



Sustainability Report 2022

Evolving through transformation



Dear readers,

The year 2022 was marked by Russia's war of aggression in Ukraine, which is still causing terrible suffering, and there is sadly no end in sight in spring 2023. Due to the drastic curtailment of Russian gas supplies, in Germany and Europe the security of the energy supply became more of a focus than it had been for a long time. At the end of 2022 we can safely say that the tremendous efforts of politicians, authorities, companies and households have helped to prevent supply interruptions. The next winter of 2023/2024 will still be challenging, but it is clear that in both Germany and Europe, if we set priorities, work side by side and make courageous decisions, we are capable of action.

With the construction of Wilhelmshaven pipeline link (WAL) in record time, we as OGE have made an important contribution to ensuring that gas from LNG tankers has been able to reach customers in Germany and Europe from December 2022. Further expansion projects are to follow. The loss of Russian gas supplies has had a major impact on the operation of the gas pipeline networks in Europe and Germany, and we have dealt with these changed transmission conditions admirably: Due to the absence of the transport flow from the east, natural gas is now coming primarily from the north and west and has to be transported towards the east and south. These reversed gas flows mean longer transmission routes and significantly more running hours for our compressors, which unfortunately also means significantly higher CO₂ emissions than in 2021.

Now it is fundamental that, in addition to the ongoing need for acute crisis management, we put the political and social focus back on the medium to long-term strategic goals of climate protection and the energy transition. After all, this involves nothing less than a transformation of the entire energy system towards renewable energies – by means of electrons and molecules. We have already started this transformation! Hence the key action area of our sustainability strategy is: We are transforming our core business. This will allow



us to ensure a long-term, sustainable and secure energy supply. We want to play a leading role in the development of the hydrogen economy, convert existing grids and expand them through new-build projects where required. We are experts in gaseous energy and are able to implement large infrastructure projects on time and on budget and manage complex networks. We have been working closely with partners along the entire value chain for decades. By creating a CO₂ transmission network, we also want to facilitate decarbonisation for customers whose processes will emit CO₂ in the long term. However, for hydrogen and CO₂ transmission alike, there is one important factor: Without the right legal and regulatory framework, we cannot get started. It's like sitting ready to go and fully charged up in front of a red light. We therefore need quick decision-making so that we and the entire energy industry can implement the transformation.

Our sustainability report gives you an insight into our company, shows our highly committed and competent employees, and outlines the multitude of projects that are driving change at all levels. We hope you enjoy reading it and would be delighted to discuss it further with you.

A secure supply



Dr. Jörg Bergmann
Chairman of the Board of Management

Jan Willem Lenders
sustainability manager



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Strategy

Transform mat



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

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

Our purpose makes clear what OGE stands for: We are actively advancing the energy transition. The “energy mix of the future” is crucial to achieving the climate protection targets in a way that is lasting, certain and affordable while at the same time securing energy supplies for households and industry. We are committed to the targets of the international Paris Climate

Agreement and to Germany’s climate protection goals. The commitment is fundamental and poses a challenge: On the one hand, natural gas is needed as a bridging technology as nuclear energy and coal are gradually phased out in Germany. On the other, the climate protection targets mean that by 2045 Germany will have to run almost entirely without fossil natural gas. The most efficient way to achieve the climate protection targets, therefore, is to use renewable power and green gases (such as hydrogen). The existing gas infrastructure offers an efficient and secure way to transport green gases.

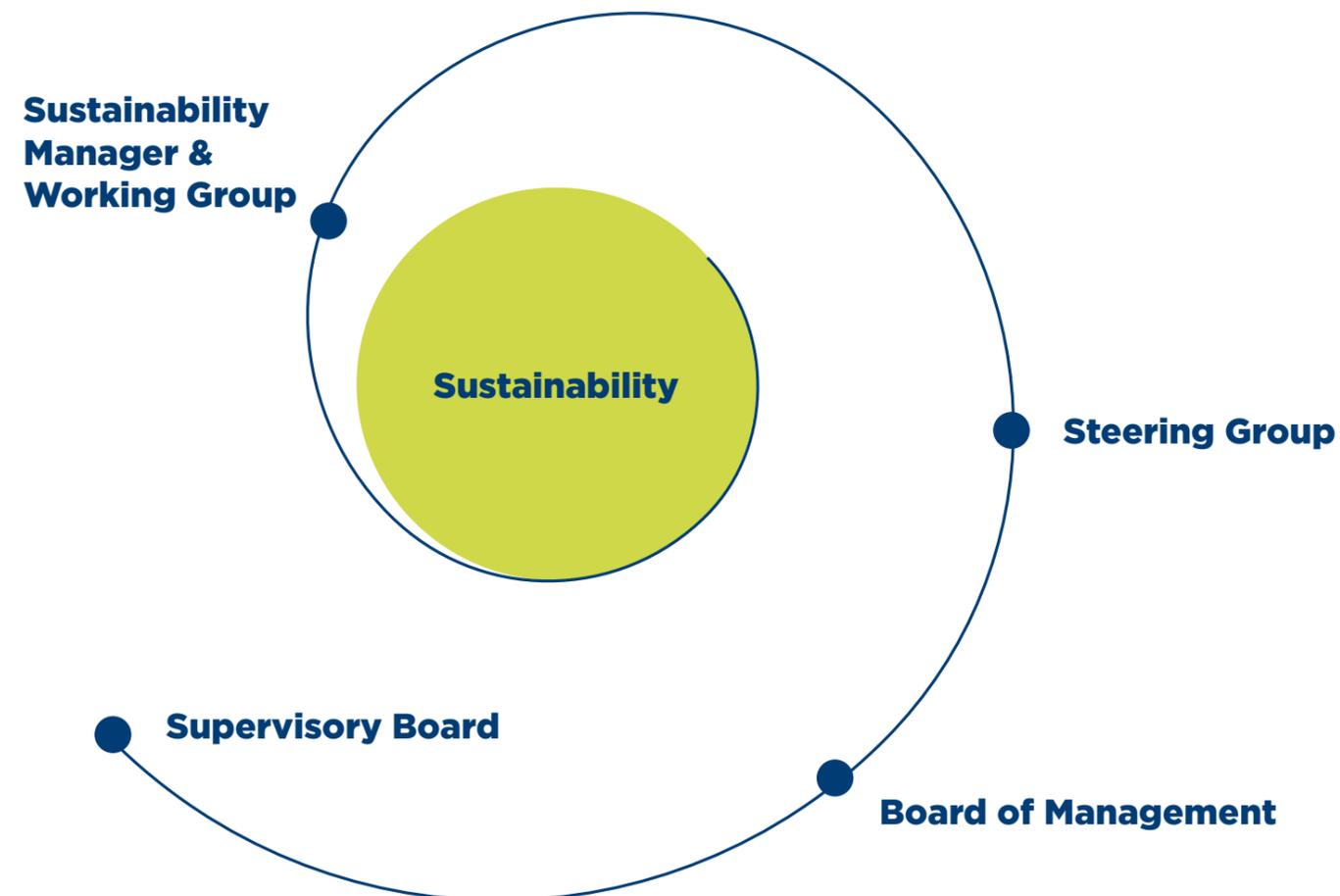
To tackle these challenges, we have designed a vision for OGE which also provides the basis for our “OGE 2030+” corporate strategy. The direction is clear: We see climate protection as an opportunity and will therefore continue to develop into a leading infrastructure and service provider for sustainable,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

We often develop projects 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.

energy mix

Our sustainability strategy is based on the corporate strategy. Our infrastructure is designed to operate for many decades. As a network operator pursuing a long-term approach, it therefore was, is and remains important to us that we enable a sustainable energy supply. In the three dimensions of ecology, economy and social issues, we are committed to an energy supply with renewable power and green gases. At the same time, we also want to boost the sustainability of our current activities. We have identified the 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 international standards.

Responsibility for sustainability is firmly anchored in our organisational structure at every hierarchical level. From an interdisciplinary sustainability working group with employees from across different corporate divisions to our Sustainability Manager as a central point of contact, through to the Board of Management and the Supervisory Board: We are taking responsibility and integrating sustainability topics (Environmental, Social, Governance - ESG) into our corporate strategy. Yet our involvement in measures to increase sustainability goes beyond this structure: Hence, for example, networks on this issue are formed within the departments and across divisions and linked to the work of the sustainability working group. We are measured on the basis of a large number of criteria that are used in ESG ratings by various agencies.



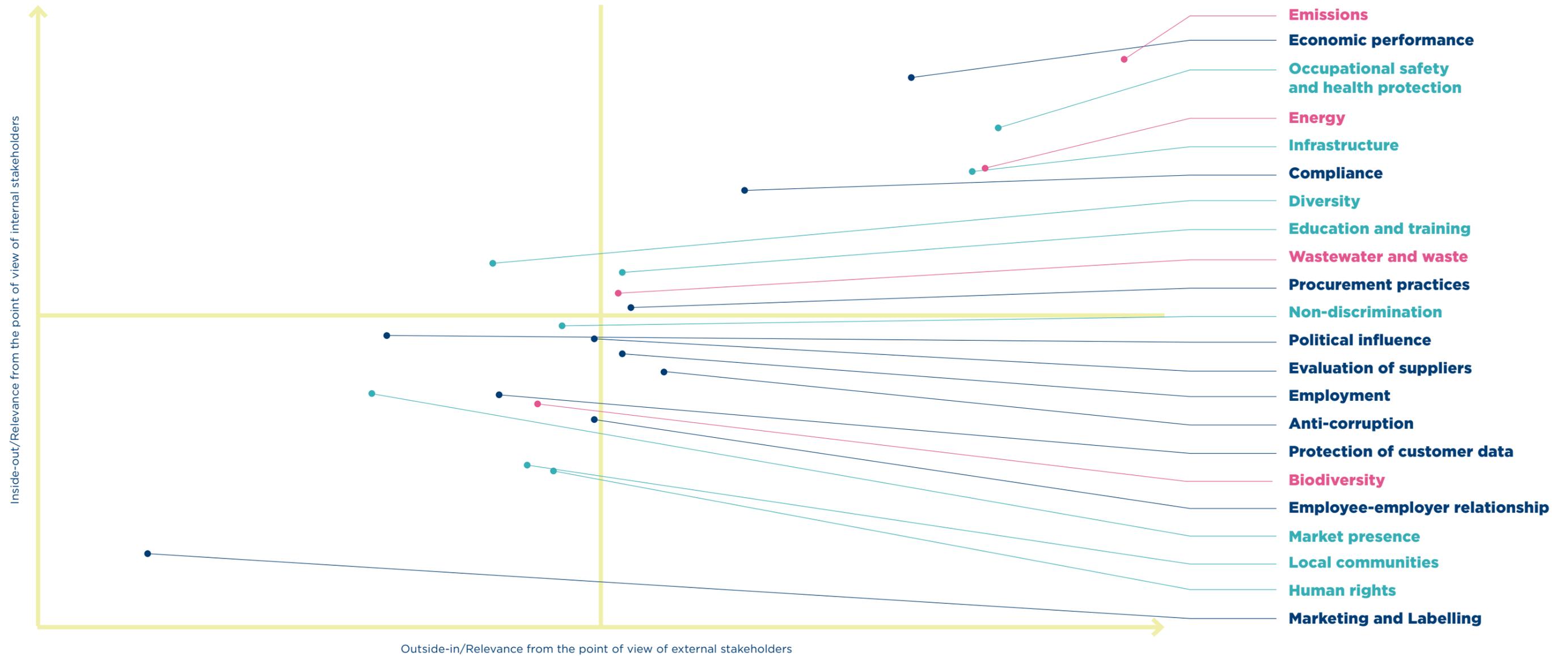
Stakeholder dialogue

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 themes and challenges in the third quarter of 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. Almost all respondents (96%) 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 ESG 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 named their top three focal areas. Here they identified emissions, energy and hydrogen.

Social issues such as employment and health and safety come after the environmental topics. The results of the dialogue form the basis for prioritisation of our sustainability topics as well as the development of our ESG strategy.

- Governance
- Social
- Environmental

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

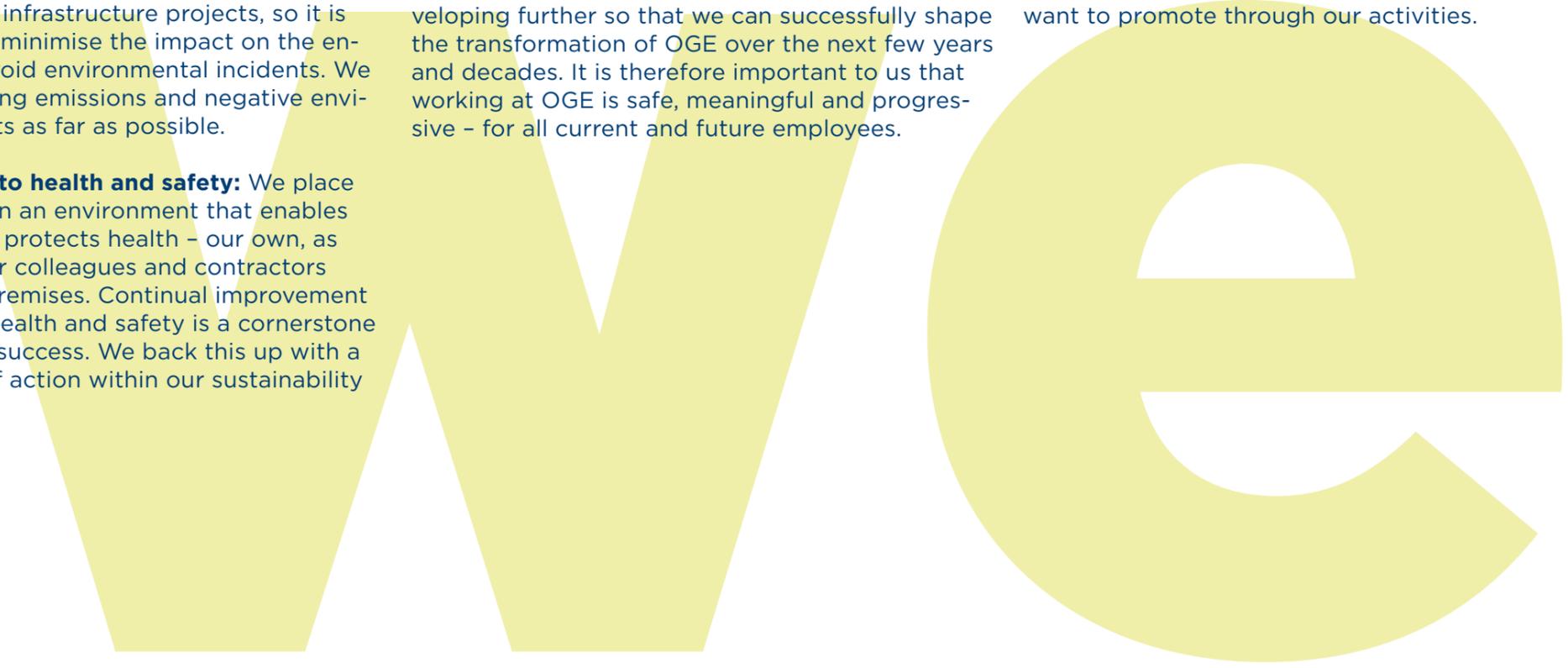
We are transforming our core business: We want to make the energy supply sustainable and secure for the long term. The biggest opportunities for positive social impact lie in our contribution to achieving the climate targets and in supporting the energy transition through green gases and thus ensuring 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 driving of compressor units to ensure the flow of gas. Gas transport also results in methane emissions, for example during maintenance work on individual sections of the network. 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 **< 4,2** in 2023.

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 2022 and the goals we have set ourselves for 2023 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 2023. 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 around 1,500 highly competent and committed employees who, together with our partners, achieve success – in both Germany and Europe.

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“We are focusing on cooperation – in Germany and Europe.”

Ermal Ndini, Communication and Energy Policy Officer

OGE facts and figures – 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 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, 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

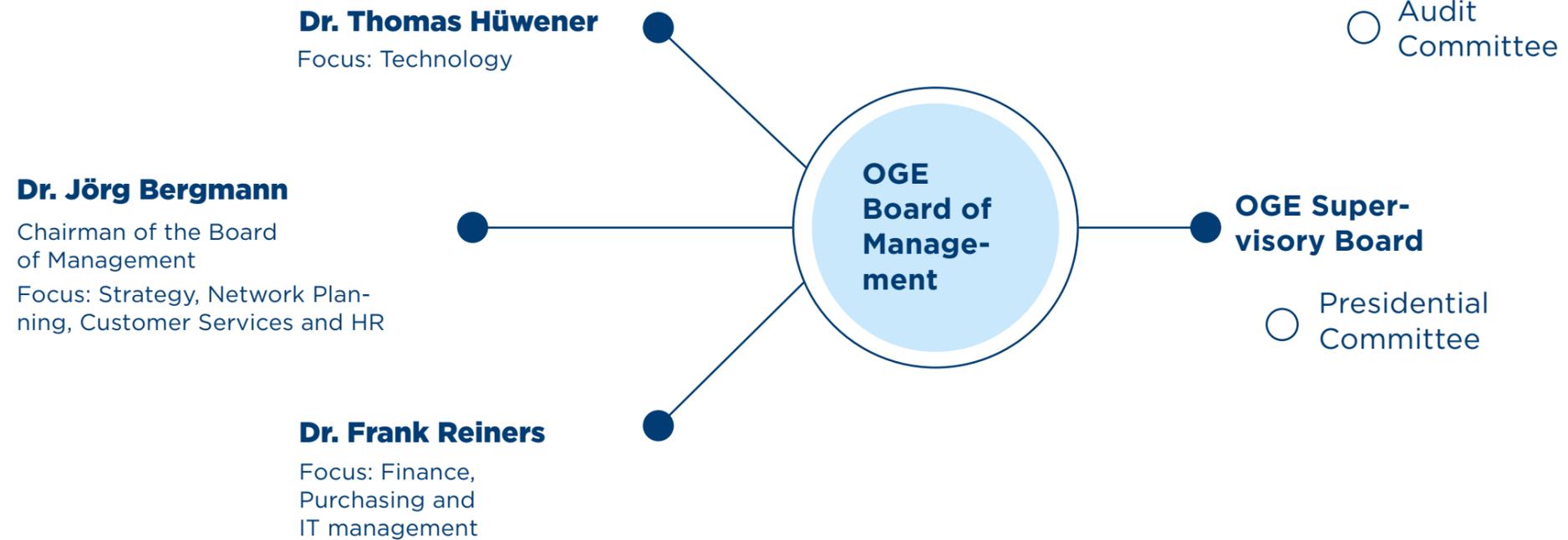
Our core business is the transmission of gaseous energy for our customers: currently natural gas and in future green gases and CO₂.

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, 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
- LNG-Terminal
- Transmission pipelines OGE
- > Flow directions



In 2022, OGE transported 742 TWh of energy. As a supra-regional gas transport company, we are a central part of the value chain on the way from the producer of the gas to the customer. Our transmission grid permits gas transmission to our neighbouring countries and is connected to the closely meshed networks of various distribution network operators in Germany. End customers are supplied via these and via the direct supply of power plants and industrial facilities from our network. Part of our network consists of pipelines owned by pipeline companies in which we hold shares together with partner companies. We also hold stakes in further companies that provide services for the transportation of natural gas or operate in areas where expertise in gaseous energy sources is required.



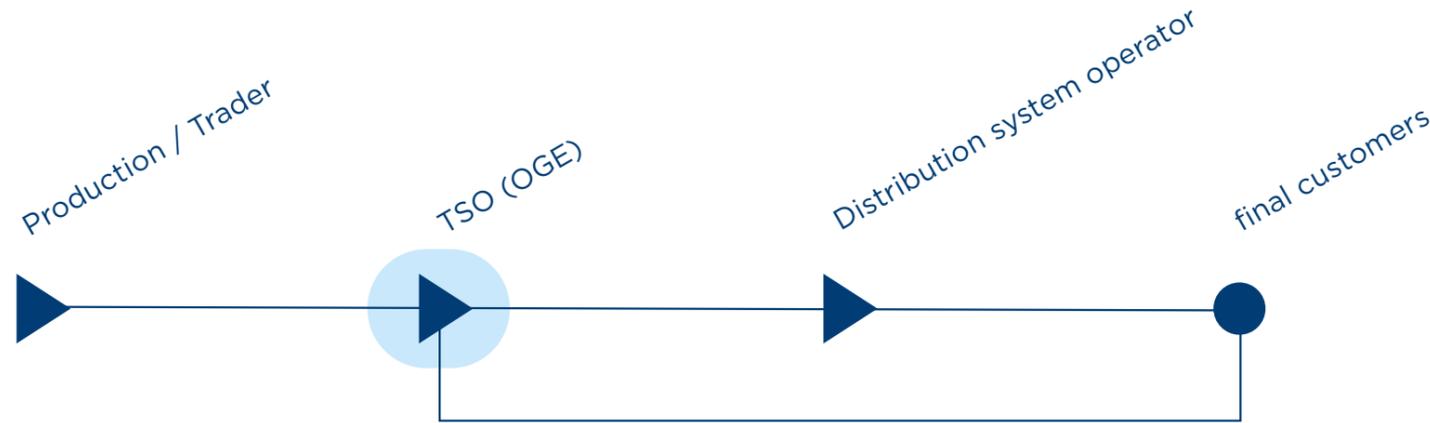
Structure and management

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 addition to its regular meetings, in 2022 our Supervisory Board held extraordinary meetings to focus on sustainability, health and safety, and diversity. This confirms the relevance and importance of sustainability issues at OGE to our shareholders and management.

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. In this context, VGT has an Audit Committee whose supervisory functions also extend to OGE. These include, in particular, selecting and ensuring the independence of the auditor, monitoring the accounting processes, the effectiveness of the internal risk management system and the audit of the financial statements.



German gas market value chain

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 and set about implementing it. 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 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: We use drones as efficient and sustainable support, for example for pipeline route investigations, for surveying and construction site documentation, as well as testing for other applications.

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, not only to leverage the potential of digitisation, but also to reduce the associated emissions and resource consumption (rebound effect).

Example: The need to be reachable and for mobile working is constantly growing. By extending the useful life of our smartphones by one year, we are counteracting the increasing number of newly acquired devices and rising resource consumption.



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: Together with the RWTH Aachen Business School, the Digital Campus Zollverein and the Schmiede Zollverein, we have developed an advanced Digital Expert training programme on methods and technologies of digitisation. In its fourth year in 2022, we trained different subject experts from various regional companies to become impulse generators for the digital transformation.

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: Using our newly established Security Operations Centre (SOC), we will further increase IT security. Together with our partners, we will in future monitor our IT infrastructure daily and around the clock with the support of experienced experts.



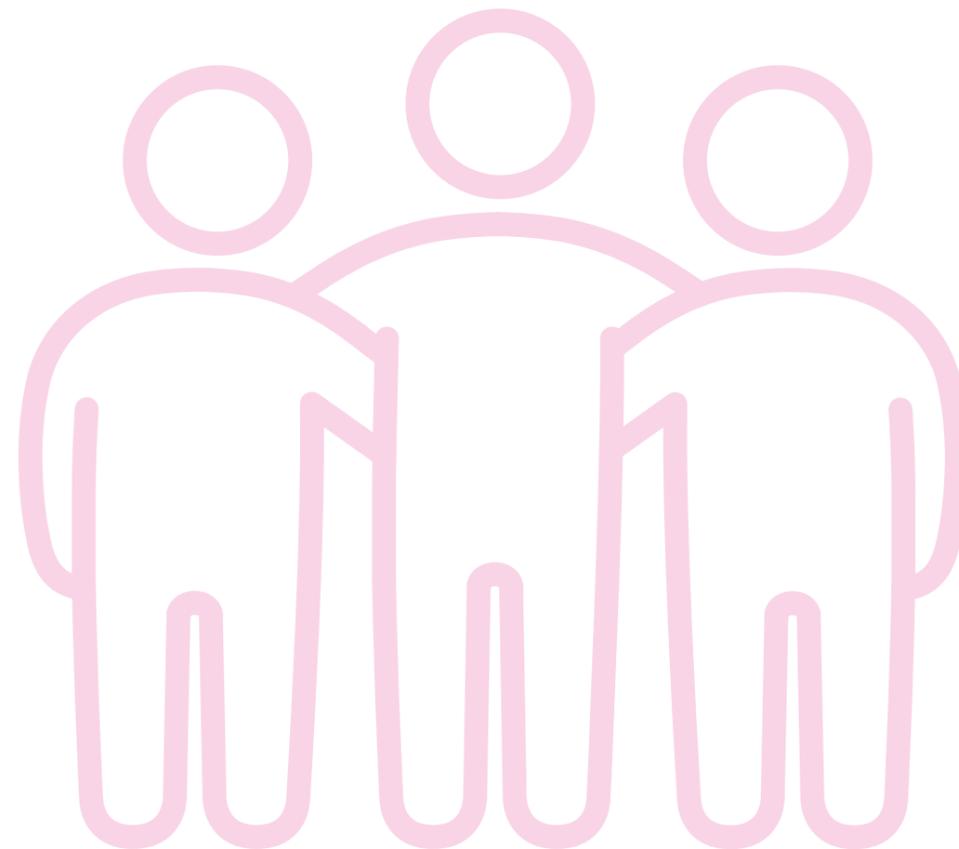
Our CDR programme is designed for the long term. To make it a firm part of our organisational setup, we have defined employees responsible for each dimension, who lead interdisciplinary teams. The CDR core team is made up of these dimension owners, with the Head of IT Management as chair. In this way,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

¹ Bitkom study "Climate effects and digitisation"

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 2022 along with selected HR data.



| | 31.12.2022 |
|---|------------|
| Total workforce | 1.565 |
| Of which apprentices | 59 |
| Of which women | 304 |
| Of which men | 1.237 |
| davon divers | 0 |
| Of which full-time | 1.442 |
| Of which part-time | 123 |
| Of which permanent employees | 1.535 |
| Of which temporary employees | 30 |
| Of which covered by collective agreements | 1.067 |
| Adjusted fluctuation | 2,1% |
| Average age | 45,5 |
| Proportion of employees with further training | 95% |
| Age distribution | |
| < 30 | 154 |
| 31 - 50 | 786 |
| > 50 | 625 |
| Parental leave | |
| Employees on parental leave in 2022 | 69 |
| Of which men | 45 |
| Of which women | 24 |
| Of which left the company in 2022 | 1 |

| Leadership Positions Act | Actual 31.12.2022 | Target 31.12.2026 |
|--|-------------------|-------------------|
| Heads of department, proportion of women | 10 % | 17 % |
| Heads of division, proportion of women | 8 % | 17 % |
| Board of Management, proportion of women | 0 % | 33 % |
| Supervisory Board, proportion of women | 0 % | 17 % |



“Our recipe for sustainability is to make optimal use of foodstuffs.”

Natalie Grünwald, Corporate Real Estate Management

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.

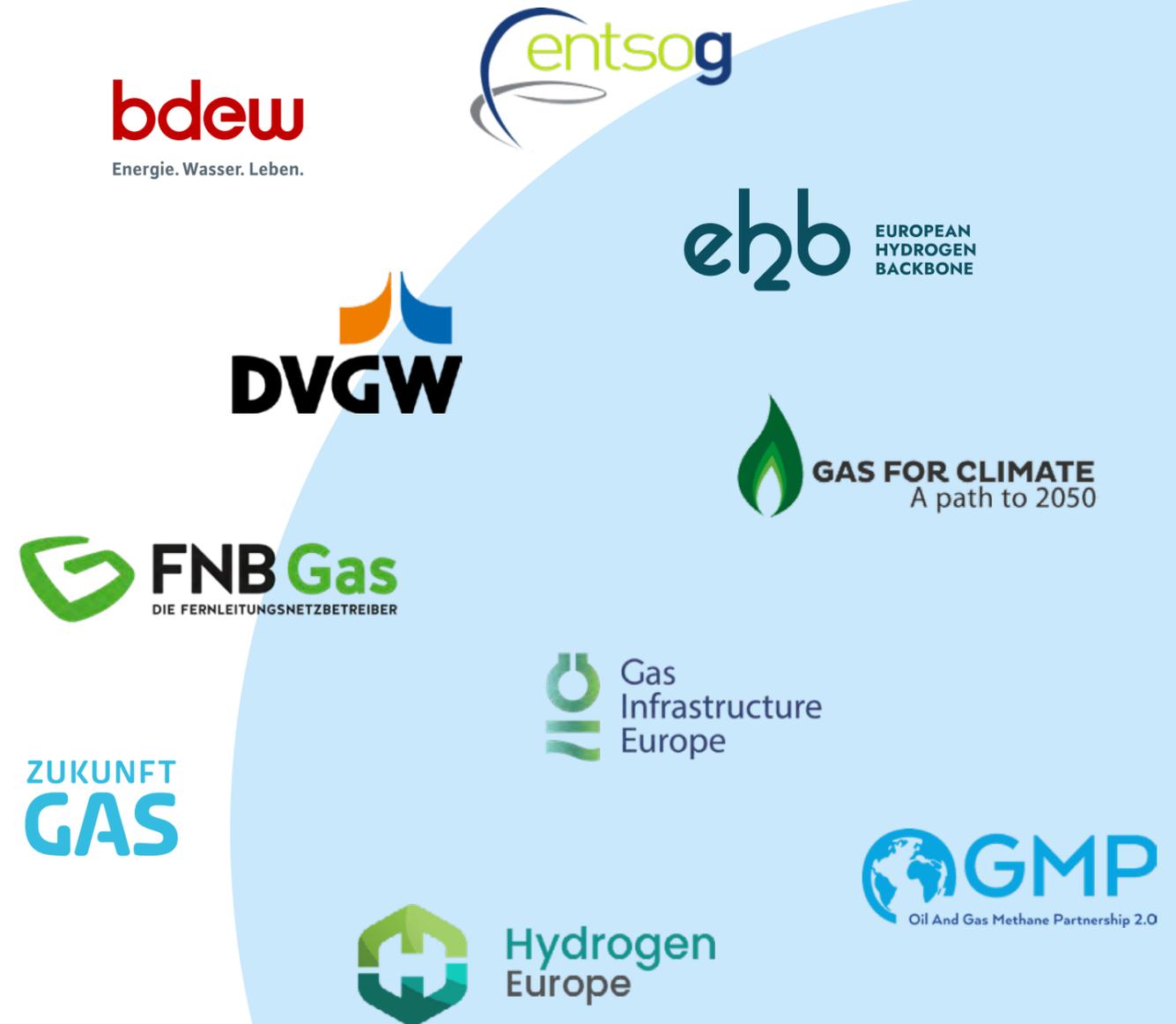
These are our most important associations and cooperation partners:

Germany

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

Europe

- > ENTSG
- > European Hydrogen Backbone
- > „Gas for Climate“-Initiative
- > GIE
- > Hydrogen Europe
- > OGMP 2.0



Economic

Enabling growth – but safely!

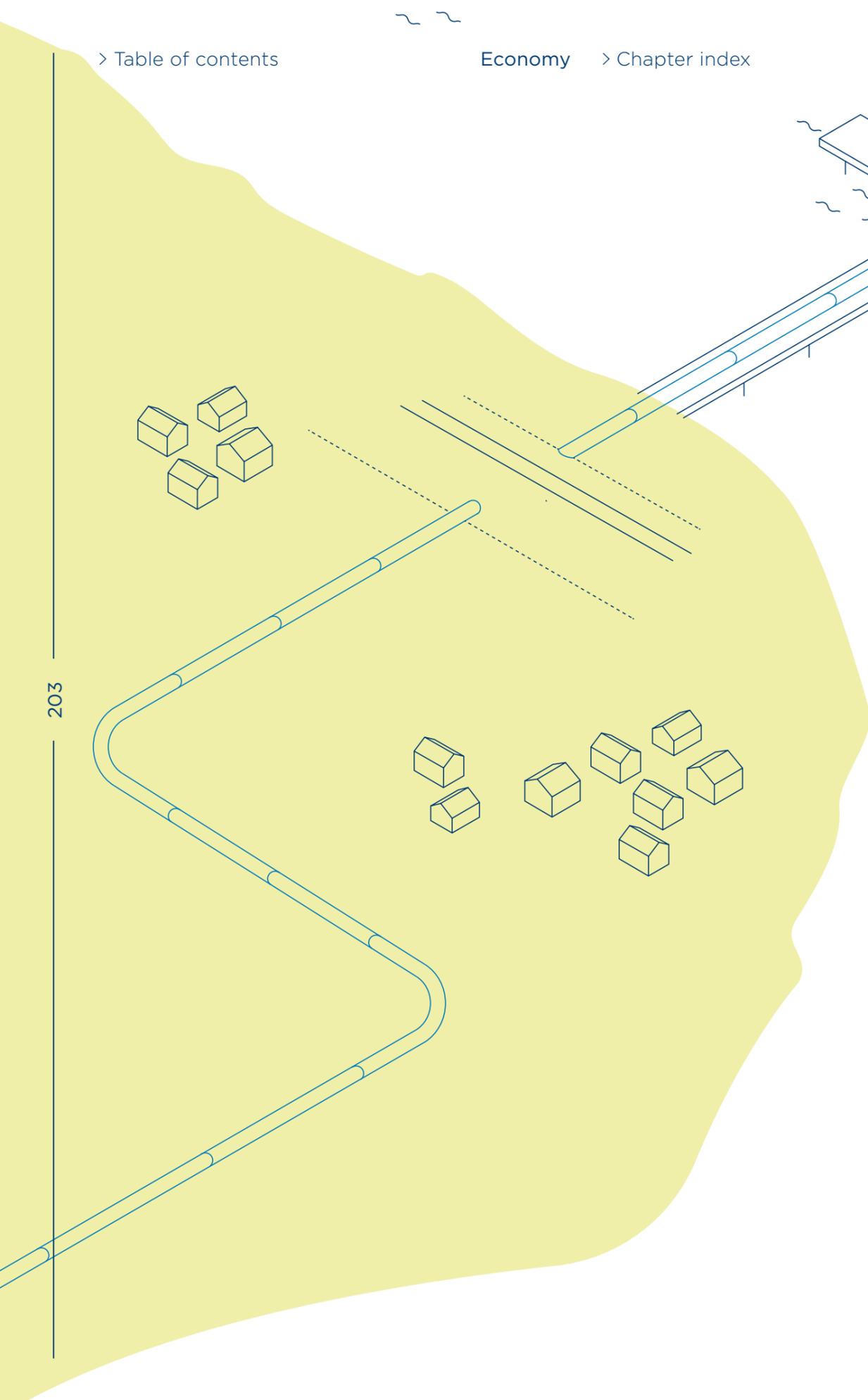
Sustainable growth is only possible with security of supply – that is our aspiration in everything we do. In dispatching, for example, we ensure stable network management. Compliance measures, crisis drills and close cooperation with local suppliers help us increase the security of our operations. You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

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“We have a lot in the pipeline for the future, too – that’s for sure!”

Matthias Gotter, Pipeline Design Team Leader





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Focus on the security of the energy supply - OGE makes a crucial contribution

Security of supply. Not for a long time has this abstract concept been as much of a talking point as in 2022. The Russian war of aggression on Ukraine shows how dependent and sensitive the energy supply was and still is.

What previously seemed secure and reliable has been called into question: Will we continue to get natural gas from Russia? Can we fill the natural gas storage facilities quickly enough before the winter? What will the transport routes in the German and European gas transmission networks look like in the future?

The fundamental answer to these questions was: diversification!

Germany had to integrate new sources as quickly as possible, for example via LNG terminals, but in early 2022 Germany did not yet have the infrastructure to import LNG.

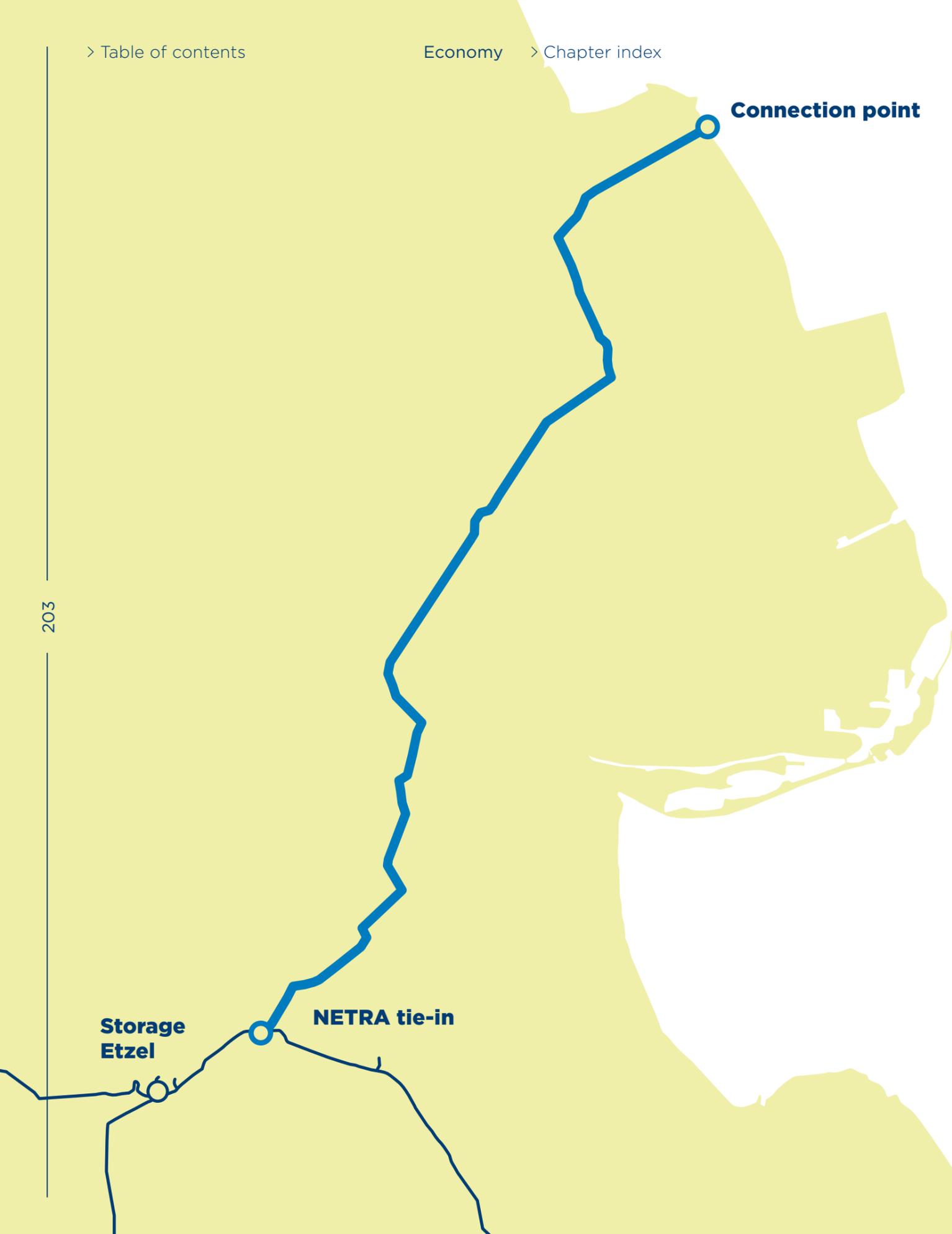
From the beginning of March 2022, possibilities for importing LNG were therefore sought at various locations, and the focus soon fell on Wilhelmshaven. Germany's only deep-sea port offers the ideal conditions for landing LNG via so-called Floating Storage and Regasification Units (FSRU), i.e. floating LNG terminals in which the liquefied natural

gas is regasified. In order for the gas to then be distributed in Germany, a natural gas pipeline was also required 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, OGE made a significant contribution to the connection of Germany's first LNG terminal.

Although many resources were concentrated on the WAL, more than 270 other infrastructure projects with an investment volume of € 346 million were implemented throughout Germany in addition to this showcase project.

And there was another challenge: The entire gas transmission infrastructure, from the pipelines to the compressor stations, had to remain available despite fundamentally changed transmission routes.



Connection point

Storage Etzel

NETRA tie-in

Working at full speed for Security of supply: the WAL

A good nine months after the start of the project, the Wilhelmshaven pipeline link – known as WAL – went into operation at the end of December 2022. The pipeline was initially connected to an FSRU, with another FSRU to follow in autumn 2023. The WAL can thus initially transport 50 TWh of gas per year and from the end of 2023 as much as 100 TWh. This corresponds to about 10% of Germany’s natural gas demand or 20% of the quantities that Germany previously procured from Russia and thus the annual consumption of about five million households. 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 added another piece with this pipeline. On top of this, the WAL also makes a contribution to the energy transition. The pipeline is H2-ready and can therefore also transport hydrogen in the future.

The development of the WAL spanned two phases: The first involved the project planning and approval processes in spring and summer, followed by the construction phase which work began in autumn. Naturally, a project of this size consists of many individual steps, such as the preparation of the planning approval documents or the procurement of all necessary materials.

Close cooperation

In addition to the high demands on planning and materials, it was clear from the beginning that the success of the project would require close cooperation between politics, authorities, companies and local citizens.

Without the many people who supported, guided and promoted the WAL in its development, it would not have worked. This applies to all the representatives of the federal and state governments as well as the authorities involved, the numerous employees of our partner companies, the local residents and owners who understood the need for the rapid construction measures, and of course all the OGE colleagues.

Meeting the tight project schedule was only possible because everyone was committed to seeing this project succeed.

WAL route

The WAL consists of 26 kilometres of pipeline from Voslapper Groden in the north of Wilhelmshaven through the districts of Friesland and Wittmund to Etzel, where the pipeline connects to the German gas grid. What is so special about the WAL, however, is the speed with which the pipeline was planned, built and put into operation. OGE took up the challenge and built the WAL in just nine months – a new German pace that is set to become a model for many other projects to secure our energy supply and achieve the climate targets. Through the work of politicians, authorities and companies, the WAL has become a showcase project in difficult times.

Done and dusted – now what?

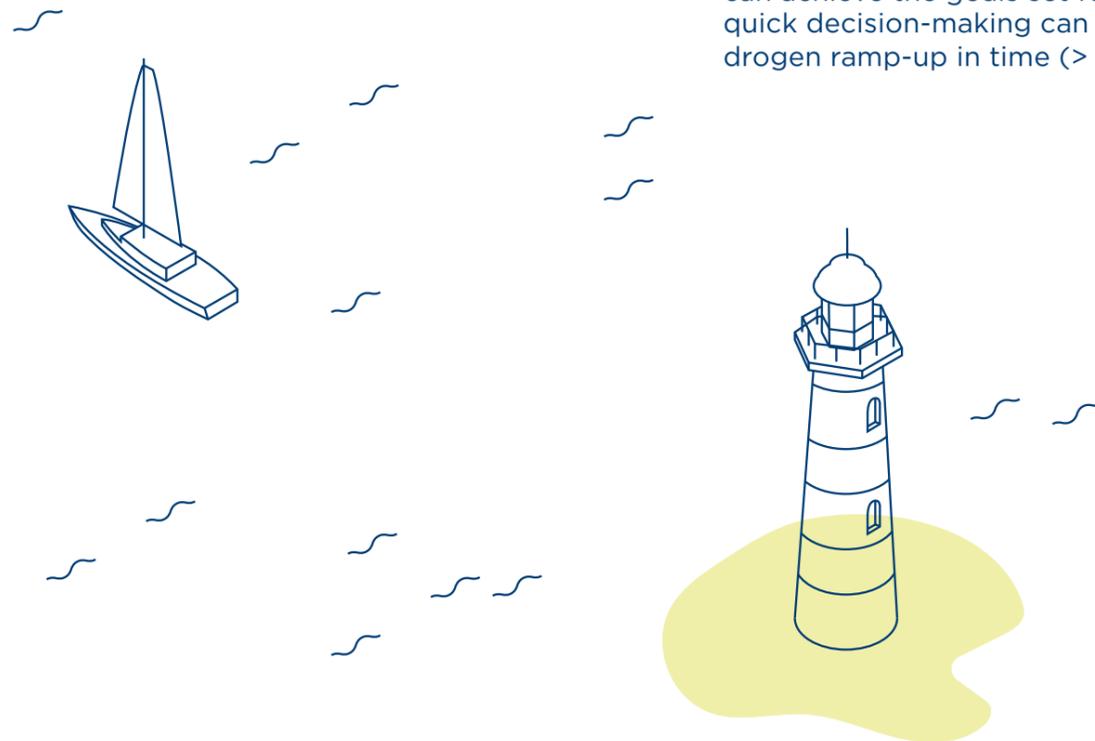
The new LNG terminal and its connection via the WAL will make our energy supply more secure and independent. Yet this alone is not enough, which is why we will continue to work on new projects in the years to come. Here, we will focus on two aspects:

1. In the short term, the focus is on the security of the natural gas supply

In 2023, we will first build an approximately two-kilometre-long extension of the WAL to connect an additional FSRU on the Frisian North Sea coast. Further loop pipelines to transport the gas from the LNG terminal will follow in the medium term.

2. We need the transformation from natural gas to hydrogen to take place now

In order for us in Germany to achieve the climate goals we have jointly defined, conventional 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 aims to build a hydrogen network, for which plans are now in full swing, and over the next few years existing natural gas pipelines will be converted to hydrogen and new hydrogen pipelines built. The problem, however, is that the political framework for these projects is not yet in place. This framework needs to be developed quickly in the coming months so that the hydrogen ramp-up can begin and we can achieve the goals set for 2030. Only with quick decision-making can we achieve the hydrogen ramp-up in time (> website).

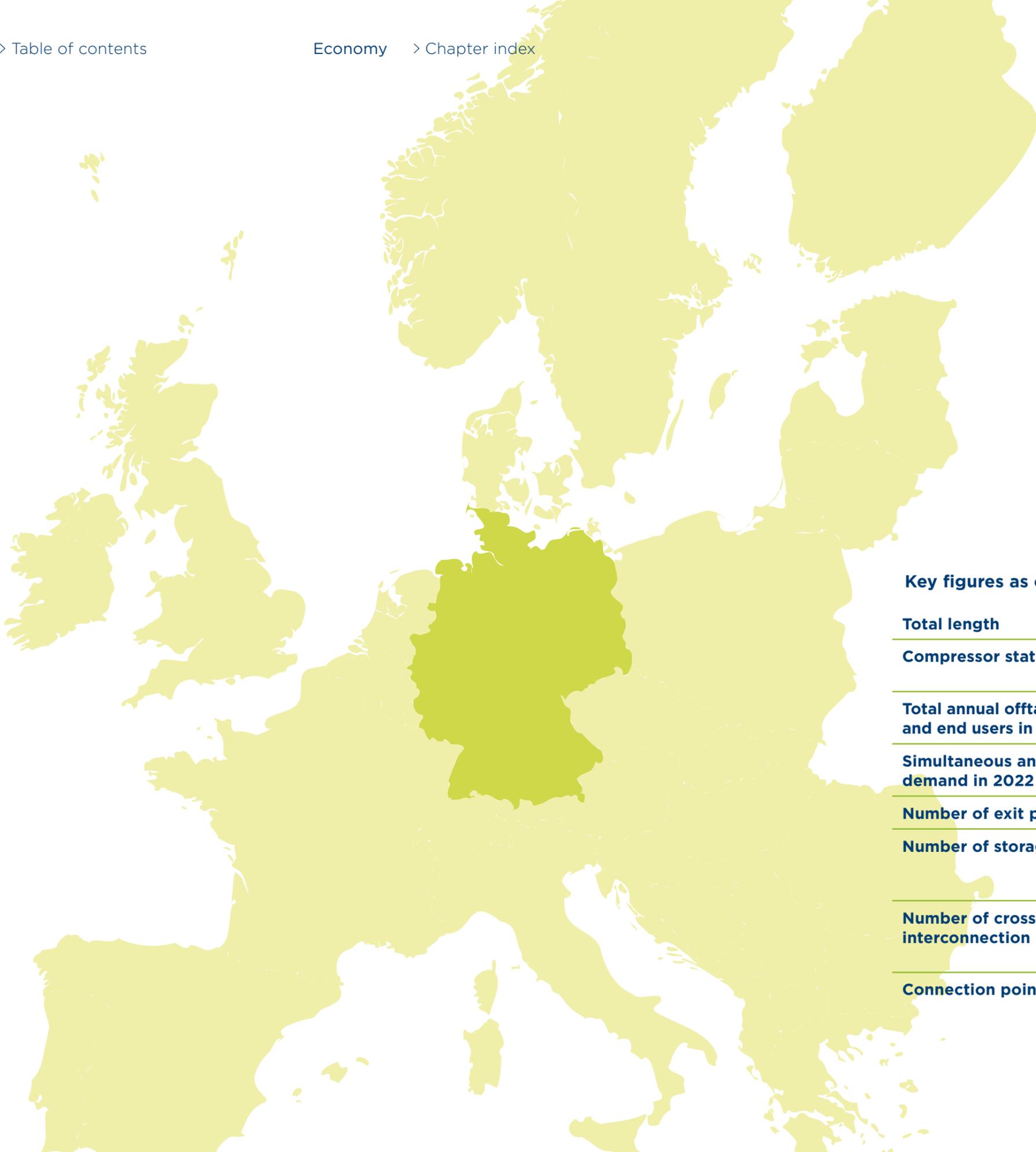


Investing responsibly in the future

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 full-time and part-time staff. We have set up a trust fund to cover the resulting financial obligations.

On 31 December 2022, the market value of the trust fund for pension obligations and long-term working hour accounts amounted to € 644.1 million. In December 2022, OGE invested € 80 million in the trust assets and was thus able to achieve a coverage of the provisions according to the German Commercial Code (HGB) of approx. 95 %. 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 6.57). 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 11,876 km for our customers.

Key figures as of 31 December 2022

| | |
|--|--|
| Total length | 11.876 km |
| Compressor stations | 25 compressor stations operated by OGE, with total output of 1.125 MW |
| Total annual offtake by resellers and end users in 2022 | approx. 244.769 GWh |
| Simultaneous annual peak demand in 2022 | approx. 125 GWh on 4 April 2022, 5.00-6.00a.m. |
| 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 | 18 to 8 neighbouring European countries (Denmark, France, Luxembourg, Netherlands, Norway, Austria, Switzerland, Czech Republic) |
| Connection points to LNG plants | 1 connection point to the Wilhelmshaven LNG terminal |

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% 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 Zeebrügge which allows greater diversification of supply source and routes.

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

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

NETG runs 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.

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

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

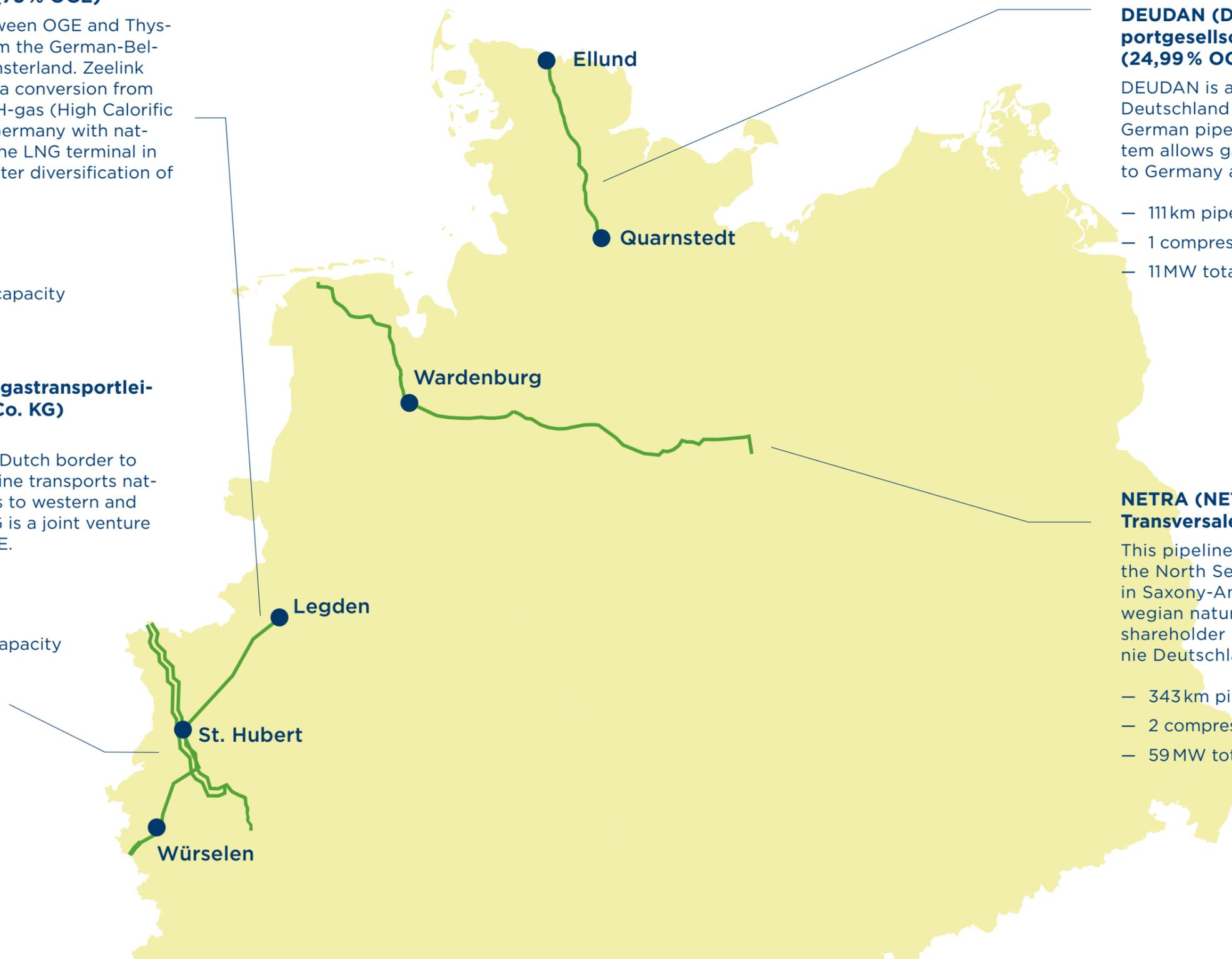
DEUDAN is a joint venture by Gasunie Deutschland and OGE. The pipeline connects the German pipeline network to Denmark. The system allows gas to be transported from Denmark to Germany and from Germany to Denmark.

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

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

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

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





METG (Mittelrheinische Erdgastransportleitungsgesellschaft mbH) (100% OGE)

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% 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.

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

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

- 1.088 km pipeline
- 6 compressor stations
- 332 MW total compressor capacity

The year 2022 with the Russian war of aggression on Ukraine is a geopolitical and energy-political turning point. Transmission paths in the European gas industry that had evolved over decades changed permanently within a short period of time. While previously it was transmission from north to south and east to west that dominated, this year the European gas supply has had to learn to cope first with significantly lower imports from Russia and later with the discontinuation of most volumes. Only small residual quantities via Slovakia and Turkey still find their way into the EU, and this has led to significantly higher imports of liquefied natural gas (LNG) at all European LNG terminals. As a result, new transmission routes to the centres of consumption have had to be established. Natural gas from LNG sources came to Germany mainly from France, Belgium and the Netherlands. The quantities fed into the pipeline system from these countries as well as from Norway were maximised to allow injection into storage and onward transportation to the eastern Bavarian region. At the Medelsheim cross-border interconnection point, it was now possible the first time to move gas from France directly to Germany. On several occasions, gas was shipped from LNG terminals in Italy via Switzerland towards the German centres of consumption.

OGE reacted quickly to the changed transport situation and the drop in Russian imports by joining forces with politics, authorities and society to complete the Wilhelmshaven pipeline link in record time (> website).

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 and the Gas Network Access Ordinance. 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.

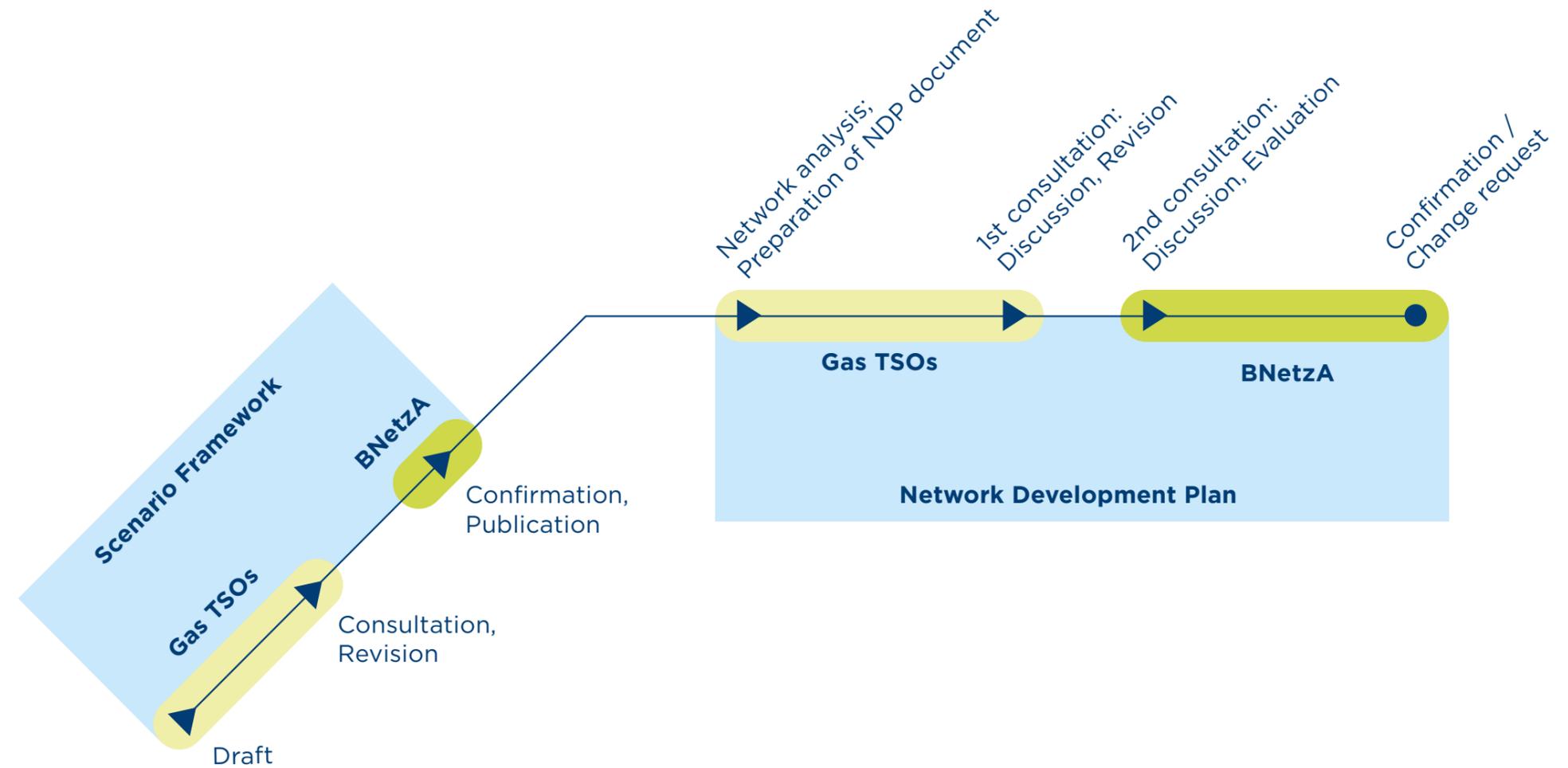
The Scenario Framework forms the basis of the NDP. Here, the TSOs make assumptions about the development of production, supply and consumption of gas and hydrogen, as well as its exchange with other countries over the next ten years. In a transparent, public consultation process, all market participants can contribute their requirements for the gas network of the future to the NDP. The Scenario Framework is then confirmed by the Federal Network Agency (BNetzA) and subsequently published.

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

In seven NDPs since 2012, OGE has contributed a total of 82 expansion projects between 2012 and 2022 to strengthen the German gas network. Of these, 57 of the network expansion projects worth € 2.0 billion have already been implemented. By 2030, another 25 projects will be added with total investment volume of € 920 million.

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

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 15 distribution network operators and 21 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 2022 to be carried out on schedule.

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 centre adjusts the gas pressures and flow rates and starts and stops compressor units.

The pipeline network is monitored continuously and in full 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 immediately take the right measures.

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 delivery of gases 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.

With safety in mind

The employees in the dispatching centre see immediately if there is an irregularity in the pipeline system. Any disruptions trigger immediate action - such as isolating individual sections of a pipeline or rerouting gas. In 2022 especially, the smooth management of gas flows was a major challenge. Due to the steadily decreasing supplies from Russia, especially via Nordstream 1, other network operating modes have developed. Every maintenance, servicing and expansion project presented challenges for the team at the grid control centre, but also for the work scheduling and engineering teams.

Due to the increased operation of our compressor units, the machine running hours at our compressor stations almost doubled compared to the previous year.

Transmission scheduling

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



“From 3D model to finished construction: first virtual, then real.”

Emel Korkmaz, Civil Engineering Project Manager

Reliable, comprehensive and serious – our understanding of compliance

Legitimate and responsible

We have zero tolerance for corruption or money laundering, which is why we have clarified the corresponding rules for our employees and suppliers and made them easier to understand.

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.

Updating the Anti-Corruption and Money Laundering Prevention Policy

In September 2022, OGE further specified its internal Anti-Corruption and Anti-Money Laundering Policy to make the handling of gifts even clearer and thus easier for our employees. Our Code of Conduct for Suppliers, published in December 2022, discourages them from giving gifts or other benefits to staff at OGE.

We are convinced that here we have found a modern and transparent solution for all employees and business partners.

Introduction of a digital reporting channel

The new Supply Chain Due Diligence Act (LkSG), with the obligation to establish a complaints procedure, and the Whistleblower Protection Act, which is about to come into force, present all employers with new requirements for reporting channels. In this context, OGE has re-examined its reporting channels. All existing channels remain in place, so reports, questions or information on possible compliance violations can still be submitted to the Compliance Office in person, by e-mail, by telephone or by letter as before. Now though, OGE has set up an additional channel for possible tip-offs. The OGE integrity line is a reporting system that can be used from now on for the submission of reports both anonymously and with contact details (> [website](#)).

The system is provided by an external service provider that is not part of the OGE Group. The details reported are only visible to the OGE Compliance Office and the whistleblower themselves,

so neither the service provider nor third parties can view the reports. Technical measures ensure that neither the OGE Compliance Office nor the operator can draw conclusions as to the identity of a whistleblower, unless the whistleblower identifies themselves of their own accord by providing their contact details. The system is certified according to European data protection law (ISAE 3000), while the service provider is certified according to ISO 27001. The reporting system can be accessed via the OGE intranet and via the internet, meaning that external stakeholders, such as business partners and their employees, can also submit information or complaints. And there's another advantage over existing reporting channels: A secure mailbox can be used for secure and anonymous communication even after the report has been made. This means that for the first time the OGE Compliance Office has the opportunity to ask follow-up questions while preserving the anonymity of the whistleblower. The whistleblower can receive information about the handling of the report and possible remedial measures.

Information received by the OGE Compliance Office is investigated according to clearly defined processes and responsibilities, with absolute respect for confidentiality. OGE ensures that no

Open and trustworthy

Violations can be addressed openly and are treated confidentially. OGE has therefore established another reporting channel that enables anonymous and secure communication between the compliance department and the whistleblower.

Careful and considered

We are mindful and careful in our dealings with our business partners. OGE therefore selected an IT tool in 2022 to help us terminate or not enter into business contact with companies or individuals that are subject to sanctions.

whistleblower suffers any disadvantage as a result of a report made in good faith. It is of course prohibited to deliberately report false information. 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. In 2022, there were no compliance-related tip-offs.

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.

OGE will be introducing an IT solution to help with this in the first half of 2023. This was selected back in 2022 through a call for tenders.

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 seven internal audits, security checks (verification of compliance with ISMS and data protection requirements), awareness measures, recording of relevant key figures, and review and updating of the ISMS rules and regulations as well as the central ISMS asset inventory, including risk assessments of the assets.

The surveillance audit by TÜV Rheinland confirmed that OGE's ISMS meets the requirements of the IT security catalogue pursuant to Section 11, paragraph 1a of the German Energy Industry Act (EnWG). In particular, the good preparation of the audit and the good and complete planning of the internal audits were positively highlighted, as were the good structure of the IT risk management system and the good implementation of the audits at the operating sites. Identified potential for improvement has been incorporated into the targets for

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.

2023. Thus, the aim is to maintain and continuously improve the technical and organisational level established over the last few years for the protection of our infrastructure and our information.

In 2022 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. No data protection violations were identified at OGE in 2022, so no notifications were sent to the State Commissioner for Data Protection and Freedom of Information of the State of North Rhine-Westphalia (LDI NRW) as the competent supervisory authority (> website).

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 2022, we conducted mandatory training on data protection for all employees.

205, 418

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 when required.

Our three administrative sites in Essen and 42 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.

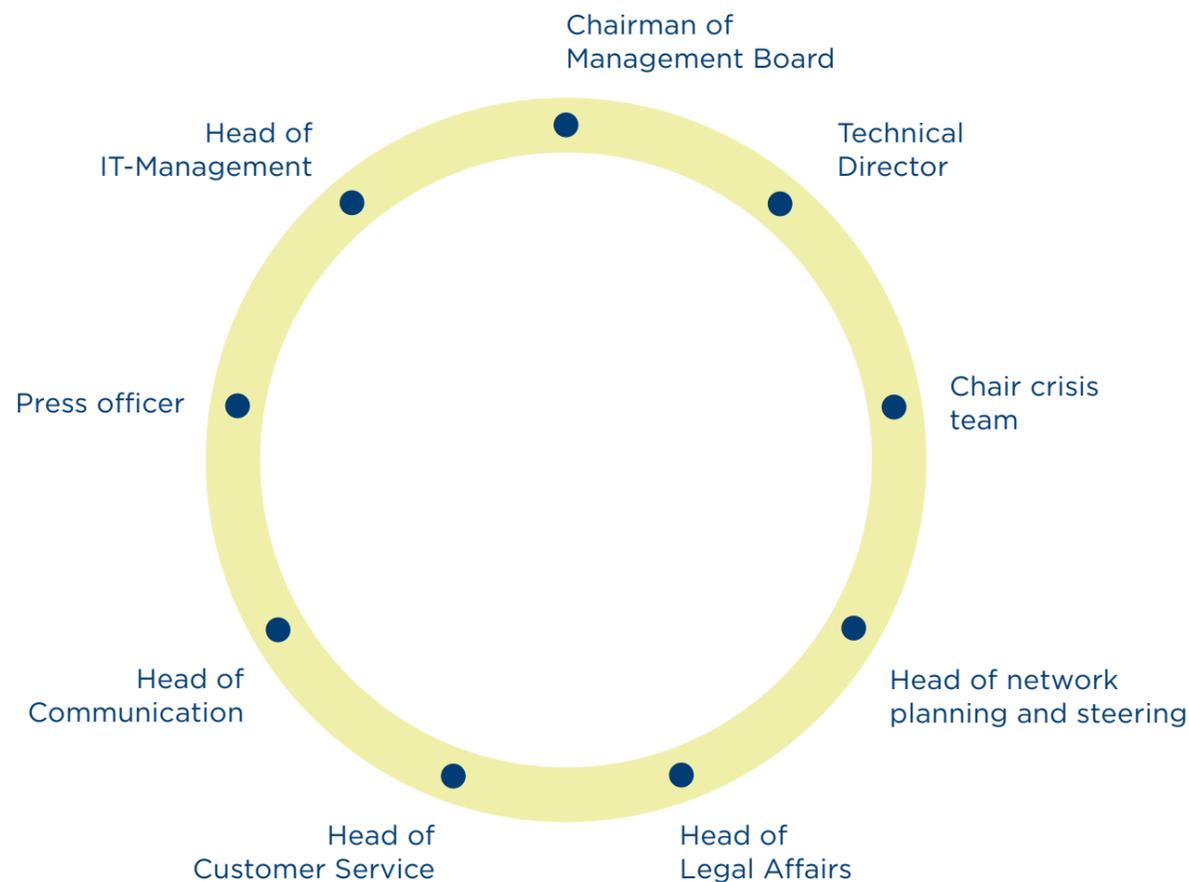
In 2022, our approximately 2,600 local suppliers accounted for 94 % of our procurement volume.

204

Ensuring safety – at all times!

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

mentation of our new construction and conversion projects. We have thus demonstrated once again: At OGE, we have mastered the handling of exceptional situations with our established emergency and crisis management. Thanks to fixed and proven regular and emergency processes as well as clear organisation, we are able to respond quickly to such events.



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 regularly reviewed our protective measures and adjusted them where necessary.

Overall, we were able to maintain regular business operations at all times in 2022. Gas transmission, maintenance work on the technical facilities and regional gas pipeline work went off without a hitch. This also applies to the scheduled imple-

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. 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.

For a future-proof infrastructure and a successful energy transition

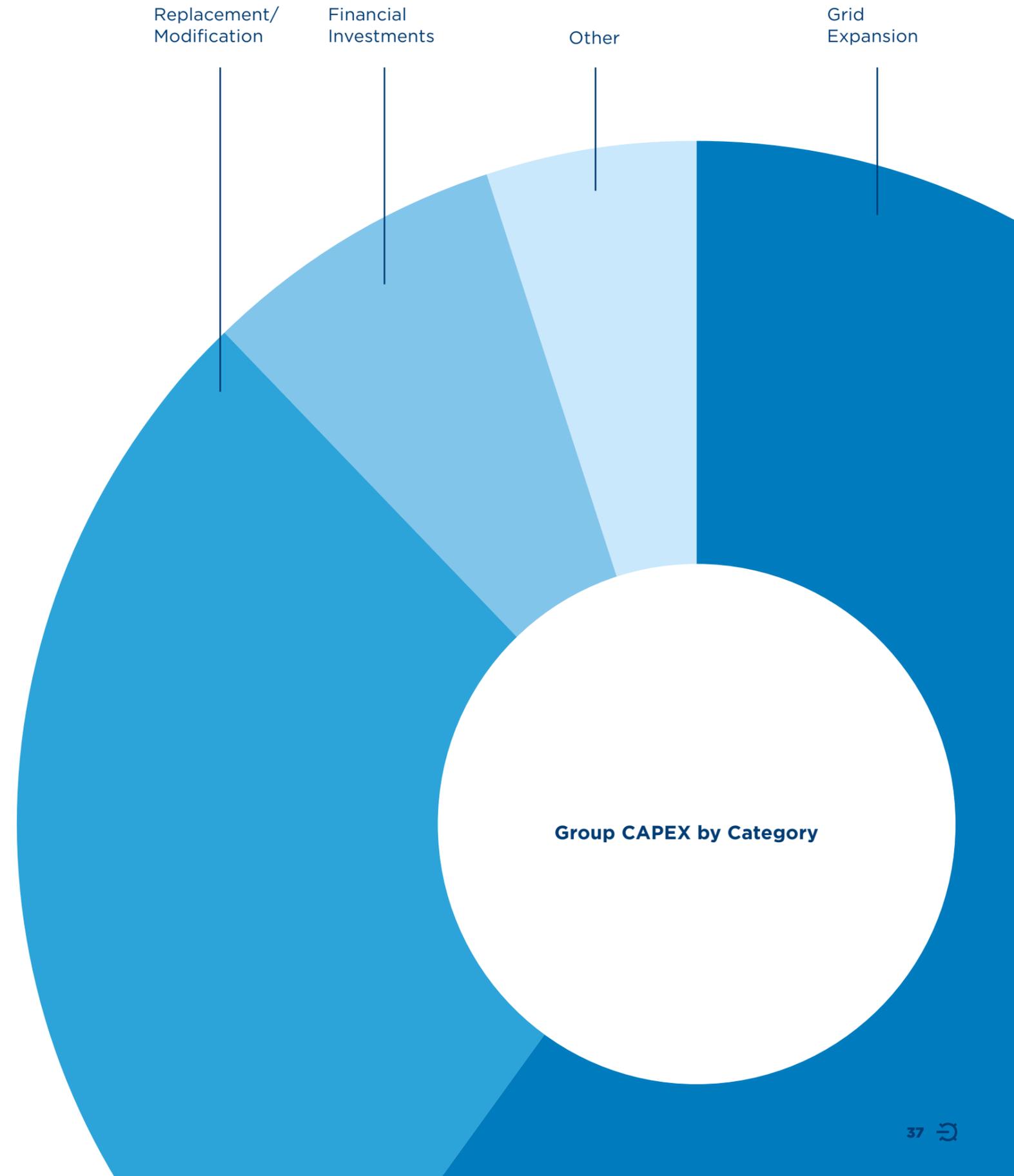
As a gas transmission system operator (TSO), we ensure a secure, sustainable and economically viable energy supply. For this and for the agreed energy transition, we are expanding our transmission system.

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 Federal Network Agency. Our natural gas infrastructure also has the potential to transport green gases in the future.

The Group CAPEX for 2022 amounting to approx. 384 million euros was mainly characterised by investments in grid expansion as well as in replacement and adaptation. The network expansion investments also included over 150 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 TSOs, 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.



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 transport need the right framework > Page 40
2. Saving energy at OGE > Page 49
3. Concept for e-mobility > Page 49
4. Actively shaping the transition to climate neutrality in uncertain times > Page 50
5. Living sustainability in harmony with nature > Page 54
6. For greater environmental protection and energy efficiency > Page 56

Future projects involving hydrogen, biogas and CO₂ transport 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:

Contribution to the energy transition: OGE aims to use its infrastructure and expertise to contribute to the conversion of energy and heat supply to renewable energies and green gases. Natural gas pipelines can be converted to transport hydrogen and new constructions can be added to bring hydrogen from the main import and entry points to consumers in industry, trade and households. We are therefore intensively pushing infrastructure projects for hydrogen and other green gases.

Avoidance of greenhouse gas (GHG) emissions: We are implementing measures to reduce our GHG emissions.

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.

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.

The European Commission has outlined its plans in response to the Russian war of aggression in Ukraine (Communication “REPowerEU” of 9 March 2022). In addition to more imports of LNG and additional piped natural gas imports, for example from Norway, the Commission is also focusing on hydrogen and biomethane. By 2030, 10 million tonnes of renewable hydrogen are to be produced in the EU and another 10 million tonnes imported into the Union from elsewhere. Compared to the EU hydrogen strategy from 2020, this means roughly doubling the targeted quantities of renewable hydrogen. For the development of a hydrogen transport infrastructure in the EU, the European Commission expects investments of € 28 billion to € 38 billion to be required by 2030, with a

further € 6 billion to € 11 billion needed for storage. The target for biomethane production by 2030 has increased from 17 billion m³ to 35 billion m³.

In our view, the basis for a successful hydrogen ramp-up is the design of the “Hydrogen and decarbonised gas market package” (presented by the European Commission in December 2021) (> website). The package includes instruments for the development of a hydrogen infrastructure, but this development is currently being slowed down by the proposed unbundling requirements, which call for ownership unbundling of all hydrogen network operators by 2030 at the latest. Since many European gas network operators are currently using other options of so-called vertical unbundling, this could result in far-reaching changes in the structure and organisation of the companies and their financing capability for the hydrogen infrastructure. This is because financial investors, for example, would be de facto excluded as possible owners of hydrogen network operators, since they

generally hold stakes in various energy companies and thus do not fulfil the conditions of ownership unbundling.

In the opinion of the gas network operators, the demands for horizontal unbundling are also incompatible with the need for joint planning of electricity, gas, hydrogen and heat grids that will be absolutely crucial for the success of the energy transition. The stricter vertical and horizontal unbundling requirements would not only lead to efficiency losses and higher network costs, but above all at least delay the important rapid ramp-up of the hydrogen economy. OGE therefore advocates at national and European level for the unbundling requirements currently in place for the gas market to likewise be applied to hydrogen network operations, which would help to accelerate the hydrogen ramp-up.

By the year 2030,

10.000.000

tonnes of renewable hydrogen are to be produced in the EU.

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 2022 the NWR published statements, framework and information documents as well as studies (> website), with one study of particular note being that on the options for an efficient and socially compatible decarbonisation of the heating sector.

The Fraunhofer Institutes for Solar Energy Systems (ISE) and Energy Economics and Energy System Technology (IEE) come to the conclusion that a bundle of technology options is necessary for successful decarbonisation. The main solutions are heat pumps, heat grids, renewable heat and hydrogen. For a successful heating transition, the development plans for a national and European hydrogen infrastructure must be harmonised with the transformation of regional supply infrastructures. According to the NWR, the development of an efficient hydrogen backbone and the downstream hydrogen infrastructures reaching the relevant users is a mandatory prerequisite.

In addition to these European and national developments, it should be noted that the world goes on turning outside Europe. On 1 January 2023, the United States' Inflation Reduction Act (IRA) came into force. The IRA aims to reduce greenhouse gas emissions, fight current inflation and build and establish value chains for future technologies in the USA. Among other things, the IRA promotes the ramp-up of the hydrogen economy, focussing here on the CO₂ content of the hydrogen produced, regardless of the production technology. All incentives will significantly improve the economic viability of climate-neutral hydrogen compared to fossil-produced hydrogen, and on this basis the US could become a pioneer in hydrogen, meaning that the existing energy cost advantages of US industry could persist. Due to foreseeable bottlenecks in international value and supply chains, especially for electrolysers, there is also a risk of a delay in the hydrogen ramp-up in Germany and Europe.

Market ramp-up

Projects

In order to achieve our goals for the ramp-up of hydrogen and other green gases as well as the transport of CO₂, we are participating in specific projects.

Hydrogen infrastructure

| | |
|-------------------|--|
| Project name | H₂ercules |
| Transport medium | hydrogen |
| Project objective | to create the heart of the hydrogen infrastructure in Germany by 2030 |
| Timeframe | 2028 and 2030 |
| Partners | OGE, RWE, infraserv, Steag, ThyssenKrupp Steel Europe and others |

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 back-up 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.

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. Representatives of various industries have already joined the project as partners, including thyssenkrupp Steel Europe, infraserv and Steag. 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).



| | |
|-------------------|--|
| Project name | GET H2 |
| Transport medium | hydrogen |
| Project objective | to establish the core for a nationwide hydrogen infrastructure |
| Timeframe | gradual start from 2025 to 2030 |
| Partners | bp, Evonik, Nowega, RWE Generation, Salzgitter AG, Thyssengas and OGE |

GET H2 - the elementary core of a hydrogen economy

Members of the GET H2 initiative - bp, Evonik, Nowega, RWE Generation, Salzgitter AG, Thyssengas 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 to Gelsenkirchen is to be built by 2024, 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 Vliedhuis 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 Thyssengas will provide an additional connection to the Ruhr area, allowing thyssenkrupp Steel Europe to be supplied with climate-friendly hydrogen.

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 28,000 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 53,000 km.

| | |
|-------------------|---|
| Project name | European Hydrogen Backbone |
| Transport medium | hydrogen |
| Project objective | to accelerate the decarbonisation of Europe through a pan-European hydrogen infrastructure |
| Timeframe | 2030, 2040 |
| Partners | > 30 European energy, hydrogen storage and port infrastructure operators |

Hydrogen research

GET H2 TransHyde – OGE teams up with partners to study processes such as hydrogen measurement, purification and remote detection

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 detection of hydrogen leaks. OGE 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 by the German Federal Ministry of Education and Research.

Project name **Wasserstoffbeimischung auf Verdichterstation (Hydrogen admixture at compressor station)**

Transport medium **hydrogen**

Project objective **demonstration of up to 25 % hydrogen admixture in the fuel gas for a gas turbine**

Timeframe **2022**

Partners **GRTgaz Deutschland, Solar Turbines and OGE**

Projektname **GET H2 TransHyde**

Transport medium **hydrogen**

Project objective **to create a metrological basis for future hydrogen transmission**

Timeframe **2025**

Partners **Adlares, DVGW, Evonik, Meter-Q Solutions, Nowega, Rosen, RWE, University of Potsdam and OGE**

Hydrogen admixture successfully tested at compressor station

Tests on a gas turbine manufactured by Solar Turbines, which is used as a prime mover on a natural gas compressor, have shown that it be operated with hydrogen admixture rates of up to 25 %. The tests were conducted by OGE together with GRTgaz Deutschland and Solar Turbines in 2022. These new findings from a real plant in operation are not just important for Germany, because with this high blending rate, the project went beyond the previous levels in Germany, opening up new options for higher H2 blending elsewhere in Europe as well. The hydrogen used was green hydrogen. The tests confirmed that the turbine can be operated with the same output and at the same time meet the required emission levels.

Biomethane and Bio-LNG

| | |
|-------------------|---|
| Project name | BiRG |
| Transport medium | biomethane |
| Project objective | construction and optimisation of a demonstration plant for biomethane production |
| Timeframe | 2022-2023 |
| Partners | Forschungszentrum Jülich, Fraunhofer-Institut UMSICHT, New Power Pack and OGE |

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 parent company Vier Gas Transport GmbH (VGT), OGE is making a significant contribution to more sustainability in the transport sector. In September 2022, for example, VGT founded the company bioplus LNG for 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 before the end of 2024. 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.

| | |
|-------------------|---|
| Project name | bioplus LNG |
| Transport medium | bio-LNG |
| Project objective | construction and operation of a liquefaction plant for bio-LNG |
| Timeframe | commissioning in late 2024 |
| Partners | GasCom Equipment, Vier Gas Transport and OGE |

² Conversion of biogenic residues in the raw gas by pyrolysis, water-gas shift and microbial methanisation

CO₂-Transport

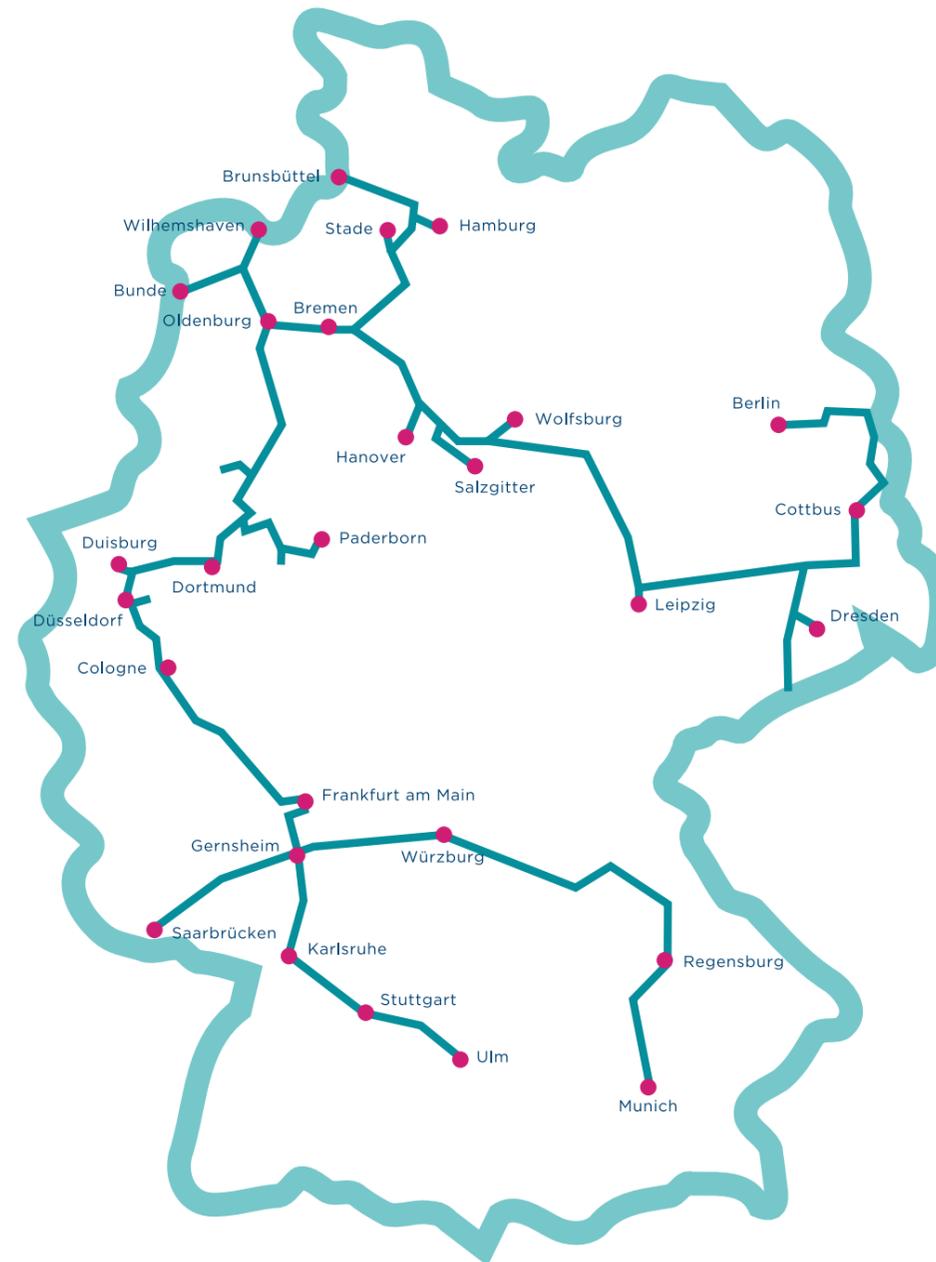
Project name **CO₂-Transportnetz (CO₂ transport network)**

Transport medium **CO₂**

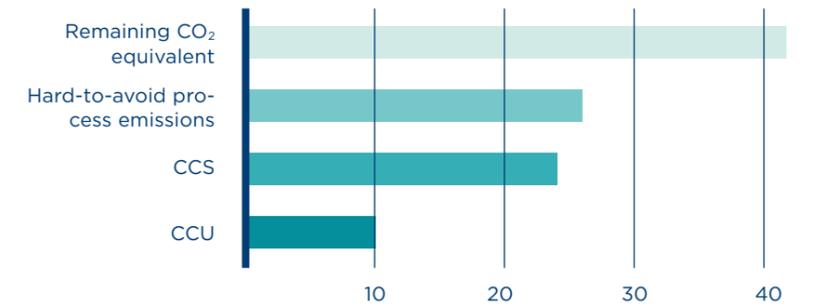
Project objective **to enable decarbonisation and a circular economy by means of a CO₂ transport network**

Timeframe **from 2028**

Partners **TES and OGE**



German industrial and energy sector in 2045
Figures in Mt CO₂ e/year



Deutsche Energie-Agentur GmbH (ed.) (dena, 2021). "dena-Leitstudie Aufbruch Klimaneutralität", p. 214-215.

CO₂ transport infrastructure

Even after all decarbonisation measures in industry and the energy sector, there will still be considerable CO₂ emissions in 2045 according to a study by the German Energy Agency dena ("dena-Leitstudie Aufbruch Klimaneutralität", link, p.214-215).

By that point, these two sectors will still be emitting a total of around 42 million tonnes of CO₂ equivalent per year, of which around 26 million tonnes come from process emissions that are extremely difficult to avoid, primarily from the cement and chemical industries. According to the dena scenarios, 34 million tonnes of CO₂/a will already be captured in 2045; of this, 24 million tonnes of CO₂ will be stored and 10 million tonnes reused. So while certain process emissions are extremely difficult to avoid, the entire organic chemical industry with its downstream value chains needs carbon as a raw material.

When dealing with CO₂, we believe it is right to give priority to avoidance over use and to use over storage. Our CO₂ transport infrastructure is therefore designed to facilitate a circular economy around CO₂, whereby the CO₂ moves from the place of its capture to the destination of its further use or storage. To serve our customers, we are connecting up the locations where CO₂ is to be produced, used or stored.

The OGE CO₂ transmission network will consist of the so-called CO₂ starter network and expansion routes. With a length of 964 km, the planned CO₂ starter network will transport 18.8 million tonnes of CO₂ in the future. We will develop both the initial network and the expansion routes flexibly according to transport needs, currently working on the assumption that the infrastructure will be newly built.

“When I buy electricity, I only buy green electricity.”

Sebastian Bergmann, Energy Purchasing



Shock ventilation instead of continuous ventilation

Saving energy at OGE

Saving energy is an ongoing task for OGE, which we also pursue with our certified energy management. Against the background of the energy crisis, which was essentially caused by the Russian war of aggression, we have taken further short-term measures.

As a company, we have taken advantage of additional opportunities to save energy and have given our employees hints and tips on how to save energy in their working environment.

The company's measures include lowering the room temperature, reducing heating or cooling times in meeting rooms and canteens, and adjusting the night setback of our heating systems.

The tips for employees on how to save energy focus on more conscious and reduced heating and cooling in the offices. In addition, attention was drawn to supposedly negligible or unconscious electricity consumption - such as standby mode or when operating the lifts - and to ways of saving energy in transport.

Our recommendations for private energy use according to the BDEW Energy Saving Campaign are aimed, among other things, at efficient appliance use, low-cost and quickly realisable savings measures, more comprehensive renovation measures, and promotion and advice.

Using car-sharing, public transport and bicycles

Taking the stairs instead of a lift

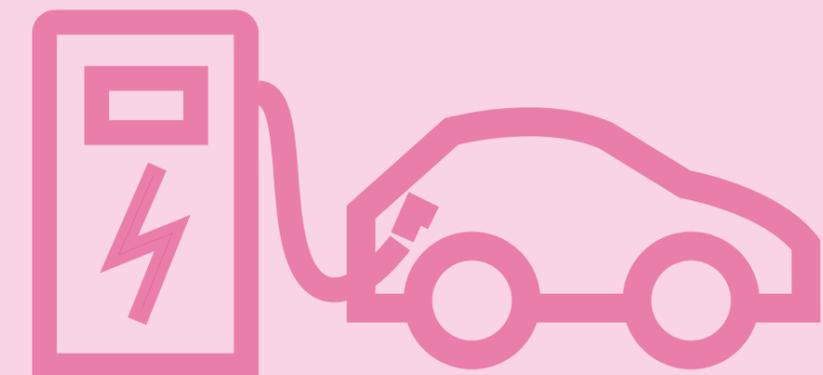
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305

Concept for e-mobility at 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.

The e-charging stations at two locations in Essen and at the Werne compressor station are scheduled to be installed in the second half of 2023, and during this trial phase we will create the conditions for gradually equipping all locations with charging infrastructure. In addition to the specific operational benefits, we also want to familiarise our employees with e-mobility, with the goal being to create an attractive and modern mobility offering for fleet and private vehicles.



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. But we don't want to 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

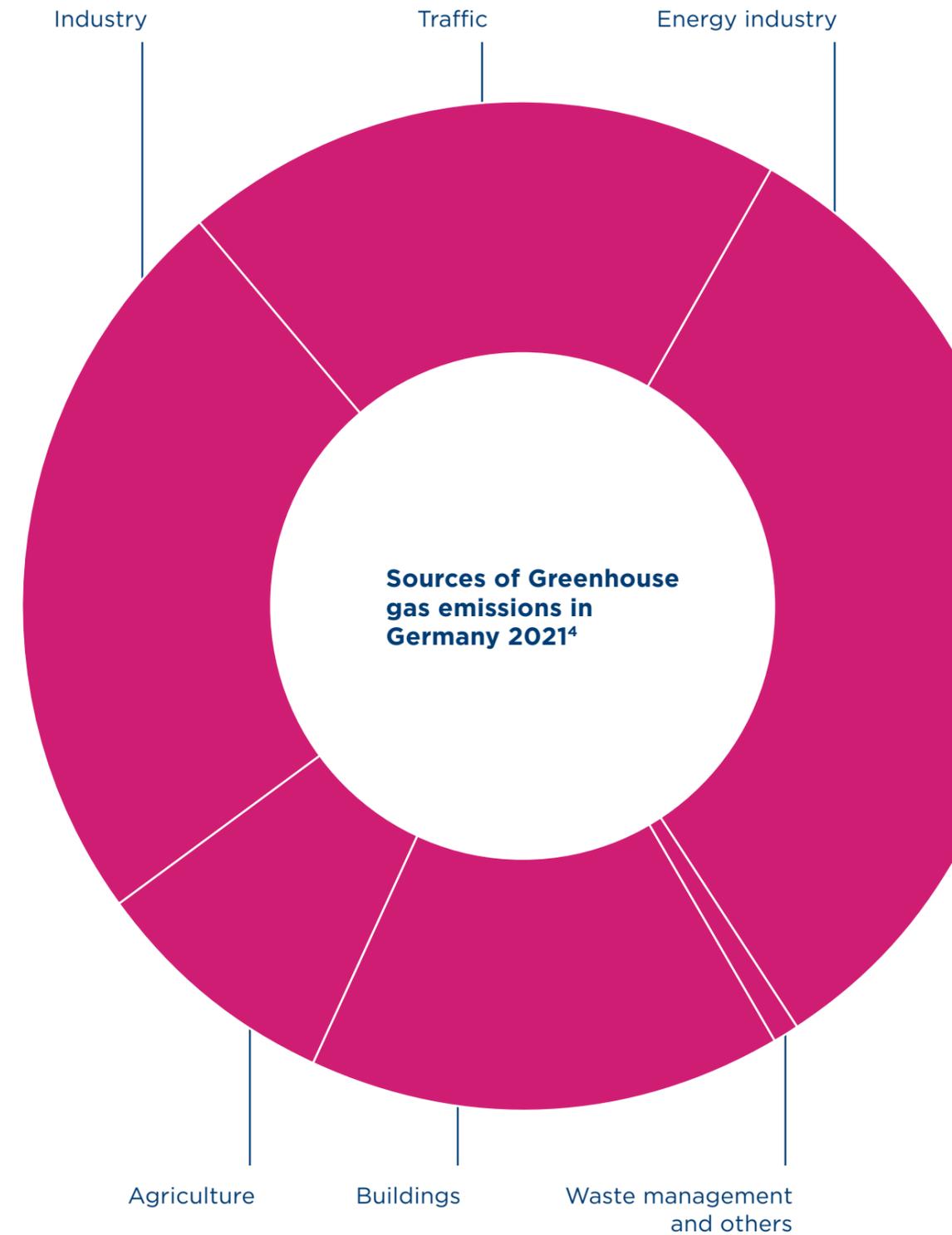
Emissions of greenhouse gases like CO₂ are a factor in manmade climate change and must be reduced further. Germany has set itself the goal of becoming climate-neutral by 2045, so we need to continually reduce our greenhouse gas emissions on the way there. These occur in many areas of human life: in agriculture, 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 2022 its greenhouse gas emissions amounted to 247 million tons of CO₂ equivalents (CO₂e)³.

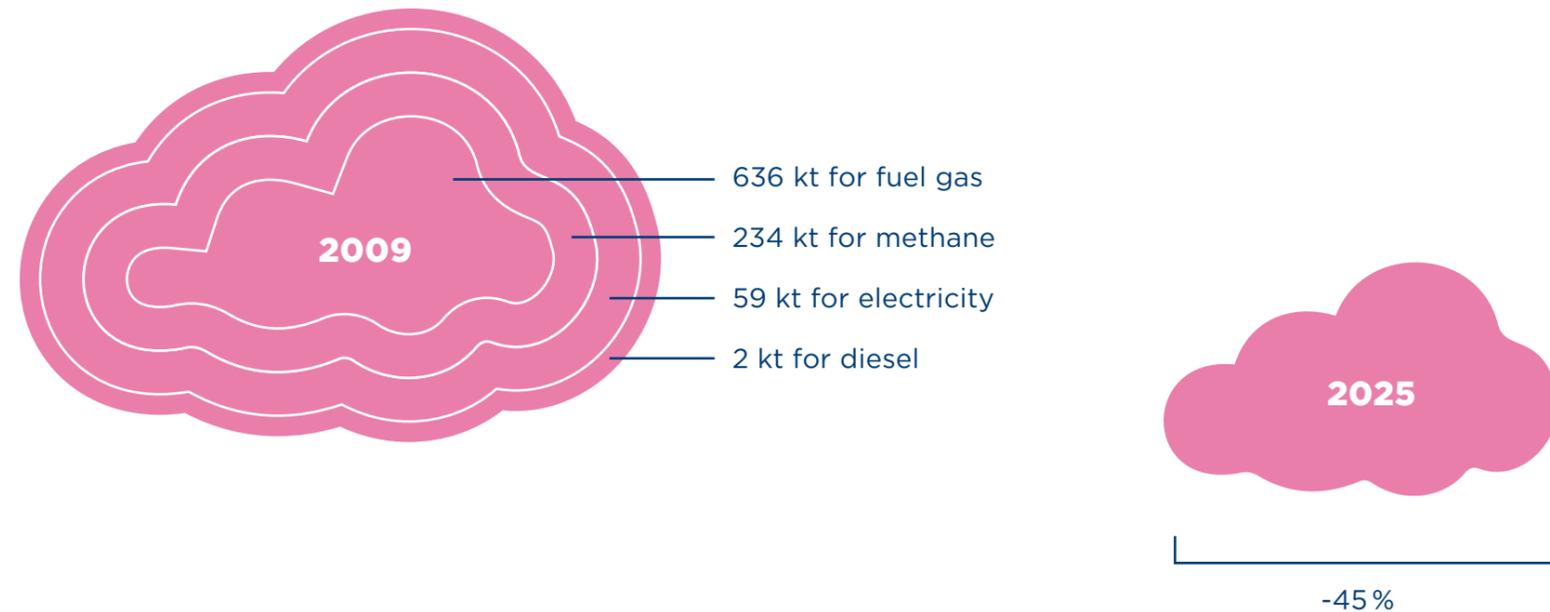
This corresponds to a reduction of 53 percent compared to 1990 levels. The emissions in the energy industry occur as a result of burning fossil fuels in public power plants to produce electricity and heat. Furthermore, the energy industry is also responsible for emissions from refineries and from pipeline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



³ Eurostat defines CO₂ equivalent (CO₂e) as a metric measure to compare emissions of different greenhouse gases based on their Global Warming Potential (GWP)

⁴ Federal Environment Agency, 15.03.2022

CO₂ emissions in kilotonnes



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% fewer GHG emissions by 2025 compared to 2009 and to be climate-neutral by 2045. We are therefore taking action wherever our gas transport causes emissions.

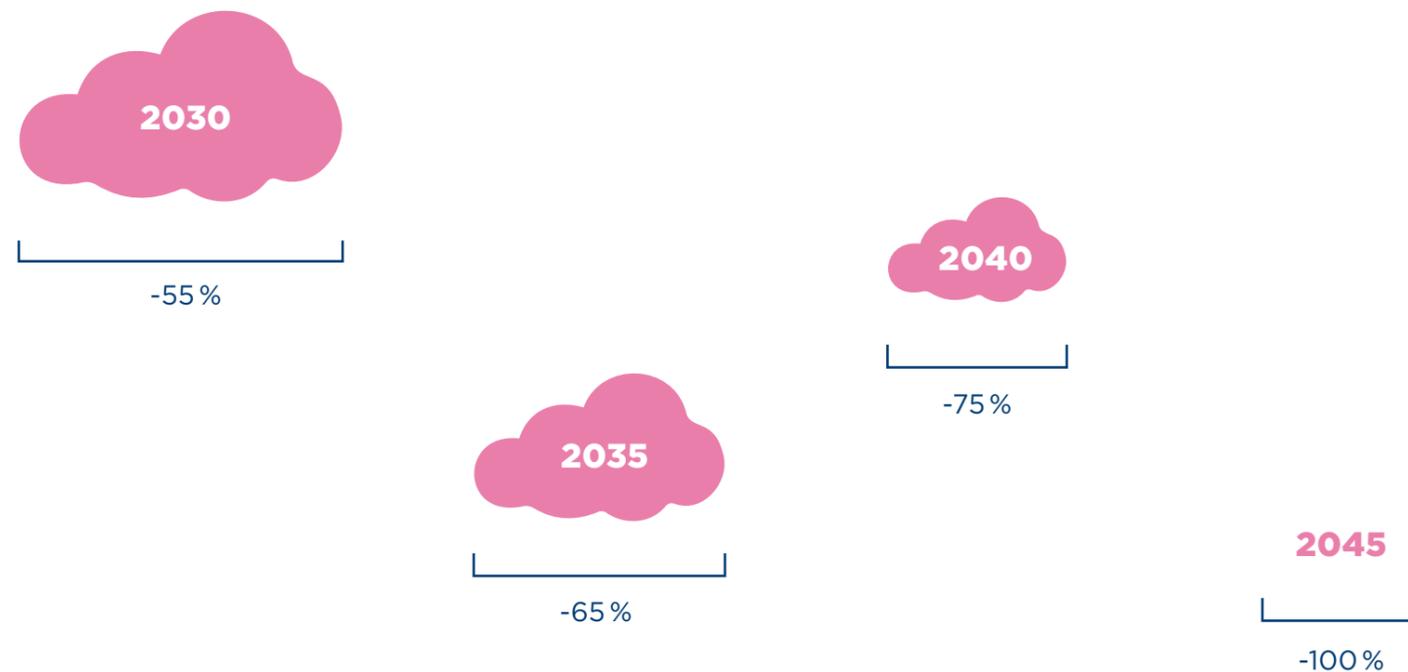
We have identified measures for emissions reduction and are putting them into practice. These include procurement of green electricity for our electrically powered compressors and for the company as a whole, as well as biomethane as a component of the propellant gas we need. To reduce methane emissions,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

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 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% 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 emissions reduction efforts is measurable. In 2021, CO₂ equivalent emissions were 47 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 compressors significantly more than in previous years in order to secure the German energy supply (LINK to article “GRI 203_Security of supply and transformation”), and this meant the greenhouse gas emissions increased to 773 kt of the assets operated by us compared to the previous year. This is a reduction of -17% compared to 2009, but is still well above our target of 511 kt for 2025.

By sourcing 100% green electricity for our compressors, plants and operations in 2022, we have been able to curb the increase in GHG emissions. Nevertheless, the new supply situation will continue to force us to employ significantly more of the compressor stations we operate in the future. We will continue to source 100% of our electricity from sustainable sources and increase our share of biogas, but it is already foreseeable today that these measures will not be sufficient to reach our target in 2025. Over the next few years, therefore, we will examine and initiate further options, e.g. the purchase of emission reduction credits, to achieve our goals.

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

| | 2009 | 2021 | 2022 | Ziel 2025 |
|------------------------------------|------|------|------|-----------|
| Scope 1 | 871 | 458 | 773 | ./. |
| Scope 2 | 59 | 31 | 0 | ./. |
| Scope 1+2 | 930 | 489 | 773 | 511 |
| Savings in relation to 2009 | - | -47% | -17% | -45% |

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

Scope 1:

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

Scope 2:

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.

Reduction of methane emissions

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% of total greenhouse gas emissions in Europe and could be reduced by 40% between 1990 and 2020.⁵

Since 1990, fugitive methane emissions have decreased by 67%. In oil and natural gas systems, they have decreased partly due to technological advances and improved pipeline networks.⁶

Methane emissions reduction targets

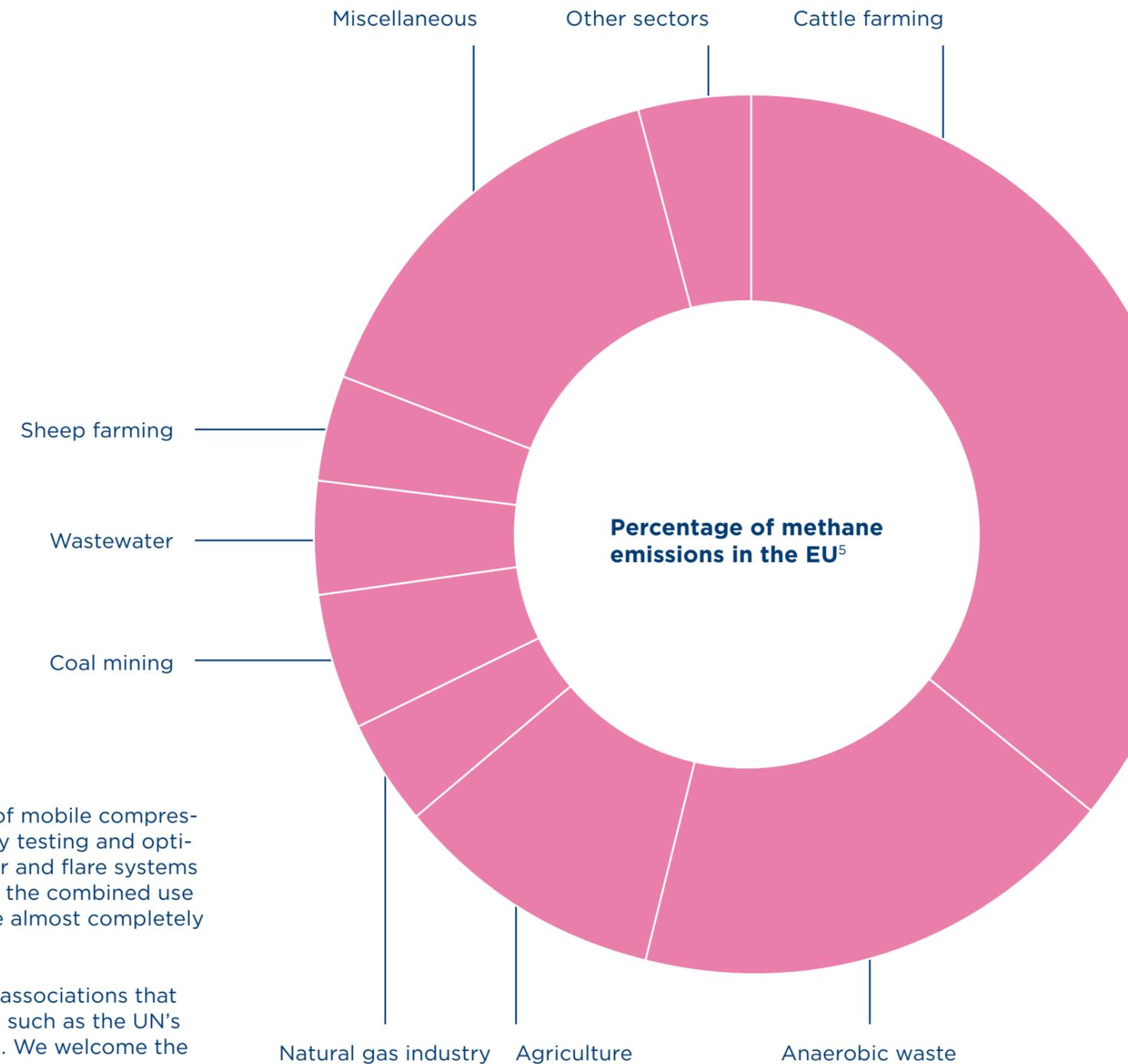
We are working actively on reducing our methane emissions and aim to continue to play a pioneering role in this regard. We therefore want to cut our methane emissions by 55 percent by 2025 compared to 2009.

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.

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, and our mobile compressors allow the natural gas to be transferred into another pipeline system. This way, we reduce methane emissions by up to 95 percent. In addition, we use mobile flare systems. It doesn't matter whether we are dealing with residual gas volumes from pipeline sections that have already been depressurised or volumes under regular operating conditions: Our flare systems burn the natural gas completely. We will continue

to develop and strengthen the technologies of mobile compressors and mobile flare systems, for example, by testing and optimising the combination of mobile compressor and flare systems with simultaneous nitrogen inerting. Through the combined use of these technologies, methane emissions are almost completely avoided during pipeline repairs.

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). We welcome the EU's methane strategy and implement its guidelines.



⁵ European Environment Agency, „Annual European Union greenhouse gas inventory 1990–2020 and inventory report 2022. Submission to the UNFCCC Secretariat“

⁶ 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)]

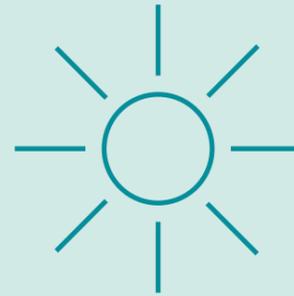
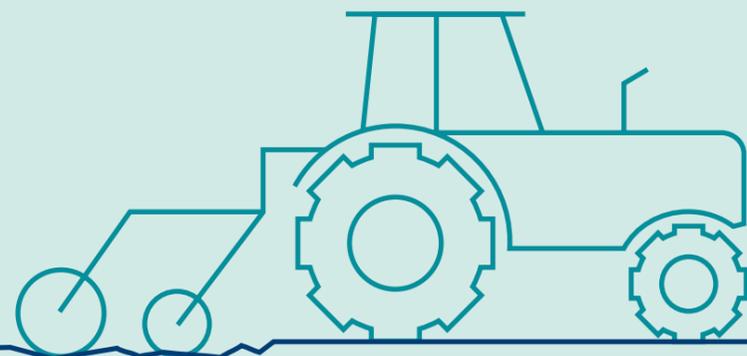
Living sustainability in harmony with nature

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.



“The digital transformation also means getting off the server and into the cloud.”

Oliver Detering, Digital Workplace



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 (NOx), 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 2022 (> more Info):

- CO emissions: 612 t
- NOx emissions: 450 t
- Energy consumption, natural gas: 3.552 Gwh
- Energy consumption, electricity: 240 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).

Social

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.

1. Shaping the transformation safely and healthily > Page 60
2. Working at OGE – safe, meaningful and progressive > Page 64
3. Shaping the future together > Page 66
4. Looking ahead > Page 67
5. We want to develop together > Page 69
6. Shaping and anchoring diversity > Page 71
7. Social engagement: transparent and socially aware > Page 73
8. Code of Conduct for Suppliers: impetus for sustainable action > Page 74
9. Neutral and independent in the representation of interests > Page 75
10. Non-discriminatory network access for all shippers > Page 75
11. Certified and protected: our customer data > Page 76

“When I’m needed, I’m there: as a first aider for my colleagues.”

Oliver Witzke, IT Test Manager at PLEdoc

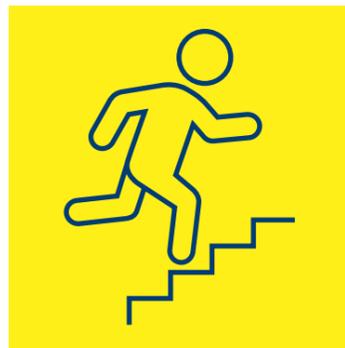


Shaping the transformation safely and healthily

Occupational safety and health protection are an integral part of our business activities. 2021 was another truly exceptional year due to the global pandemic. We at OGE saw the crisis as an opportunity and managed a successful transition to flexible remote working methods. As part of this 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. Thanks to a high level of resilience and well-established processes, we were able to deal with the challenges.

Retaining staff and offering them support with any health challenges is important to us. We look out for each other and listen carefully to identify the needs of our staff and offer appropriate support.



New occupational health management

We make use of a wide range of offerings relating to physical and mental health – from ergonomics, exercise and nutrition to mental balance. 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 like individual nutrition consultations and lectures on nutrition topics, resilience consultations as individual or team appointments, or lectures on mental balance. In addition, we ensure that we reach all employees at our locations in Germany.

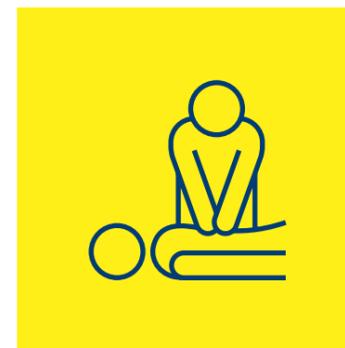
To further increase our reach, we also offer all employees a digital companion on all health topics by way of an app. With this app, everyone can access news on health campaigns, exercises and training whenever they need or want it.

Motivational programme

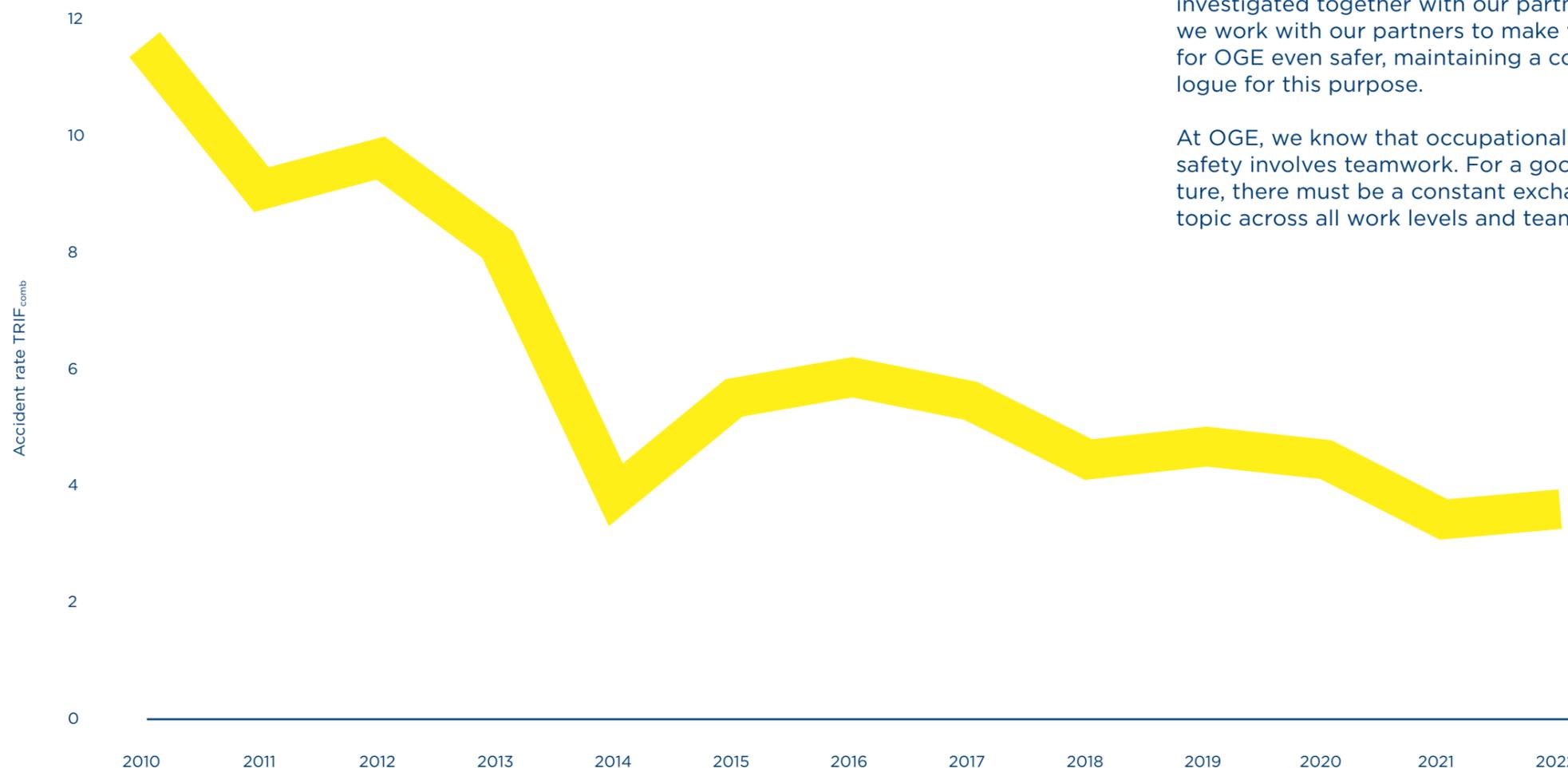
Throughout the year, we organise different challenges such as the step-counting challenge. Many employees take part and show us that they pay attention to their health because it is important to them, which represents great feedback for us every time.

Preventive offerings

This is ultimately also reflected in the bookings for our preventive care services: From prostate cancer and breast cancer screening to flu vaccinations, the appointments are well booked up. 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.



TRIF_{comb} accident rate for the years 2010 to 2022



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.

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.

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 2022 - target significantly

In 2022, a total of 25 accidents (9 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 3.8 and we significantly exceeded our 2022 target of 4.4.

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.

A comparison between the reportable occupational accidents per 1,000 full-time workers at OGE (LTIF_{comb} for the year 2022) 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.

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 work-

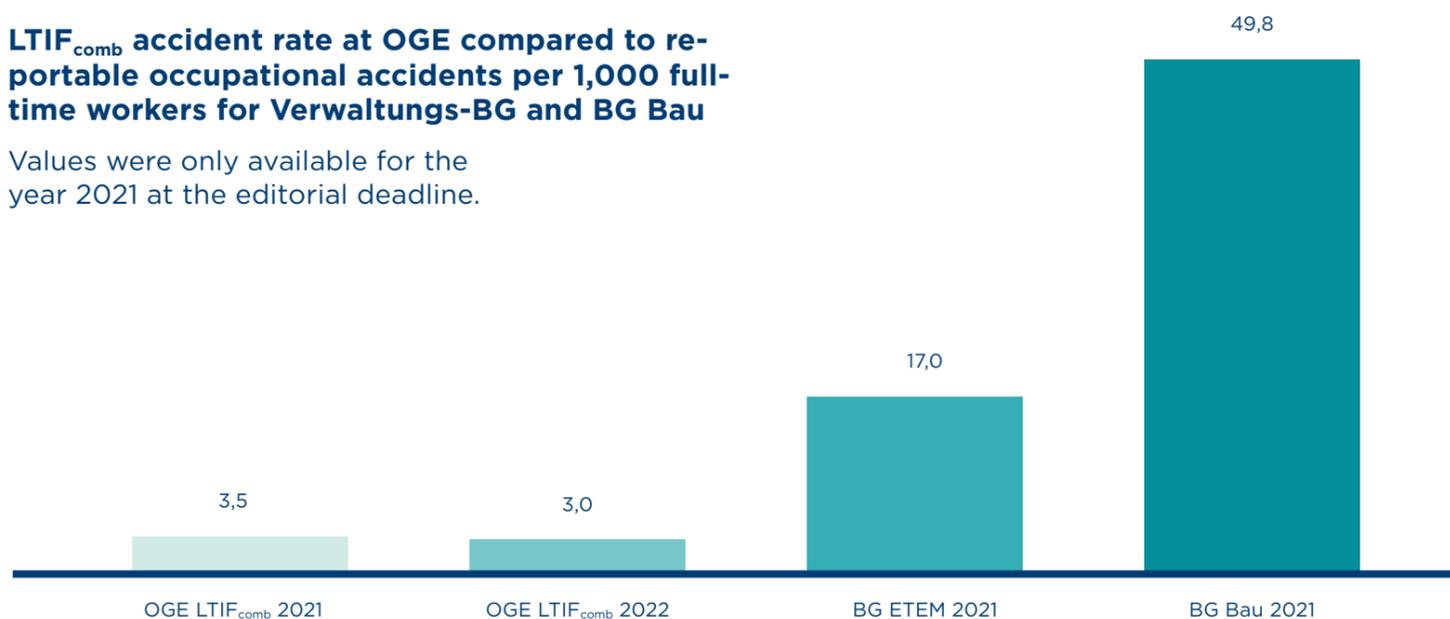
place accidents, injuries and near misses through data-driven measurement and improvement. We involve people from different parts of the organisation to make safety a shared task. Our occupational health and safety measures are proactive, preventive, and integrated into the culture of the entire organisation. They are based on a binding set of rules for our employees and partner companies.

Here, it is important to us that the rules are not just written down, but practised day in, day out. 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 669 management inspections in 2022, we clearly exceeded our target of 550.



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 2021 at the editorial deadline.



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).

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.

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.

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.



“We’re working with AI - on the ground and soon far beyond.”

Immanuel Weber, Data Scientist at PLEdoc



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 2022, 316 ideas were submitted by 261 employees. OGE generates annual savings of around € 372,000 through the ideas realised.
- Top idea of the year: setting up an expediting system in the SAP Cloud environment to ensure that important materials for our technical projects are delivered on time and in the right quality together with our suppliers.

Savings through new ideas: approx. € 372k

Expansion of “H2UB”, the first European hub for hydrogen start-ups

Approaching digitisation projects with MVPs

Innovation management

Innovation plays an important role at OGE, since it ensures the company is always evolving and securely positioned for the future. We are proud to have continued to implement many innovation projects in 2022 as well. One example is Europe’s first hydrogen start-up hub “H2UB”, founded in 2021 as a joint venture between the RAG Foundation, TÜV Süd and OGE, which continued to gain momentum and implemented the first successful start-up programmes. The innovation project “HySchool”, a further education programme for the hydrogen champions of tomorrow from various companies, also successfully held its first courses with a total of 72 participants. This programme was jointly designed by OGE and the RWTH Aachen Business School.

OGE’s innovation activities are appreciated and increasingly well known, hence in January 2022 OGE was selected as one of the top 100 most innovative companies in the SME sector for the year 2021 (> website). In November 2022, the VOICE Entscheiderforum selected the OGE innovation and digitisation project “H of Empires” for its Best Data Project Award.

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.



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.

Young talent as a key factor for the future

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.

We are further expanding our technical training, anchoring future topics such as hydrogen and digitisation, and supplementing our offering for young technical talent with integrated work-and-study courses on topics such as hydrogen or IT security. In the commercial area, we continue to focus on industrial administrators in the combined work and study programme – with commercial and energy management topics.

In addition, we offer trainee programmes individually tailored to our specialist areas, which enable us to find and retain talents for tomorrow while offering them tailored further training on relevant specialist topics.

| | | | |
|---|----|----|---|
| Number of trainees | 59 | | |
| Of which male, female, other | 52 | 7 | 0 |
| Of which technical, commercial | 47 | 12 | |
| Of which also completing a degree course | 11 | | |

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.

Recruiting campaign

In order to position OGE more strongly as an employer brand and to attract candidates to OGE, we rely on a broad mix of recruiting and employer branding measures. Under the motto “We apply to you. Come join the energy transition team”, in 2022 we positioned OGE as a shaper of the energy transition with an extensive recruiting campaign on social media. The campaign attracted a lot of attention and significantly increased the number of visitors to our careers page. We also used classic advertising media, demonstrating a local presence, for example, with billboards, jersey sponsorship and advertising on buses.

The basis of all activities to position the employer brand is our employees. Their satisfaction is the best advertisement for our company, and our Pulse Checks as well as the above-average ratings at kununu – OGE was a TOP COMPANY in 2022 and is again in 2023 – prove the very high level of employee satisfaction. And we can build on that: In 2022, a total of 35 new colleagues were recruited through the “Employees recruit employees” campaign. In 2023, we will take the next step and focus intensively on the core of our employer brand. Here, we are giving our employees the chance to become brand ambassadors, meaning that future applicants can get a clear picture of OGE and get to know us even better – even before they apply for a job with us.



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.

Pulse 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.

In addition to engagement and employee satisfaction, leadership was the core topic of our two Pulse Checks this year. We know that the behaviour of our managers has a major impact and a strong influence on our employees, their loyalty to the company, and our culture. Following on from the first survey, the teams worked out suggestions for improvement together with their managers and implemented them together – and they did so with success, as the results of the follow-up survey showed us.

The increased participation rate in the follow-up survey shows that we are on the right track with the Pulse Checks. And job satisfaction among our employees is now 63 %, which is well above average. We are proud of this and will continue: better with every voice!

Promoting corporate culture

We have continued our culture journey in 2022. This year, we chose not to focus on a single dimension of our culture but made it our task to monitor the teams in their different challenges and levels of maturity. We laid a foundation for this with the aforementioned Pulse Checks, which gave us important information about where our employees stand in terms of corporate culture. Furthermore, on top of continuing the offerings from 2021, we have successfully piloted the workshop format ProcessExcellence@OGE under the cultural dimension of results orientation, so we will implement that in 2023.

Further training

The approximately 8,800 training days notched up by our employees in 2022 show: OGE provides its employees with a wide range of training opportunities – in person, digitally or as a combination of different methods and media. In addition, our employees can expand their knowledge in various digital formats outside of the training programmes. This applies to IT topics such as SAP or Office 365, but also to strategic and operational topics. In this way, we contribute to the continuous transfer of knowledge and empower our employees for their everyday work and beyond. Wherever it is possible in terms of content, we

rely on digital offerings, which means we reduce the need for travel and can integrate our employees nationwide into our training programmes much more effectively.

In addition to the further education of our own employees, we also keep an eye on third parties – including for the future topic of hydrogen. The HySchool training programme is a joint project of the RWTH Aachen Business School and OGE and provides participants with the necessary know-how to ramp up the hydrogen economy for OGE and other companies. Here we combine training with implementation projects so that the H2 champions trained in the programme can develop and implement a hydrogen strategy within their own organisation. What’s more, we started to build a hydrogen test track at one of our operating sites in 2022. This will be used for training purposes and will make it possible to address the specific training needs for hydrogen in each case. The experience gained from this will later also be passed on to external people.



We are constantly developing our training offering. The basis for this is, among other things, our comprehensive training needs analysis, which we started in 2022. This will give us an even better picture of the future training needs of our employees and, based on this, we will develop further targeted training offers and make them available on our new training platform.

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.

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.

How is the quality of leadership from an employee perspective? For example, do managerial staff give enough appreciation and constructive feedback?

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.

In order to support our leaders in their daily work in the best possible way, we will continue to expand our leadership development concept in 2023. A core element of this will be the development of a leadership mission statement for OGE that provides guidance for all hierarchical levels on the expected behaviour of leaders. 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.

Do you have confidence in the organisation and how much of a bond do you feel to OGE?

Shaping and anchoring diversity

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.

In 2023, we will take the time to further sharpen our employer brand in order to actively inspire our employees and future candidates.

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. In the first step, the strategy focuses on diversity criteria that can be measured: age, nationality, gender and ability.

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.

Each of our focal points will include both internal and external initiatives. Our focal points and the associated initiatives and offerings should be open to all our employees as a matter of principle. Through operational management, we ensure the participation of staff with different characteristics and skills that make us unique as people.



“Whether it’s speed dating for talent or day-to-day work, we live and breathe diversity.”

Vera Gramkow, Head of the Personnel Development and Training Department



Social engagement: transparent and socially aware

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

Green Capital Essen as a partner network

The energy transition does not only concern us as a company. In the Green Capital Essen partner network, we aim to work together with the city authorities and local companies to achieve the climate and environmental goals at our main location in Essen. To this end, we are actively involved and exchange experiences with other companies and specialists from the administration. The thematic focus of the exchange in 2022 was the City of Essen's Action Plan for Sustainable Energy and Climate.

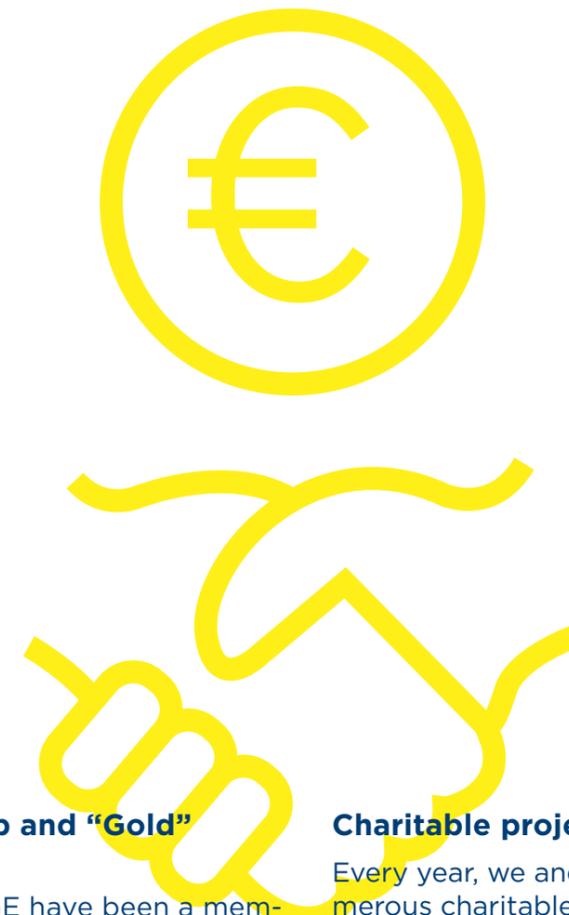
Essen Mobility Partnership and "Gold" bicycle-friendly employer

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 2022 and 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 2022, employees and OGE donated 26,000 euros. This was used to support these charitable organisations:

- Löwenzahn Outpatient Children's and Youth Hospice Service, Dortmund
- Löwenherz Children's Hospice, Syke
- Outpatient Children's and Youth Hospice Service Gießen
- ASB Wünschewagen in Franconia/Upper Palatinate
- Be strong for kids e. V., Essen
- "Mitmachen verbindet" project, Ehrenamtagentur Essen
- WohnMobil, Protestant Youth Welfare Bochum
- St. Josef Children's Home, Duisburg
- Arztmobil Essen, GSE gGmbH
- Trösterteddys, Kinderhilfe Eckental GmbH

Since OGE was founded in 2010, around 130,000 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.



Code of Conduct for Suppliers: impetus for sustainable action

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

In addition to our own sustainable actions, we also want to commit our suppliers to greater sustainability. According to the Supply Chain Duty of Care Act (LkSG), which will come into force in 2023, OGE, as a company with more than 1,000 employees, 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.

In addition to fulfilling the legal requirements of the LkSG regarding the prevention of human rights violations, OGE pursues the following goals with the 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

The Code of Conduct also refers to our (also digital) whistleblower platform. This allows people to report if they are affected by violations of the LkSG - directly or indirectly.

Neutral and independent in the representation of interests

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

Party-political neutrality

We therefore do not donate to political parties as a matter of principle. However, we are 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 FNB Gas. At European level, we are represented in Hydrogen Europe and Gas Infrastructure Europe, among others.

Transparency register for the EU and at federal level

In order to create transparency about our interest representation, we have been registered in the EU Transparency Register for several years and, since the end of February 2022, also in the new Lobby Register for interest representation vis-à-vis the German Bundestag and the Federal Government. With our entries in the lobby registers, we have accepted the relevant codes of conduct for interest representatives as applicable to our company.

Non-discriminatory network access for all 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.



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 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.

Annex environmental index

The annex 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 78
2. Key figures on the environment > Page 79
3. GRI Content Index > Page 80
4. Topics in the 2021 Oil & Gas Sector Standard that are considered non-material > Page 87
5. Commitment to high ESG standards: Vier Gas Transport GmbH's ESG ratings > Page 88
6. Certificates > Page 88
7. Annual financial statement > Page 88
8. About the report > Page 89

Key figures on occupational safety

Table 1: Number of accidents and fatalities

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|----------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| TRI | 31 | 48 | 48 | 37 | 17 | 26 | 30 | 37 | 31 | 32 | 33 | 23 | 25 |
| TRI_{OGE} | 31 | 24 | 26 | 21 | 9 | 6 | 8 | 9 | 4 | 11 | 15 | 8 | 9 |
| TRI_{FF} | * | 24 | 22 | 16 | 8 | 20 | 22 | 28 | 27 | 21 | 18 | 15 | 16 |
| LTI | 19 | 30 | 40 | 27 | 14 | 23 | 29 | 33 | 30 | 31 | 29 | 22 | 20 |
| LTI_{OGE} | 19 | 14 | 21 | 13 | 6 | 5 | 8 | 9 | 4 | 11 | 12 | 8 | 8 |
| LTI_{FF} | * | 16 | 19 | 14 | 8 | 18 | 21 | 24 | 26 | 20 | 17 | 14 | 12 |
| Death_{OGE} | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Death_{FF} | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table 2: Accident rates

| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|----------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| TRIF_{comb} | 11,3 | 9 | 9,5 | 7,8 | 3,9 | 5,7 | 5,8 | 5,3 | 4,5 | 4,9 | 4,7 | 3,7 | 3,8 |
| TRIF_{OGE} | * | 8,0 | 8,7 | 8,6 | 3,8 | 2,5 | 3,1 | 3,5 | 1,5 | 4,2 | 5,4 | 2,9 | 3,2 |
| TRIF_{FF} | * | 10,3 | 10,7 | 7,0 | 4,1 | 9,1 | 8,9 | 6,3 | 6,3 | 5,4 | 4,3 | 4,4 | 4,2 |
| LTIF_{comb} | * | 5,6 | 7,9 | 5,7 | 3,2 | 5,3 | 5,9 | 4,7 | 4,3 | 4,8 | 4,2 | 3,5 | 4,2 |
| LTIF_{OGE} | * | 4,7 | 7,0 | 5,3 | 2,5 | 2,1 | 3,1 | 3,5 | 1,5 | 4,2 | 4,3 | 2,9 | 3,0 |
| LTIF_{FF} | * | 6,9 | 9,3 | 6,1 | 4,1 | 8,2 | 8,3 | 5,4 | 6,1 | 5,1 | 4,0 | 4,1 | 3,1 |

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 |

* Value not available for the year 2010

Table 4: Explanation of terms / glossary

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

Key figures on the environment

Table 5: Key environmental figures

| | Unit | 2019 | 2020 | 2021 | 2022 |
|--|------|-------|-------|-------|-------|
| NOx | t | 399 | 367 | 215 | 450 |
| CO | t | 351 | 730 | 329 | 612 |
| SOx | t | 0,5 | 0,5 | 0,2 | 0,8 |
| Total waste | t | 2.178 | 3.467 | 4.496 | 5.363 |
| “Dangerous” proportion | t | 1.006 | 1.975 | 1.989 | 4.159 |
| Proportion for disposal | t | 386 | 1.294 | 804 | 3.353 |
| Proportion for recycling | t | 1.792 | 2.173 | 3.692 | 2.010 |
| Energy consumption: natural gas | GWh | 2.570 | 2.213 | 1.857 | 3.552 |
| Energy consumption: electricity | GWh | 65 | 72 | 74 | 240 |

The data on the air pollutants NOx, CO and SOx refer to emissions caused by the natural gas-fired compressor units. Emissions from auxiliary plants and the vehicle fleet are not systematically recorded.

The waste quantities correspond to the total volume handed over by OGE as the generator of waste for proper disposal. The quantities for individual waste fractions such as residual waste (EWC 20 03 01) were estimated, as generally no weighing is carried out at the time of acceptance. The increase since 2020 is mainly due to major pipeline construction projects. In addition, there were larger quantities of hazardous waste to be disposed of in 2022 due to two particular reorganizational measures.

Water consumption and wastewater accumulation are regularly recorded in the evaluation of our environmental aspects for the individual sites. However, due to the low significance, there is no systematic recording and evaluation as a corporate key figure.

GRI Content Index

Open Grid Europe GmbH hat die in diesem GRI-Index genannten Informationen für den Zeitraum 1. Januar 2022 bis 31. Dezember 2022 unter Bezugnahme auf die GRI-Standards gemeldet. Es wurden der GRI 1: Foundation 2021 sowie GRI Standard für den Öl- und Gassektor 2021 angewandt.

Neben dem Nachhaltigkeitsbericht sind weitere Informationen auch im Handbuch zum integrierten Managementsystem, dem OGE-Jahresabschluss 2022 sowie dem VGT-Konzernabschluss 2022 enthalten.

| | Disclosure | Topic | Page | Omission | Explanation | GRI Sector Standard Ref. Nr. |
|---------------------------------------|-----------------------|---|--|----------|---|------------------------------|
| GRI 2: General Disclosures 2021 | General disclosures | | | | | |
| | 2-1 | Organizational details | 15 | | | |
| | 2-2 | Entities included in the organization's sustainability reporting | 89 | | | |
| | 2-3 | Reporting period, frequency and contact point | 89 | | | |
| | 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, 27, 31, Jahresabschluss 2022, Gewinn- und Verlustrechnung | | | |
| | 2-7 | Employees | 18 | | | |
| | 2-8 | Workers who are not employees | 18 | | Number of employees as of 31.12.2022 | |
| | 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 2022, Aufsichtsrat der Open Grid Europe GmbH | | | |
| | 2-11 | Chair of the highest governance body | 15, Jahresabschluss 2022, Aufsichtsrat der Open Grid Europe GmbH | | | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 18, 20, 64, 73, Jahresabschluss 2022, 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 sustainability report. | |
| 2-15 | Conflicts of interest | 33, 88 | | | | |

| | Disclosure | Topic | Page | Omission | Explanation | GRI Sector Standard 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 2022, Aufsichtsrat der Open Grid Europe GmbH | | | |
| | 2-20 | Process to determine remuneration | 4, 15, Jahresabschluss 2022, Aufsichtsrat der Open Grid Europe GmbH | | | |
| | 2-21 | Annual total compensation ratio | Jahresabschlüsse 2021 und 2022, Geschäftsführung der Open Grid Europe GmbH sowie Lageberichte 2021/2022 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, 31, 33, 35, 36, 40, 54, 56, 60, 76, 88, 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 refresher training. | |
| | 2-24 | Embedding policy commitments | Handbuch | | | |
| | 2-25 | Processes to remediate negative impacts | Handbuch | | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 33 | | | |
| | 2-27 | Compliance with laws and regulations | 56, 88 | | | |
| | 2-28 | Membership associations | 20 | | | |
| | 2-29 | Approach to stakeholder engagement | 4, 15, 64, 66, 88 | | | |
| 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 Sector Standard Ref. Nr. |
|---|---------------------------|---|--|----------|--|------------------------------|
| GRI 3: Material Topics 2021 | Material topics | | | | | |
| | 3-1 | Process to determine material topics | 4, 89 | | | |
| | 3-2 | List of material topics | 4, 89 | | | |
| | 3-3 | Management of material topicsmen | 4, 15, 31, 33, 35, 36, 40, 50, 54, 56, 60, 69, 74, 75, 76, 88, 89 Handbuch | | | 11.2.1 |
| GRI 201: Economic Performance 2016 | Economic performance | | | | | |
| | 201-1 | Direct economic value generated and distributed | Jahresabschluss 2022, Mitarbeiter, Gewinn und Verlustrechnung | | | 11.14.2 |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | 4, 40, Jahresabschluss 2022, Mitarbeiter, Gewinn und Verlustrechnung | | | |
| | 201-3 | Defined benefit plan obligations and other retirement plans | 26, 88 | | | |
| | 201-4 | Financial assistance received from government | 33, 75 | | 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, 26, 27, 30, 31, 35, 73 | | | 11.14.4 |
| | 203-2 | Significant indirect economic impacts | 4, 15, 26, 27, 30, 31, 35, 73 | | | 11.14.5 |
| GRI 204: Procurement Practices 2016 | Procurement practices | | | | | |
| | 204-1 | Proportion of spending on local suppliers | 35 | | | 11.14.6 |
| GRI 205: Anti-corruption 2016 | Anti-corruption | | | | | |
| | 205-1 | Operations assessed for risks related to corruption | 33 | | | 11.20.1 |
| | 205-2 | Communication and training about anti-corruption policies and procedures | 33 | | | 11.20.5 |
| | 205-3 | Confirmed incidents of corruption and actions taken | 33 | | | 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 | 33 | | 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 Sector Standard Ref. Nr. |
|---|-----------------------------------|--|--|----------|---|------------------------------|
| GRI 207: Tax 2019 | Tax | | | | | |
| | 207-1 | Approach to tax | 33, Handbuch, VGT Konzernabschluss 2022, Anhang „Ertragssteuern“ | | | |
| | 207-2 | Tax governance, control, and risk management | 33, Handbuch, VGT Konzernabschluss 2022, Anhang „Ertragssteuern“ | | | |
| | 207-3 | Stakeholder engagement and management of concerns related to tax | 33, Handbuch, VGT Konzernabschluss 2022, Anhang „Ertragssteuern“ | | | |
| | 207-4 | Country-by-country reporting | 33, Handbuch, VGT Konzernabschluss 2022, Anhang „Ertragssteuern“ | | Not relevant, as OGE only pays taxes in Germany | |
| GRI 302: Energy 2016 | Energy | | | | | |
| | 302-1 | Energy consumption within the organization | 56 | | | 11.1.2 |
| GRI 304: Biodiversity 2016 | Biodiversity | | | | | |
| | 304-2 | Significant impacts of activities, products and services on biodiversity | 54 | | | 11.4.1 11.4.3 |
| GRI 305: Emissions 2016 | Emissions | | | | | |
| | 305-1 | Direct (Scope 1) GHG emissions | 50 | | | 11.1.5 11.2.3 11.1.1 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 50 | | | 11.1.6 |
| | 305-5 | Reduction of GHG emissions | 50 | | | |
| | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 79 | | | 11.3.2 |
| GRI 306: Waste 2020 | Waste | | | | | |
| | 306-2 | Management of significant waste-related impacts | 56, 79 | | | |
| GRI 308: Supplier Environmental Assessment 2016 | Supplier environmental assessment | | | | | |
| | 308-1 | New suppliers that were screened using environmental criteria | 74 | | | |
| 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 | 26, 64 | | | 11.10.3 |
| | 401-3 | Parental leave | 18, 64 | | | 11.11.3 11.10.3 |

| | Disclosure | Topic | Page | Omission | Explanation | GRI Sector Standard Ref. Nr. |
|--|--------------------------------|---|--------------|-----------------|---|-------------------------------------|
| GRI 402: Labor/Management Relations 2016 | Labor/management relations | | | | | |
| | 402-1 | Minimum notice periods regarding operational changes | 64 | | 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 | 60, 88 | | | 11.9.1 11.9.2 |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 60, 88 | | | 11.9.3 |
| | 403-3 | Occupational health services | 60, Handbuch | | | 11.9.4 |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 60, 64 | | 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 | 60, 64 | | | 11.9.6 |
| | 403-6 | Promotion of worker health | 60 | | | 11.9.7 |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 60 | | | 11.9.8 |
| | 403-8 | Workers covered by an occupational health and safety management system | 60, 78 | | | 11.9.9 |
| | 403-9 | Work-related injuries | 78 | | | 11.9.10 |

| | Disclosure | Topic | Page | Omission | Explanation | GRI Sector Standard 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 | 69 | | | 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. | |
| Equal Opportunity 2016 | Diversity and equal opportunity | | | | | |
| | 405-1 | Diversity of governance bodies and employees | 18, 71 | | 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 | 33, | | 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 | 33, 74 | | 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 | 33, 74 | | OGE has a zero-tolerance policy towards forced labor. | |
| GRI 413: Local Communities 2016 | Local communities | | | | | |
| | 413-1 | Operations with local community engagement, impact assessments, and development programs | 35, 73 | | | 11.15.2 |

| | Disclosure | Topic | Page | Omission | Explanation | GRI Sector Standard Ref. Nr. |
|--|----------------------------|--|--------------|-----------------|---|-------------------------------------|
| GRI 414: Supplier Social Assessment 2016 | Supplier social assessment | | | | | |
| | 414-1 | New suppliers that were screened using social criteria | 74 | | | 11.10.8 |
| GRI 415: Public Policy 2016 | Public policy | | | | | |
| | 415-1 | Political contributions | 75 | | 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 | 75 | | | |
| GRI 418: Customer Privacy 2016 | Customer privacy | | | | | |
| | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 76, 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 ⁷ | CCC bis AAA | BBB (12/2020) | BB (2019) |
| Sustainalytics ⁸ | 0 bis 100 | 29.7 (01/2022) | 46.7 (2019) |
| ISS ESG | D bis A+ | C (11/2021) | C- (2020) |

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Certificates

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

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

Annual financial statement

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

About the report

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

The reporting period primarily refers to the calendar year 2022. 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 2022.

OGE plans to publish its sustainability report annually. This report was published on 27 April 2023.

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

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