



Sustainability

Key figures and guidelines

Award for sustainability

In line with sustainability, we strive for successful business, a reliable energy supply and a green energy industry for the future. Every process, every decision and every action should be guided by this. Sustainable business to us means continuously driving further development without depleting natural resources. A balance between economic, ecological and social matters is important here. To measure our progress and set targets, we are in dialogue with the independent ratings platform EcoVadis. In 2020 - 2022, we were awarded the Bronze Medal and are continually working on anchoring sustainability and climate protection more strongly in our operations. As we help to shape the energy transition, we want to go one step further and report on important key figures and guidelines in the context of the three target fields of economy, ecology and social issues. EcoVadis is a company that specialises in sustainability ratings for companies and has now published ratings for more than 75,000 companies worldwide. VNG Handel & Vertrieb GmbH was awarded the Bronze Medal after an extensive audit based on international sustainability standards.

Economy

Successful and sustainable business are not opposites, but offer new potential for innovation and value creation. In order to achieve the national CO2 reduction targets quickly and efficiently, we want to play an active role in shaping the energy transition. Together with VNG AG, we are pursuing the 2030+ strategy and continuously expanding our green range. This is why we are expanding beyond our core gas business and offering sustainably certified biomethane. In addition, we are taking our first steps towards the hydrogen economy with our involvement in the Bad Lauchstädt regulatory sandbox. Needless to say, in order to be able to meet these challenges and to secure our entrepreneurial activities, compliance with the legal framework is essential. The code of conduct and other measures and tools help us to avoid risks of market manipulation, corruption and compliance violations. In addition, rules and regulations such as the Procurement Regulations, Business Partner Review and the General Terms and Conditions of Purchase support us in the selection of our business partners in order to exclude liability claims. These measures are supplemented by regular training and support from a compliance manager who acts as a contact person. There was no corruption, market manipulation or compliance violations in 2022.

Ecology

Climate and environmental protection are also important objectives with regard to our sustainability efforts. In addition to the strategic orientation towards bio-methane and hydrogen as energy sources of the future, we would also like to make our own contribution as a company. This is why we report on our internal energy, paper and water consumption, waste volumes, and CO2 emissions caused by business trips. Documentation of the data provides information about the current state of development and forms the basis for future ecological objectives in the company. The consumption of resources should decrease in the future and business trips should be planned according to CO2 factors.

The choice of our IT service provider, GISA GmbH, also underlines our efforts to protect the environment. Green IT by GISA leads to significant electricity and CO2 savings and uses energy- and resource-saving cooling as well as hosting and housing services. The DIN EN ISO 14001-certified environmental management system ensures compliance with environmental measures. This low-CO2 partnership consolidates the environmental performance of our internal IT systems and processes. A further effort to work in a resource-saving way is converting various printed materials to 100% recycled paper and ceasing physical copies of invoices.

The annual saving amounts to:

- 27,000 pieces of paper
- €2,895 in paper costs
- 400 kg wood
- 6,972 L water
- 1,433 kWh
- 141 kg CO2 emissions

Key environmental figures

Key figures	Unit	2020	2021	2022
Energy consumption	in kWh	3.461.798,10	3.543.495,00	3.191.659,50
Waste volume	in t	11,90	13,90	13,50
Water consumption	in m3	4.472,81	2.677,75	3.065,94
of which drinking water	in m3	3.249,55	1.924,68	2.136,13
of which greywater	in m3	1.223,26	753,07	929,13
Sludge from on-site wastewater treatment	in L	3.186,00	3018,32	3.186,00
Paper consumption	in pages	108.189	43.654	34.743
CO ₂ from air travel	in kg	16.190	10.541	33.689
Air miles	Miles	34.255	24.840	64.595
CO ₂ from hire cars	in kg	3.875	978	1.826
Hire car km	in km	22.412	6.783	12.920
Taxi/travel expenses ¹	in EUR	1.511	518	3.874
Private car/travel expenses	in EUR	1.016	252	2.735
Private car/km	in km	3.389	839	9.119
Train/travel expenses ²	in EUR	925	272	708
Train/km	in km	21.559	– ³	– ³
Train/CO ₂	in kg	70	– ³	– ³
Car fuel consumption – petrol	in L	14.509	12.293	14.410
Car fuel consumption – diesel	in L	24.936	21.275	28.907
Car fuel consumption – natural gas	in kg	2.537	2.192	2.663
Vehicle km	in km	671.835	532.396	682.868

¹ Only the costs reported by the employees and settled via the business trip accounting system were recorded.

² Only costs incurred as a result of travel bookings made outside the travel agency (e.g. employee bought a train ticket at the counter) were recorded.

³ There is currently no company-specific recording for this value.

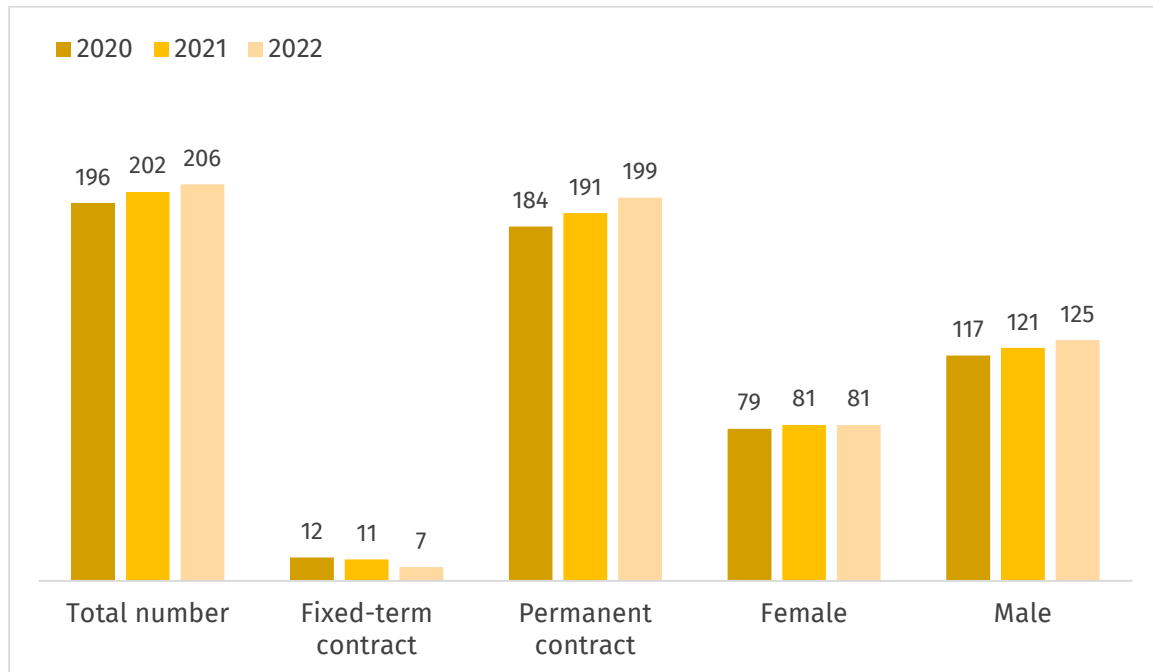
Social affairs

In the area of social affairs, our focus is on employees. We deal with issues here such as human rights, diversity, working conditions and training. The corporate culture, family- and life phase-oriented HR policy and the protection of employees' health are particularly important for us. A core topic is the performance indicator LTIF, which measures the current status of occupational safety and lists accidents with lost time. Furthermore, with an attractive and fair remuneration system, health protection offers and measures, options for home office and mobile working as well as diversity, we ensure a modern and friendly working environment that enables the compatibility of career and family. This also includes data security. The coronavirus pandemic in particular has led to a high degree of digitalised processes and at the same time increased the requirements. Social commitment is also an important part of the corporate culture of VNG Handel & Vertrieb GmbH. Under the umbrella of the VNG Foundation, VNG AG bundles social, cultural and welfare activities and projects in the fields of science, education, art, sport, culture and social welfare.

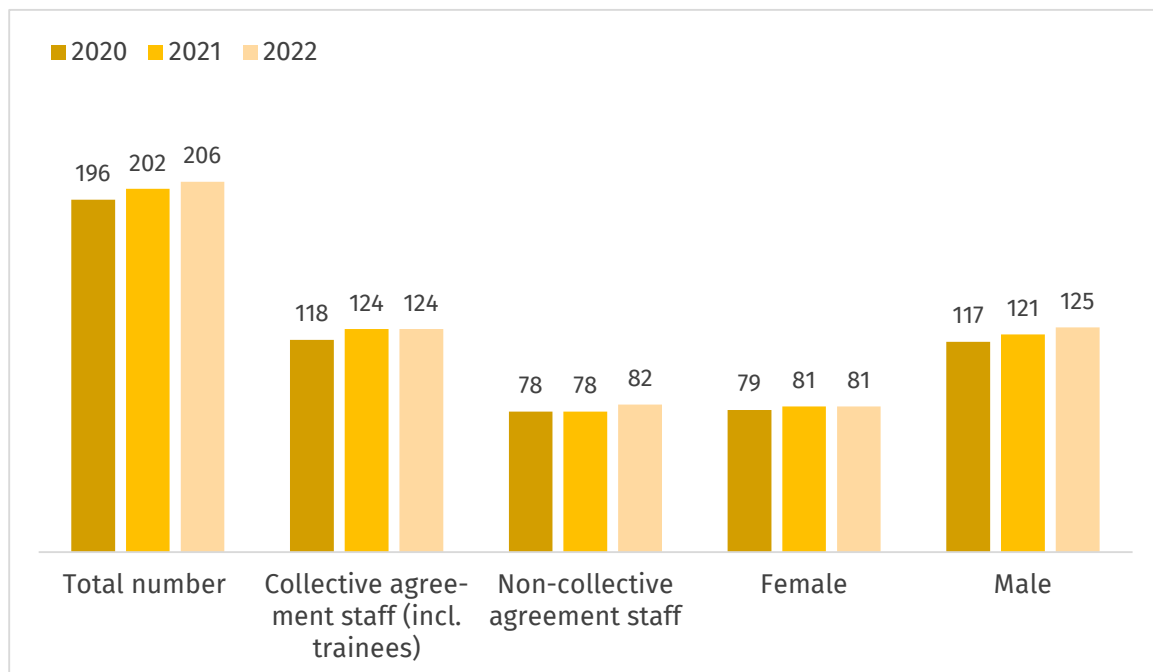
Our key figures in social welfare matters

Key figure		2020	2021	2022
LTIF		0	0	0
Proportion of women in leadership positions	in %	24,24	28,13	32,4
Number of employees covered by employee benefits	in %	100	100	100
Proportion of employees covered by collective agreements:	in %	1. 39,8 1. 60,2	1. 38,6 2. 61,4	1. 39,8 3. 60,2
1. paid above general pay scale 2. paid in line with general pay scale				
Use of training on offer	Employees	211	209	216

Total number of employees by employment contract and gender



Total number of permanent employees by employment type & gender



Total number of newly hired employees and staff functions by age group, gender and region

	2020	2021	2022
Total number of newly hired employees	10	15	12
Fixed-term contract	5	6	3
Permanent contract	5	9	9
Female	3	4	2
Male	7	11	10
Collective agreement staff (incl. trainees)	10	14	9
Non-collective agreement staff	0	1	3
Saxony region	10	15	11
Up to 25	0	3	2
26 – 35	5	8	5
36 – 45	4	2	1
46 – 55	1	2	3
From 56	0	0	1