



Sustainability Report 2024

We reap
what we sow.





Jennifer Buchkremer
Sustainability Manager

Dr. Thomas Hübener
Chairman of the Board of Management

Dear reader,

“Because it all comes down to people.” These words really get to the core of what fuels OGE day in, day out. By using sustainable processes within the OGE Group, we aim to live up to our responsibility with regard to protecting our natural resources, a secure energy supply, and the people who work for us. In doing so, we always keep sight of our goal: to ensure our day-to-day work makes a positive contribution to society. We try to achieve this in various ways so that our business purpose and the activities derived from it are sustainable.

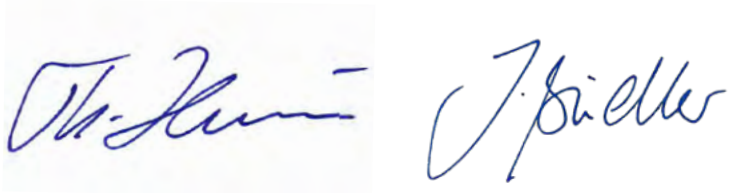
To achieve our climate targets and the transformation of the energy system they require, OGE is creating the infrastructure for a future worth living and offers additional services for third parties so that they can likewise achieve their sustainability goals. How are we doing it? With efficient transport of natural gas today, but also with a sustainable roadmap for the near future with transportation of hydrogen and CO₂ as a contribution towards carbon management.

What can you expect from OGE's Sustainability Report this year? There is a strong focus on hydrogen, since the approval of the hydrogen core network in 2024 represents an important milestone on the way towards ramping up hydrogen and achieving climate targets. You will also gain insights into how, in this context, we are sustainably converting transmission pipelines from natural gas to hydrogen, and how we are readying our teams for hydrogen at our own H₂ training facility. As we said at the start, at OGE it also always

comes down to people. With this in mind, you can learn about our diversity strategy, our culture and our values, as well as the attractive employee benefits, but also about an area that is crucial to us, namely occupational safety and accident prevention. Meanwhile, the portrait of OGE's subsidiary PLEdoc shines a light on how the entire OGE Group is working sustainably and driving the transition at all levels.

We are proud to be able to present to you our fourth Sustainability Report and, most importantly, that it demonstrates our positive progress and further development in the crucial area of sustainability.

We hope you enjoy reading our Sustainability Report and would be delighted to discuss it with you. Send us an e-mail at Nachhaltigkeit@oge.de.





Diversity shapes a company's success.

The best ideas and innovative solutions emerge from a diverse team – Team OGE.
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Economic

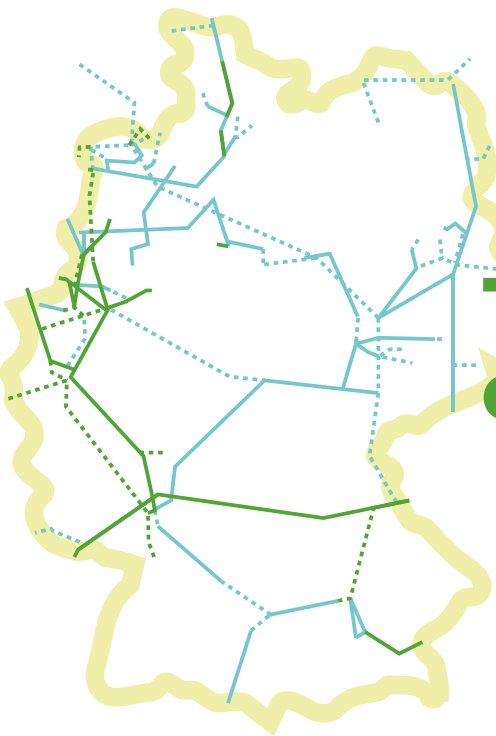
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The future of energy starts now.

The hydrogen core network is coming and is creating the basis for the green transformation of industry, the economy and society.
> More on page 15



The diggers take a break for bee-eaters.

Sustainable construction of energy infrastructure with a holistic approach: the only way to make a construction project successful.
> More on page 40

Who exactly is OGE?

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

The three cornerstones of our corporate strategy

Our aim is to meet our climate protection targets in a sustainable, secure and affordable way while ensuring a reliable energy supply 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 to our work and presents us with various challenges: On the one hand, natural gas is becoming more important as a bridging technology as nuclear energy and coal are gradually phased out in Germany. On the other, the ambitious climate protection targets mean that by 2045 Germany will have to run almost entirely without fossil natural gas.

We are firmly convinced that the most efficient way to achieve the climate protection targets is to rely more heavily on renewable power and green gases such as hydrogen. The existing gas infrastructure offers an efficient and secure way to transport green gases, which allows us to make a significant contribution to accelerating the energy transition and achieving our climate protection targets.

We stand for technological and operational expertise in Germany and Europe in all areas related to the transportation of gaseous energy sources and associated services. We are Germany’s leader in the design, construction and operation of gas infrastructure. This is why we believe that we should continue to play a prominent role as an infrastructure operator in the development of the energy system. We see ourselves as a driver of change in Germany and Europe.



We create the infrastructure for a future worth living

This is the mission we have defined for our organisation as part of our strategy. It is a promise to the market and to society, and as an essential strand of our raison d'être. This self-image summarises everything OGE stands for. Our actions are geared towards achieving an affordable energy system that ensures security of supply while preserving good living conditions for future generations – with an infrastructure everyone can rely on.

We design, build and operate highly efficient networks for natural gas, hydrogen and CO₂

Our strategy is to operate a modern, demand-orientated, versatile and efficient infrastructure for our customers – not only for natural gas, but also for hydrogen and CO₂ in the future. As a service provider, partner and expert, we offer our customers solutions in these three business segments that are tailored to their future transportation needs and enable them to introduce climate-neutral processes and applications.



Natural gas: Continuing our successful operations

Today, natural gas is our core business and the foundation of our success. It is one of the key elements of the current energy system and will remain so during the transition to climate-neutral technologies. This is why we are focussing on the following aspects as we look to the future: demand-driven investments in the natural gas network, greenhouse gas reduction measures and synthetically produced methane and biogas as energy sources.

Hydrogen: Driving force behind the hydrogen ramp-up

The Federal Network Agency's (BNetzA) approval in October 2024 of the TSOs' application for the hydrogen core network marked an important milestone for hydrogen as an energy carrier. By investing in the core network, OGE is facilitating the ramp-up and future use of hydrogen. In addition, we are proactively initiating key projects with existing and new shippers, connecting market participants and assuming a key role in crucial import corridors to Germany. Hydrogen is and will therefore become our second important business area.

CO₂: Forging ahead as a pioneer

Not all carbon emissions can be completely eliminated. However, we do not leave our customers to face this challenge alone. In our third business area, we are working to avoid carbon emissions by transporting gases for storage or reuse as part of a circular economy. Our extensive and long-standing expertise in natural gas allows us to press ahead with CO₂ projects and partnerships as a pioneer and thus contribute to a climate-neutral economy.

Why it takes all three business areas to achieve the transition

With its three business areas – natural gas, hydrogen and CO₂ – OGE is well positioned to continue operating successfully while making an important contribution to a climate-neutral energy system. We can only achieve our sustainability goals together, which is why we also offer our extensive experience as a service to third parties.



Putting the “we” first

Our internal expertise and decades of experience combined with the dedication of our skilled workers have helped us become a successful and leading gas network operator.



Yet the industry is changing: With hydrogen and CO₂ come new areas that will first supplement our natural gas business and eventually supplant it. Similarly, the approach within the company is also changing as we embrace a more innovative spirit.

This change is being felt and shaped by ever more people in the company with diverse backgrounds, expectations and points of view. And this, too, helps OGE to evolve.

With a strong strategic foundation and readiness as an organisation, we will tackle the challenges ahead – and succeed in overcoming them. To this end, new corporate values have been developed as part of a comprehensive strategic process, with the aim being to strengthen the overall corporate culture as a shared foundation that everyone understands and that reaches all the generations.

Attitude and action at OGE – in line with these values and with the “we” first and foremost:

We take responsibility.

We take care of ourselves and others. We are active in our commitment – to OGE and to our projects.

We are fresh thinkers.

We boldly shape our work environment together and inspire ourselves and others to embrace change. Every day anew.

We are growing beyond ourselves.

We are expanding our knowledge – again and again. Together, we continue to develop.

Sustainability strategy in times of change

We want to secure a sustainable future by continuously developing ourselves and acting responsibly.

We are transforming our core business

We want to make 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 projects forward in our role as an infrastructure operator so that hydrogen is available to customers in Germany and Europe. Furthermore, we are developing solutions for companies in the German chemical industry for example that have to capture and recycle their unavoidable process-related carbon emissions in the long term.

We are reducing our emissions and environmental impact

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

We give priority to health and safety

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

We put our employees centre stage

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



Targets

We have set ourselves targets to live up to our responsibility to the environment and create a safe working environment.

In relation to key sustainability aspects, targets are set that meaningfully assess the respective progress. To achieve these targets, we systematically identify measures and implement them in the short, medium and long term. We have also set specific targets for the 'emissions' and 'occupational safety' topics prioritised in the materiality assessment, against which we are measured.

Our managers will carry out

550

management inspections in 2025. 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 aim to achieve an accident rate (Total Recordable Injury Frequency, TRIF_{comb}) of

< 3.9

in 2025.

We are reducing our methane emissions compared to 2009 by

55 %

by 2025.

Prioritise what can really make a difference

OGE recognises the importance of the UN Sustainable Development Goals (SDGs) as a global framework for promoting sustainable development. These 17 goals, adopted by the United Nations in 2015, serve as a guide to tackle the most pressing challenges of our time, including poverty, inequality, climate change and environmental degradation.

We use the SDGs as a guide to reduce our own impact on the environment and society. In doing so, we focus on the goals that are particularly important to our company and our stakeholders. This enables us to take targeted measures and utilise our resources effectively in order to make a positive contribution.

The development of the SDGs is based on the principle of global partnership and shared responsibility. They call on all stakeholders – governments, businesses and civil society – to work together and develop innovative solutions. For us, this means that we not only review our internal processes and practices, but also actively seek dialogue with our partners and the community in order to achieve sustainable progress.

With this sustainability report, we show which goals we are prioritising and which measures we are taking to achieve them. We attach particular importance to the transparency and traceability of our activities in order to strengthen the trust of our stakeholders and clearly communicate our contribution to sustainable development.

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GOOD HEALTH AND WELL-BEING

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GENDER EQUALITY

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AFFORDABLE AND CLEAN ENERGY

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DECENT WORK AND ECONOMIC GROWTH

see page 63

1

NO POVERTY

2

ZERO HUNGER

4

QUALITY EDUCATION

6

CLEAN WATER AND SANITATION

10

REDUCED INEQUALITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

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SUSTAINABLE CITIES AND COMMUNITIES

13

CLIMATE ACTION

15

LIFE ON LAND

14

LIFE BELOW WATER

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PEACE, JUSTICE AND STRONG INSTITUTIONS

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PARTNERSHIPS FOR THE GOALS

Our business and our corporate structure



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

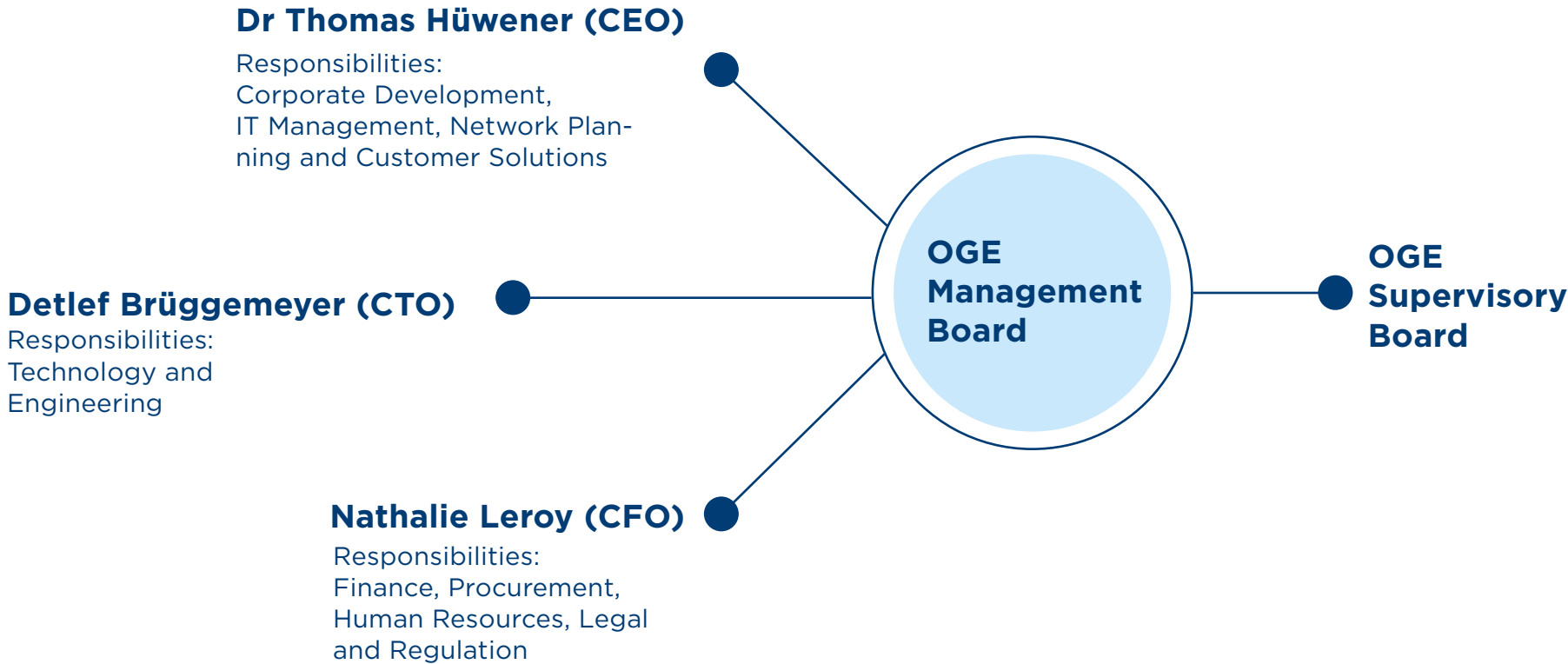
Our business model: moving gaseous energy sources

Our core business is the transmission of gaseous energy for our customers: currently natural gas and in future green gases and CO₂. With our pipeline network and services, we offer future-oriented gas transmission solutions. This involves the planning and construction of gas infrastructure and thus the demand-oriented, efficient further development of the transmission network based on the Network Development Plans – starting with the conception, design, project management and construction through to operation of the pipeline system, including repair and maintenance. This also includes controlling and monitoring the network, capacity management, marketing of capacities, supporting our customers, and monitoring and billing of gas transmission capacities. Our transmission network in Germany is a key part of the European pipeline system, stretching from the North and Baltic Seas to the Mediterranean and from the Atlantic to Eastern Europe.



Central part of the value chain – from the producer to the customer

Our pipeline system permits gas transmission to our neighbouring countries and is connected to the closely meshed networks of various distribution network operators in Germany. End users are supplied via these and via the direct supply of power plants and industrial facilities from our network. Part of our network consists of pipelines owned by pipeline companies in which we hold shares together with partner companies. We also hold stakes in further companies that provide services for the transportation of natural gas or operate in areas where expertise in gaseous energy sources is required.



OGE is playing an active role in shaping the future hydrogen infrastructure

With the approval of the hydrogen core network by the Federal Network Agency on 22 October 2024, the go-ahead has been given for the construction of a hydrogen network in Germany. Some 18.9 billion euros will now be spent to create Europe’s largest hydrogen network spanning 9,040 kilometres by 2032. This is a decisive step towards establishing hydrogen as a central component of a climate-neutral energy system. As a hydrogen network operator, OGE is assuming a substantial share of the investments in the Germany-wide hydrogen core network and is thus making a significant contribution to the ramp-up of the hydrogen economy in Germany.

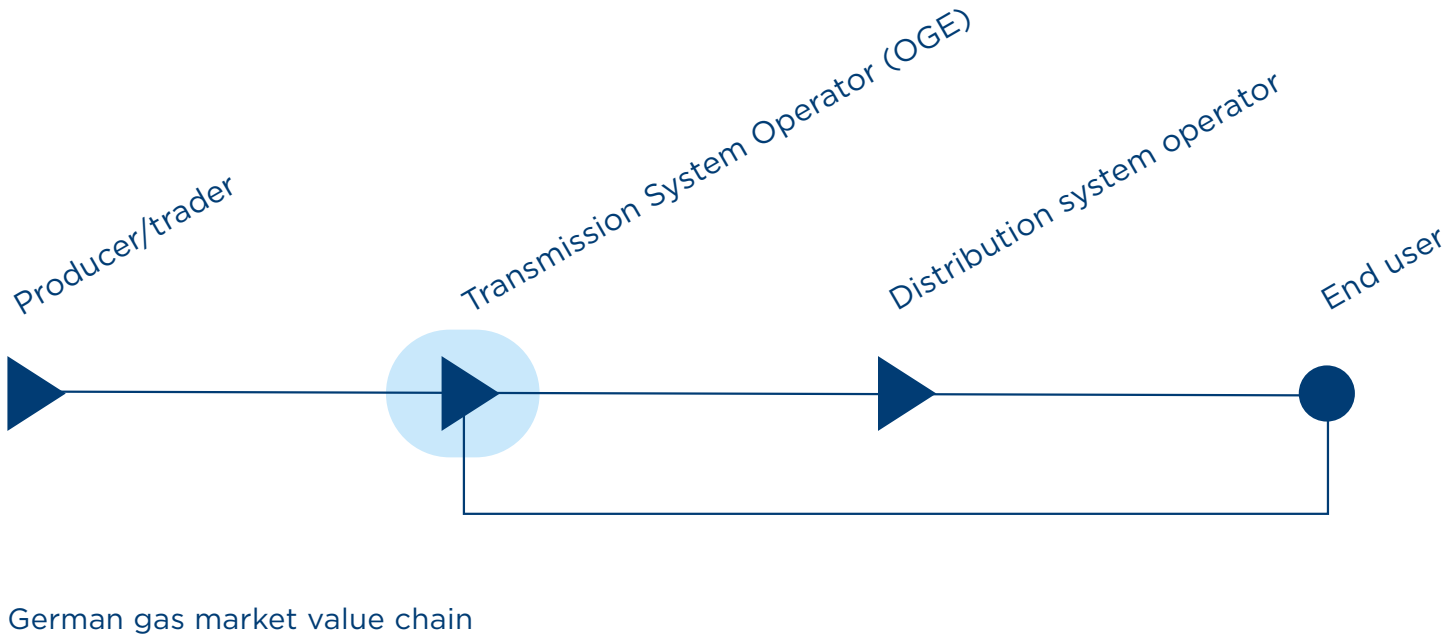
Structure and management

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.

In 2024 our Supervisory Board once again examined the various aspects of sustainability at OGE, thereby reaffirming the importance of this topic. A particular focus of 2024 was the emissions reduction targets, which were discussed in detail at the Supervisory Board meetings. In September, the Supervisory Board reviewed our high safety standards first-hand as part of a management visit to a field site.

OGE is a fully owned subsidiary of Vier Gas Transport GmbH (VGT) based in Essen. As the parent company, VGT acts primarily as a financial holding company for OGE as the sole operating subsidiary. VGT is owned by a consortium of four international investors. As part of its consolidated financial statements, VGT has published its first sustainability report for the 2024 financial year in accordance with the provisions of the Corporate Sustainability Reporting Directive (CSRD), which can be viewed here (> website).



Competence and commitment in figures: our work-force structure at OGE

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

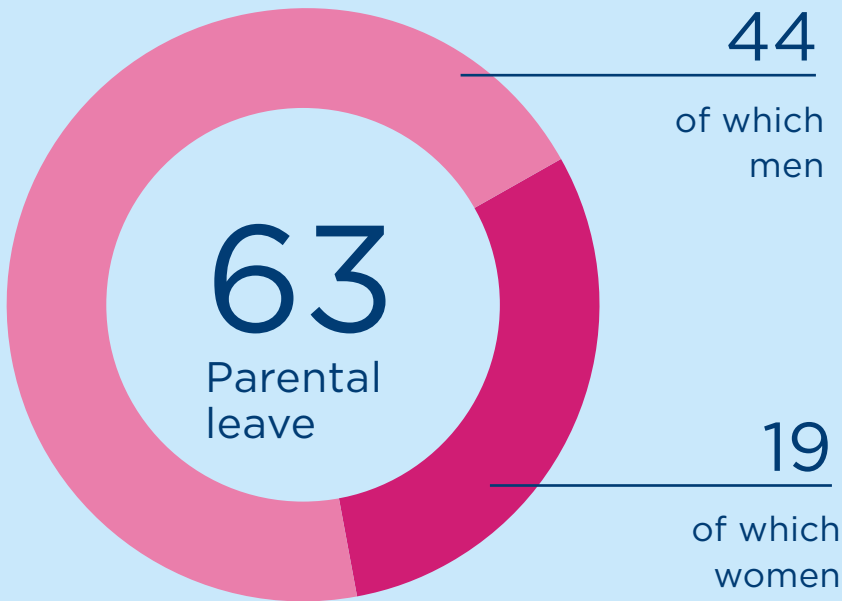
The following facts and figures provide an overview of our workforce structure as of 31 December 2024 along with selected HR data.

1,765
Total workforce

66
apprentices

355 women 1,410 men 0 non-binary

1,620 full-time 145 part-time



2.2 % Adjusted fluctuation

Proportion of employees with further training 96 %

Economic

Enabling growth – but safely!

For OGE, sustainable growth is only achievable in combination with security of supply – that is our aspiration in everything we do. In dispatching, for example, we ensure stable and optimised network management. Compliance measures, crisis drills and close cooperation with local suppliers help us increase the security of our operations.

Fit for H₂!

“OGE and hydrogen –
we’re fit and ready to go.”

Sören Honsel, Plant Engineer for Green Gases



The future of energy starts now.

After more than 60 years of natural gas, 2024 will go down in history as a watershed year that saw Germany and Europe open up a new chapter in their energy supply story. The decision to go ahead with the hydrogen core network has kick-started the transition to climate neutrality in 2045. And OGE will play a central role.

This latest development answers an age-old question: which came first, the chicken or the egg? This question is always asked when the trigger of a causal chain is unknown. While researchers now believe that in nature the chicken came first, the chicken-and-egg problem continues to be a dilemma in other areas, such as the energy industry.





Our milestones



Reducing entrepreneurial risks:
Creating a financial, regulatory and legal framework

Financial framework

The hydrogen core network is basically being developed by the private sector, supplemented by a subsidiary state guarantee in the form of an amortisation account with a maximum term until 2055.

Network tariffs will be capped during the ramp-up phase in the form of a ramp-up (postage stamp) tariff set by the Federal Network Agency, leading to a high discrepancy between an initially capped network tariff for shippers and high investment costs for the network operators. In order to compensate for this discrepancy during the ramp-up phase, there are annual compensation payments made via a subsidiary of Trading Hub Europe GmbH (THE), which are booked to an amortisation account. In a later phase of the market ramp-up when more customers are connected to the network, the shortfall in the amortisation account will be offset by additional revenue.

Regulatory framework

The operators of the hydrogen core network are regulated by the Federal Network Agency. The calculation of network costs and fees for hydrogen networks are therefore regulated by law.

The network costs will be calculated annually on the basis of the expected costs for the following calendar year. There will also be budgeted vs. actual cost comparisons allowing for deviations in

subsequent years. The cost calculation will be based on the company's annual financial statements or, in the case of companies with several business units, on the activity-based financial statements. Incentive regulation and the efficiency comparison are not currently applied to the regulation of hydrogen networks.

Legal framework

Hydrogen infrastructure projects are projects of overriding public interest, which carries special weight in the decisions of the approval authorities.

For a long time, hydrogen transportation was not regulated by law. This changed for the first time with the amendment of the Energy Industry Act (EnWG) in June 2021. Two further amendments (11/2023 and 04/2024) then defined the financial framework, with the 2024 amendment setting out the terms in a way that allowed the network operators' investors to make investment decisions.

May 2024 then saw the enactment of the Hydrogen Acceleration Act, which aims to ensure the rapid development and expansion of generation and supply capacities. It simplifies planning, approval and contract award procedures for the production, storage and import of hydrogen.



The hydrogen network is being built across Europe, comprising national and international segments

GET H2: National hydrogen project

A milestone in the history of energy supply in Germany is currently being reached in the west of the country, where work on a key section of the European hydrogen network is now underway. It will allow the production, transportation, storage and consumption by industry of green hydrogen shipped from Lingen to the Ruhr region and from the Dutch border to Salzgitter. Pipeline connections for all sectors and for the import of hydrogen are being built. OGE is delivering this project, called GET H2, together with bp, Evonik, Nowega, RWE Gas Storage West and RWE Generation. On completion, it will be the first hydrogen network with non-discriminatory access and transparent prices. This first section of the system will transport hydrogen as early as 2025!

This is how the production, transportation and off-take of climate-neutral hydrogen will work

The hydrogen will be produced from wind power in a new electrolysis plant in Lingen, Lower Saxony, with existing gas pipelines from Nowega and OGE being repurposed to transport pure hydrogen. At the same time, Evonik is building a new pipeline section between the Marl Chemical Park and bp's Ruhr Oel refinery in Gelsenkirchen, while Nowega and OGE are building a completely new hydrogen pipeline between Heek and Gronau-Epe. This pipeline will connect a new cavern storage facility for hydrogen operated by RWE Gas Storage West with producers and consumers. All of these sub-projects will form a complete infrastructure network. The climate-neutral hydrogen will be delivered to the industrial customers, significantly reducing their carbon emissions.



Corridors from all directions:

International hydrogen commitment

With our commitment to hydrogen, we are part of a European community. Partners from many EU countries have teamed up to work towards a common goal: meeting the growing demand for hydrogen across borders. To this end, pipeline corridors are currently being created from all directions towards Germany, with more set to follow in the future. OGE is actively involved in all corridors developed by the European Clean Hydrogen Alliance¹.

One interesting example is the Iberian corridor, which can cover around 75% of Germany’s import requirements with green hydrogen.

Strengthening international ties

The H2med project aims to ship green hydrogen from Portugal and Spain via France to Germany and feed it into the network.

The capacity is expected to reach around 192 GWh per day by 2030, and the project will require investments totalling around 2.2 billion euros. Together with the transmission system operators Enagás, GRTgaz and Teréga, we have signed a Joint Development Agreement setting out our binding joint intention to build the infrastructure.

The BarMar (Barcelona – Marseille) section of the pipeline system is particularly important. It will connect France and Spain by a 450 km offshore pipeline. Responsibility for the project within the national borders lies with the relevant network operators, and we are mainly involved in cross-border project sections in order to strengthen international relationships.

¹ The European Clean Hydrogen Alliance was founded in July 2020 to support the large-scale deployment of clean hydrogen technologies by 2030. It brings together the production of renewable and low-carbon hydrogen, demand in industry, mobility and other sectors, and hydrogen transmission and distribution. Its members come from industry, public authorities, civil society and other stakeholders.





Goal: Take urgent action to combat climate change and its impacts.

Here at OGE:

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



“Closed loop” of knowledge transfer

OGE will be well prepared for the hydrogen core network in Germany. This includes a hydrogen training facility at the company’s site in Werne which is unique in Europe. Designed as a closed-loop process, it simulates the technical components required for safe and efficient pipeline transmission on a real-life scale.

The training facility builds on decades of experience with reliable natural gas transmission in our pipeline system – and on the requirements of our technical experts. They told us what information they need to be able to operate the hydrogen network, and we used this information to design the training facility.

Many of the principles and processes used in natural gas transmission can be replicated and used for the new hydrogen network. However, the handling of hydrogen also comes with a set of specific requirements that call for adapted as well as new work processes and additional qualifications for operating personnel.

At the training facility, OGE specialists and apprentices will learn about the practical handling of hydrogen, and in the future, the facility will also be available to other network operators wishing to train their field personnel.

The training programme on the safe handling of H₂ systems and pipelines comprises the following modules:

- Taking measurements to confirm safe levels (gas and flame detection)
- Commissioning and decommissioning
- Working procedures for inertisation
- Use of H₂-specific mobile equipment
- Measures taken during operation

These practical training sessions are supplemented by basic courses offered in cooperation with the Gas- und Wärme-Institut Essen e. V. (GWI), a research and service institute for the German gas industry.

Anyone wanting to pass on valuable know-how to others has to get trained themselves first. In the case of the training facility, this takes place live in situ, so even the planning and construction phases were used to train staff in the design, conceptualisation and implementation of systems and pipelines for hydrogen. Regulations, standards, applied system components: much of this was new even for the natural gas professionals. Hydrogen molecules have certain physical properties that mean they behave very differently to methane molecules.

How this works in practice and what technical and operational measures are needed was previously evaluated as part of the engineering phase and implemented as the plant was put into operation.

This knowledge is now being passed on. At the same time, there is a growing body of experience with the operation of the hydrogen plant, and this then flows into the workshops and training. The result is a “closed loop” in the transfer of hydrogen expertise.

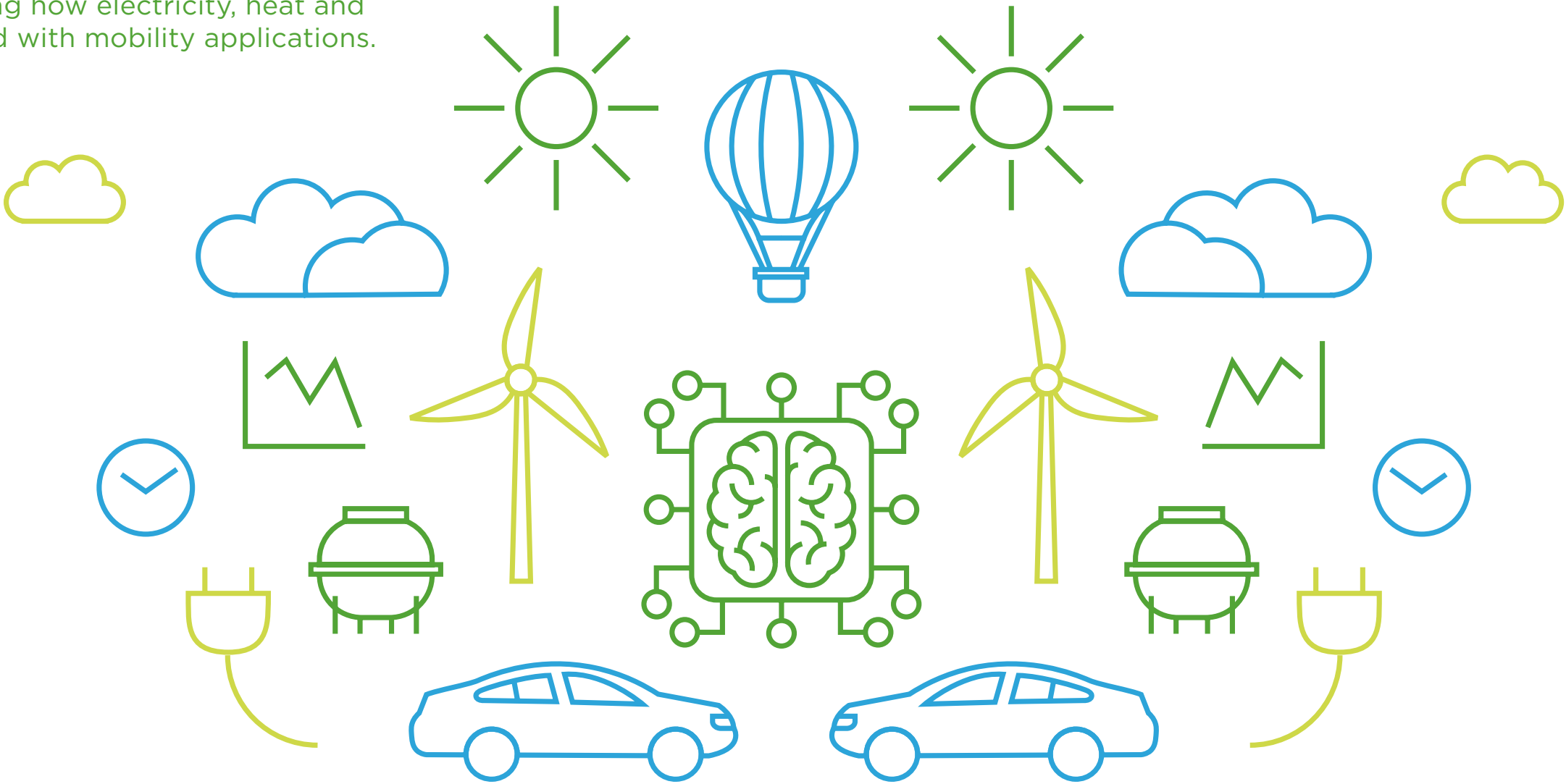
Green hydrogen from Krummhörn

At our Krummhörn compressor station, we produce green hydrogen from excess wind power. The innovative project, known as KRUH2, uses a digital twin to control and monitor the efficient production and storage of hydrogen, demonstrating how electricity, heat and gas grids can be sustainably interlinked with mobility applications.

The green hydrogen produced by KRUH2 supports the operation of the compressor station in a closed cycle. It is used to refuel OGE vehicles, preheat the natural gas in the process and generate heat for the site. As a regulated company, OGE can only produce the hydrogen for its own needs and cannot use it for commercial purposes.

Technical details and innovations

The project’s electrolyser has a production capacity of around 210 Nm³/h of hydrogen, which is enough to fill around three hydrogen cars. The hydrogen is stored in flexible buffer storage tanks and used as and when required. The innovative part of KRUH2 is the digital twin, a digitalisation platform used to optimise the entire value chain.



Digital twin

The entire production process at the KRUH2 site is digitally mapped – including all hardware components, power procurement and even weather forecasts. The hardware sends data to the digitalisation platform in real time, allowing the entire process to be monitored and controlled. The process utilises artificial intelligence to optimise the value chain and the use of renewable electricity resources based on prices, costs and usage. The hydrogen can therefore be produced when the electricity price is low and the electricity grid is unable to transmit the wind power generated on the North Sea coast to consumers in the south. The buffer storage system allows hydrogen production to be decoupled from local utilisation for mobility and heating. In addition, the digital twin can be used to track the carbon footprint of the entire process chain.

Significance for the energy transition

KRUH2 is a showcase project that illustrates the future of energy supply. By utilising hydrogen as an energy source, OGE is demonstrating how innovative technologies can contribute to a sustainable energy supply.

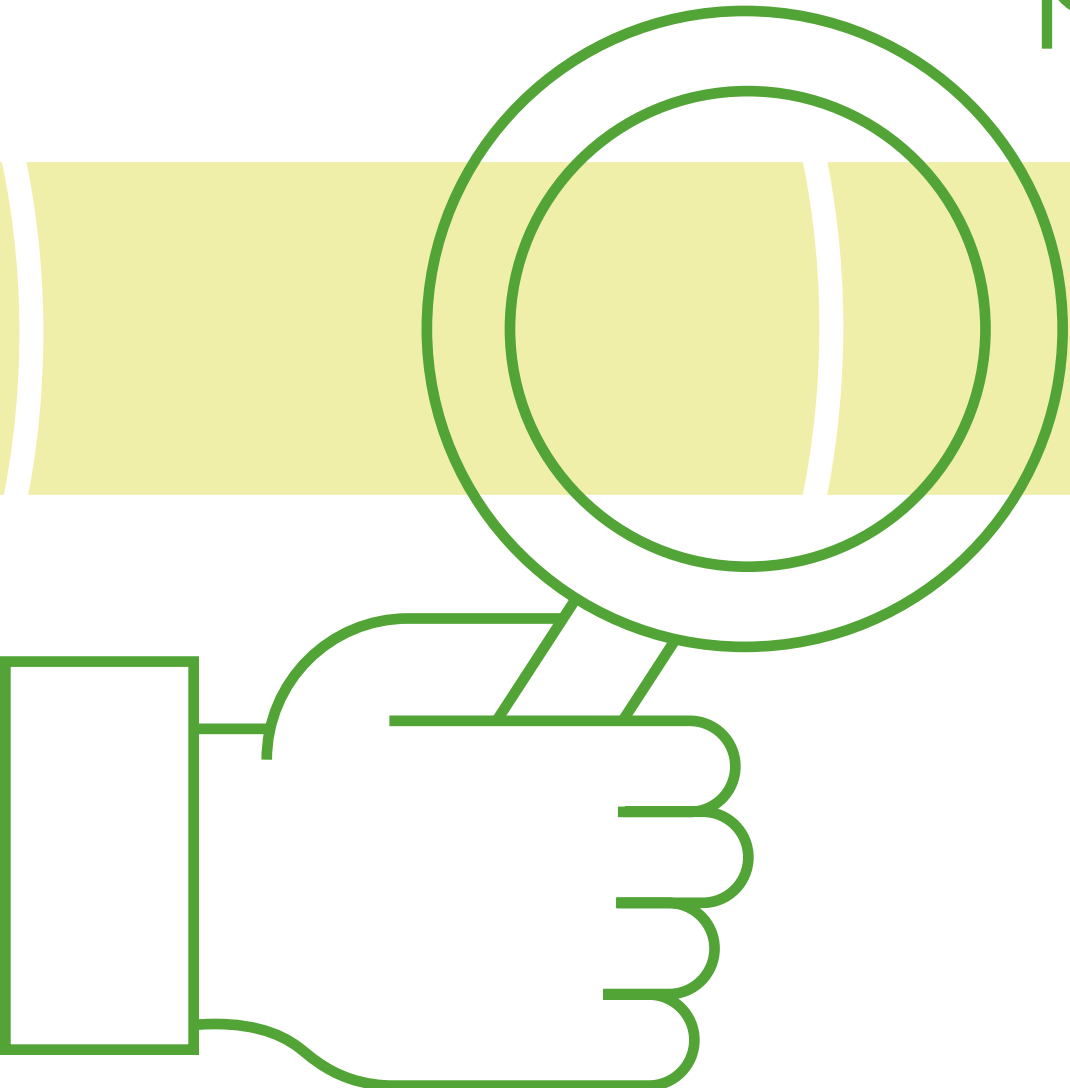
Pipes put to the test

“Our pipelines can transport hydrogen – but it’s got to be safe!”

Christina Günther, Technical Project Manager for Pipeline Design



Gaseous hydrogen in conventional pipelines – can it work?



Repurposing existing natural gas pipelines for hydrogen transportation and building new dedicated hydrogen lines typically involves investigating the suitability of the steels, as hydrogen can promote defect growth. Experts at OGE have now come up with an innovative method and approach to assessing pipelines – with reassuring results.

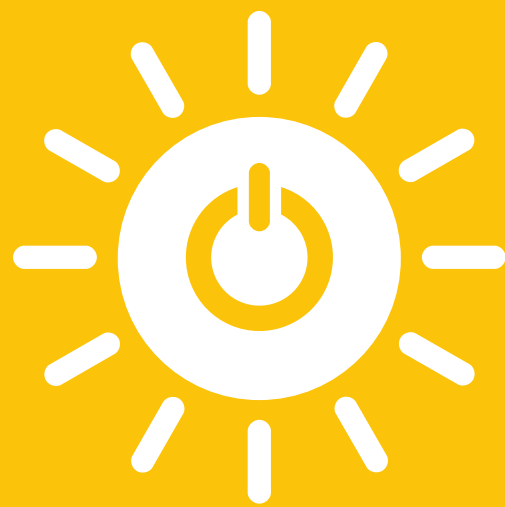
The service life of hydrogen pipelines needs to be both as long and as predictable as possible. With this in mind, OGE analysed the fracture mechanics of a representative cross-section of the pipeline steels used in Germany between 1930 and the present day in a hydrogen atmosphere. The results showed that all of the pipeline steels tested are suitable for transporting pure hydrogen.

Following on from these tests, OGE developed a concept for demonstrating the suitability of new and repurposed natural gas pipelines.

This concept, which has been accepted throughout the industry, now applies to all steels typically used in Germany and is expected to significantly simplify the construction and conversion of pipelines for operation with hydrogen. The procedure agreed with the technical inspection authorities has already been incorporated into the rules and regulations of DVGW, the German gas and water industry association. It applies to all types of gas pipelines, including distribution, transmission and connected systems.

DVGW considers the results and the method developed by OGE to be a breakthrough for the immediate hydrogen ramp-up.

7 AFFORDABLE AND CLEAN ENERGY



Goal: Ensure access to affordable, reliable, sustainable and modern energy for all.

Here at OGE:

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.

Secure energy supplies in challenging times

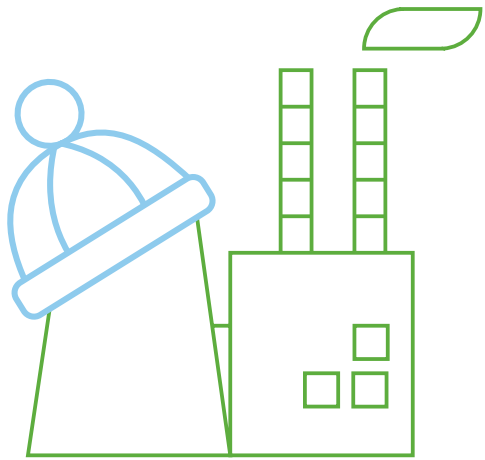
As one of the leading gas transmission system operators in Germany, OGE is making a decisive contribution to a secure energy supply for households, basic social services and industry. At the same time, we are advancing the energy transition, with sustainability a central element of corporate strategy. Given the current geopolitical situation, ensuring security of supply in Germany is a challenging task which we are helping to address as a key player.



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

Following the discontinuation of Russian gas supplies, Germany and Europe were faced with the challenge of diversifying their energy supply.

The first step was successfully tackled in record time, with OGE proving to be a strong partner in the diversification of Germany's sources of supply by building the pipeline to connect the country's first LNG terminal. By designing and building further pipelines, such as the connection between Etzel and Wardenburg (EWA) and between Wardenburg and Drohne (WAD), we will create additional opportunities to ship the landed gas volumes to customers. Shifting capacities within our network also meant that new sources and transmission directions could be integrated. The new LNG terminals and their connection to the existing gas network will make our energy supply more secure and independent.



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

Since the spring of 2023, work has been underway on a 51 km section of the TENP I pipeline between Mittelbrunn and Klingenmünster in Rhineland-Palatinate, which has to be replaced for technical reasons. Almost 95 percent of the new pipeline section is being installed in the same corridor. The TENP pipeline system is one of Europe's most important north-south connections. Stretching a total of 500 kilometres, it stands for security of supply – today with natural gas, and in future with hydrogen.

Commissioning of the Legden compressor station in 2024 marked the completion of the final stage of the ZEELINK project. Aside from the station in Legden, the ZEELINK system also includes a natural gas pipeline that is already in service and another compressor station in Würselen. The Legden compressor station allows natural gas to be shipped in a north-south and south-north direction as well as into other pipelines. The ZEELINK cooperation project (75 % OGE, 25 % Thyssengas) has enabled millions of domestic, commercial and industrial customers to be reliably connected to the H-gas (high calorific gas) network. As part of the switch from L-gas to H-gas, OGE and Thyssengas have thus created another important supply artery.

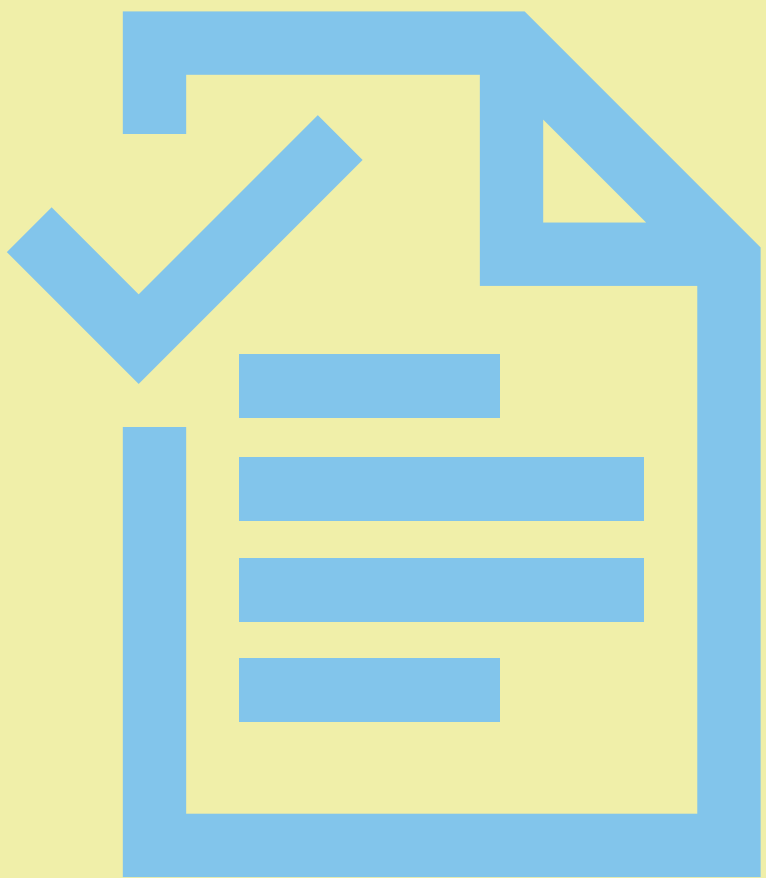
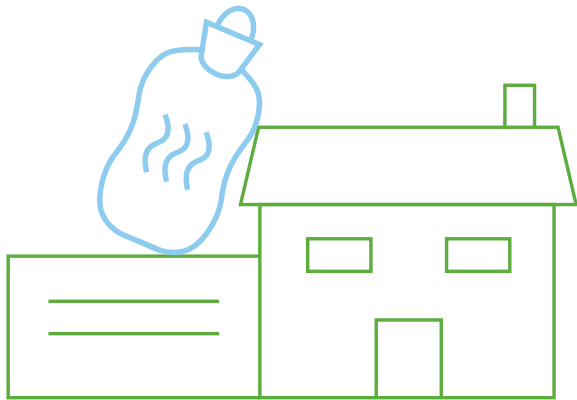


We are driving the transition from natural gas to hydrogen

In order to establish hydrogen as a mainstay of future energy supply, OGE is actively involved in the development of a Germany-wide hydrogen network. In 2024, we converted the first gas pressure regulating station, a central component of the pipeline infrastructure, to hydrogen, demonstrating that the switch from natural gas to hydrogen is possible. Over the next few years, we will convert existing natural gas pipelines to hydrogen and build new dedicated hydrogen pipelines.

Overcoming challenges together

We believe that cooperation with other gas transmission system operators (TSOs) is crucial to overcoming the numerous complex challenges. Together, we are driving forward the development of the hydrogen core network and exploring joint initiatives and strategic alliances to permanently strengthen the security of the energy supply.



Ensuring lawfulness, strengthening trust

Compliance with laws and internal rules and regulations is and remains an inherent part of the approach and actions of all employees at OGE. We use a comprehensive compliance system, data protection precautions, certified information security and tried-and-tested security and crisis management to tackle current and future challenges.

The OGE Code of Conduct and its objectives:

- Law-abiding behaviour
- Respect for human rights
- Prevention of corruption
- Non-discriminatory network access
- Fair, unhindered competition
- Confidential and data protection-compliant handling of information
- Responsible use of company resources
- Ensuring equal opportunities, respect and freedom of association

Code of Conduct as a foundation

The Code of Conduct sets out the key principles and rules for lawful and responsible behaviour and creates a framework for dealing with business partners, competitors, public officials and public institutions. The Code of Conduct is supplemented with internal guidelines on the issues identified in our compliance risk reviews.

Quick response to compliance concerns

Any compliance violations can be addressed openly and reported. They will be treated confidentially, and anonymously if desired. This applies to employees as well as business partners and to all other third parties. Our compliance processes allow us to recognise and assess any misconduct at an early stage and, if necessary, take appropriate countermeasures before there are any negative consequences.

All contact channels for reports, questions or comments can be found on the (> website).

Involvement of employees

We offer regular compliance training and awareness measures to make our employees more aware of the need to behave with integrity and to recognise and report potential violations.

Dealing with sanctions risks

We are mindful and careful in our dealings with our business partners, so in 2023 we implemented systematic sanctions-list screening. In 2024, we also introduced an internal compliance programme (ICP) for sanctions and export control in order to consistently prevent violations of export control and embargo regulations and to pursue any cases that arise in a sustainable and consistent manner. In doing so, we are following a general recommendation of the Federal Office of Economics and Export Control (BAFA), even though we do not carry out any exports that require a licence.

Data protection

Our data protection officer monitors compliance with data protection regulations and organises regular web-based training sessions to familiarise employees with the most important aspects. When methods for processing personal data are newly introduced or changed, the data protection experts are consulted at an early stage to ensure compliance with data protection requirements at all times.

Crisis management – ensuring reliable gas transmission at all times

As an operator of critical infrastructure, we have a special responsibility and a clear mandate: security of supply and gas transportation must be guaranteed at all times. We are therefore prepared for potential crisis situations. The aim of crisis and business continuity management is to maintain or promptly restore critical processes in the event of any disruption. Fixed and tried-and-tested control and emergency processes as well as a clear crisis organisation enable us to react quickly to possible events or exceptional circumstances. To this end, an established crisis team coordinates all measures and manages crisis communication.

Certified information security

OGE’s information security management system (ISMS) is certified in accordance with the IT security catalogue (ISO 27001, ISO 27002, ISO 27019, Sec. 11 of the German Energy Industry Act).

We are continuously improving the established level of protection for our infrastructure and our information. For example, we have introduced externally audited intrusion detection systems (IDS) to help us identify potential and actual attacks on the network and the associated IT and OT systems at an early stage and ensure that we are able to act at all times before any damage occurs.

A man with short brown hair and a light beard, wearing a light-colored short-sleeved polo shirt and dark trousers, stands in a modern office hallway. He has his hands in his pockets and is smiling slightly. The office has glass partitions, grey cubicles, and modern lighting. A large blue graphic with the text 'win-win with ESG' is overlaid on the right side of the image.

win- win with ESG

“Our ESG reporting helps me negotiate with banks and investors.”

Aaron Waerder, Corporate Finance & Treasury

Hub for Europe

As part of its public service obligation, OGE provides a state-of-the-art gas transmission system with a total length of approximately 12,000 km for its customers.

Key figures as of 31 December 2024

Total length	approx. 12,000 km
Compressor stations	23 compressor stations operated by OGE, with total capacity of approx. 1,000 MW
Total annual offtake by resellers and end users in 2024	approx. 247,516 GWh
Simultaneous annual peak demand in 2024	approx. 111 GWh on 11/01/2024 between 8 and 9 hrs
Number of exit points	994
Number of storage points	14 connection points to storage operators at 8 storage sites. Connection to approx. 35% of the German storage volume
Number of cross-border and virtual interconnection points	18 zu 8 neighbouring European countries (Denmark, France, Luxembourg, Netherlands, Norway, Austria, Switzerland, Czech Republic)
Connection points to LNG plants	1 connection point to LNG terminal in Wilhelmshaven

Part of the OGE network consists of pipelines that are owned by pipeline companies in which OGE holds 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 Zeebrugge, allowing for greater diversification of supply source and routes.

- 216 km pipeline
- 2 compressor stations
- 71 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.

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

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

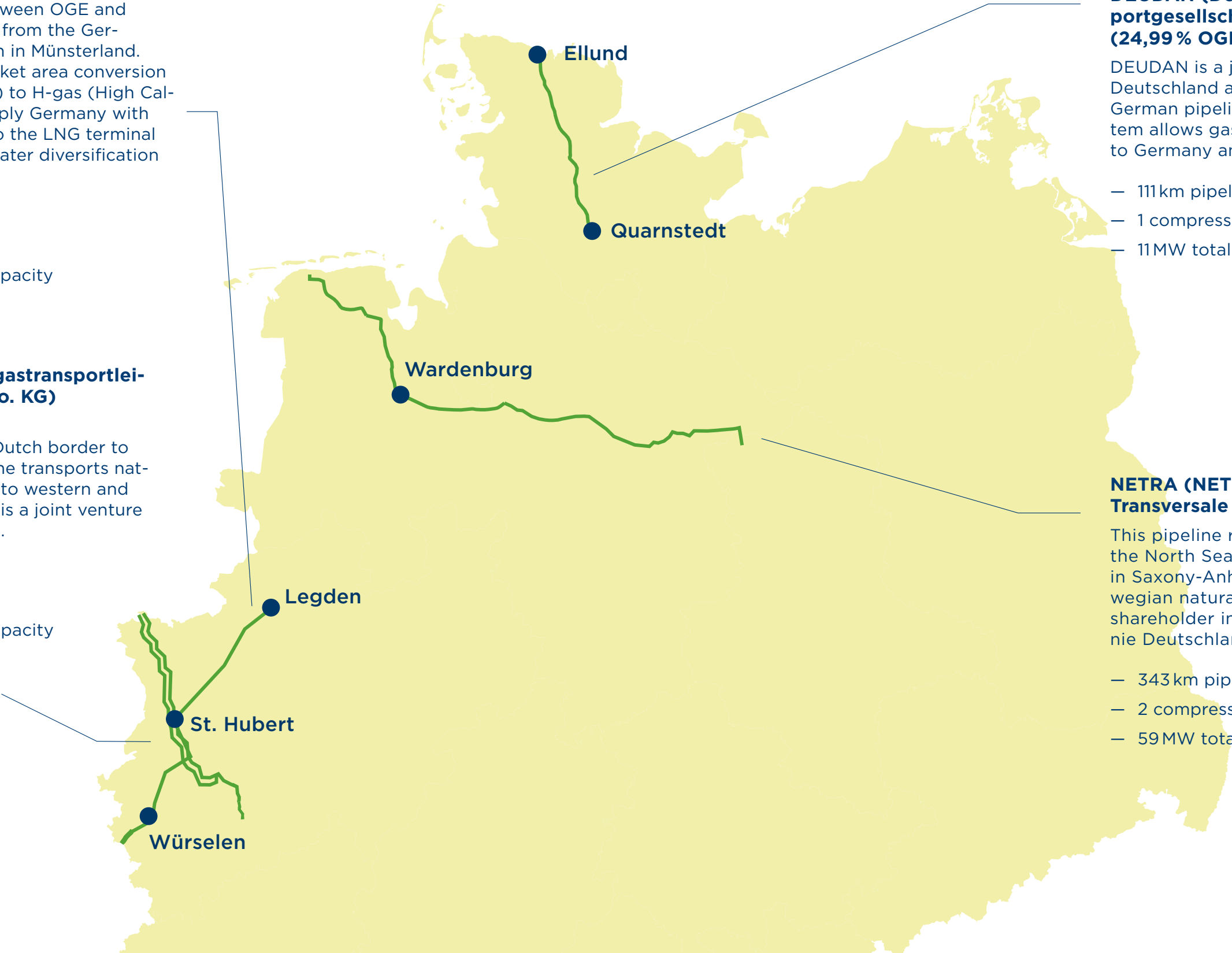
DEUDAN is a joint venture by Gasunie Deutschland and OGE. The pipeline connects the German pipeline network to Denmark. The system allows gas to be transported from Denmark to Germany and from Germany to Denmark.

- 111km pipeline
- 1 compressor station
- 11MW 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

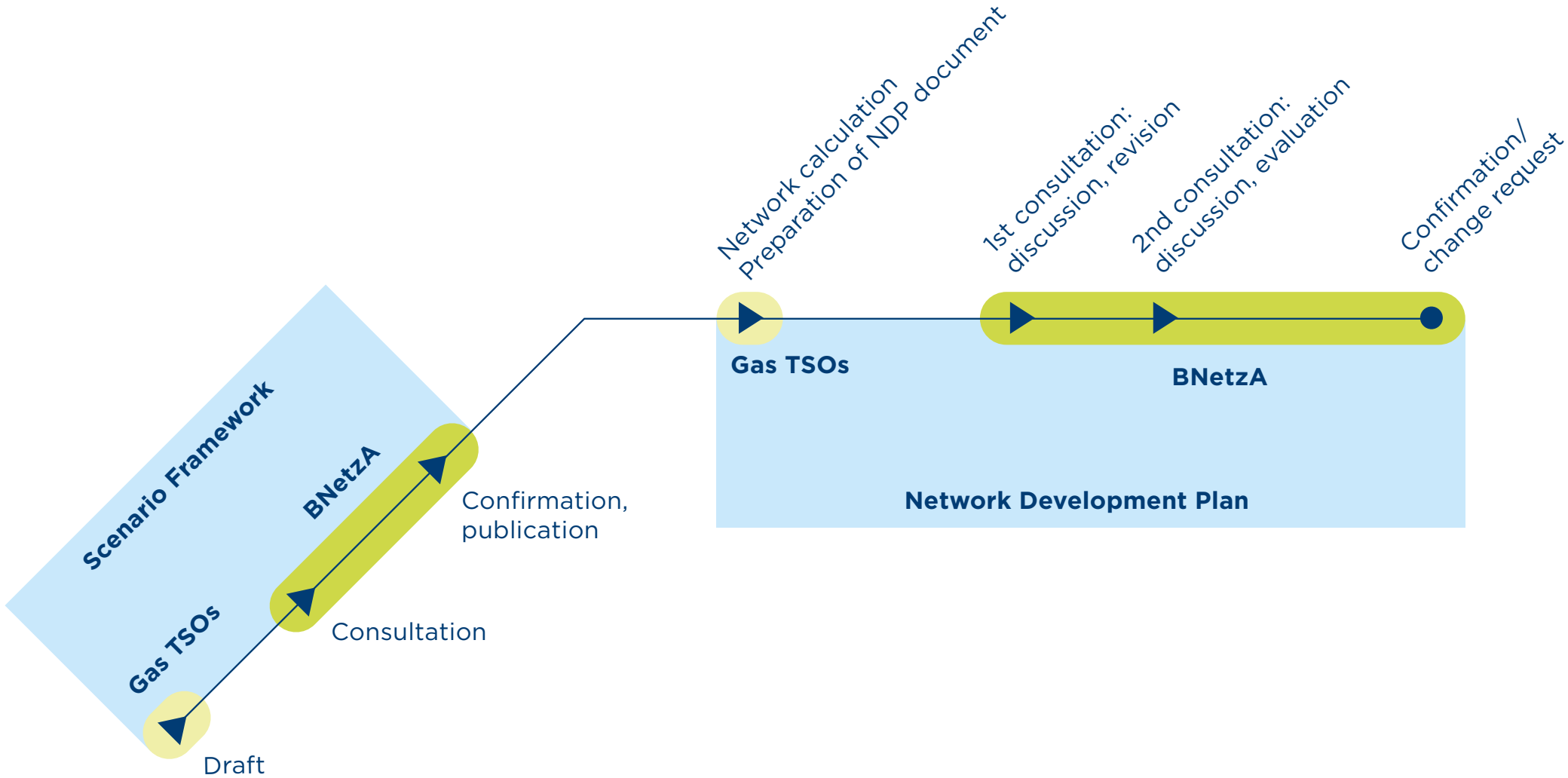




Integrated network planning for Germany's energy system of the future

Germany wants to be climate-neutral by 2045, and this ambitious goal places great demands on the transformation of our energy system. Having a reliable hydrogen infrastructure will be key to ensuring a secure, affordable and climate-neutral energy supply in the future.

In order for the market ramp-up to be as efficient as possible, the future hydrogen network will initially consist mainly of repurposed natural gas pipelines. As the hydrogen market is developed, the gas transmission network system will continue to play a crucial role in maintaining security of supply. At the same time, having an integrated planning process for both natural gas and hydrogen will help to harmonise the diverse requirements of both infrastructures to best effect. The statutory course for this process was set in 2024 with the amendment of the German Energy Industry Act (EnWG), which now stipulates that the hydrogen core network will be continuously developed as part of an integrated network development plan for gas and hydrogen.



Section 15a of the Energy Industry Act requires the gas transmission system operators (TSOs) and the regulated operators of hydrogen transmission networks to draw up a national network development plan (NDP) for the gas and hydrogen infrastructure every two years from 2025. This NDP is based on the Scenario Framework in which the TSOs make assumptions about the development of natural gas and hydrogen production, supply and consumption as well as their exchange with other countries up to the target year 2045. In a transparent public consultation process, all important market participants can report 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.

The TSOs use the Scenario Framework as the basis for their calculations to determine the projects to be implemented for a demand-based expansion of the gas network over the next ten years. These projects are incorporated into the draft NDP as network expansion proposals. The final NDP is then drawn up following further consultation with market participants and the BNetzA.

The gas transmission system operators see the integrated NDP as an opportunity to accelerate the ramp-up of the hydrogen economy and to leverage the many synergies between the natural gas and hydrogen infrastructure. It also lays the foundation for further developing the hydrogen core network across Germany over the coming years in line with demand.

Comprehensive cross-sectoral planning, however, requires further action beyond statutory requirements to take account of interactions between natural gas and hydrogen infrastructure and the electricity sector arising from the operation of power-to-gas² (PtG) plants and natural gas and hydrogen-fired power plants. From 7 February to 22 March 2024, the gas transmission system operators therefore conducted a market survey together with the electricity transmission system operators to record future demand for hydrogen production and storage capacities, expected consumption as well as electricity demand by large consumers. The results of the survey, which saw respondents report some 2,000 hydrogen and PtG projects, have been incorporated into the development of the present scenarios and thus make an important contribution to sector coupling.

2 Power-to-gas (PtG) is a concept or technology that uses water electrolysis and electricity to produce a combustible gas (such as hydrogen).



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Goal: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Here at OGE:

We continue to play a leading role as an infrastructure operator in the development of the energy system. With our reliable, sustainable and resilient infrastructure, we support the economy and society.



Sensitive data – handled securely.

“We protect your personal data so we all stay secure.”

Kathrin Kappler, Deputy Data Protection Officer

Climate-neutral handling of CO₂

Climate-neutral handling is needed for CO₂ emissions that are unavoidable in the long term, especially from certain industrial processes. In order to connect CO₂ emitters with users and storage facilities, we will contribute our expertise from pipeline-based transport and start building a CO₂ infrastructure.

Carbon management strategy of the federal government

The Federal Ministry of Economic Affairs and Climate Action (BMWK) has started a process to develop a national carbon management strategy in 2023. Based on the evaluation report of the Carbon Dioxide Storage Act (KSpG) and other studies on carbon capture and utilisation (CCU) and carbon capture and storage (CCS), the strategy is being developed in dialogue with extensive stakeholder participation. OGE played a key role in the Carbon Management Strategy development process. The reason for this involvement is the planned demand-orientated CO₂ network as the basis for the efficient and safe transport of CO₂.

Climate protection and the needs of industry – we combine the two

Despite all decarbonisation measures in industry and the energy sector, emissions will still be produced in 2045 without CO₂ capture and storage. However, CO₂ emissions are difficult or unavoidable in various industrial production processes³: cement, lime and glass production, for example, will not be able to completely avoid CO₂ emissions in the future, despite the switch to renewable energies. At the same time, the entire organic chemical industry and its downstream value chains need carbon as a raw material.

We are therefore planning to build an infrastructure for the transport of CO₂ – thus enabling a genuine CO₂ circular economy. In this cycle, we move the CO₂ from where it is captured to where it is utilised or stored. It is important to us that we develop the CO₂ transport network flexibly in line with the transport requirements of our customers and the possible requirements of politicians.



Stability through digitisation and documentation

PIPELINE ENGINEERING

For over 30 years, our subsidiary PLEdoc GmbH has been an innovative partner providing technical documentation and digitalisation services. With a team of around 250 experts, they support us and other clients in creating and preserving value in the long term.

Bespoke solutions for digital data

We at PLEdoc are your partner for technical documentation and digitisation of technical assets such as compressor stations, gas pipelines, and copper and fibre-optic cables throughout their entire life cycle. Our services include preparing and maintaining documentation, surveying and monitoring on site, and coordinating infrastructure projects.

In the area of asset protection, we provide precise network information and prepare well-founded statements on third-party planning inquiries, taking into account technical, legal and property law requirements. In this way, we contribute to the safe and efficient use of assets.

Our strength also lies in the development of innovative software solutions. With technologies such as artificial intelligence (AI), high-performance databases and tools such as Power BI, we harness the potential of digitalisation and meet individual customer requirements with tailor-made solutions.

Looking ahead

For us, acting sustainably is an ongoing development process. Together with partners like OGE, we implement innovative projects that combine economic, ecological and social values.

Our mission: to shape digitisation intelligently, to provide documentation at the highest level, and to always look for better solutions.

DOCUMENTATION

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 the hydrogen core network and 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.



Let's talk!

“I’m happy to talk to local people so that we all get strong infrastructure.”

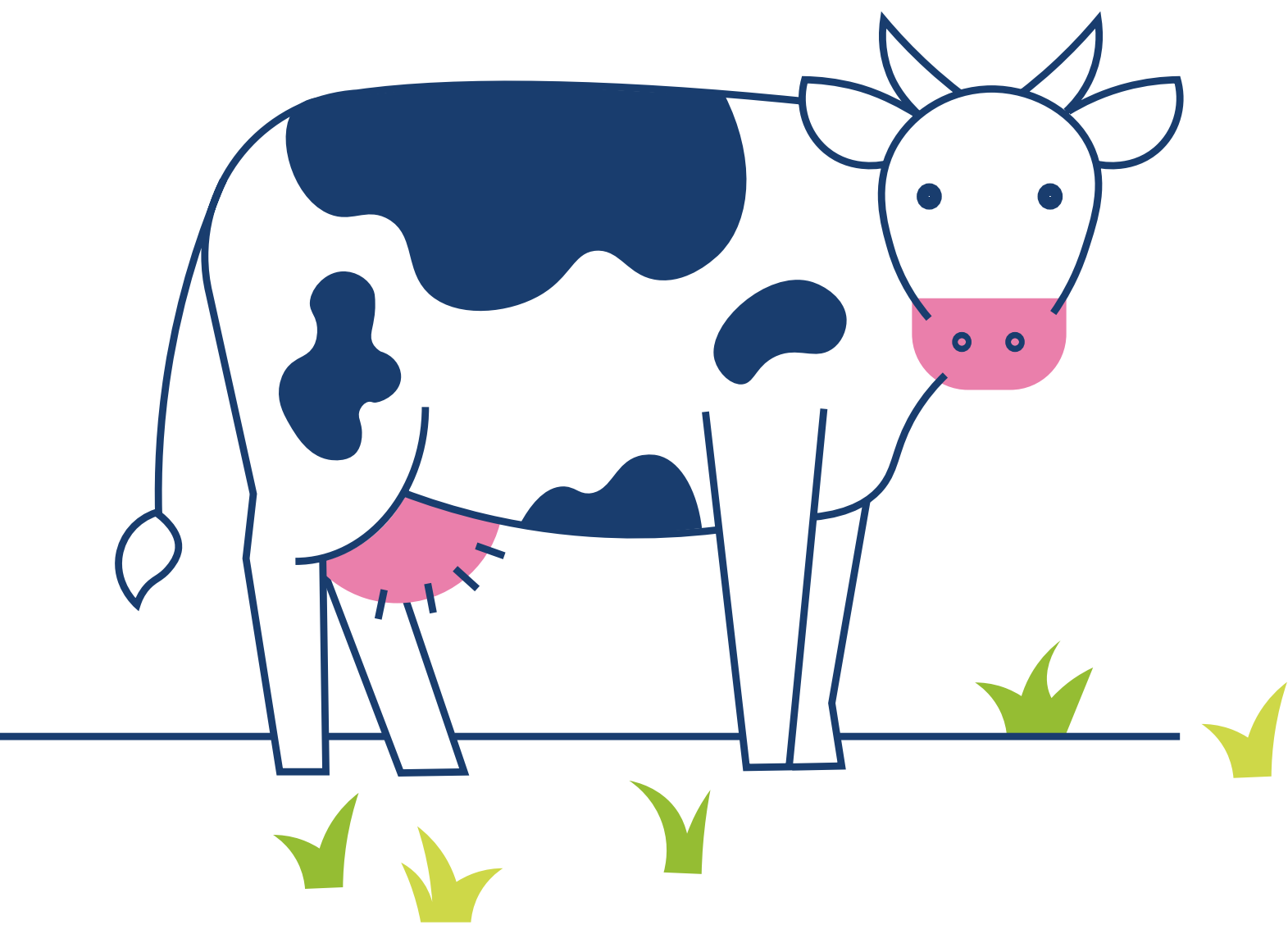
Anika Leimbrink, Project Spokesperson



The diggers take a break for bee-eaters.

A rare migratory bird, a conversation between neighbours, and a re-naturalised stream: Even the biggest projects show just how sustainable construction can be when it comes to the details. When OGE commissions work along a 216-km stretch that is to be dug up, fitted with pipes, and connected with compressor stations, with thousands of workers involved, then there's only one way it's going to be done: with the least possible impact on the environment.

The mindset behind this kind of approach stems from a strong belief that a company can only act responsibly when in harmony with the whole environment – animals, nature and people. Implementation begins on the first day of the planning phase – and only ends years after commissioning.



The animal factor

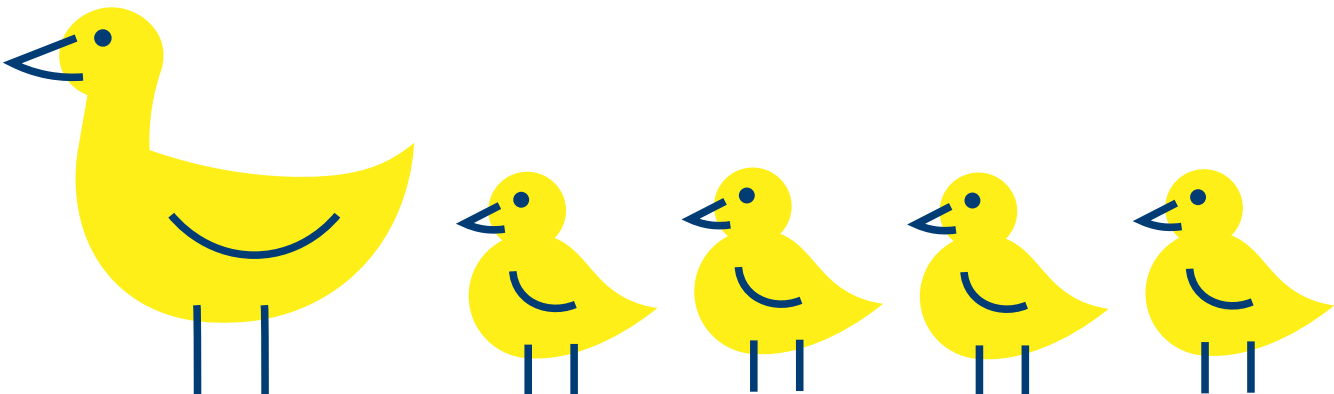
The bee-eater is barely 30 cm long, but its colourful plumage makes it all the more striking. As one of Europe’s most colourful birds, it spends the winters in Africa and the rest of the year in Europe – including in the Lower Rhine region. It was first discovered there in 2015, and then again during construction of the ZEELINK at the crossing of the Wesel-Datteln Canal: Several pairs of bee-eaters were breeding on a fresh excavation of the pipeline, where they had burrowed deep into the clay wall to create a nest. As far as we were concerned, one thing was clear: Breeding time comes before building time. So the work on the pipeline was suspended for around three weeks. When the little bee-eaters had finally fledged, the diggers could get started again.

The consideration for animals is not restricted just to wildlife like the bee-eater, but naturally also to domestic animals and livestock – which on the ZEELINK route means mainly dairy cattle and horses.

The ZEELINK project consists of two major segments:

- 1) Construction of the new ZEELINK gas transmission pipeline from the Belgian-German border near Lichtenbusch to Sankt Hubert near Krefeld and on to Legden near Ahaus in North Rhine-Westphalia.
- 2) Construction of one new compressor station in Würselen and one in Legden.

The 216-km-long ZEELINK pipeline forms a connection to the LNG terminal in Zeebrugge and thus helps to ensure the diversification of natural gas sources and supply routes to Germany. ZEELINK allows the timely and smooth conversion from L-gas to H-gas for around five million residential, commercial and industrial customers in North Rhine-Westphalia (NRW) and beyond.



The nature factor

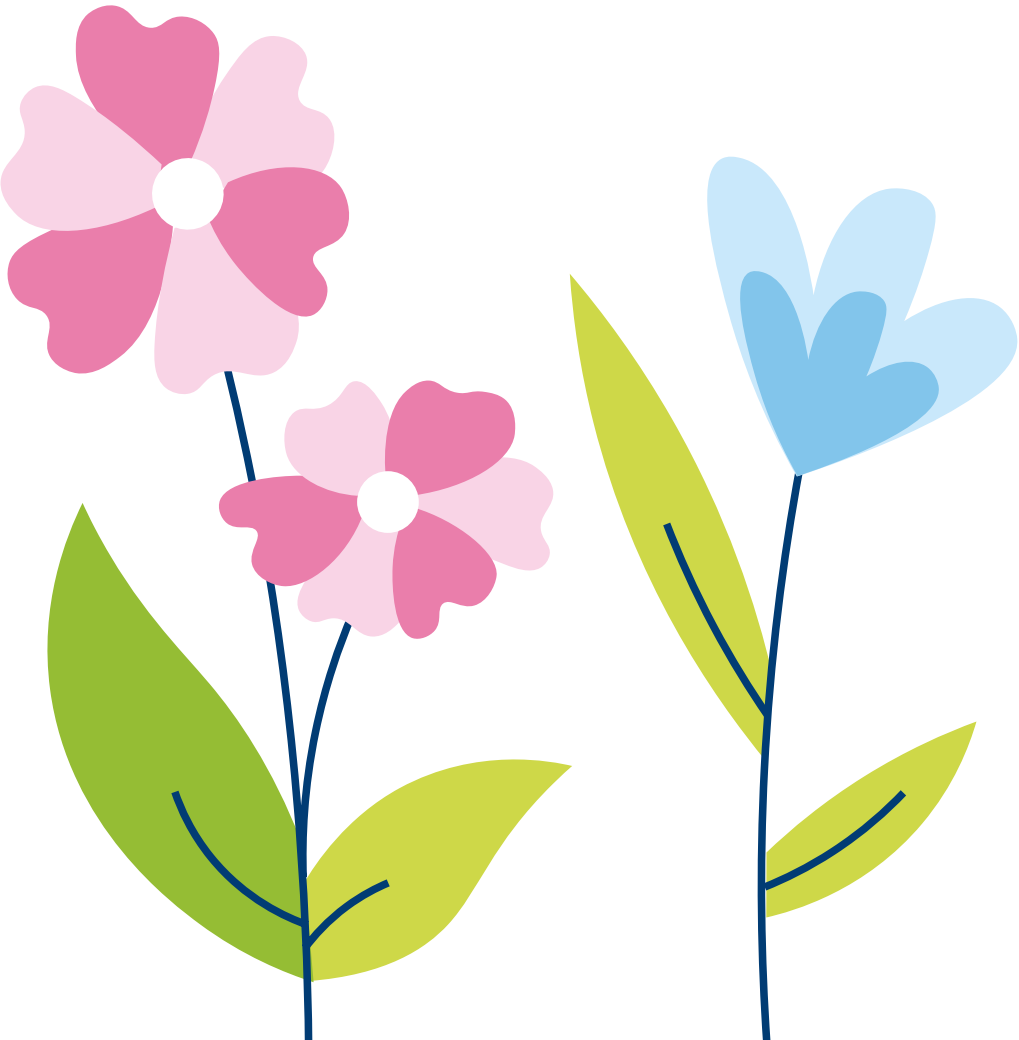
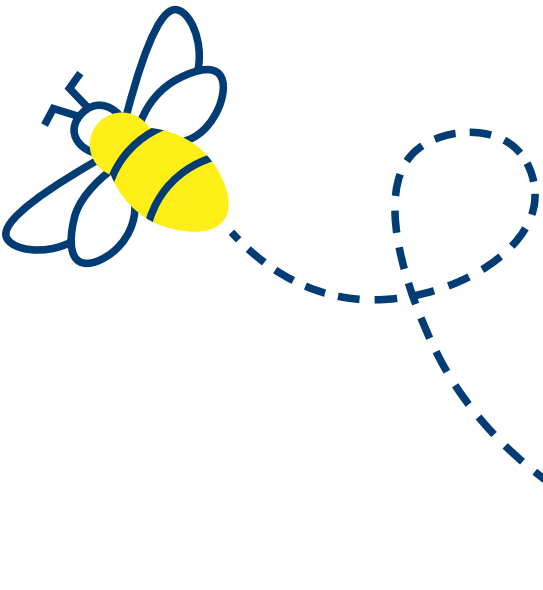
Building energy infrastructure often means encroaching on nature. This is unavoidable in the case of construction work, so the important thing is to minimise the impact as much as possible. This begins as early as the planning phase of the construction project. Whilst all applicable requirements and laws are of course taken into account, route planning also applies the “bundling principle”, whereby the line follows the route of existing infrastructure so as to take up as little extra space as possible.

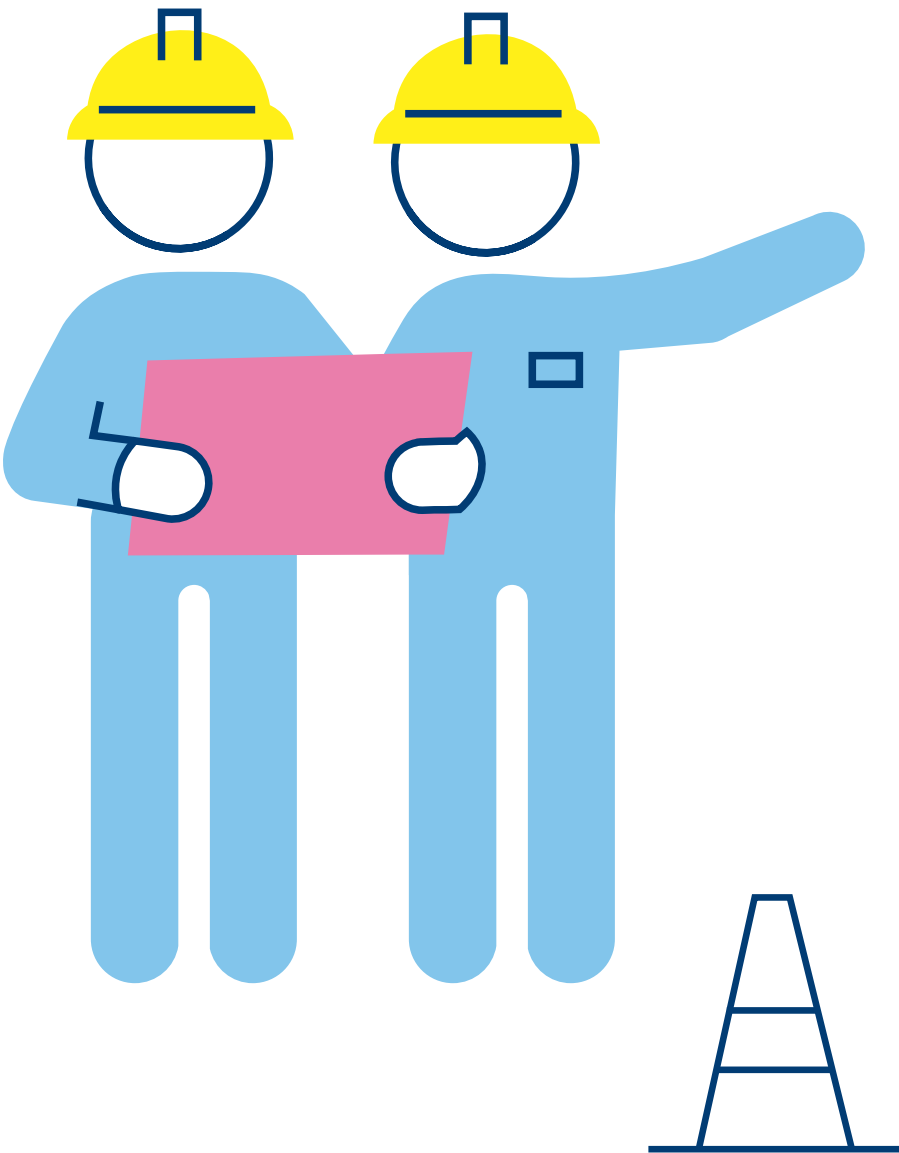
OGE’s Conservation, Forestry and Agriculture department is involved from the outset so that flora and fauna, conservation areas and habitats needing protection are all monitored along the route. To this end, the staff of the department remain in close contact with the other disciplines involved, particularly the project’s route planners. Among other things, they take care of monitoring ecological and pedological factors. In the regional planning procedure, they examine the potential pipeline route for its compatibility with humans and the environment. This takes place on the basis of spatially

relevant criteria, so for the ZEELINK project the employees reviewed a study area of 10,000 km². For the ZEELINK route’s subsequent actual length of 216 km, for example, they had to study around 620 km of route corridors in advance.

Where nature and soil conservation play an important role in the course of the project overall, experts from the fields of agriculture and forestry are increasingly involved from the approval phase onwards. They deal with the needs of affected farmers and owners of forest sections. Among other things, framework agreements are concluded with farmers’ unions, covering things like regulations for compensation payments as well as measures for soil protection and recultivation. The ZEELINK route also runs through pastureland. After construction, we recultivated these areas and restored them to their original state, which means using the same seed with the same plant varieties as prior to construction. We also took care of greening the topsoil to minimise undesirable plant species. The affected organic farms were given appropriate organic seed, and we made sure that the soil was not mixed up so that the farms could retain their organic seal. The renaturation efforts also included external compensation measures covering a total area of more than 35 hectares.

The ZEELINK route comprises the Würselen and Legden compressor stations, where recultivation measures were likewise implemented: In Würselen, for example, the Steinbach stream was renaturalised along a length of 360 m. Along with the removal of the old concrete formwork and re-profiling of the stream bed and banks, extensive seeding and planting was carried out on the southern and northern banks. Compensation areas were also created for the compressor stations. For the compressor station in Legden, which comprises a total area of 45,000 m², the compensation areas amount to 50,000 m². A bank of earth with around 750 native trees was also built established the site.w





The human factor

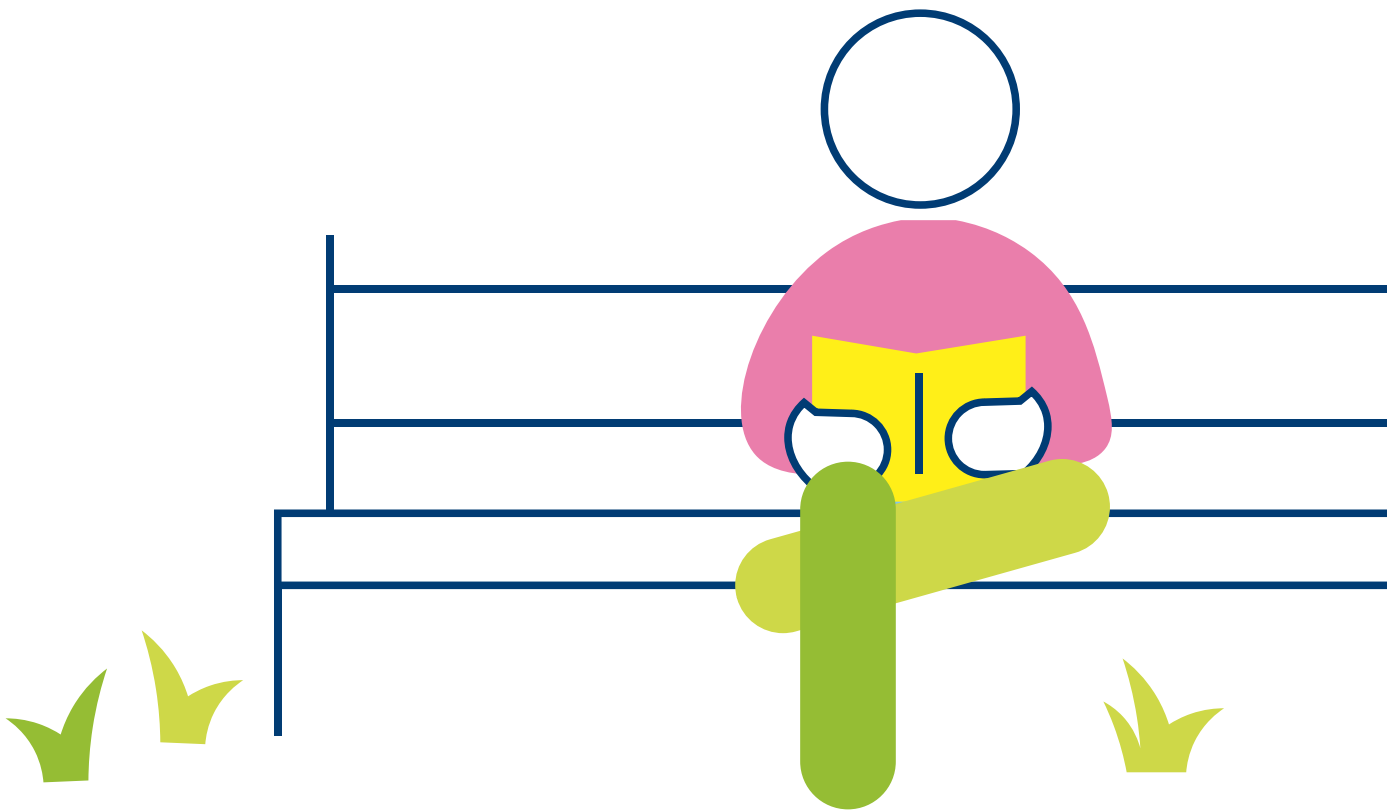
People build energy infrastructure, and people experience the building site as local residents and ultimately live alongside the infrastructure. We take into account the various interests of all those affected.

Special safety concepts apply for the design, construction and operation of the gas pipeline, and there are strict requirements for the materials used to ensure the pipeline will then be safe for humans and the environment. The contracted construction companies need to have special qualifications for pipeline construction, and there is ongoing monitoring of the building work, including inspection of the weld seams and pressure-testing of the installed gas pipeline.

Maintenance of a protective strip and use of route markings, a standard covering and regular inspections all help to ensure damage prevention.

Alongside the safety measures, communication also plays a major role. Eighteen-hundred people from 15 countries worked together on the ZEELINK route, and around 300 on the building sites of the compressor stations. From OGE alone, 120 employees were involved, and 260 companies worked on this pipeline project. Externally, the 216-km-long ZEELINK route covered twelve different districts and independent towns, 35 towns and municipalities within districts, and 1,600 owners and 1,200 leaseholders. How do you involve these entire interest groups so that they develop an understanding of the building work and accept it? By talking to them. Hence, alongside regular discussions about the project and the construction work, there was an ongoing dialogue with the general public, the media and local politicians.

For this, we used various communication channels: face-to-face meetings with owners, leaseholders, local politicians and the media; at 24 so-called “dialogue markets” in situ there were more



than 10,000 discussions with 2,800 guests. In addition to these, there was a project website, an info hotline and regular press releases. Media coverage included 1,394 articles in daily newspapers, 734 online reports, 17 radio reports and 23 segments on television.

An important component of successful communication is also the statutory opportunities for public and private stakeholders to submit opinions on the pipeline construction projects. We reviewed 279 opinions relating to the ZEELINK project, resulting in two discussion meetings. Meetings were also held for property owners.

The dialogue was likewise maintained throughout the construction phases. After the official commissioning of the Legden compressor station, local residents were also invited to view the site in September. A special event put on for the neighbourhood allowed them to gain their own impression of the plant.

In summary

Sustainable construction is about more than just consideration of ecological criteria. OGE takes a holistic approach here. If on completion of construction work it seems to the animals, nature and people there that the diggers had never even arrived, then the project has been a success.



Goal: Make cities and human settlements inclusive, safe, resilient and sustainable.

Here at OGE:

We are the guarantor of security of supply for cities and municipalities as well as local businesses. Fulfilling this mandate and continuing to develop the pipeline network in a climate-friendly way remain our top priority.

Target: zero emissions

“We don’t allow leakage when we carry out repairs.”
Christian Reinert, Maintenance Specialist for Technical Operations





Ambitious targets, extensive measures

Reducing greenhouse gas emissions is a big challenge for all energy consumers worldwide – and that’s true for OGE, too. Germany wants to be climate-neutral by 2045, and the OGE management has committed itself to the international and national climate protection targets. But it’s more than a commitment. The company has planned ambitious measures to cut Scope 1 and 2 greenhouse gas emissions by 2045, some of which have already been implemented and will be continued. Every business unit is making a contribution, with the main focus being on greenhouse gas emissions from gas transportation.

Gas transportation as an influencing factor

Transporting gas from A to B requires energy in the form of natural gas to drive gas turbines. Electrical energy is used to power motors and is also needed for plant operation. In addition, methane emissions can occur during gas transportation, for example during maintenance on sections of the pipeline network.

The majority of direct greenhouse gas emissions (Scope 1) are released in the form of carbon dioxide (CO₂) by our compressors operated to transport the natural gas, with the amount of greenhouse gas emissions depending to a large extent on the output at which the units are operated.

Our electric compressors run on 100 % green electricity, which does not result in any indirect (Scope 2) emissions.

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

Reduction in gas transmission volumes

Greenhouse gas emissions at OGE are heavily dependent on capacity utilisation, which is determined by market demand. Demand for natural gas in Germany is set to decline as the energy transition progresses. OGE’s interim plan for reducing greenhouse gas emissions is based on the German government’s scenarios up to 2045.³

Hydrogen network as a future pillar of climate neutrality

With the development of the hydrogen network, OGE will make a significant contribution to achieving climate neutrality in Germany by 2045. According to current plans, electric compressors powered by green energy will be used to compress the hydrogen so that no direct Scope 1 or indirect Scope 2 emissions are generated.

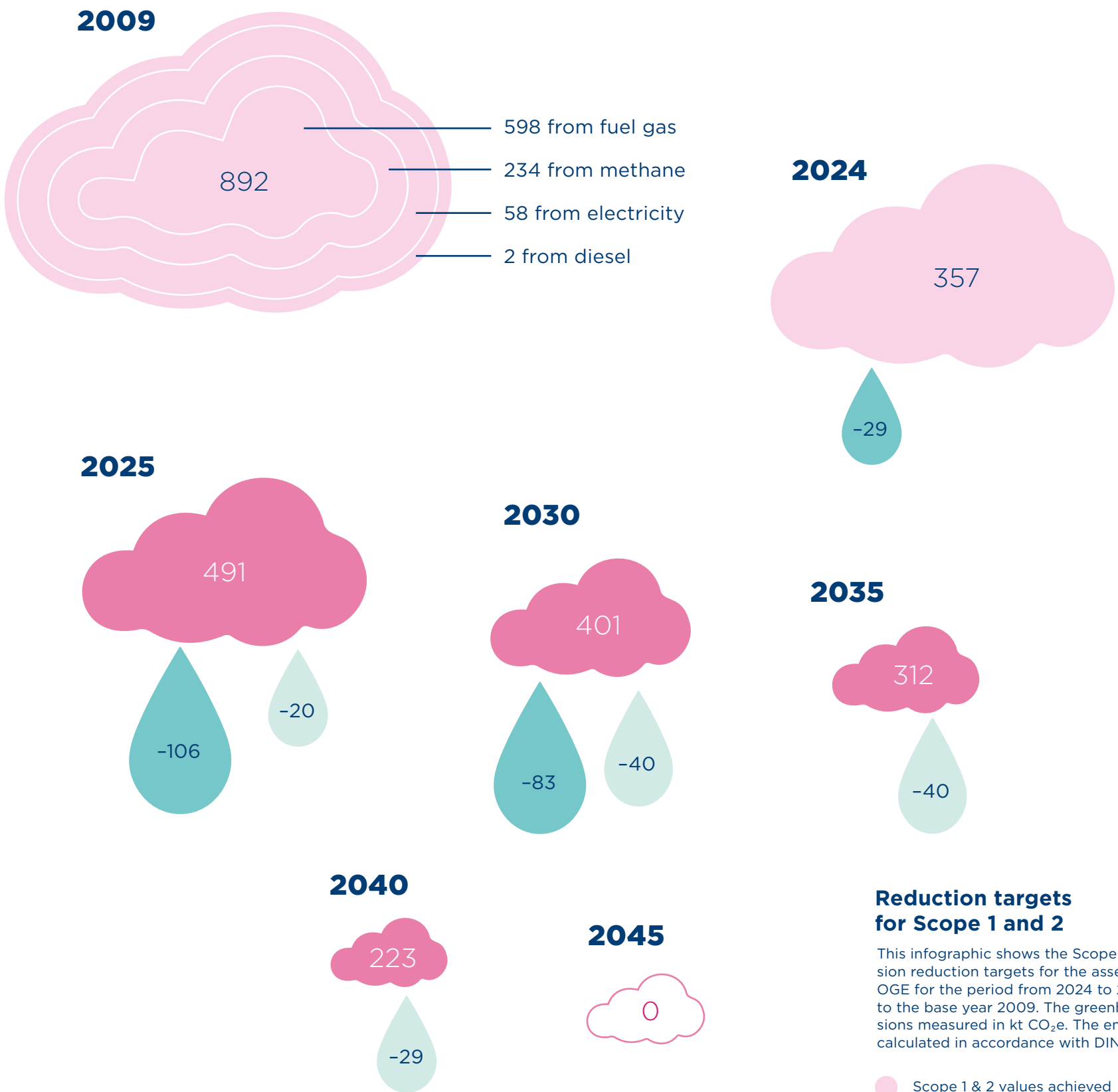
OGE is not wasting any time

OGE is already contributing to a sustainable energy system.

By the end of 2025 we aim to generate 45%, and by 2030 55%, fewer Scope 1 and 2 emissions than in 2009, and we want to be climate-neutral by 2045 at the latest. On the way there, we are especially committed to undercutting the EU’s recommended reduction path.

Current plans and measures to reduce Scope 1 and 2 emissions are an incentivised component of the goals of OGE’s management and employees.

OGE has defined the Scope 1 and 2 emissions from 2009 as the reference emissions – i.e. the year before the company was founded. This means that all activities in OGE’s business operations to date can be measured relative to this starting point.



Reduction targets for Scope 1 and 2

This infographic shows the Scope 1 and 2 emission reduction targets for the assets operated by OGE for the period from 2024 to 2045 compared to the base year 2009. The greenhouse gas emissions measured in kt CO₂e. The emissions were calculated in accordance with DIN ISO 14064.

- Scope 1 & 2 values achieved
- Scope 1 & 2 reduction targets
- OGE reduction measures
- Decrease in natural gas transmission



MEGAL saves methane

The MEGAL compressor station in Gernsheim near Darmstadt uses state-of-the-art technology to minimise its emissions.

With a length of 1,162 kilometres and six compressor stations, the MEGAL transit pipeline from the Czech to the French and Austrian borders is one of the most important transit pipelines for natural gas in Germany. The most recent innovation, which has now reached market maturity, is a new seal developed in cooperation with Dortmund-based Flowserve GmbH which eliminates static leakage, achieving zero emissions during standstill.

With this seal, a compressor unit no longer needs to be fully depressurised in order to enter standstill mode but can remain pressurised, which saves methane emissions. It’s a milestone for OGE on the way to achieving its climate targets.

3 www.langfristszenarien.de/enertile-explorer-en/



Climate protection with IT

OGE is reducing its direct greenhouse gas emissions by using a smart network control tool, allowing us to take account of our own CO₂ impact during gas transmission.

This proprietary IT system called CarbonGuide helps us operate the gas network efficiently and in an environmentally friendly manner.

The CarbonGuide provides 24/7 recommendations every 15 minutes for particularly CO₂-saving network operation modes, defining which compressor needs to operate and how. The network control room operators then choose between different transmission routes based on the recommendations received. Every recommendation in the CarbonGuide can be commented on and rated. This feedback is used to further develop the tool and helps to improve the accuracy and relevance.

In this way, the CarbonGuide helps to minimise OGE's carbon footprint, making the tool an integral part of the sustainability strategy.

Avoid, reduce, offset

The general principle for dealing with greenhouse gas emissions is first to avoid and reduce, and then to offset. To this end, OGE is planning measures to avoid and reduce Scope 1 and 2 emissions, which will be gradually implemented by 2045:

Optimisation of network control

- CarbonGuide is a software that helps the network control centre to operate the natural gas grid in an efficient and eco friendly way by providing recommendations for CO₂-saving control of compressor stations.

Reduction of methane emissions

- OGE reduces its methane emissions by using mobile compressors and state-of-the-art flare systems which are constantly being improved. All natural gas facilities are regularly optimised to prevent additional methane emissions.

Green electricity and biomethane

- Since 2022, all of the electrical energy required for compressors, plants and the company premises has been covered by green electricity, which has enabled OGE to reduce its Scope 2 emissions reported according to the market-based method to zero.
- Likewise, since 2022, the compressor stations have been partially operated with biomethane. More than 75 million kWh of biogenic gas was purchased for this purpose between 2022 and 2023. In 2024, the proportion of biomethane was 73.1 million kWh – which corresponds to 4.6 % of OGE's total gas consumption. Even if the market only has limited quantities of biomethane available, OGE wants to further increase the proportion of environmentally friendly gases in its own operations.

Optimisation of compressor units

- In the medium term, some of the compressors powered by natural gas are to be replaced by units running on green electricity.

Offsetting

- OGE's top priority is to supply energy to German households, essential social services and industry. Over the coming years, it will therefore be possible to purchase carbon credits to create a global balance in greenhouse gas emissions.

Results to date

The success of the measures to reduce emissions in 2009 to 2024 is measurable: In 2024, CO₂e emissions were more than 60 % below the emissions of the reference year 2009, thus falling below the target value planned for 2025.

Table – Scope 1 and 2 emissions values measured in kt CO₂e for the assets operated by OGE for the years 2020 to 2024

	2009	2020	2021	2022	2023	2024	2025 target
Scope 1	834	515	417	702	468	357	./.
Scope 2	58	26	31	0	0	0	./.
Scope 1 + 2	892	541	448	702	468	357	491
Change in comparison to 2009	-	-39 %	-50 %	-21 %	-48 %	-60 %	-45 %

The emissions were calculated in accordance with DIN ISO 14064.

Scope 1

The Scope 1 emissions include the CO₂ quantities generated by the compression of natural gas, methane emissions and emissions from vehicles and emergency power generators used by OGE.

Scope 2

The Scope 2 emissions were determined according to the market-based method on the basis of specific supply contracts. These indirect emissions are to be recognised at zero, as OGE only purchased carbon-neutral electricity in the reporting period.

The scopes concept

The correct delineation and categorisation of relevant emission sources are hugely important. The GHG Protocol (WRI & WBCSD, 2011) is the most widely used methodological standard for categorising direct and indirect corporate emissions from various sources.

Scope 1: All direct emissions from the activities of an organisation or under their control, including primary energy sources consumed directly by the company, such as natural gas, heating oil, petrol.

Scope 2: Indirect emissions from the generation of purchased energy, for example through use of secondary energy sources such as electricity.

Scope 3: All other indirect emissions from upstream or downstream business activities of the organisation, such as the production of purchased materials.

Keeping an eye on Scope 3 emissions

Emissions can only be reduced sustainably if you know where in the company they are caused and to what extent.

To this end, OGE calculates its Scope 1, 2 and 3 emissions. Scope 3 emissions include all indirect emissions along the value chain. OGE uses a detailed, common method based on secondary data for calculating these emissions.

In future, OGE will use more and more primary data to obtain more precise information on Scope 3 emissions. Collecting and analysing data directly from the various processes and activities of our suppliers will make the calculations more reliable.

Based on this more precise data, we aim to define a comprehensible and sustainable reduction path for Scope 3 emissions – along with suitable reduction measures. In this way, OGE aims to further reduce its ecological footprint and make an active contribution to climate protection.

Avoiding methane emis- sions almost completely – OGE shows it can be done

OGE uses large mobile compressors on gas transmission pipelines to move gas from one part of the network to another if a particular pipeline section needs to be gas-free to allow maintenance work or when a new customer or downstream net-work operator is connected to the system. Using a mobile compressor to redirect the gas flow and then purge the isolated pipeline section allows methane emissions to be almost entirely avoided.

Zero emissions during maintenance – we’re almost there

In 2024, OGE purchased some additional small mobile compressors specially for evacuating very small pipe sections and systems, so that it can act even more flexibly and cut emissions still further.

Each of our Operations Areas now has one of these units complete with the associated peripherals, and three more small compressors will be purchased by the end of 2025. In addition, each of the Operations Areas will be equipped with a mobile flare by the end of 2025, meaning that methane emissions can then be reduced almost to zero.

First deployment of a small mobile compressor in the field

In the Gernsheim pipe network district, almost 24,000 m³ of gas was moved over a distance of more than 9.5 km using a dia. 500 mm line. Over a period of twelve days, the pressure in the transmission pipeline was reduced from 12.8 bar to 0.2 bar, with the small compressor running constantly, even at night and at weekends. The system was monitored by a remote maintenance module, which sends error messages direct-ly to the Reporting Centre, just like at the compressor stations.

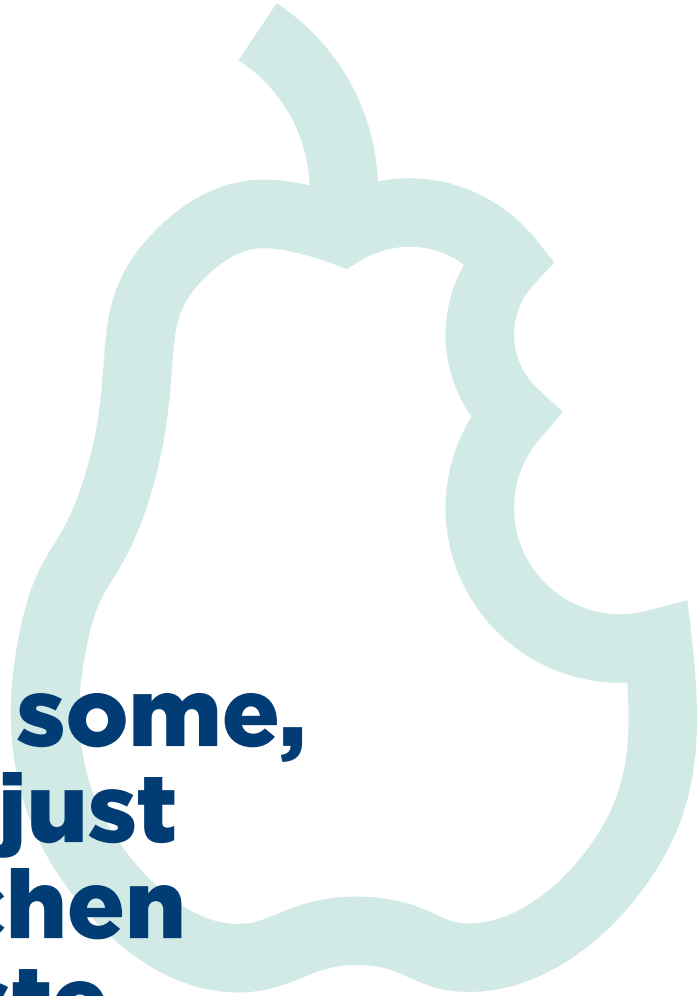


For some, it’s just kitchen waste

Any unavoidable leftovers from food preparation then become a valuable resource at OGE.

The kitchen teams at our three Essen sites try to reduce kitchen waste wherever possible.

For several years, OGE’s kitchen waste has been collected by a local disposal company for biolog-ical use. At the contractor’s site just a few kilo-metres away, the waste is turned into biogas and utilised for sustainable energy production. Over the years, our kitchen waste has generated some 20 MWh of biogas for the local heating network.





Stats please!

“Some people collect art.
I collect figures for CO₂
emissions trading.”

Sophie Boike, Environment and
Management Systems

Efficient feed-in of green gases

As part of its MOSES project, OGE is currently developing an innovative modular system for feeding biomethane and hydrogen into the gas pipeline system.

MOSES (Modular Standardised Feed-in System) will consist of prefabricated standard modules that save time and money during set-up and installation. These modules are particularly worthwhile for feed-in quantities between 100 and 1,000 Nm³/h.

In contrast to customised feed-in systems, the MOSES modules will significantly reduce engineering costs, as the fundamental work only needs to be done once – and is then reduced to almost zero with each subsequent system. The modules will be no larger than ISO freight containers, making them easy to handle. They are also designed to minimise installation and maintenance work on site. As a result, MOSES relies on only a few very similar components.

MOSES will allow green gases to be fed into the gas grid more efficiently and cost-effectively than before.

Biomethane:
Germany currently produces around ten terawatt hours of biomethane, which corresponds to just over 1% of the country's total natural gas consumption. Some 90% of this biomethane is used to generate electricity and for fuels. According to estimates, the production of biomethane in Germany could rise to 100 terawatt hours by 2030, and the European biomethane market is also showing promising developments.

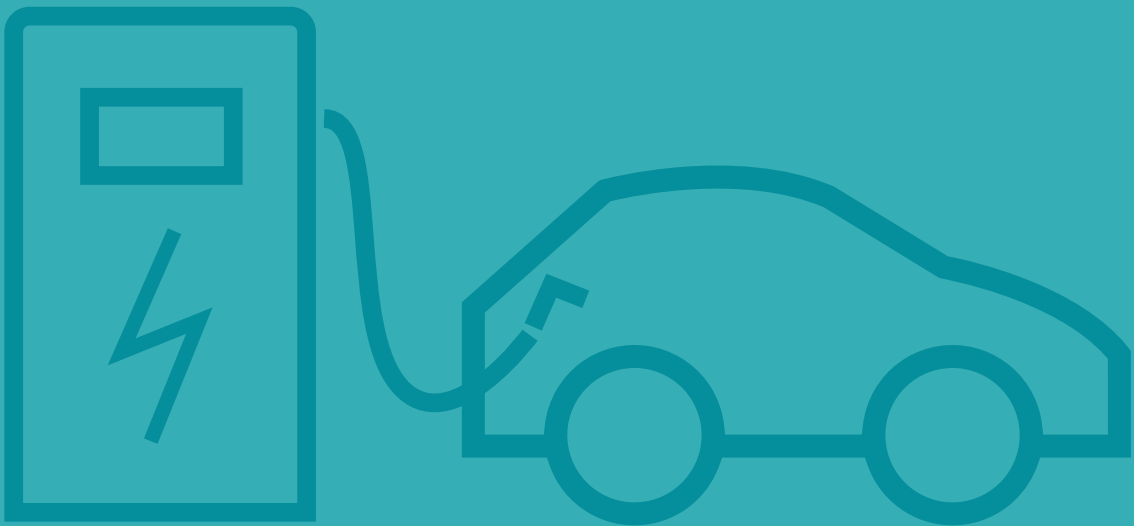
New charging points at OGE sites

Promoting e-mobility helps us reduce our carbon footprint.

At the same time not using fossil-fuelled cars also improves the quality of life of our employees and their communities.

It is therefore our declared aim to have e-charging points at all of our sites, provided it makes sense and is technically feasible.

In 2023, a total of 24 charging points were installed at three sites. By mid-2025 we will have installed an additional 50 charging points at another eleven sites. We are also purchasing more and more electric vehicles for our Technical Operations fleet and will continue to optimise our mobility solutions in the future.





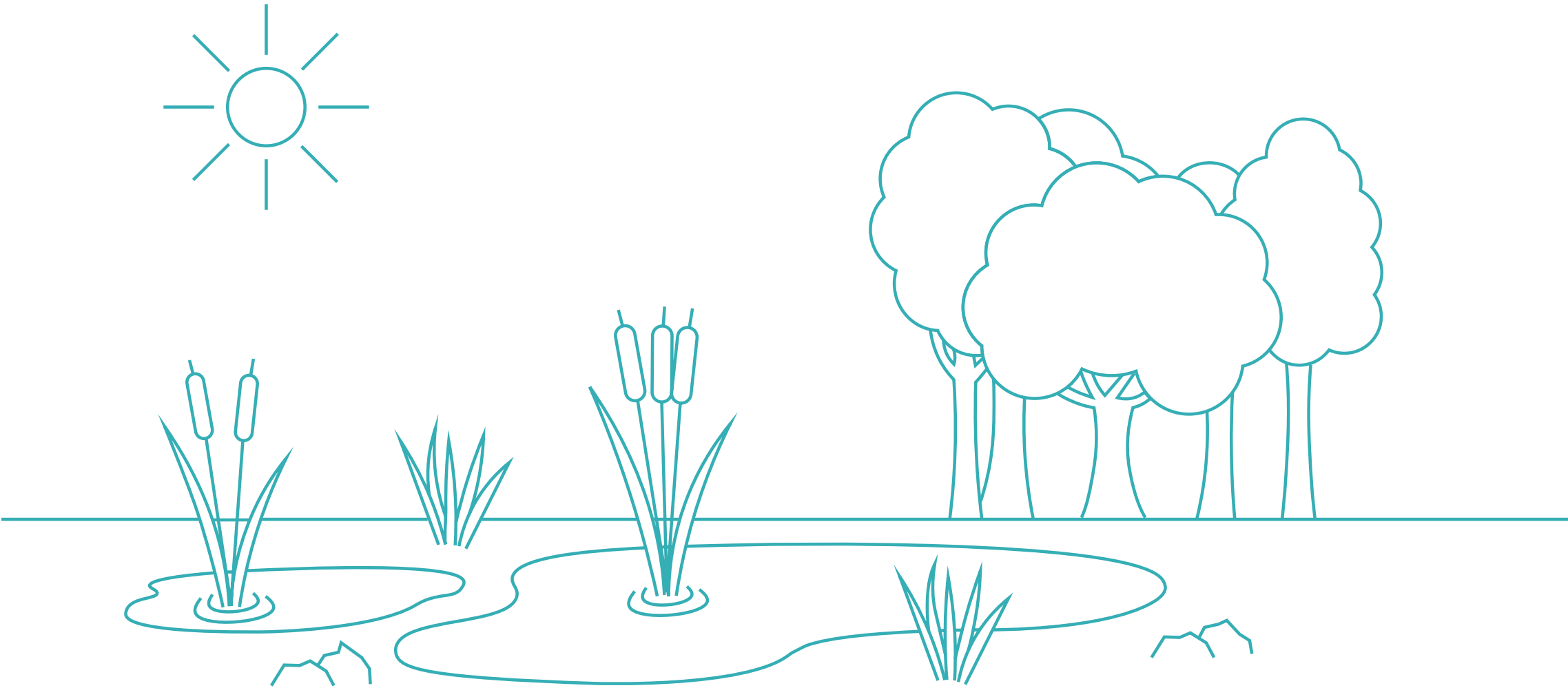
Goal: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Here at OGE:

We pay particular attention to sustainable restoration and careful treatment of flora and fauna in the construction and operation of our networks and facilities.

Protecting and conserving moorlands

Moorlands are valuable ecosystems with a crucial role in climate protection as carbon reservoirs, which requires them to remain intact. Preserving moorlands is therefore essential, and construction projects in these ecosystems are a particular challenge. Due to the risk of drying out, the sensitivity to compaction and the ecological relevance, the sensitive soil should be tampered with as little as possible.



Drainage and aeration of the peat through construction activities can trigger mineralisation processes that destabilise the soil, cause subsidence and can release harmful greenhouse gases. OGE therefore implements the following measures, among others, to protect moorlands:

‘Green’ construction site roads on the topsoil

Providing ,green’ construction roads on top of the topsoil allows this soil, which does not have to be excavated for the pipe trench, to remain untouched. For example, thick wooden planks protect the soil from compaction by vehicles. Geotextile, sand or steel plates are also often applied to distribute the loads.

Sensitive drainage

Moist peat soils are particularly sensitive to dewatering, which is why we limit the lowering of water tables as well as the range and duration of dewatering activities to an absolute minimum. In this way, we maintain the natural moisture content of the soil and prevent decomposition processes.

Interim storage

The excavated moor soil is temporarily stored in different soil heaps for as short a time as possible and is kept moist to prevent decomposition.

Moor-friendly pipe bedding

To prevent drainage of the peat soil through the pipe bedding, we avoid using sand wherever possible. This is because sand drains water faster than the existing bog soil. If the use of sand is necessary, a layer of clay is also installed for the bedding. This allows the natural hydrological conditions to be maintained.

On site, we use special vehicles designed to exert low surface pressure in order to minimise the impact on the moorland.

Social

Because it all comes down to people.

Humans are social creatures, and that plays out in the workplace too. We therefore place special emphasis on social aspects – among our staff, our customers, suppliers, neighbours and society as a whole. We attach great value to occupational safety, health protection, training and professional development, corporate culture, social engagement, non-discrimination, data privacy and political neutrality.



Inspiring!

“Ongoing development of myself and others – here I get that chance.”

Christian Keune, Head of Asset Management & Controlling

Crafting a safe and healthy transformation

Occupational safety and health protection are an integral part of our business activities. In implementing flexible remote working methods too, we always take account of the health and safety of our own workers and those of external partner companies.



Occupational health management

We make extensive provisions for physical and mental health – ranging from ergonomics, exercise and diet to mental balance. The offering is available to all employees regardless of age, gender or length of service.

Every quarter, we focus on a specific topic and host a broad selection of online and in-person formats. This way, we are able to give our employees active support: with offerings relating to exercise, individual nutritional advice and presentations on nutritional topics, advice on resilience with individual or team sessions, and presentations about mental balance. We also work hard to ensure we reach all the employees at our locations in Germany. Our constant stream of new, easy-access activities gives our employees the chance to discover health topics in a modern, interactive setting.

Since exercise is a major factor for good health, we are happy to support our workforce in pursuing various forms of sport, and since autumn 2023 we have been a cooperation partner of Urban Sports. Here, our employees can take advantage of a wide range of sporting activities throughout Germany, such as fitness training, bouldering, yoga and swimming – both in studios and at home via livestreams.

Preventive services

Our preventive services range from screening for prostate, bowel and breast cancer to flu vaccinations and are widely used by staff. We are happy to see this, as it enables us to make a further contribution to the health of our employees and that of society overall. Our new permanent offering for skin health, “Dermanostic”, was immediately well received.

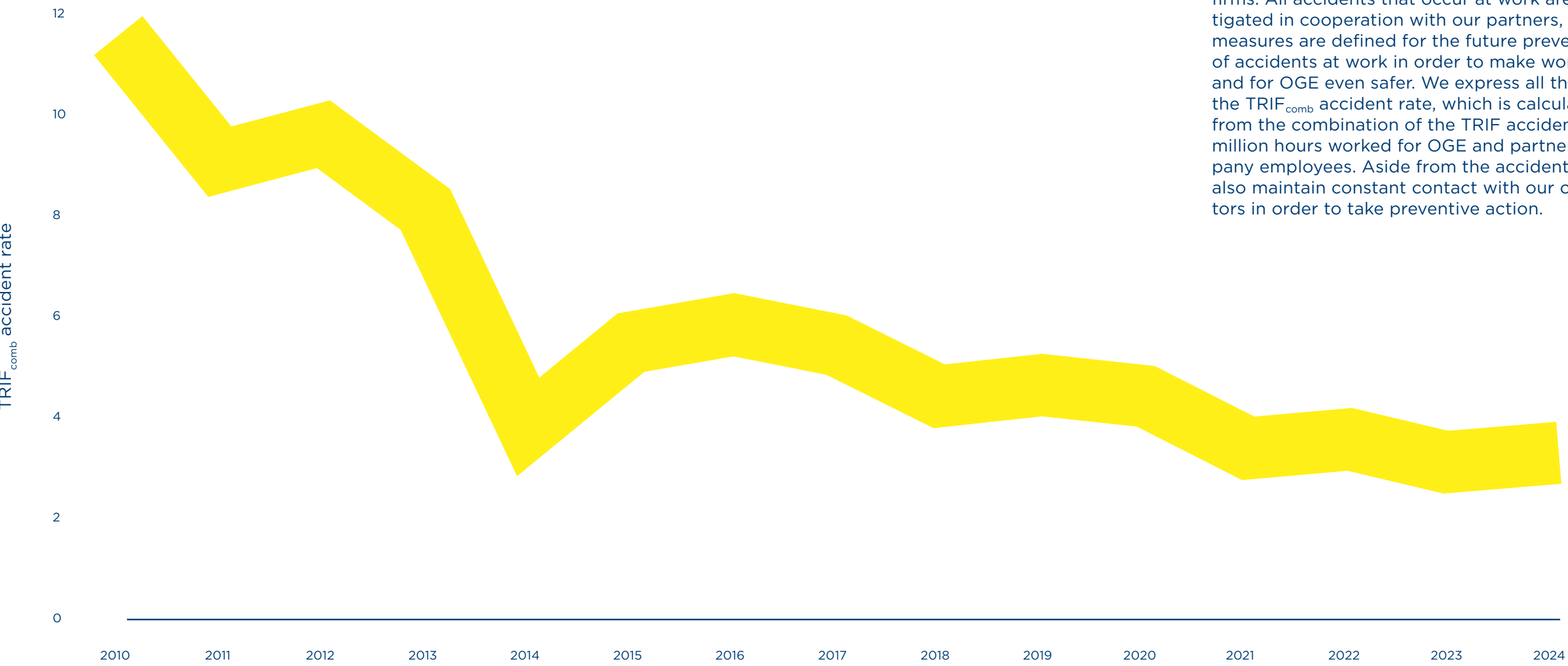
Social responsibility

Blood donations save lives and are essential for medical care. We aim to make a positive contribution to society and therefore carried out another blood donation campaign this year. Here, donors were also able to register for the bone marrow donor register. The high level of participation shows that our employees are likewise keen to do their bit for the common good.

Support and awareness-raising services

This year, we also focused on the topic of cardiovascular health, raising awareness of this area among our workforce with offerings like cardiovascular check-ups, cardiovascular fitness trails and even age simulation suits. We also offered various training sessions on the topic of addiction prevention for both managerial staff and employees to help them identify early warning signs in themselves and others.

TRIF_{comb} accident rate for the years 2010 to 2024



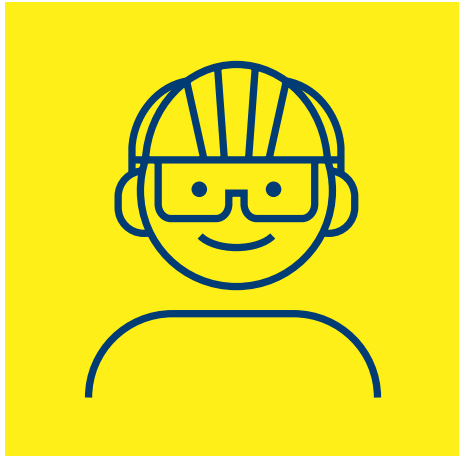
Occupational safety

Our occupational health and 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. At OGE therefore, we treat any accident, regardless of whether it involves our own workers or those of partner firms, with equal importance. We have established a shared target rate of Total Recordable Injury Frequency (TRIF) for ourselves and our partner firms. All accidents that occur at work are investigated in cooperation with our partners, and measures are defined for the future prevention of accidents at work in order to make working at and for OGE even safer. We express all this with the TRIF_{comb} accident rate, which is calculated from the combination of the TRIF accidents per million hours worked for OGE and partner company employees. Aside from the accident rate, we also maintain constant contact with our contractors in order to take preventive action.

Here at OGE, we know that occupational safety is all about teamwork. A good safety culture requires a constant dialogue on the topic across all work levels and teams as well as a collaborative and interdisciplinary approach to optimisation to ensure even safer work processes and work environments. With our operations, project leaders, management and experts from the occupational safety team, we have the experience and knowledge we need. At OGE, over 170 employees at our Essen sites and all employees at our operating sites are first aiders and fire safety assistants. In addition, more than 60 members of staff from various departments are involved in our organisation as safety officers. They act as multipliers in the regions, supporting staff on site with any questions and giving feedback and suggestions on our training sessions and campaigns.

Work-related accidents to remain low in 2024

In 2024, a total of 24 accidents (6 at OGE, 18 at partner companies) occurred at our field stations and construction sites that resulted in an absence of at least one day or medical treatment. At 3.6, our combined TRIF rate remained at a low level, and we significantly exceeded our target for 2024 of 4.0. Our accident rate has thus been at a low level for years – and the trend is downward.

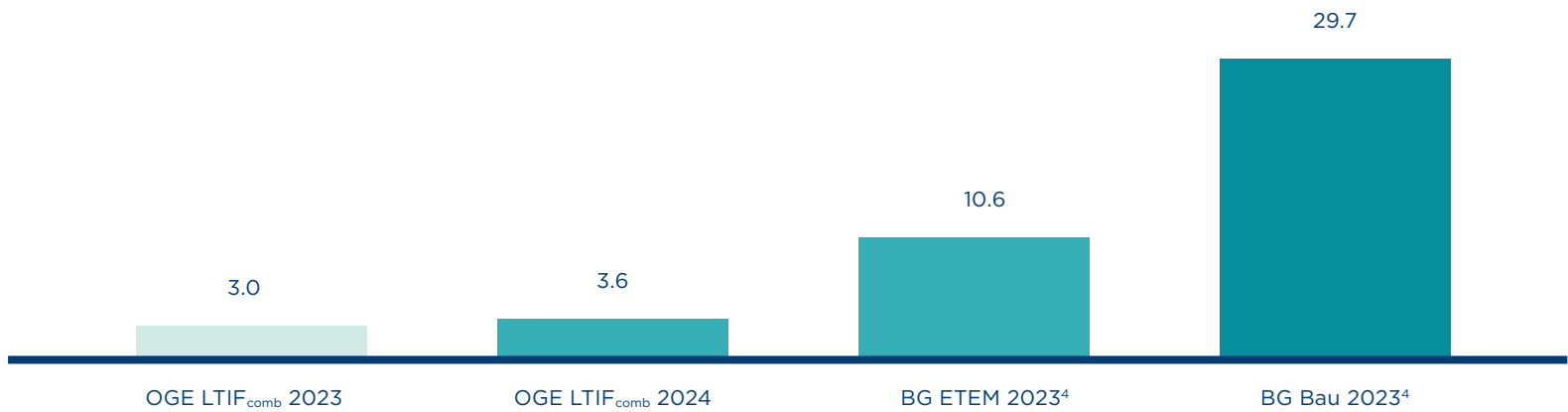


An organisation’s ability to protect its people depends on how it can design, implement and keep improving safety management processes and programmes. We give the utmost priority to the health and safety of our workforce, making it a shared responsibility for all. We do this in a strategic way that enables us to practice prevention effectively while ensuring we have the capabilities to manage any incident efficiently. At the same time, we reduce the risk of accidents, injuries and near-misses at work by investigating any kind of incident and deriving appropriate overarching protective measures that are incorporated into existing processes, risk assessments and operating instructions. We involve employees from various parts of the organisation in order to take into account different perspectives and points of view. Our occupational health and safety measures are proactive, preventive, and integrated into the culture of the entire organisation. They are based on a binding set of rules for our company and for partner firms.

Here, it is important to us that the rules don’t just exist on paper, but are practised actively day in, day out. This requires consistent, proactive management inspections including interaction between managers and employees with joint recognition of potential risks and their avoidance. This way, we aim to ensure that everyone working for us knows and applies our guidelines. Any risks that arise should be addressed and rectified promptly on a daily basis. We have clearly exceeded our target of 550 management inspections in 2024 with 739 inspections.



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



⁴ Values were only available for the year 2023 at the editorial deadline.

Certification

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



3 GOOD HEALTH AND WELL-BEING



Goal: Ensure healthy lives and promote well-being for all at all ages.

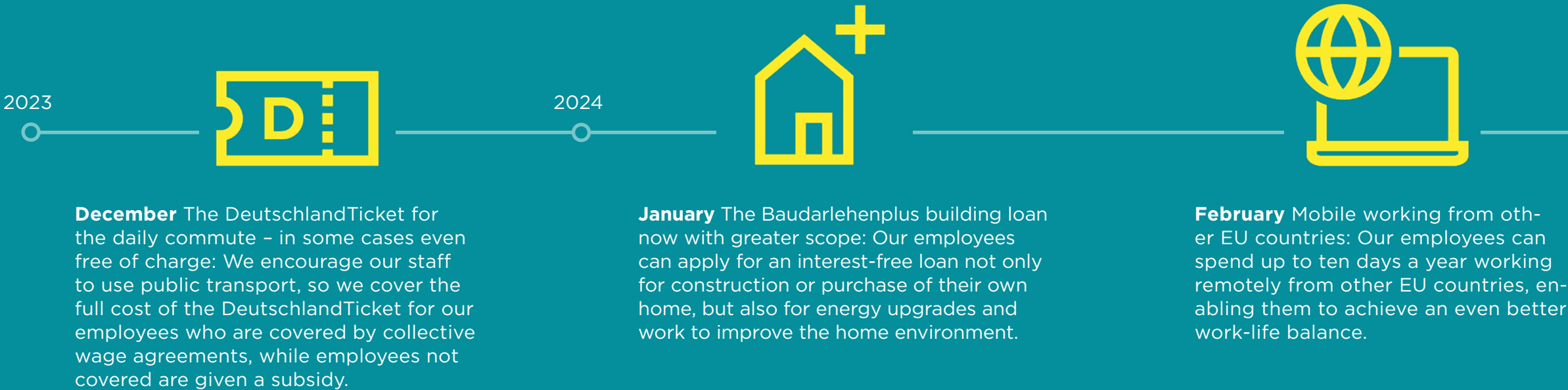
Here at OGE:

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.

Working in a network full of benefits

Those who work on the network of the future should likewise benefit from a whole network of advantages. With this in mind, OGE offers its employees numerous perks to enrich their day-to-day work, make their personal lives more enjoyable, and support each and every one of them individually. The OGEXTRA programme comprises options for further training, pension services, support with finding a work-life balance, and mobility offerings.

As early as the end of 2023 and then mainly in 2024, existing benefits were adapted in line with changes in overall conditions, and several new perks were introduced. Many of these benefits were announced by means of an internal OGEXTRA communication campaign, and there is now an extensive range on offer at OGE.





March Bicycle leasing for one or two bikes: Our bicycle leasing option has been running successfully for several years already, so we have extended it to cover two bicycles for each beneficiary and optimised the process at the same time.



April The pme family service with all-round support for childcare and carers: We want to make sure work and family life are compatible, so we enable our staff to get support from the pme family service.



May/June Health check for those aged 45 and over: Health is our most precious asset, so our employees have the chance to make use of several comprehensive health checks from the age of 45. The costs are covered by OGE.



September Occupational disability insurance and company health insurance: In order to be covered for all eventualities, our employees can take out occupational disability insurance without undergoing a health check. What's more, the occupational health insurance covers various medical expenses, offers advice from medical specialists, and much more.



August Employees recruit employees: We want to make purposeful use of our employees' networks to gain new skilled workers for our company. Successful appointments lead to a referral bonus.



July Retirement provision and financial protection with the OGE contribution plan: Our OGE contribution plan gives employees greater financial freedom in retirement. It offers an attractive framework that our employees can customise to better protect themselves and their families in future.



October Dermanostic – the digital dermatologist: The Dermanostic app is the digital dermatologist in your pocket: Our employees and their families can get a free diagnosis as well as treatments and private prescriptions from dermatologists at any time of the day or night.



November OGE anniversary celebrations: We are delighted when our employees stay with us long-term, which is why we take the opportunity once a year to celebrate those who have shaped the company for 25 or 40 years.



December The younger generation at OGE: Our apprentices and work-and-study students are an important part of our team, so we now provide even more benefits for them tailored to their specific needs. This way, we create greater flexibility, more support, and greater scope for individual development to improve the work environment and daily lives of our young talents and meet their needs in their current phases of life.

2025



8 DECENT WORK AND ECONOMIC GROWTH



Goal: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Here at OGE:

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

Defining the future

“We think in new and innovative ways – and that’s what drives me.”

Steffen Brosi, Senior Innovation Manager



Rethinking things, developing new ideas

Digitalisation, artificial intelligence and the constant pursuit of innovation are the cornerstones of a successful transformation. And OGE is in the very midst of this transformation towards a sustainable energy supply. Innovation management at OGE is contributing to the success of this process because it is here that initiatives are constantly developed and implemented.

Innovation management at OGE includes finding, assessing and selecting ideas and developing innovative services and tools – right through to their actual use within the organisation. In 2024, innovative thinking and action was again encouraged in various formats, delivering quite exciting results:



OGE Promptathon

Promptathon

Generative AI tools such as Copilot and ChatGPT are becoming increasingly popular in the corporate world. The aim of OGE's Promptathon event was to learn how to use and apply these tools. At ZukunftsZentrumZollverein (Triple Z), 60 participants from various OGE departments worked on a task for the Customer Market View team using generative AI to develop a digital solution for the dashboard, which had until then been created manually. The solutions developed with prompts (i.e. commands for the AI tool) are imaginative, variable and offer advantages such as the automation of data acquisition and processing.

In the inspiring and motivating Promptathon atmosphere, the participants were able to improve their skills in dealing with generative AI and learn new IT hacks.



OGE Innovator Challenge

Innovator Challenge

Motivating employees to think as entrepreneurs, put their creative ideas into practice and perhaps develop the next big innovation – that's what OGE's Innovator Challenge is all about.

Participants work together on a business plan and test their ideas in the start-up world. This practical approach allows projects to be developed from scratch through to market maturity.

The success of the Innovator Challenge was illustrated by a winning team from HR and technical departments. Their creative idea: a video game for staff recruitment (> website). The game has already been clicked on over a million times by potential applicants, demonstrating the relevance of the idea.

molekju:l

Molekju:l

Molekju:l is OGE's venture client unit, aimed at strengthening long-lasting business relationships with start-ups and finding innovative solutions for corporate challenges. Working with start-ups gives OGE fast access to specialised solutions, enabling the company to respond swiftly to changes in the market without running the risk of spending excessive time and money.

Molekju:l's venture client approach includes identifying challenges in the company, scouting for suitable start-ups, analysing solutions and launching pilots. If successful, the business relationships are expanded and formalised by contract. OGE is looking to intensify cooperation with the up-and-coming companies – with Molekju:l as a strong brand in the start-up and venture client world.

OGE invests in future talent

Vocational training is our future. Companies that don't want to spend a long time looking for skilled labour need to train their own people in good time, which is why OGE is investing in its training sites. With Nieder-Eschbach, Reiskirchen, Werne and Schwerte, we have now raised the number of technical training sites to a total of 13. And Renzenhof will follow in 2025.



The "OGE-Azubigame"
The wide range of tools includes a dedicated careers page as a central port of call for potential trainees. This is supplemented by active communication on social media such as Instagram, YouTube, LinkedIn and TikTok. The "OGE-Azubigame" communicates the content of technical training at OGE in a fun way.

(> go to game)

Promotion of young talent across Germany

In 2024, OGE welcomed 28 new apprentices, 14 of whom began their training in Essen in professions such as industrial mechanic (with and without a parallel degree course), mechatronics technician and electronics technician for industrial engineering, with another three up-and-coming industrial clerks also starting their careers in Essen. In addition, OGE has eleven more technical apprentices in the Technical Operations division at various other sites.

New training centre in Altenessen

Our training initiative is currently focussing on the construction of a new vocational training centre in Altenessen, where apprentices will be able to discover cutting-edge technologies and experience innovative teaching methods. The centre will not only teach manual skills but will also provide space for creative learning and practical experience. Its state-of-the-art facilities will allow apprentices to develop their skills in a dynamic environment and prepare them for the demands of a changing industry.

The training centre is also an important part of OGE's longer-term efforts to promote young talent, as it can be used to host events reaching out to potential apprentices. Whether it's taster days, school visits or special information events: Here young people can get a first-hand impression of the technical professions at OGE. This makes the training centre not only a place for apprenticeships, but also a meeting point for the skilled workers of tomorrow.

Marketing campaign for technical apprenticeships

OGE's numerous field sites across Germany are always happy to welcome young people interested in technical professions. We wanted to direct the target group's focus more on these locations, so we launched a marketing campaign to pique the interest of young talents and show them where to find OGE's vocational training sites. We developed a "toolbox" with digital and traditional advertising formats for a broad and effective presence in the field. This marketing mix combines online and offline measures, presence at events and the targeted use of club and sports marketing as well as cooperation with local schools and the Chamber of Industry and Commerce.





Diversity shapes a company's success.

OGE considers diversity to be the sum of the differences and similarities of all employees in the company. This diversity should be crafted and entrenched at OGE for the long term, so to underscore this goal we have signed the Diversity Charter. With this commitment to Germany's biggest employer initiative, we foster diversity in our work environment.

Why diversity is so important to us

Cultivating diversity makes us an even more successful company. After all, new ideas and innovations are more likely to arise in diverse teams, while an appreciation of the ways in which we are both different and the same helps nurture a positive, motivating working atmosphere. When we practise diversity, we also strengthen our brand as an employer, helping us to find suitable employees in the labour market.

The diversity strategy

OGE has developed a diversity strategy derived from the corporate strategy and supported by the company management. This drives change at OGE, fosters innovation and creativity, and strengthens the corporate culture. We aim to ensure all of our employees and managers feel included and heard, respected and valued, and that they are able to contribute. To this end, we have set out the way we all operate on a daily basis in the company, including things like clarity on responsibilities and processes that are deliberately designed to allow and value experiences and to reduce obstacles in the way we deal with one another. The diversity strategy aims to help all of us to inspire each other, connect with others, and develop further:

- At OGE, employees inspire one another through dynamic action, personal stories and clear messages. A good example is the #ichbinOGE campaign with personal videos. On certain days in the year, we shine a light on various aspects of diversity.
- We lay the ground to create moments of connection and interaction and to build strategic partnerships in the area of diversity, for example with the Association of German Engineers (VDI), which has launched the WOMentorING mentoring programme for young female engineers.
- Further training measures on diversity and leadership as well as rules and regulations, including in the area of diversity recruiting, ensure equal opportunities, with training provided, for example, on “unconscious bias”.

Diversity Parcours®

In 2024, OGE hosted the “Diversity Parcours®”. The brainchild of the Institut für Diversity Management, this is a travelling exhibition that presents and unpacks the topic of diversity at various different stations. In the DiverSophia, for example, visitors can expand their knowledge in the areas of age, gender, life planning and religion. Participants were able to see how they unconsciously pigeonholed other people or were perhaps pigeonholed themselves. There was also plenty of information on the topic of diversity, with playful experiments using different compositions of heterogeneous teams.



Goal: Achieve gender equality and empower all women and girls.

Here at OGE:

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

Management development – providing direction, value- based, customised

Taking responsibility, shaping change, learning about new technologies and ways of working, ensuring an inclusive work environment, and motivating and encouraging employees: The roles performed by our managers today are already extremely varied and demanding. Added to this are the challenges facing OGE in times of the energy transition. We support our managers so they can do their jobs successfully and be role models within the company.

To help our managers develop and grow, we have set up training and development programmes with a long-term focus. These ensure that both new and established managers are able to tackle professional challenges now and in the future.

The findings from these staff development measures also help us to make good decisions when it comes to new appointments and succession planning.

Leadership programme

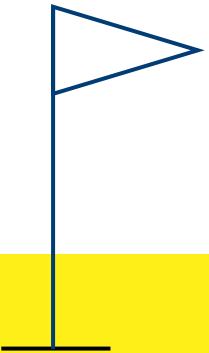
One of our comprehensive development programmes, for example, equips new managers to take on their leadership roles and make an impact.

Three learning modules help leaders to strengthen their own self-management, enhance their understanding of the company’s interests, and encourage them to refine their own authentic style of leadership and examine the key themes underlying it, including conflict management, change management, feedback, leadership tools and employee development.

As part of the programme, managers also learn about Leadership 4.0 and agile leadership. They therefore discuss aspects of “leadership in the future” and consider its importance in their own area of influence.

Outlook

Who are the right managers of tomorrow? How can we do an even better job of filling management positions with suitable candidates with the right skills the right point in time? To help us here, we are developing a leadership model to support managers with their own individual development plans.

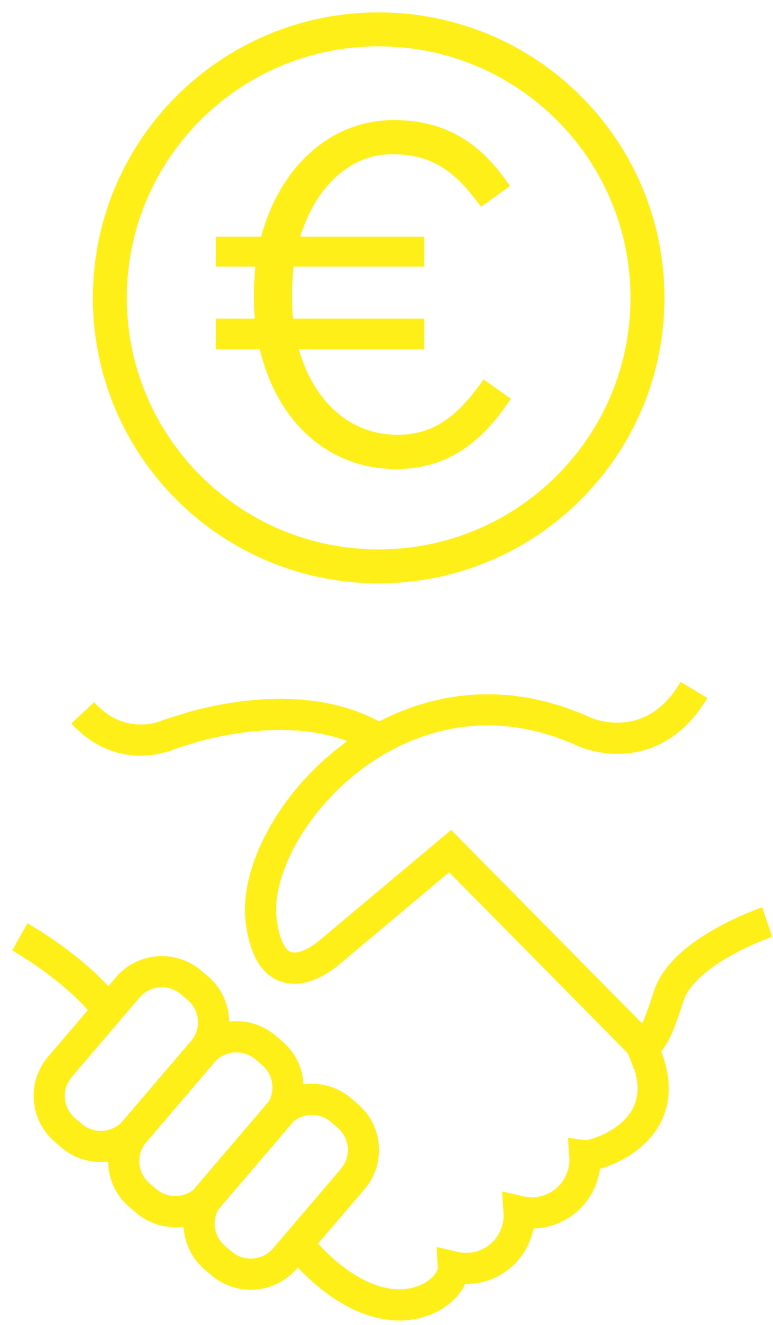


Leadership

“Strengthening and developing our managers is baked into our work here.”

Nina Noe, Management Development





Social engagement: transparent and socially aware

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

Duke of Edinburgh’s International Award

The Duke of Edinburgh’s International Award, or the Duke Award for short, is a global programme that offers young people aged 14 to 24 the opportunity to discover and develop their skills. With over a million mentees worldwide and more than 2,000 participants in Germany in 2023, the Duke Award is a platform for personal and sporting challenges and a chance to discover one’s own talents and strengths.

We have been part of the programme since 2024. We want to help young people realise their full potential while demonstrating our commitment to social responsibility. The Duke Award is an excellent opportunity to support students and young adults on their journey.

Essener Engagement Forum

The Essener Engagement Forum is a joint event organised by Ehrenamt Agentur Essen e.V., Sparkasse Essen and the City of Essen’s Office for Civic Participation and Volunteering. The forum was supported and made possible by EWG – Essener Wirtschaftsförderungsgesellschaft mbH, DigitalCampus Zollverein and the German Foundation for Engagement and Volunteering, among

others. OGE is involved in the network with the aim of shaping transformation, social prosperity and sustainability in Essen. This requires trusting communication and short paths of cooperation between business, civil society and the city administration. This dialogue also gives us the opportunity to get to know potential partners with whom we can engage on the topics of equal opportunities, diversity and promoting young talent. Here, thanks to the diverse perspectives, we have received valuable impetus, which we are now putting into practice – for example, we want to increasingly integrate our “Joblinge” trainees into our apprentice programme.

Essen Mobility Partnership and “Gold” bicycle-friendly employer

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

In this context, OGE already showed its commitment to green mobility back in 2020 when it obtained gold certification as a bicycle-friendly employer, and this certification was renewed in 2024. 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 2024, employees and OGE donated 27,000 euros. This was used to support these charitable organisations:

- Frauen helfen Frauen e. V. – Women’s shelter Dortmund
- FairSorger Essen e. V.
- Vision:teilen e. V., GuteNachtBus Düsseldorf
- Königskinder – ambulanter Hospizdienst für Kinder und Jugendliche gemeinnützige GmbH, Münster
- Steernsnupp e. V.
- Christliches Jugenddorfwerk Deutschlands gemeinnütziger e. V. – Lammelbacher Hof
- Essener Kontakte e. V.
- DLRG Ergste-Villigst-Hennen e. V.
- Tierschutzverein Groß-Essen e. V. & Albert-Schweitzer-Tierheim

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.





Sustainability also in procurement

In addition to ensuring compliance with statutory requirements, OGE is committed to being a sustainability-conscious organisation, and this also applies to procurement. For this reason, we have reviewed and fundamentally changed our procurement processes and contract award procedures to include sustainability as a key criterion for our suppliers.

New contract award process

The review of a supplier’s sustainability performance is central to OGE’s new procurement process. It is one of the deciding factors in awarding a contract.

Criteria taken into account for the sustainability rating of a product or service include its environmental friendliness, fair working conditions, the supplier’s ecological footprint and compliance with ethical standards.

The integration of sustainability aspects into the upstream supply chain requires close cooperation with OGE’s suppliers and is aimed at achieving a positive long-term effect. To this end, measures are defined jointly based on the supplier’s sustainability performance.

The PPE success story

Sustainability criteria were given particular consideration in the last tender and contract for the supply of personal protective equipment (PPE).

Our employees wear PPE to ensure their best possible protection during work. For reasons of sustainability, however, the clothing needs to be supplied by a company with a presence throughout Germany that fulfils OGE’s economic and ecological requirements.

In order to find such a partner that takes its responsibility towards society and the environment seriously, OGE looked at the potential suppliers’ approach to human and labour rights, environmental protection, energy management and carbon footprint for the contract award process. On-site visits to laundries allowed OGE to verify the information previously provided by the companies.

As a result, OGE managed to find a suitable business with a good sustainability track record.

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 2024. 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 2024.

OGE plans to publish its sustainability report annually. This report was published on 24 March 2025.

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