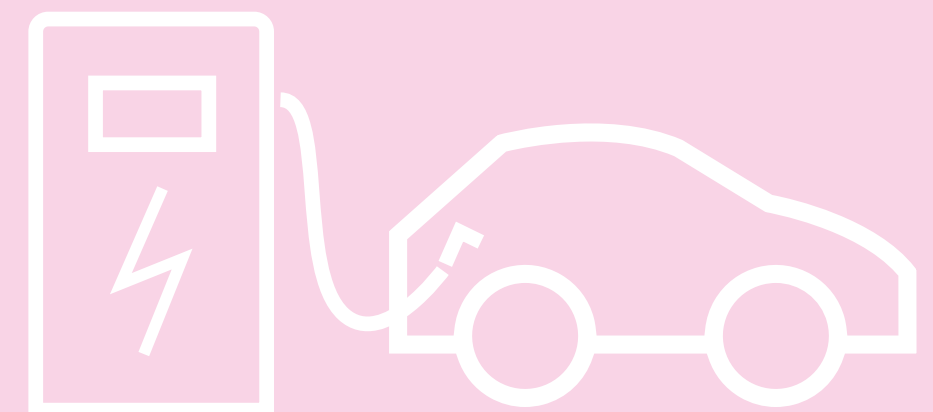
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Launch of E-Mobility@OGE

We also want to become more sustainable in terms of mobility. With the first e-charging stations, OGE is starting to electrify its company and service vehicles.

With the commissioning of the first 24 e-charging stations at our sites in Essen and Werne at the end of 2023, we have laid the foundation for the electrification of our vehicle fleet and at the same time initiated the company's internal mobility transition. We have also started using electric vehicles for operational purposes in Werne. We will use this experience to define the scope of our electric vehicle fleet and at the same time to ensure that all points in our network are fully operational and can be reached quickly. Planning is underway for installation of e-charging stations at other sites in 2024 and 2025.

Employees who already have a private electric car are likewise delighted to now be able to charge their vehicles at work. With this forward-looking approach, we are striving to create an attractive and sustainable mobility offering for OGE and are focusing on a green and environmentally friendly future.





Social

Ciada

Because it all comes down to people.

Human beings are social creatures – and that also shows in the workplace. Social aspects are therefore very important to us – for our employees, our customers, suppliers, neighbours and society. We attach particular importance to occupational safety, health protection, training and further education, corporate culture, social commitment, non-discrimination, data protection and party-political neutrality.

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2. Working at OGE – safe, meaningful and progressive > Page 67
3. Shaping the future together > Page 70
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5. We want to develop together > Page 74
6. Shaping and anchoring diversity in the organisation > Page 78
7. Social engagement: transparent and socially aware > Page 80
8. Code of Conduct for Suppliers: impetus for sustainable action > Page 82
9. Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG) > Page 82
10. Neutral and independent in the representation of interests > Page 83
11. Non-discriminatory network access for all shippers > Page 83
12. Certified and protected: our customer data > Page 84

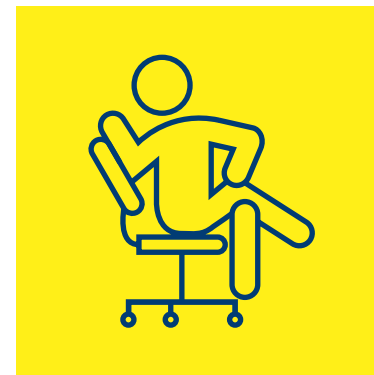
“In our working world, Gen Z can also feel at home.”

Silvia Engbers, Organisation and Projects Advisor



Shaping the transformation safely and healthily

Occupational safety and health protection are an integral part of our business activities. 2022 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 transition, we have always taken account of the health and safety of our own workers and those of external partner companies.



The changes in gas flow have posed major challenges not only for our transmission network, but also for our employees. A lot of flexibility, tremendous willingness to work and great stamina were necessary to complete all measures and projects and to master the new challenges. Here, the occupational health and safety of our employees and our partner companies always had top priority.

Occupational health management

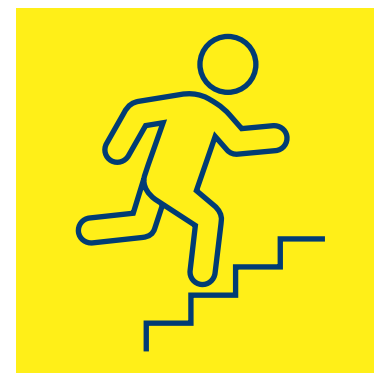
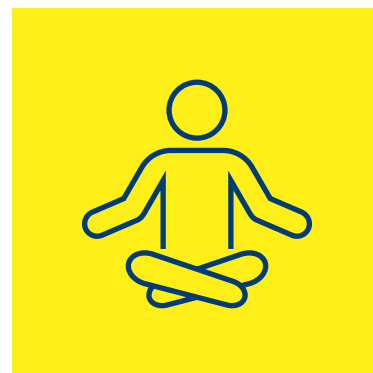
We offer a wide range of support relating to physical and mental health – from ergonomics, exercise and nutrition to mental balance. These offers are available to all employees, regardless of age, gender or length of service.

Each quarter, we focus on a specific topic and offer a wide range of online and face-to-face formats. In this way, we can actively support our employees: with offerings on the topic of exercise, individual nutrition consultations and lectures on nutrition topics, resilience consultations as indi-

vidual or team appointments, or lectures on mental balance. In addition, we ensure that we reach all employees at our locations in Germany. With a constant stream of new, low-threshold activities, such as escape rooms on various topics, our employees have the opportunity to discover health topics in a modern, interactive setting.

To further increase our reach, we also offer all employees a digital companion on all health topics by way of an app. With this app, everyone can access news on health campaigns, exercises and training whenever they need or want it.

As exercise makes a significant contribution to health, we are happy to support our employees in doing various types of sport, for which we entered into a partnership with Urban Sports in autumn 2023. This enables our employees to enjoy a range of sporting activities throughout Germany, including fitness, bouldering, yoga and swimming – in studios or at home via livestream.



Preventive offerings

Our screening programmes range from prostate cancer, bowel cancer and breast cancer screening to flu vaccinations and are very well booked. We are delighted by this because it allows us to make a further contribution to the health of our employees and that of our society as a whole. Our new ongoing skin health programme “Dermanostic” was immediately well received.

At our main locations the canteen food is based on “Greenline” menus, meaning a stronger focus on regional, seasonal and organic produce as well as more conscientious use of meat and the fullest possible recycling of food. This increases the quality and sustainability in the full value chain of every dish and also suitably complements our health management measures.

Social responsibility

Blood donations save lives and are essential for medical care. We want to make a positive contribution to society and therefore organised our first blood donation campaign this year. Donors were also able to sign up to the bone marrow donor register at the same time. The high level of participation shows us that our employees are also happy to do their bit for the common good.

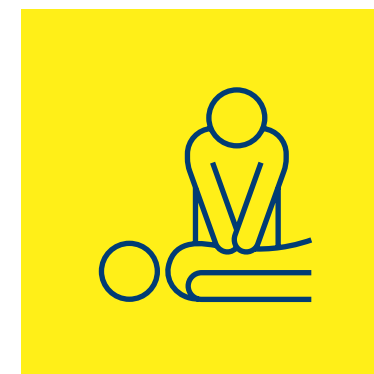
Support and awareness-raising programmes

This year, we also focused on the topic of addiction and raised awareness of the issue among our employees through workshops. One highlight was our Addiction Prevention Day with talks and hands-on activities as well as alcohol-free cocktails. Regular events on the topic of addiction with various different areas of focus are planned for the future. In addition, employees with addiction problems will receive counselling and support.

Company integration management is aimed at employees who would like to return to work after a long period of illness, and OGE offers various support services to help them. The first step here is counselling sessions, from which employees can derive and implement measures.

Benchmarking

We do not rest on our laurels but aim to keep improving, which is why we regularly review our processes and successes. By taking part in this year’s Corporate Health Award, we took the opportunity to compare ourselves with other employers, have our performance assessed, identify weaknesses and make improvements. The result is clear for all to see: we are one of the best in our industry and size bracket!



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 at OGE, therefore, any accident, regardless of whether it involves our own workers or those of partner firms, is equally important. We have established a shared TRIF target rate (Total Recordable Injury Frequency of OGE and external contractor employees) for us and our partner companies. All accidents occurring at work are investigated together with our partners. Moreover, we work with our partners to make working at and for OGE even safer, maintaining a constant dialogue for this purpose.

We express this with the TRIF_{comb} accident rate, which is calculated from the combination of TRIF accidents per million hours worked by OGE and partner company employees. Moreover, we work with our partners to make working at and for OGE even safer, maintaining a constant dialogue for this purpose.

At OGE, we know that occupational health and safety involves teamwork. For a good safety culture, there must be a constant exchange on the topic across all work levels and teams, as well as joint and interdisciplinary work on optimisations for even safer work processes and work environments. As a company and as project leaders, management and experts in the occupational safety team, we have the experience and knowledge it takes. More than 170 employees at our Essen sites and all employees at our field sites are first-aid and fire-safety assistants. In addition, more than 60 employees from various departments are involved in our organisation as safety officers, and as such they act as multipliers in the regions, support employees on site with questions, and provide feedback and suggestions on our training courses and campaigns.

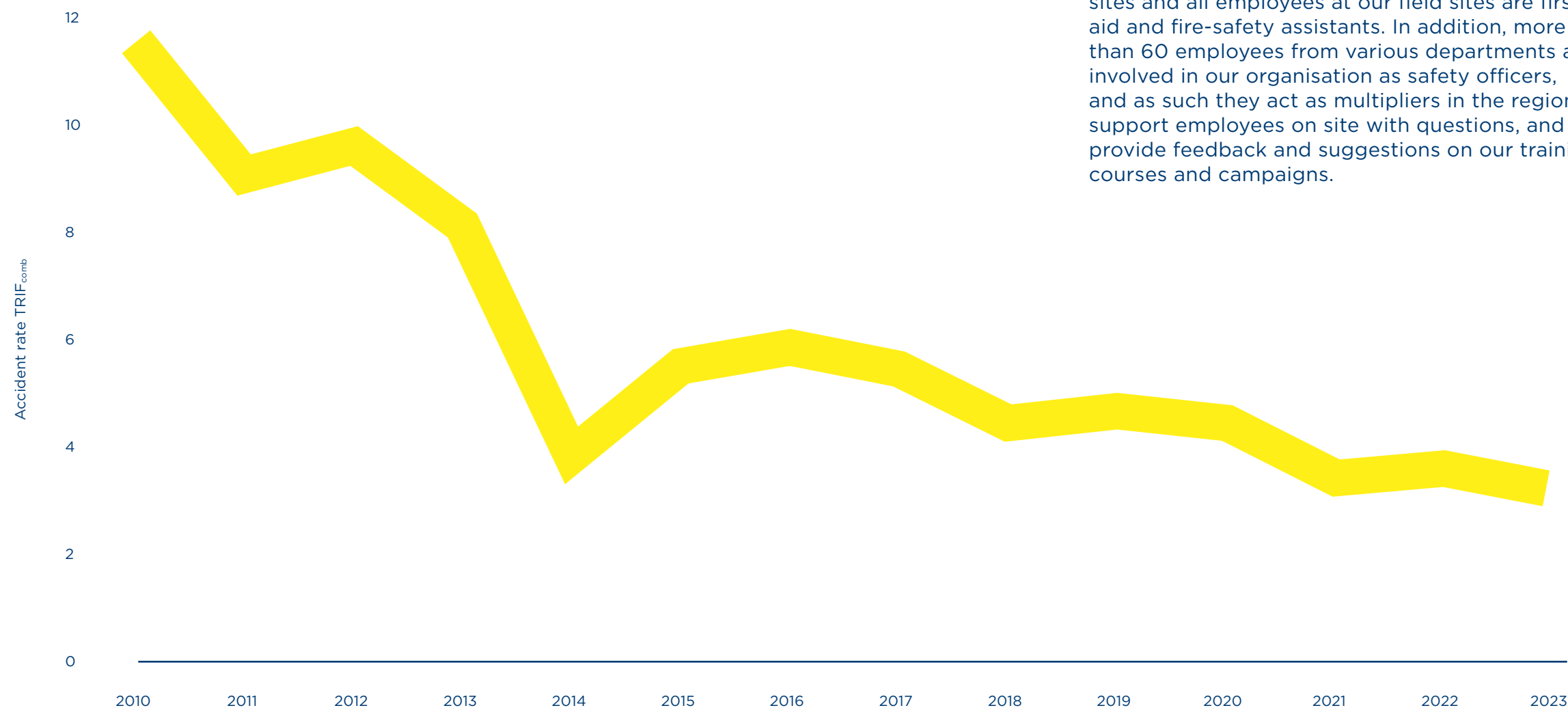
Occupational accidents in 2023 – target significantly exceeded

In 2023, a total of 21 accidents (5 at OGE, 16 at partner companies) occurred at our locations and work sites that resulted in an absence of at least one day or medical treatment. Our combined TRIF rate remained low at 3.2 and we significantly exceeded our 2023 target of 4.2.

Our accident rate has thus been at a low level for years. As OGE, we deliberately choose the TRIF as the key indicator. In contrast to the LTIF (Lost Time Injury Frequency Rate), which only takes into account accidents with lost time and fatalities, the TRIF also takes into account medical treatments and accidents that limit working capacity. Hence, the TRIF is stricter and more comprehensive than the LTIF.

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 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 at the same time managing any incident with effectiveness too. We thus reduce the risk of workplace accidents, injuries and near misses by following up all kinds of incidents and deriving corresponding overriding protective measures from these, which can then be integrated into existing processes, risk assessments, and operating instructions. We involve employees from various parts of the organisation in order to take into account different perspectives and points of view. Our occupational health and safety measures are proactive, preventive, and integrated into the culture of the entire organisation. They are based on a binding set of rules for our employees and partner companies.

TRIF_{comb} accident rate for the years 2010 to 2023



Part of this involves consistent, proactive management inspections, including interaction between managers and employees, with joint identification of potential hazards and their avoidance. This way, we aim to ensure that everyone working for us knows our rules and applies them. Risks that arise should be quickly discussed and remedied every day. With 738 management inspections in 2023, we clearly exceeded our target of 550.

A comparison between the reportable occupational accidents per 1,000 FTEs at OGE (LTIF_{comb} for the year 2023) and the two employers' liability insurance associations relevant to our company - BG Bau for the construction industry and BG ETEM for the energy, textile, electrical and media products sectors - clearly shows the high level of occupational safety at which our employees and partner companies operate, despite challenging times.

Digitisation: important for advancing occupational safety

Digitisation is hugely important to OGE. A few years ago, as part of the so-called digitisation waves, the technical operations department developed the idea of digitising the partner company instructions.

The main goals here were::

- Ensuring full understanding of the content through multilingualism, including an examination to obtain a corresponding certificate or access pass
- Standardisation of the concept and content of the safety briefing
- Implementation of a paperless process paired with legally compliant documentation
- Lean and cost-effective safety briefing of partner company employees (relieving OGE staff)
- Scalability and the ability to dynamically and autonomously customise content

The UWEB2000® visitor management system, which was introduced as a pilot in Mittelbrunn, Werne and Gernsheim, combines all of these requirements. In 2023, more than 20 OGE stations and operating sites were already able to work with the system.

In addition, an interface is currently being developed to incorporate access control systems - where such a system is in use. The use of the application is being continuously optimised and suggestions for optimisation from users on the ground are implemented where possible. For example, languages are being added where necessary and construction sites mapped in the station-specific components.

With some companies, OGE enjoys particularly close and long-lasting cooperation. From 2024, these so-called "partners for safety" will be able to carry out the general part of the safety briefing for the specific station prior to deployment. To this end, the relevant companies will receive special training on how to use the system. Only the station-specific part would then have to be completed at the respective location during the period of validity.

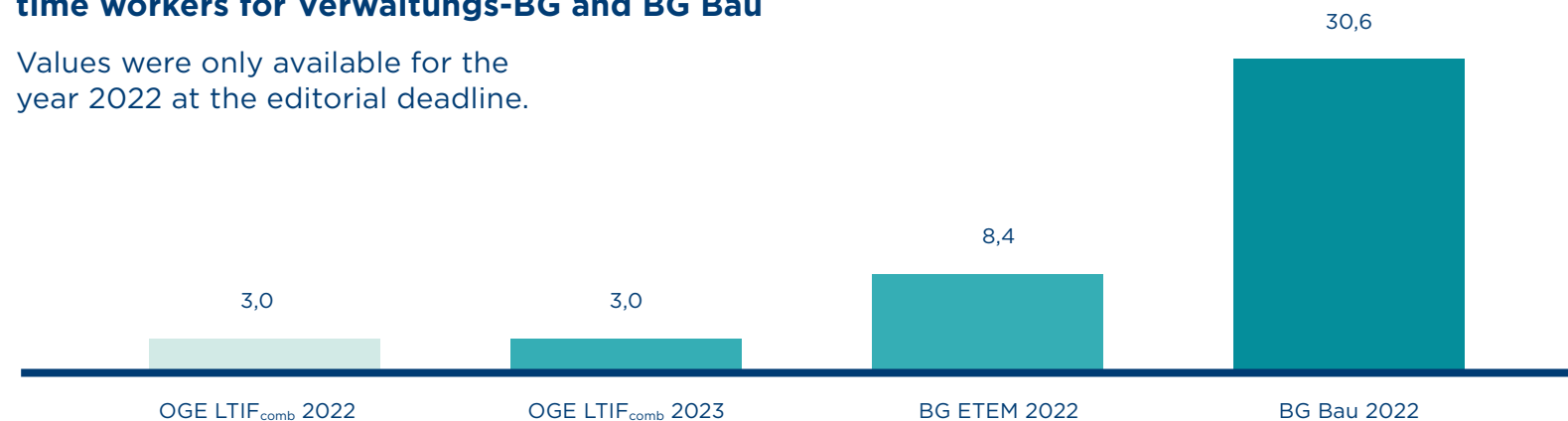
In the future - subject to the fulfilment of technical requirements in particular - the system could also be used for construction sites in the districts of the pipeline network.

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).

LTIF_{comb} accident rate at OGE compared to reportable occupational accidents per 1,000 full-time workers for Verwaltungs-BG and BG Bau

Values were only available for the year 2022 at the editorial deadline.



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, rewarding working conditions, but also actively involve our employees in the development of the company and their work environment.

Work-Life-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. Following the positive experiences of mobile working during the Corona pandemic, we updated our works agreement in 2022 to account for the new conditions. For those whose activities are suitable for mobile working, two days in the office each week were set as a benchmark. This applies both during the Corona pandemic – taking into account the occurrence of the infection, of course – and “post Corona”. At the office locations in Essen, this was supplemented by new office space concepts and further optimised through the use of virtual and hybrid formats at all locations.

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 which apply to home and elderly care as well as childcare. At our office sites in Essen, we also offer places in a nearby childcare centre.

Employees suffering from mental stress, too, 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.

Feedback in focus

We place great emphasis on employee satisfaction and staff retention. Both of these – along with the feedback from our pulse checks – were the driver behind the modification of our bonus system. The basis for the adapted model is the conviction that all employees make a contribution to the company and should benefit equally from this according to their area of responsibility. Pure performance assessment generally recedes into the background here and thus makes way for detailed and constructive feedback. In an open and appreciative exchange, employees and managers develop a joint assessment of performance and conduct using our rules and values as a basis. If the employees have shown exceptional performance or conduct during the year, this will still be recognised as part of the bonus system.

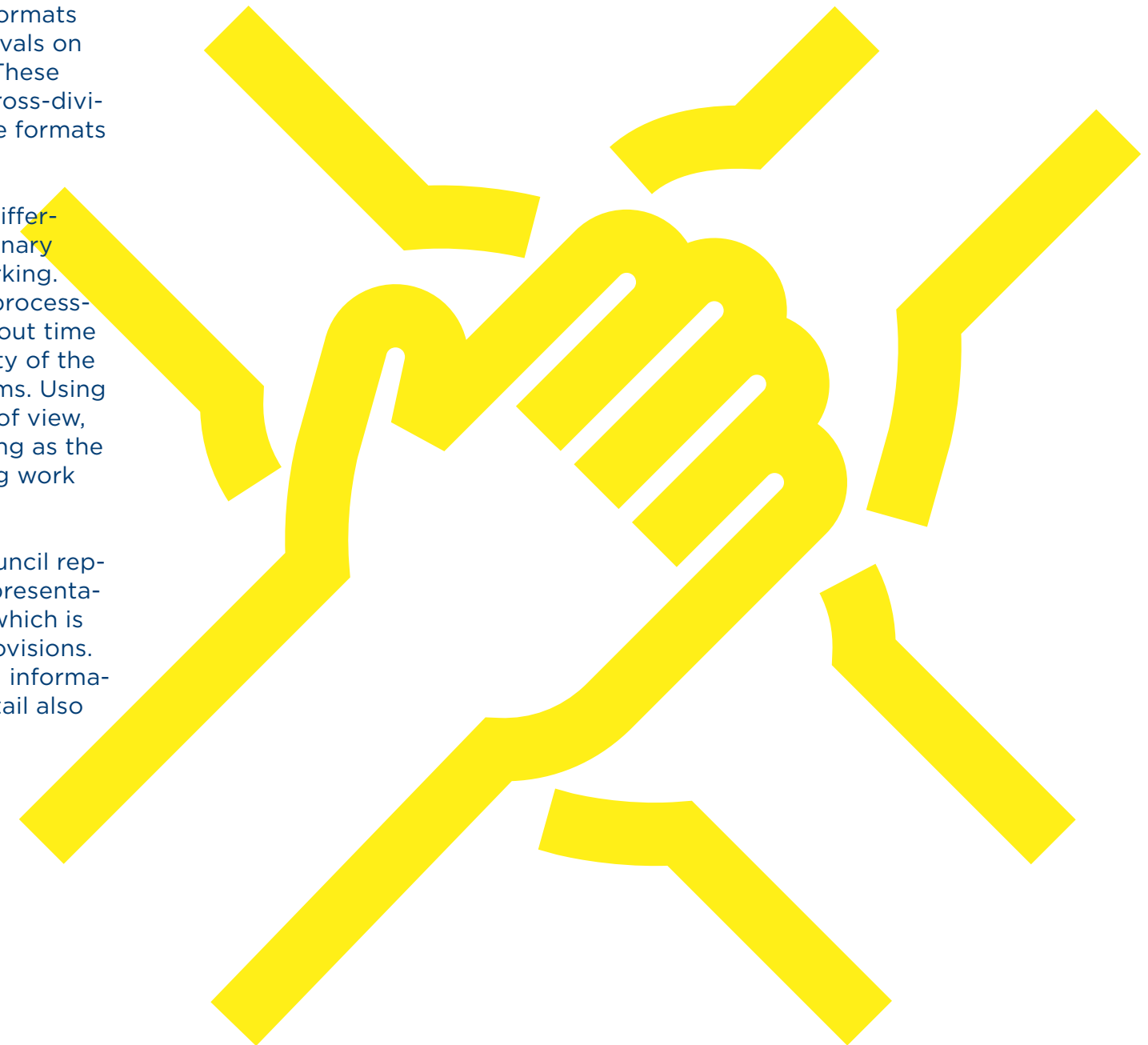
The system is being supplemented by a new bonus model. This allows managers to show appreciation for particular efforts or behaviour by individual employees or teams in a timely manner throughout the year. Managers can use non-cash and cash bonuses for this purpose – always in combination with appropriate feedback. Here too, all employees have the same opportunity to receive one or more bonuses – regardless of their classification or bonus factor.

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 the many digital and hybrid formats such as meet-ups, stand-ups or even festivals on various strategic and operational topics. These events are flanked by digital groups for cross-divisional exchange as well as digital dialogue formats via our intranet.

We bring together experts from various different departments and support interdisciplinary exchange and cross-departmental networking. Self-organised (product) teams manage processes or products comprehensively and without time limits with the aim of increasing the quality of the work results and the efficiency of the teams. Using agile methods, we foster different points of view, open communication and focussed working as the building blocks of an efficient and exciting work environment.

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.



**“Together, diverse –
but always unique:
that’s who we are.”**

Ninthuja Paramanathan, Audit Clerk, Training Officer



Shaping the future together

We are convinced that the ideas of our employees are essential and help OGE to become more sustainable, efficient and innovative.

We set no limits to ideas and forge a way ahead, to which end we work together with our employees using new creative methods. The joint platform “Ideas at OGE” provides employees with the best possible transparency regarding all contact points and initiatives relating to ideas at OGE.

Ideas management

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.

Ideas management supports important corporate issues through idea campaigns. In the fourth quarter of 2022, employees were invited to submit specific ideas on the UN goals of health and well-being as well as climate protection under the motto “Collecting ideas so that the future can grow”.

- In 2023, 307 ideas were submitted by 256 employees. OGE generates annual savings of around 1,197,000 euros through the ideas realised.
- No. 1 idea of the year: At our Krummhörn site, the consumption of energy needed to drive the compressors was reduced by making adjustments to the station’s automatic control system.

Annual savings generated through the ideas submitted: 1,197,700 €



The German Ideas Management Award - OGE twice on the podium

The German Ideas Management Award promotes ideas management in the German-speaking region and recognises companies and people who are role models in the field. The nationwide competition is the highest accolade for ideas management in Germany and is judged by an independent, 15-member jury of experts from academia and practice. The assessment criteria are linked to the goals of the 2030 Agenda for Sustainable Development.

Best idea from administration and services | First place

The prize was awarded for the idea of realising delivery-date and quality monitoring for several thousand material orders from over 100 suppliers each year via a digital platform with the participation and connection of suppliers and external service providers. This results in annual savings in the low six-figure euro range. The jury was impressed by the economic scope, future viability and applicability of the idea.

Best apprentice idea | Third place

The prize was awarded for the idea of making knowledge about workplace instructions easily accessible via videos linked to bar-codes, thereby improving safe and healthy working practices. The jury was particularly impressed by the future viability and transferability of the idea.

Innovation management

In order to drive forward the green transformation of OGE, the Innovation team reinforced and further developed existing innovation projects and also initiated new ones. In order to intensify the cooperation between OGE and start-ups this year, too - most importantly as support for the ramp-up of the hydrogen economy - the company turned to the network surrounding the H2UB. The H2UB currently comprises 60 start-ups, which participate in ongoing programmes such as the H2UB Bootcamp or the H2UB Sprint, as well as events like the HYDROVERSE CONVENTION. Thirteen companies are currently partners of H2UB. Founded as a joint venture between the RAG-Stiftung, TÜV Süd and OGE, the hydrogen start-up hub continued to grow successfully this year and gained the German Aerospace Centre (DLR) as an additional partner and shareholder.

The HySchool innovation project run by OGE and RWTH Business School has been further expanded. This now includes not only the H₂ Kick Starter - the crash course on the topic of hydrogen - but also the H₂ Deep Diver. The offering is aimed primarily at third parties. In order to raise enthusiasm about the HySchool among people interested in hydrogen, a HySchool experimental lecture was held for the interested public as part of the Essen Science Summer.

One innovation project carried out for the first time in 2023 was the OGE Innovator Challenge: an in-house innovation competition for all OGE employees. The aim of the OGE Innovator Challenge was to strengthen the topic of "entrepreneurship" at OGE. From mid-February to the end of March, 39 OGE employees submitted twelve innovative ideas in small teams via a specially created digital platform. Six teams were then able to take part in the "H2UB Bootcamp Spin-Off Edition" challenge. The partner for the programme's implementation was the BRYCK start-up and innovation centre. Over a period of three months, the teams worked intensively on their innovative ideas and gained important methodological content on how these ideas could be developed and presented as competitive business models. On 28 June 2023 the OGE Innovator Challenge concluded successfully with the final event, where the teams presented their elaborations of their innovative ideas to an expert jury. The winning team won this year's OGE Innovator Award together with 100,000 euros to develop the project. Their winning idea cultivates the link between gamification and HR as part of a new approach to recruiting.

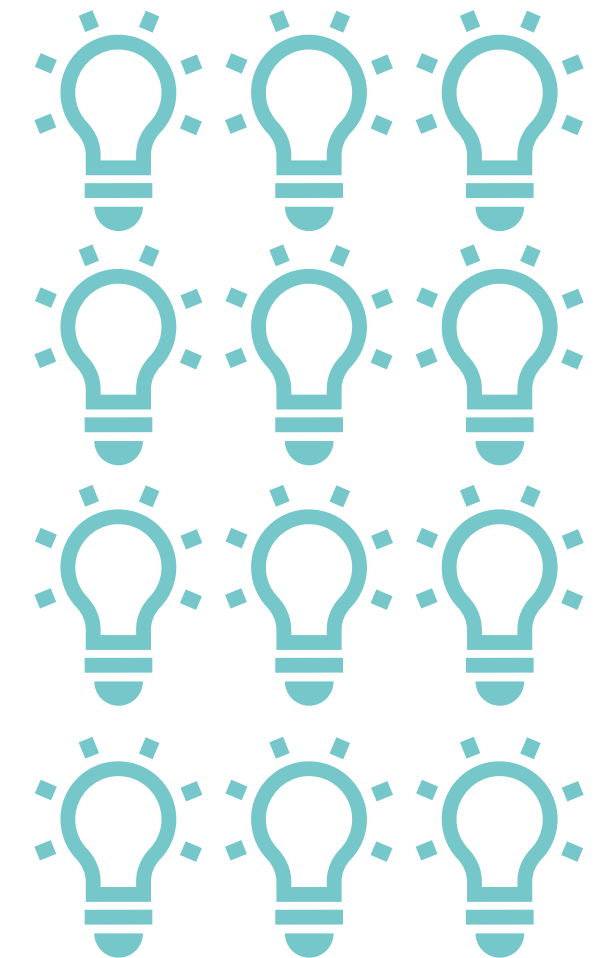
OGE's innovation activities have been recognised once again. In this year's New Work Award, for example, OGE achieved third place in the category New Business. OGE received the award for its innovation initiative "TransforMATE Energy", which deals with the idea of transformation on three levels. These include the transfer of specialist H₂ knowledge, the transfer of methodological knowledge relating to entrepreneurial thinking and action, and the combination of both of these through collaboration with start-ups.



Innovation and data management

For a long time now, digitisation has been a matter not only for the IT department, but for practically all employees. That is why we not only inform them continuously about our digitisation projects, but also involve them in the execution of such projects. We test new technologies with the employees and turn them into Minimum Viable Products (MVP) - small, quick projects with maximum added value. Of course, not all trends or new technologies can find a place at OGE, and if an MVP fails then that is still a good result for us.

Part of our innovation and data management is our Corporate Digital Responsibility programme (> website). With this, we assume responsibility for our employees, the region and society in terms of sustainability and digital transformation.



... come up with innovative ideas.

Looking ahead

OGE needs qualified and motivated employees – now and in the future. To this end, we are relying on our new junior staff strategy and a broad mix of employer branding and recruiting measures.

Investing in the future with a new young talent strategy

The next few years will be challenging for us. Many of our employees are going to retire, and at the same time the shortage of skilled workers is increasingly pressing at a time when we and our employees are driving the transformation to a green energy system.

We are proud of our strong training tradition and have taken time this year to come up with a new talent development strategy. With this, we aim to further strengthen the tried and tested as well as embrace and shape the new.

Extensive commitment

We are continuing to expand our technical training programme. Seven more training sites in North Rhine-Westphalia, Bavaria and Hessen have been set up and plans are underway for more. Meanwhile, the training workshop in Essen is being modernised and made more attractive, and as a future workshop for OGE it will strengthen central training and provide optimal support for training at localised sites. We are also anchoring future topics such as hydrogen and digitisation and at the same time supplementing our offering for young technical talent with integrated dual study-and-work courses on topics such as hydrogen.

Ready to fire up the future?

In the commercial area, we continue to focus on training industrial clerks as part of dual study-and-work programmes that cover both commercial and energy-industry content. We also supervise IT students with integrated practical training who can gain valuable practical experience in various positions.

On top of this, we offer ten trainees a department-specific trainee programme in technical and commercial areas. The programme enables us to identify talented individuals for the future and retain them in the long term, and for this we offer targeted further training opportunities on relevant specialist topics.

Number of apprentices	56		
Of which male, female, other	54	2	0
Of which technical, commercial	50	6	
Of which also completing a degree course	10		

We're fueled by your energy.

All junior staff should feel accepted, valued and integrated at OGE. For this, we rely on a modern communication mix to engage with talents, combined with attractive conditions relating to all aspects of young professional life. We offer the opportunity to get to know OGE in an uncomplicated way, to build up a strong network from the very beginning, and to discuss perspectives in the company at an early stage.

We remain in constant exchange, stand by our junior staff, and look forward to them shaping the future with us.

Employer branding - diversity, motivation and top marks: the Energy Transition team

The Energy Transition team is the expression of what defines us as an employer: we are a key player in the energy transition and are preparing Germany for the energy mix of the future. To achieve this goal, here at OGE we are all pulling in the same direction, with a corporate culture built around teamwork and appreciation. Part of this is involving employees in decision-making processes and learning from our experiences together - both with and from each other.

Satisfied employees are the key to our company's success and at the same time the best advertisement for us as an employer. We are particularly pleased that we receive ratings that are well above average in independent surveys. In 2023, for example, OGE became the most popular employer in Essen with a kununu rating of 4.3 out of a possible 5 points. The basis for this is the Most Wanted Employer ranking by kununu and the ZEIT publishing house (> website). An eNPS score (see info box) of over 60 in our regular employee survey also proves that our employees are very satisfied and willing to make an extraordinary commitment to OGE. We aim to utilise this potential of motivated employees and to this end have developed the concept of employer

brand ambassadors. The ambassadors from various departments, locations and hierarchies represent OGE - on private social media channels, at events and at trade shows. They are thus able to convey authentic and diverse insights into working life at OGE.

To further strengthen our employer brand, we initiated and implemented measures on various channels in 2023. These included classic formats such as print advertising, posters and in-person representation, as well as innovative, digital formats.

As one of the biggest employers in Essen, we place great emphasis on showing up locally and have been represented at industry and sporting events: at the beginning of 2023 we presented the Fair Play Trophy as a partner to the Essen indoor city football championship. After all, respect and appreciation play an important role in our corporate culture, too. In the summer, we were also represented by agile teams at the Energy Bike Tour and the Essen Company Run and were also active at events at decentralised locations (such as the Bonn Company Run for the nearby company sites and the Cycling World Championships in Gernsheim).

At various event series such as the Essen Science Summer, Essen Digitalised and other events, we also took part in technical discussions and presented ourselves as an innovative employer in the region.

We also want to use innovative online formats to draw the attention of young talent in particular to OGE. To this end, we launched a challenge on the online platform "XEEM" (> website) calling upon young people to submit ideas for positioning OGE among Generation Z. In an online pitch, the best seven teams presented their ideas. It's a successful example of a win-win situation, because the winning team won a prize while we gained fresh ideas directly from the relevant target group.

Be part of the energy transition!

You are our future!

eNPS:
The employee Net Promoter Score (eNPS) is a measure of employee satisfaction and allows us to draw conclusions on how loyal employees are to their employers. The eNPS is the difference between the percentage of supporters and detractors and can be between -100 and +100.

We want to develop together

Successful change can only happen when we work together. We not only involve our employees, support them in their development, and foster interaction, but also share our knowledge with external parties in order to advance the energy transition in Germany.

69%

of respondents know about our Sustainability Report.

Promoting corporate culture

We have continued our culture journey in 2023, again supporting the teams with their different challenges.

Puls Check

An important element of our corporate culture is attentive listening. We want to know and understand what our employees think and how satisfied they are with OGE as an employer.

That is why we regularly survey our employees on various topics as part of our Pulse Checks. These short surveys enable us to identify potential for improvement. We then develop suitable measures – together with our employees – and implement them together.

Alongside commitment and employee satisfaction, sustainability was the core theme of our Pulse Check in 2023. With this we aimed to find out what interests and opinions employees have with regard to environmentally friendly practices and social responsibility. The large amount of feedback on ideas about how we can make OGE even more sustainable is testament to the high level of interest in the sustainable development of the company. On the other hand, we were able to see that many of these ideas are already part of specific projects. The working group therefore developed a live format and launched it in 2023. There, we regularly inform employees about current sustainability topics and involve them in a discussion.

The participation rate and job satisfaction remain at over 60 percent. This once again demonstrates the strong loyalty to the company and a high willingness to recommend it to others, and it fills us with pride.

Optimising processes

For our cultural pillar of “Results orientation”, we developed the workshop format ProcessExcellence@OGE (PEX@OGE for short) in 2022. This is a moderated analysis of processes with the primary goal of increasing efficiency and quality, streamlining systems and reducing complexity. In this way, we create standards that can be made known to everyone involved and practised in the long term. We also ensure there is scope for future topics relating to the energy market. PEX@OGE supports our colleagues with results orientation and fosters our transformation process.

In 2023, we began implementing PEX@OGE across the board – with the support of the management and division heads. This was accompanied by several different communication formats: at the managerial conference in the spring, for example, we were able to successfully bring this format and the associated philosophy to life for the first time using gamification. The offering has since been available to all managers and employees under the title “PEX Erleben” and is regularly made use of. The offering is supplemented by the “30-minute flashlight” and detailed presentations with commentary and FAQs on our intranet. In addition, we carried out a lot of different workshops with various specialist departments to further promote the theme of results orientation.

Developing teams

Supporting colleagues with team development was also on the agenda in 2023. Teams received support, for example, following phases of reorganisation, with the structuring of tasks, and in the sense of classic team building.

Popular and innovative further training formats

The approximately 8,800 training days notched up by our employees in 2023 are testament to the fact that OGE's many different further training programmes are well received. We are driving change towards the future. Which is why we are supporting employees with tackling these challenges and with building and expanding personal, technical, cross-departmental, linguistic or IT skills. Be it in person, digitally, or in a mixed format, whether alone or in a team: we offer every opportunity for further training. In order to give all employees the chance to take part flexibly and at the same time to act sustainably, digital formats take precedence. We are constantly developing our training offering, for which the basis, among other things, is our comprehensive analysis of training needs. In addition, for each division we have nominated further training ambassadors to communicate our offering even better internally and to maintain a constant dialogue.

Our workforce includes a lot of experts who are happy to share their knowledge with their colleagues. We offer them "train-the-trainer" seminars where they can further develop their didactic skills for both in-person and online formats. These kinds of internal training sessions are supplemented by knowledge platforms where everyone can share their knowledge with colleagues quickly and easily. Hence, for example, the platform T-Pedia offers all employees the opportunity to produce their own technical articles in just a few clicks, complete with links, documents, images and videos, and to share them with others. On top of this, there are many formats produced by employees for employees with the aim of sharing knowledge: "Tech2 - knowledge about H2, green gases and CO₂", "Quarks & Co." and "SAP-up - tips & tricks for SAP".

4,3 out of 5

stars at kununu indicate a high degree of employee satisfaction.

We also act as a knowledge supplier for third parties. In the modular "OGE Live" event (> website) we convey practical information to our customers about the current gas and energy market with background knowledge. Videos and presentations are then made available to anyone via the digital customer channel. Since 2022 the HySchool further training programme has been providing participants with the necessary know-how to ramp up the hydrogen economy for OGE and other companies. HySchool is a joint project by the RWTH Aachen Business School and OGE.

On this basis, we have developed an innovative training programme specially for our trainees: "the H2 Innovator". This aims to teach participants about hydrogen technologies and innovative approaches and gives them the chance to discuss them with experts. Thanks to our close collaboration with RWTH Aachen University, we have access to high-quality expertise and the latest research findings.

On 7 August 2023 Hendrik Wüst, Premier of North Rhine-Westphalia, broke ground for construction of the OGE H2 training centre which will allow employees to gain hands-on experience with hydrogen in pipeline transmission systems. The site will be put into operation in mid-2024 and supplements our current further training programmes on this future topic.

Developing and connecting up talent

In the OGE-wide talent selection process, we have been using digital development centres and development interviews since 2020. In order to reduce travel and material costs, we have since been adapting our development modules to be able to implement them virtually: Kick-off modules, for example, are virtual as far as possible and professional impulses are also increasingly shifting online. We use visual collaboration platforms and online white boards to ensure interdisciplinary exchange. We also use them to bring together participants from different year groups. When selecting new modules and new trainers, we always pay attention to digital skills and working methods.

We are delighted to be able to give our up-and-coming talents valuable development advice and always include the respective managers in this process. In this way, we ensure that the development is continually monitored and that the talents are also considered by their managers in succession planning.

9.02

A large proportion of the workforce perceive their work as very meaningful. (eNPS)

Leadership development

Everything is changing: OGE, our environment, generations' expectations of work, and corporate culture. In times like these, it is important that we embrace and navigate these changes, so we are helping our leaders to provide orientation and act as role models.

During the pandemic, our leaders also put more work into digital leadership. For these reasons and for the sake of greater sustainability, we have created and implemented remote leadership programmes. We have used the experience to digitally redesign other formats as well, including coaching, leadership programmes and further training.

To this end, we set up development and training programmes that address and embrace leadership expectations. In doing so, we always pay attention to a sustainable implementation of the formats.

Going forward, we would like to enable our managers to consciously address their strengths as well as areas for development and to agree on individual development plans on that basis. In this way, managers can face the challenges of leadership today and in the future, while at the same time strengthening our corporate culture and staff loyalty.

Shaping the future of work today: sustainable concepts for modern workplaces and communal areas

Employees who feel good in their workplace are healthier, more motivated, and more committed. That's why we are developing new concepts and offerings throughout OGE for a future-proof work environment and the personal development of our employees. We are forging ideas together with colleagues from all areas of the company in order to achieve better and lasting results and to strengthen our corporate culture of participation. The "working world ambassadors" and the "workplace hosts" are two examples of working groups that represent the diversity of our workforce and support us in designing and implementing measures.

Alongside classic office workplaces, we have created further communal areas on site. In meet-up zones and active spaces, we can chat to colleagues or hold informal meetings. In the occasional game of table football, we see the OGE team spirit up close. Quiet havens, such as peaceful lounges or seating areas in the open air, invite staff to retreat when necessary, to work in peace, or to recharge their batteries. Our managers at our Essen sites regularly arrange team days with their teams in the communal areas in order to discuss current projects, define shared goals and to strengthen team spirit. At our operating sites along our transmission pipelines, too, we want to link up to our initial successes and create more

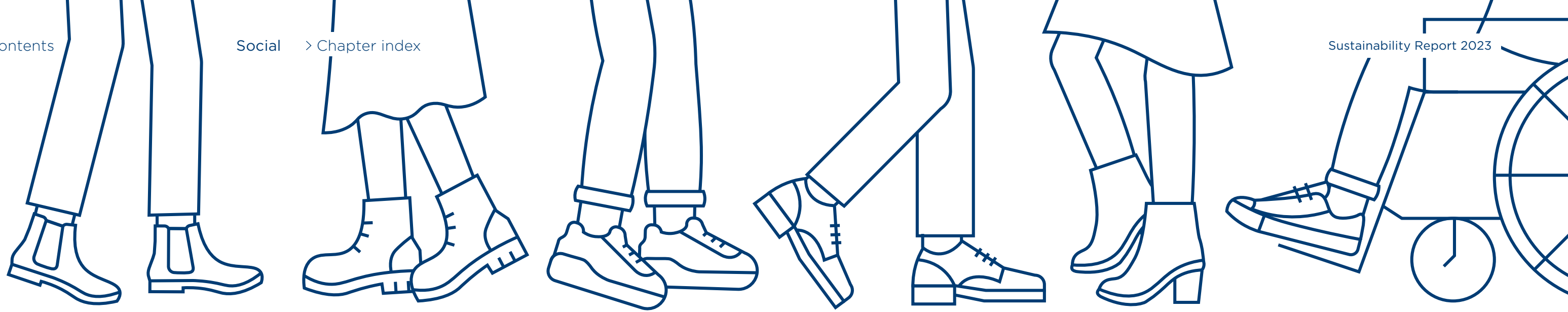
communal areas for our technical staff in particular. In the future, we also want to create more attractively furnished communication and quiet zones to provide a contrast to the demanding physical work.

With all measures, it is important that the managers and their teams decide for themselves how their own shared-desk and communal areas are designed. We actively promote dialogue so that the best concepts can also be adopted in other areas of the company. After all, customising the workplace and the flexibility this creates are not just a fad for us: they are sensible measures to increase the satisfaction and productivity of our employees.



“From the compressor station to the playground at home: it’s all possible at OGE!”

Tim Alberts, Maintenance Specialist in the Wardenburg sector, on parental leave



Shaping and anchoring diversity in the organisation

In times of a shortage of skilled workers and constant changes in the working environment and business field, it is important for us as an employer to position ourselves clearly on topics that are important to our employees.

We place emphasis on diversity. Our diversity strategy “Together for each other” is derived from our corporate strategy and supports OGE’s transformation, promoting innovation and creativity and strengthening our corporate culture. Diversity is who we are – the sum of the similarities and differences that our employees bring with them.

To embed diversity, it is essential to define how we all act on a daily basis and in our HR processes. This includes clarity on responsibilities and processes that are consciously designed to allow and value experiences and to reduce barriers in our interactions with each other. In this way, we ensure that all employees and managers are able to

- feel included and heard
- feel respected and valued
- participate.

Together for Each Other programme:

- Strengthening our diversity. Together we are strong.
- At OGE we want EVERYONE to feel welcome, respected and valued.
- With us, EVERYONE has the opportunity to contribute, succeed and develop.
- We listen carefully and look closely so that we can take advantage of ALL opportunities. When opportunities arise, we seize them and shape diversity by taking action, especially in leadership.

#ichbinOGE

Diversity makes us strong: we are convinced that fostering diversity at OGE makes us an even more innovative and successful company. That's why we used German Diversity Day on 23 May 2023 as the occasion for a digital kick-off with around 600 employees as a way to get the ball rolling on the topic of diversity at OGE.

This is more than just paying lip service for us, and diversity is playing an important role in the transformation of OGE, as emphasised by Thomas Hübener, the diversity patron on the Board of Management: "As part of our transformation, we place great emphasis on diverse teams that use differing perspectives and experiences to find creative solutions."

Our aim is to shape diversity and embed it sustainably at OGE. This is a goal we have committed to - formally, in fact, as a signatory to the Diversity Charter (> website) and personally with regard to our employees.

Our diversity strategy sets various priorities for our actions:

- Inspiring: We inspire by taking action, through personal stories and with clear messages.
- Networking: We create moments of encounter and exchange and build strategic partnerships.
- Developing: We offer further training on topics relating to diversity and management and have rules and regulations in place to ensure equal opportunities.

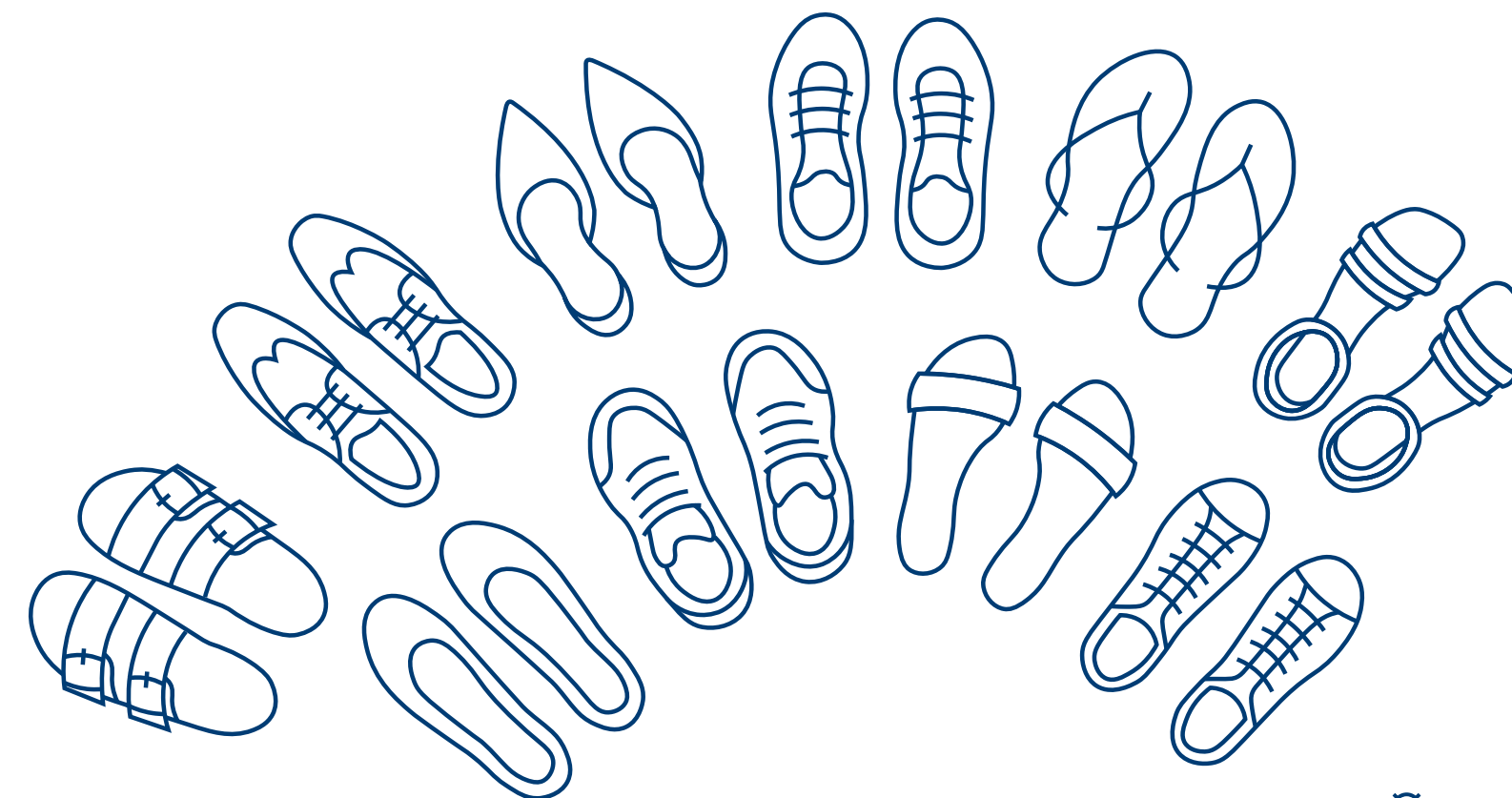
To kick off our strategic measures, we told the personal stories of employees from the company with the #IamOGE interview series, thereby inspiring our colleagues. Our diverse employer brand ambassadors likewise inspire with their individual insights into their work at OGE.

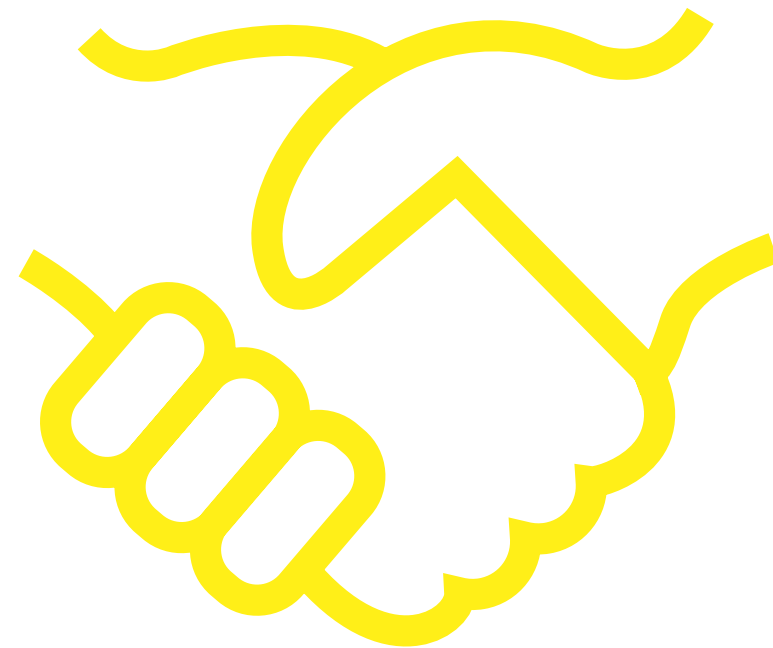
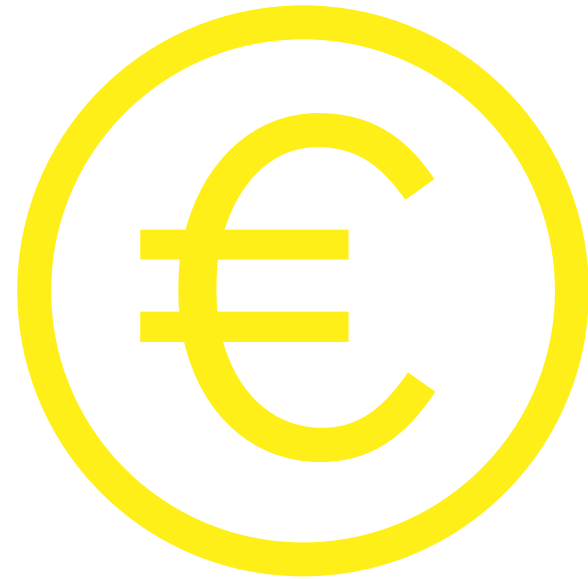
In order to embed diversity in our corporate culture, we also train our employees in this area, whereby our managers play a particular role. We plan training sessions, for example, on unconscious bias in order to avoid exclusion and discrimination. On top of this, we run workshops to support our teams in learning about and dealing with diversity in behavioural styles.

Diversity is not created in a vacuum: to realise our diversity aspirations, we need many shoulders and a resilient network. Hence, at OGE we set up a "sounding board" with various employees from the company, which supports us in implementing our measures. And externally, too, we are building a network with partners who support us with our diversity strategy. To name a few examples:

- Through a collaboration with the university careers centre FEMTEC, we are able to meet female STEM talent and can strengthen our employer brand at the same time.
- With the "Joblinge" programme, we give opportunities to young people who have had a difficult start in life and support them as they begin a technical apprenticeship.
- We establish contact with people with hearing impairments and at the same time strengthen our pipeline of young talent.

We are constantly adapting our processes to ensure that diversity also becomes part of our day-to-day work. Hence, we have revised our job adverts using inclusive language and provide accessible company information in videos and other formats.





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.

Essener Engagement Forum

The Essen Engagement Forum is a joint event organised by Ehrenamt Agentur Essen e.V., Sparkasse Essen and the City of Essen's Office for Civic Participation and Volunteering. The forum was supported and made possible by EWG - Essener Wirtschaftsförderungsgesellschaft mbH, Digital-Campus Zollverein and the German Foundation for Engagement and Volunteering, among others. OGE is involved in the network with the aim of shaping transformation, social prosperity and sustainability in Essen. This requires trusting communication and short paths of cooperation between business, civil society and the city administration. This dialogue also gives us the opportunity to get to know potential partners with whom we can engage on the topics of equal opportunities, diversity and promoting young talent. Here, thanks to the diverse perspectives, we have received valuable impetus, which we are now putting into practice - for example, we want to increasingly integrate our "Joblinge" trainees into our apprentice programme.

Essen Mobility Partnership and "Gold" bicycle-friendly employer

Since back in 2021, we as OGE have been a member of the Essen Mobility Partnership, which is committed to sustainable mobility and improving air quality. The common goal of the partnership is efficient and environmentally friendly mobility for and in Essen. As a company, we have already been promoting the use of bicycles and public transport for employees for a long time in order to make a corresponding contribution, and this applies not only to our site in Essen, but also to every other OGE site.

In this context, OGE already showed its commitment to green mobility back in 2020 when it obtained gold certification as a bicycle-friendly employer, and this certification was renewed in 2023. The EU-wide seal "Certified Cycle-Friendly Employer" is awarded in Germany exclusively by the German Cyclists' Club (ADFC).

Charitable projects

Every year, we and our subsidiaries support numerous charitable projects through the “Last Few Cents/Euros” campaign. Around half of the workforce is involved in this initiative, whereby participants have their net monthly salary rounded down – since 2019 not only by the “last few cents”, but also to five or ten euros (“last few euros”). These contributions are collected and matched by OGE at the end of the year. Our employees propose organisations to which donations are made, and a committee made up of company and employee representatives then decides which proposals will be implemented and the amount of the donation.

In 2023, employees and OGE donated 26,570 euros. This was used to support these charitable organisations:

- André-Streitenberger-Haus, Kinderklinik Datteln
- Drogenhilfeeinrichtung Kick, Dortmund
- Gänseblümchen-NRW e. V.
- Hans-Christian-Andersen Schule, Castrop-Rauxel
- Jugend-Verkehrsschulen der Verkehrswacht Essen
- Malteser Kempen – Suppenküche
- NaBeBa e. V.
- Projekt „Gabenzaun Altenessen“
- Schweinfurter Kindertafel e. V.
- Umweltbildung in Heiligenhaus e. V.

Since OGE was founded in 2010, around 160,000 euros have been donated through this campaign and thus wide-ranging social engagement made possible. With the expansion of the campaign to include remaining euros, the annual donation volume could be increased once again.

Local discussions about construction projects

Construction projects for gas infrastructure affect the interests of many people locally. It is understandable that the interests of individual local residents cannot always be reconciled with the interest of the general public in a secure energy supply, which is why we try to provide information as early, transparently and comprehensively as possible through professional and structured communication.

Even before the legally prescribed approval processes begin, we analyse for each major construction project which groups of people could be affected by our construction activities. Our goal here is to take into account and involve as many affected persons and groups of persons as possible.



Our most important communication activity here has proven to be direct dialogue with local citizens. At these so-called Dialogue Markets, our experts are available personally to 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. Information from the discussions, for example, may flow directly into the route selection process.

Information about a project and direct contact persons are also available before and after the Dialogue Markets, be it via information boards at the construction sites, construction fence banners, advertisements in regional media, flyers as mailings to residents, or a project website.



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Code of Conduct for Suppliers: impetus for sustainable action

The Code of Conduct formulates our social, environmental and ethical expectations along our supply chains.

According to the Supply Chain Duty of Care Act (LkSG), OGE must address appropriate preventive measures in the form of human rights and environmental expectations of its suppliers from 2024 onwards. In anticipation of this regulation, OGE already developed and published a Code of Conduct for Suppliers back in 2022, which we will roll out gradually among our suppliers (> website).

In addition to fulfilling the legal requirements of the LkSG, OGE pursues the following goals with its Code of Conduct:

- Clear commitment to a sustainable procurement policy
- Providing impetus for a dialogue with suppliers to jointly drive forward relevant aspects of sustainability such as emissions reduction or environmental protection
- Clear positions on compliance aspects to ensure integrity in our actions.

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Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG)

Our own high standards become the benchmark for our suppliers.

For our close partner-suppliers, employee health and environmental protection have always been very important.

In order to continue on this path, OGE established processes and systems for assessing and monitoring suppliers already in 2023 and therefore a year before the company becomes bound by the legal obligation to implement the Supply Chain Due Diligence Act (LkSG). We are thus able to analyse and evaluate abstract sector and country risks among our suppliers and carry out formalised supplier-related assessments.

In an initial wave, approx. 950 suppliers underwent a risk analysis and approx. 290 a specific assessment. The goal is to recognise risks relating to human rights, health and the environment in good time and to avoid critical incidents. In the event of violations, we will enter into a close dialogue with the supplier to discuss remedial measures. Violations can also be reported anonymously via our publicly accessible whistleblower platform (> website).

The management at OGE supports the goal of the LkSG, namely to protect human rights and to improve the environment in Germany and in global supply chains. To this end, a human rights officer was appointed in spring 2023 in accordance with Section 4 (3) LkSG (> website). Thus, OGE now has an official point of contact on the matter of supply chains for all employees and all external partners. The tasks of the human rights officer include monitoring the implementation and execution of risk management in compliance with the LkSG.

Neutral and independent in the representation of interests

As a regulated gas transmission system operator (TSO), we are party-politically neutral.

Party-political neutrality

We therefore do not donate to political parties as a matter of principle. However, 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), the German Technical and Scientific Association for Gas and Water (DVGW) and the Association of Gas Transmission System Operators (FNB Gas). At European level, we are represented in Hydrogen Europe and Gas Infrastructure Europe, among others.

EU Transparency Register and Lobby Register of the German Bundestag

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 the entries in the registers, OGE and the registered stakeholders have undertaken to comply with the respective codes of conduct.

Non-discriminatory network access for all shippers

We treat all our shippers equally.

Transparent flow of information

That also means that all shippers and participants in the gas market enjoy the same, non-discriminatory access to market information subject to publication requirements. For this purpose, we offer them a transparent flow of information with an 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.

Maintenance work, construction, modifications and expansion projects

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. 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. To increase transparency, REMIT imposes an obligation for companies to publish any 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.

This information must be made available to all market participants promptly and simultaneously. All OGE employees completed another training session on this in 2023.



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 to the responsible OGE employees 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 is confirmed to us in regular recertification and repeat audits by external bodies (> website).

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 environmental index

The appendix contains various key figures and information on the following topics: occupational safety, environmental aspects, ratings, and certificates. You will find links to the OGE Annual Report 2022 and the VGT Consolidated Financial Statement 2022. The GRI content index provides a detailed overview.

1. Key figures on occupational safety
> Page 86
2. Key figures on the environment
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3. GRI Content Index > Page 88
4. Topics in the 2021 Oil & Gas Sector Standard that are considered non-material
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5. Commitment to high ESG standards:
Vier Gas Transport GmbH's ESG ratings
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Key figures on occupational safety

Table 1: Number of accidents and fatalities

	2018	2019	2020	2021	2022	2023
TRI_{comb}	31	32	33	23	25	21
TRI_{OGE}	4	11	15	8	9	5
TRI_{FF}	27	21	18	15	16	16
LTI_{comb}	30	31	29	22	20	20
LTI_{OGE}	4	11	12	8	8	5
LTI_{FF}	26	20	17	14	12	15
Death_{comb}	0	0	0	0	0	0
Death_{OGE}	0	0	0	0	0	0
Death_{FF}	0	0	0	0	0	0

Table 2: Accident rates

	2018	2019	2020	2021	2022	2023
TRIF_{comb}	4,5	4,9	4,7	3,7	3,8	3,2
TRIF_{OGE}	1,5	4,2	5,4	2,9	3,2	1,8
TRIF_{FF}	6,3	5,4	4,3	4,4	4,2	4,3
LTIF_{comb}	4,3	4,8	4,2	3,5	4,2	3,0
LTIF_{OGE}	1,5	4,2	4,3	2,9	3,0	1,8
LTIF_{FF}	6,1	5,1	4,0	4,1	3,1	4,0

Table 3: Target accident rate TRIF_{comb}

	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Target TRIF_{comb}	4,6	4,4	4,2	4,0	3,9	3,8	3,7	3,6	3,5	3,4

Table 4: Explanation of terms / glossary

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

Key figures on the environment

Table 5: Key environmental figures

	Unit	2019	2020	2021	2022	2023
Scope 1 (CO₂e)	kt CO ₂ e	589	515	417	702	468
Scope 2 (CO₂e)	kt CO ₂ e	26	26	31	0	0
Scope 1+2 (CO₂e)	kt CO ₂ e	313	542	448	702	468
NO_x	t	398	367	215	450	255
CO	t	353	735	329	612	345
Total waste	t	2.178	3.467	4.496	5.363	2.204
“Dangerous” proportion	t	1.006	1.975	1.989	4.159	921
Proportion for disposal	t	386	1.294	804	3.353	856
Proportion for recycling	t	1.792	2.173	3.692	2.010	1.348
Energy consumption: natural gas	GWh	2.570	2.213	1.857	3.552	2.318
Energy consumption: electricity	GWh	65	72	74	239	204

Table 6: Reduction targets for greenhouse gas emissions (Scope 1 and 2)

	Reduktion in Prozent	Emissions in kt CO ₂ e
2025	-45 %	491
2030	-55 %	401
2035	-65 %	312
2040	-75 %	223
2045	-100 %	0

The data on air the pollutants NO_x and CO relate to the emissions caused by the natural-gas-fired compressor drives; the corresponding emissions from the auxiliary systems and the vehicle fleet are not systematically recorded.

The waste volumes correspond to the total volume handed over by OGE as the waste producer for proper disposal. The quantities of individual waste fractions such as mixed municipal waste have been estimated, as they are not generally weighed upon handover. Hazardous waste is generated primarily during major pipeline construction projects. Waste volumes are subject to strong fluctuations, as some of the waste is generated during project and rehabilitation measures, which can have a notable impact on the total waste volumes depending on the type and scope of the measures. The completion of major rehabilitation measures in 2022 resulted in lower total waste volumes in 2023.

Water consumption and wastewater generation are regularly recorded as part of the assessment of our environmental aspects for the individual locations. However, due to their minor significance overall, they are not systematically recorded or evaluated as a key performance indicator.

GRI Content Index

Open Grid Europe GmbH has reported the information presented in this GRI Index for the period from 1 January to 31 December 2020 with reference to the GRI standards, specifically the GRI 1: Foundation 2021 and the GRI 11 for the Oil and Gas Sector 2021.

In addition to the Sustainability Report, further information can also be found in the integrated management system manual, the OGE annual financial statements 2023, and the VGT consolidated financial statements 2023.

	Disclosure	Topic	Page	Omission	Explanation	GRI 11 Ref. Nr.
GRI 2: General Disclosures 2021	General disclosures					
	2-1	Organizational details	15			
	2-2	Entities included in the organization's sustainability reporting	97			
	2-3	Reporting period, frequency and contact point	97			
	2-4	Restatements of information	n/a			
	2-5	External assurance	n/a		There was no external audit.	
	2-6	Activities, value chain and other business relationships	15, 28, 31, Jahresabschluss 2023, Gewinn- und Verlustrechnung			
	2-7	Employees	18			
	2-8	Workers who are not employees	18		Number of employees as of 31.12.2023	
	2-9	Governance structure and composition	4, 15, Handbuch		The proportion of the organisation's activities carried out by non-employees who are not employees, is not material	
	2-10	Nomination and selection of the highest governance body	15, 18, Jahresabschluss 2023, Aufsichtsrat der Open Grid Europe GmbH			
	2-11	Chair of the highest governance body	15, Jahresabschluss 2023, Aufsichtsrat der Open Grid Europe GmbH			
	2-12	Role of the highest governance body in overseeing the management of impacts	14, 28, 35, 63, 80 Jahresabschluss 2023, Darstellung des Chancen- und Risikomanagementprozesses			
	2-13	Delegation of responsibility for managing impacts	4, 15, Handbuch			
	2-14	Role of the highest governance body in sustainability reporting	Handbuch		The OGE management reviews and approves the approves the sustainability report.	
2-15	Conflicts of interest	35, 96				

	Disclosure	Topic	Page	Omission	Explanation	GRI 11 Ref. Nr.
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	15		The nature and total number of critical concerns are confidential	
	2-17	Collective knowledge of the highest governance body	4			
	2-18	Evaluation of the performance of the highest governance body	4, 15			
	2-19	Remuneration policies	4, 15, Jahresabschluss 2023, Aufsichtsrat der Open Grid Europe GmbH			
	2-20	Process to determine remuneration	4, 15, Jahresabschluss 2023, Aufsichtsrat der Open Grid Europe GmbH			
	2-21	Annual total compensation ratio	Jahresabschlüsse 2022 und 2023, Geschäftsführung der Open Grid Europe GmbH sowie Lageberichte 2022/2023 der Open Grid Europe GmbH, Abschnitt „Mitarbeiter“			The remuneration of the management is presented in the annual financial statements
	2-22	Statement on sustainable development strategy	2, 4, Handbuch-Erklärung der Geschäftsführung			
	2-23	Policy commitments	4, 15, 32, 35, 37, 38, 42, 56, 59, 63, 84, 96, Handbuch-Erklärung der Geschäftsführung			When new employees join the company, they are trained on the contents of the of the Code of Conduct. All employees: are obliged to take part in regular re-fresher training.
	2-24	Embedding policy commitments	Handbuch			
	2-25	Processes to remediate negative impacts	Handbuch			
	2-26	Mechanisms for seeking advice and raising concerns	35			
	2-27	Compliance with laws and regulations	59, 96			
	2-28	Membership associations	20			
	2-29	Approach to stakeholder engagement	4, 15, 67, 70, 96			
	2-30	Collective bargaining agreements	Handbuch, 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.

	Disclosure	Topic	Page	Omission	Explanation	GRI 11 Ref. Nr.
GRI 3: Material Topics 2021	Material topics					
	3-1	Process to determine material topics	4			
	3-2	List of material topics	4, 95			
	3-3	Management of material topics	4, 15, 32, 35, 37, 38, 42, 52, 56, 59, 63, 74, 82, 83, 96 Handbuch			11.2.1
GRI 201: Economic Performance 2016	Economic performance					
	201-1	Direct economic value generated and distributed	Jahresabschluss 2023, Mitarbeiter, Gewinn und Verlustrechnung			11.14.2
	201-2	Financial implications and other risks and opportunities due to climate change	4, 42, Jahresabschluss 2023, Mitarbeiter, Gewinn und Verlustrechnung			
	201-3	Defined benefit plan obligations and other retirement plans	27, 96			
	201-4	Financial assistance received from government	35, 83		Funding received in 2022 is listed in OGE's lobby register entry for federal advocacy	
GRI 203: Indirect Economic Impacts 2016	Indirect economic impacts					
	203-1	Infrastructure investments and services supported	4, 15, 27, 28, 31, 37, 80			11.14.4
	203-2	Significant indirect economic impacts	4, 15, 27, 28, 31, 37, 80			11.14.5
GRI 204: Procurement Practices 2016	Procurement practices					
	204-1	Proportion of spending on local suppliers	37			11.14.6
GRI 205: Anti-corruption 2016	Anti-corruption					
	205-1	Operations assessed for risks related to corruption	35			11.20.1
	205-2	Communication and training about anti-corruption policies and procedures	35			11.20.5
	205-3	Confirmed incidents of corruption and actions taken	35			11.20.6
GRI 206: Anti-competitive Behavior 2016	Anti-competitive behavior					
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	35		OGE was not a party to the legal proceedings mentioned here during the reporting period.	11.19.1 11.19.2

	Disclosure	Topic	Page	Omission	Explanation	GRI 11 Ref. Nr.
GRI 207: Tax 2019	Tax					
	207-1	Approach to tax	35, Handbuch, VGT Konzernabschluss 2023, Anhang „Ertragssteuern“			
	207-2	Tax governance, control, and risk management	35, Handbuch, VGT Konzernabschluss 2023, Anhang „Ertragssteuern“			
	207-3	Stakeholder engagement and management of concerns related to tax	35, Handbuch, VGT Konzernabschluss 2023, Anhang „Ertragssteuern“			
	207-4	Country-by-country reporting	35, Handbuch, VGT Konzernabschluss 2023, Anhang „Ertragssteuern“		Not relevant, as OGE only pays taxes in Germany	
GRI 302: Energy 2016	Energy					
	302-1	Energy consumption within the organization	59			11.1.2
GRI 304: Biodiversity 2016	Biodiversity					
	304-2	Significant impacts of activities, products and services on biodiversity	56			11.4.1 11.4.3
GRI 305: Emissions 2016	Emissions					
	305-1	Direct (Scope 1) GHG emissions	52			11.1.5 11.2.3 11.1.1
	305-2	Energy indirect (Scope 2) GHG emissions	52			11.1.6
	305-5	Reduction of GHG emissions	52			
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	87			11.3.2
GRI 306: Waste 2020	Waste					
	306-2	Management of significant waste-related impacts	59, 87			
GRI 308: Supplier Environmental Assessment 2016	Supplier environmental assessment					
	308-1	New suppliers that were screened using environmental criteria	82			
GRI 401: Employment 2016	Employment					
	401-1	New employee hires and employee turnover	18			11.10.2
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	27, 67			11.10.3
	401-3	Parental leave	18, 67			11.11.3 11.10.3

	Disclosure	Topic	Page	Omission	Explanation	GRI 11 Ref. Nr.
GRI 402: Labor/Management Relations 2016	Labor/management relations					
	402-1	Minimum notice periods regarding	67		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.	11.10.5
GRI 403: Occupational Health and Safety 2018	Occupational health and safety					
	403-1	Occupational health and safety management system	63, 96			11.9.1 11.9.2
	403-2	Hazard identification, risk assessment, and incident investigation	63, 96			11.9.3
	403-3	Occupational health services	63, Handbuch			11.9.4
	403-4	Worker participation, consultation, and communication on occupational health and safety	63, 67		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	11.9.5
	403-5	Worker training on occupational health and safety	63, 67			11.9.6
	403-6	Promotion of worker health	63			11.9.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	63			11.9.8
	403-8	Workers covered by an occupational health and safety management system	63, 84			11.9.9
	403-9	Work-related injuries	84			11.9.10

	Disclosure	Topic	Page	Omission	Explanation	GRI 11 Ref. Nr.
GRI 404: Training and Education 2016	Training and education					
	404-1	Average hours of training per year per employee	18		42.1 hours per FTE. This value does not include the hours occurring during the apprenticeship.	11.11.4 11.10.6
	404-2	Programs for upgrading employee skills and transition assistance programs	74			11.10.7
	404-3	Percentage of employees receiving regular performance and career development reviews	18		At OGE, there is a uniform system for conducting at least annual target achievement and development discussions that applies to all employees.	
GRI 405: Diversity and Equal Opportunity 2016	Diversity and equal opportunity					
	405-1	Diversity of governance bodies and employees	18, 78		OGE is committed to equal opportunities and diversity. Therefore, differentiation according to minorities is not relevant for us.	11.11.1 11.11.5
	405-2	Ratio of basic salary and remuneration of women to men	Handbuch		Remuneration is based on the position and its evaluation, regardless of the gender, nationality or religion of the jobholder.	11.11.6
GRI 406: Non-discrimination 2016	Non-discrimination					
	406-1	Incidents of discrimination and corrective actions taken	35		No cases of discrimination were reported during the reporting period	11.11.7
GRI 408: Child Labor 2016	Child labor					
	408-1	Operations and suppliers at significant risk for incidents of child labor	35, 82		OGE has a zero-tolerance policy towards child labor.	
GRI 409: Forced or Compulsory Labor 2016	Forced or compulsory labor					
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	35, 82		OGE has a zero-tolerance policy towards forced labor.	
GRI 413: Local Communities 2016	Local communities					
	413-1	Geschäftsstandorte mit Einbindung der lokalen Gemeinschaften, Folgenabschätzungen und Förderprogrammen	37, 80			11.15.2
GRI 414: Supplier Social Assessment 2016	Supplier social assessment					
	414-1	New suppliers that were screened using social criteria	82			11.10.8

	Disclosure	Topic	Page	Omission	Explanation	GRI 11 Ref. Nr.
GRI 415: Public Policy 2016	Public policy					
	415-1	Political contributions	83		Our > Policy Briefs focus on key issues that are the focus of political campaigning and lobbying.	11.22.1 11.2.4
GRI 417: Marketing and Labeling 2016	Marketing and labeling					
	417-1	Requirements for product and service information and labeling	83			
GRI 418: Customer Privacy 2016	Customer privacy					
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	84, Handbuch			

Topics in the 2021 Oil & Gas Sector Standard that are considered non-material

Nr.	Topic	Explanation
11.5	Waste	The projects and activities of the OGE comply with the relevant waste regulations. However, due to the nature of the OGE's activities, the topic is not essential. An operations officer for water protection and waste regularly monitors all operational sites and advises and supports those responsible on site in all matters relating to environmental matters. The appointment of a waste officer was voluntary.
11.6	Water and effluents	OGE's projects and activities comply with the relevant water and wastewater regulations. However, due to the nature of OGE's activities, the topic is not material. Water consumption and wastewater production are regularly recorded as part of the evaluation of our environmental aspects for the individual sites. However, due to the overall low importance, there is no systematic recording and evaluation as a company key figure. An operations officer for water protection and waste regularly monitors all operational sites and advises and supports those responsible on site in all matters relating to environmental matters. The appointment of a waste officer was voluntary.
11.7	Closure and rehabilitation	OGE does not anticipate closures with a significant impact. Our corporate strategy focuses on the continuous use of our infrastructure assets to transport low-carbon gases and CO ₂ in the future. Our staff is trained to operate the network for the transport of these gases.
11.12	Forced labor and modern slavery	OGE operates within Germany and its legal framework, which prohibits and prosecutes forced labor and modern slavery. The circumstances described in this topic do not apply to OGE.
11.13	Freedom of association and collective bargaining	OGE defends freedom of association and the right to collective bargaining. The works council at OGE is involved in corporate decisions in accordance with German law. We also require our suppliers to comply with the freedom of association and collective bargaining, as documented in our Supplier Code of Conduct.
11.16	Land and resource rights	OGE's projects and activities do not lead to involuntary relocation, and vulnerable groups are not particularly affected by OGE's activities.
11.17	Rights of indigenous peoples	OGE operates in Germany and to our knowledge there are no indigenous peoples in Germany within the meaning of the GRI definition.
11.18	Conflict and security	OGE operates in Germany, a country that is not located in a conflict zone. As the operator of a gas transmission system in Germany, we are not affected by possible conflicts in connection with exploration. Of course, the security service providers we commission must comply with German legislation, and human rights must be respected.
11.21	Payments to governments	OGE pays taxes in Germany, but does not make any other payments to governments. In addition, OGE is not a state-owned enterprise (SOE) within the meaning of the GRI Standards.

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 ¹³	CCC to AAA	A (06/2023)	A (07/2022)
Sustainalytics ¹⁴	100 to 0	21.7 (11/2023)	24.2 (08/2022)
ISS ESG	D to A+	C+ (11/2023)	C+ (10/2022)

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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 2023.
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 2023. 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 2023.

OGE plans to publish its sustainability report annually. This report was published on 26 April 2024.

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

www.oge.net/nachhaltigkeit

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