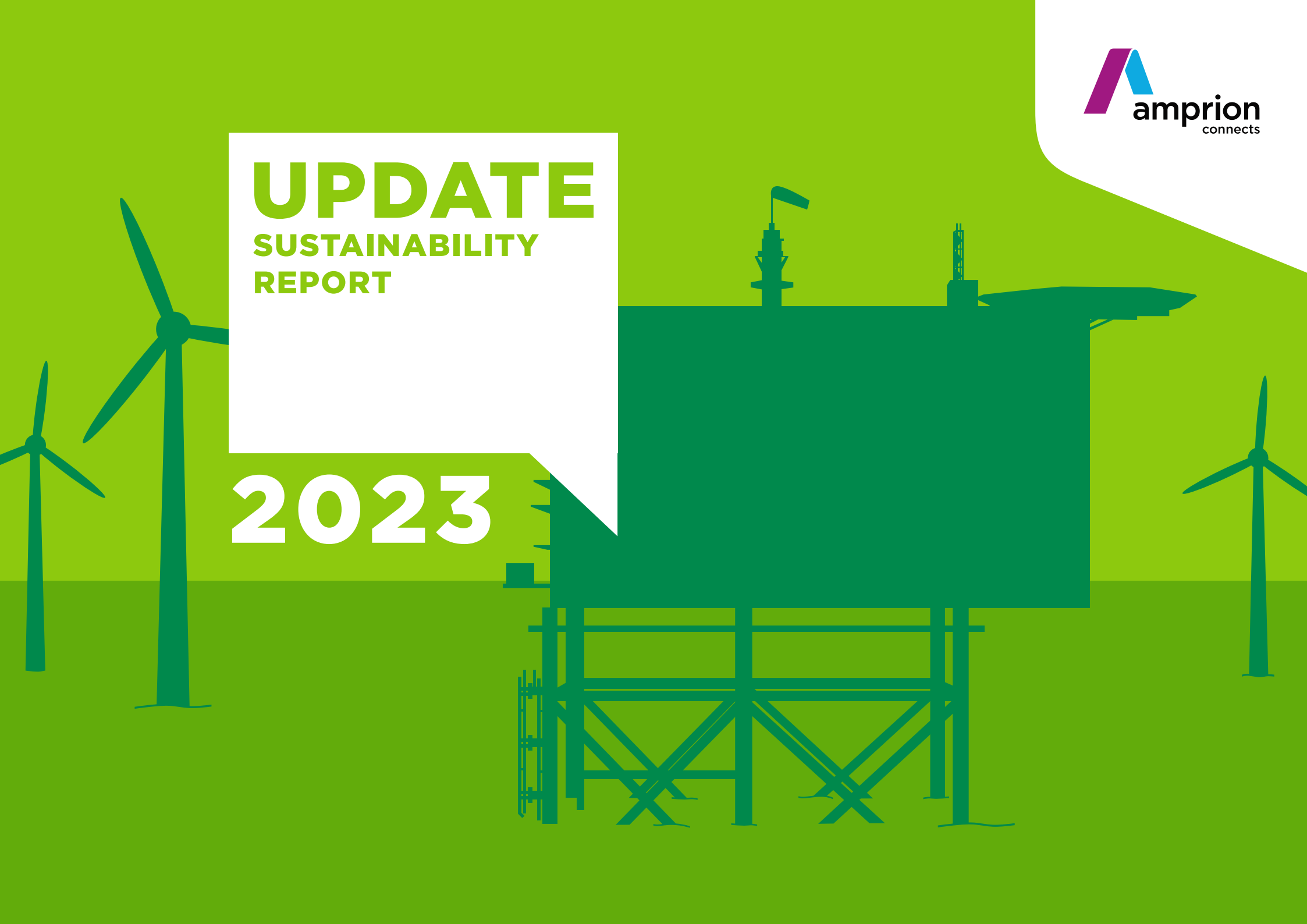


# UPDATE

SUSTAINABILITY  
REPORT

2023





**FOREWORD**

Amprion is paving the way for a climate-friendly energy system. Therefore, sustainability is part of our core business and guides our corporate activities. This fact is also demonstrated by our financing strategy, as we are increasingly focusing on sustainable financial instruments to cover our investment requirements. Our scientifically substantiated climate targets up to 2032 also point the way forward, setting the course for reducing greenhouse gas emissions in line with the Paris Climate Agreement. In addition, we offer more than 2,700 people secure, attractive, future-proof jobs and support projects that focus on education and equal opportunities. This is also what we mean by sustainability.

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# REVIEW 2023

**At Amprion, 2023 was characterised by high investments in the grid infrastructure and we can look back on major progress in terms of grid expansion. The focus was on the further decarbonisation of the energy system.**

**June:** Interim results from the first cable monitoring of the ALEGrO interconnector confirm the compatibility of underground cables with agricultural land use for the first time in regular operation.

**July:** Amprion's second comprehensive sustainability report is published. It points to progress and challenges in the company's commitment to people, the environment and society.

**August:** Amprion once again successfully issues a green bond with a nominal volume of €1.2 billion on the international capital market.

**September:** Amprion successfully completes the southern boreholes on Norderney for the future connection of the DolWin4 and BorWin4 offshore systems.

**October:** The ground-breaking ceremony on 23 October 2023, attended by Federal Minister for Economic Affairs Dr Robert Habeck and Lower Saxony Ministers Olaf Lies and Christian Meyer, marks the start of construction of the A-Nord – Germany's first wind power corridor.

**November:** Meyer Werft wins the contract for the majority of the steel construction work for four converter platforms from Amprion. The major contract is a boost for the Papenburg shipyard site and thus local value creation.

**December:** The Science Based Targets initiative (SBTi) validates Amprion's CO<sub>2</sub> reduction targets, proving that they are in line with the Paris Agreement on limiting global warming.

## THE AMPRION GRID

Our 11,000 kilometre extra-high-voltage grid transports electricity in an area from the North Sea to the Alps. Our grid is of central importance for the success of the energy transition. By expanding it, we enable electricity from renewable energy sources to get to where it is needed. At the same time, we are creating a "breathing" system that can balance out weather-induced fluctuations in infeeds from renewable energy sources. As a result, the energy system is more resilient.

11,000

**kilometres** is the length of our transmission grid. It transports electricity all the way from the North Sea to the Alps.



For more information about Amprion, please visit our [website](#).

## AMPRION IN BRIEF

Amprion is one of four transmission system operators in Germany. Our power lines are lifelines of society: they secure jobs and quality of life for 29 million people. We keep the network stable and secure – and are paving the way for a climate-compatible energy system by expanding our network. We also perform overarching operations for the integrated grid systems in Germany and Europe.

Around 2,700 employees in Dortmund and at more than 30 other sites help make sure the lights never go out. Their actions are guided by the principles of sustainable development and the aim of socially responsible corporate governance.

# SUSTAINABILITY MANAGEMENT

## OUR SUSTAINABILITY STRATEGY

Amprion is paving the way for a climate-friendly energy system while ensuring maximum system security. To accomplish this mission, Amprion has integrated environmental, social and compliance aspects into its corporate strategy. We are pursuing various goals and measures in our five fields of action in order to make Amprion fit for the future.


The European Affairs and Sustainability Management department is responsible for implementing the sustainability strategy – in particular the Sustainability team. Among other things, the team is responsible for setting targets and coordinating measures in the five fields of action, measuring their success and ensuring trans-

parency through regular reporting. At the same time, the team works closely with Amprion's specialist departments to drive forward key projects such as the climate strategy and to anticipate future external requirements such as the Corporate Sustainability Reporting Directive (CSRD) at an early stage.

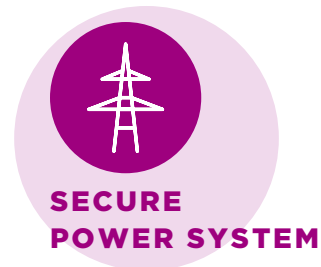
## HIGHLIGHT OF 2023: SUSTAINABLE FINANCE AT AMPRION

In 2023, Amprion issued another green bond on the international capital market. The nominal volume was €1.2 billion. The proceeds received will be used exclusively for sustainable projects that meet the criteria of the Amprion Green Finance Framework. The annual [Green Finance Investor Report](#), which Amprion published for the first time in 2023 for the year 2022, provides transparency regarding the use of funds.

Amprion's outstanding ESG performance was once again recognised by the rating of the renowned agency Sustainalytics: with a score of 9.3, Amprion is ranked second out of 276 companies worldwide in the "Electric Utilities" sector (status: 31 March 2024). This score places Amprion in the best possible risk category of "negligible risk", which only very few utility companies worldwide have achieved.

 For more information about Amprion's commitment to sustainability, please visit our [website](#).

## OUR FIELDS OF ACTION





FIELD OF ACTION

# CORPORATE GOVERNANCE




With its core business, Amprion is contributing to a climate-friendly, secure and efficient electricity system that secures the quality of life and jobs for millions of people. This fact shows that responsibility for society and the environment is an essential characteristic of Amprion - and a key element in all our business activities. We are guided by the principles of transparency and reliability in a true spirit of partnership.

## VALUE-BASED ACTION

Personal responsibility, honesty, integrity and respect for our fellow human beings and the environment are the values that determine Amprion's actions. In addition, we act reliably and fairly by guaranteeing all market participants non-discriminatory grid access and the reliable transmission of electricity.

Our established Compliance Management System (CMS) is designed to ensure that Amprion always acts in accordance with the rules, with integrity and in compliance with the law. All Amprion employees are familiar with our Compliance Code, which provides them with guidance for value-based and law-abiding conduct in everyday life. In addition, we require all new employees to complete an online compliance training course. As in previous years, no fines were imposed on Amprion in connection with violations of the law in 2023. Amprion does not make any donations to political parties.

We are also committed to recognising, supporting and complying with fundamental values throughout our value chain. In this context, we have further developed our supply chain due diligence obligations in line with the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz - LkSG). Specific measures included carrying out risk analyses and setting up an internal complaints procedure. In December 2023, we also published a [Supplier Code of Conduct](#), which all suppliers are required to accept in the future. It clearly expresses our expectations in terms of consistent compliance with human rights and social and environmental standards. In 2023, Amprion purchased 88% of its total procurement volume from local suppliers (2022: 95%).

 You can find more information on this field of action in our **Sustainability Report 2022**.

### GUIDING PRINCIPLES

## BASIC PRINCIPLES OF OUR CORPORATE GOVERNANCE

#### Profitability, efficiency and sustainability

Amprion guarantees an efficient transmission system that supports energy policy goals with a view to 2030 / 2045.



#### System security and reliable grid operation

Amprion ensures system security and establishes the conditions necessary to configure the grid to meet demands, manage it efficiently and operate it safely.



#### Environmental protection

Amprion meets high environmental protection standards in its planning, construction and operation of the grid.



#### Innovation, knowledge and skills

Amprion manages the grid with the help of a qualified workforce.



#### Collaborations

Amprion cooperates with other grid operators and maintains respectful relations with authorities and organisations.





FIELD OF ACTION

# SECURE POWER SYSTEM



Amprion is paving the way for a climate-neutral and secure power system in the heart of Europe. To achieve this aim, we are focusing on the demand-driven expansion of our onshore and offshore power grid. At the same time, we are integrating smart technologies into the grids and working together with partners from the worlds of industry and science to develop innovative solutions for the energy transition.

## PROGRESS IN GRID EXPANSION

As part of its legal mandate, Amprion is pressing ahead with the modernisation of its grid. Amprion plans to invest around €27.5 billion in the project between 2024 and 2028. We intend to both strengthen and expand our existing grid, which covers around 11,000 kilometres, as part of the energy transition. This includes legally stipulated projects on the mainland involving around 3,700 kilometres of transmission lines in accordance with the Power Grid Expansion Act (EnLAG) and the Federal Requirements Plan Act (BBPIG). Amprion is also involved in projects to connect offshore wind power to the grid.

A milestone for Amprion in 2023 was the start of construction for the A-Nord - Germany's first wind power corridor. As of 2027, two gigawatts of wind power will be transported to the south of Germany via the direct current connection. Progress was also made on the DolWin4 and BorWin4 offshore connection systems. Drilling on the south side of the island of Norderney was successfully completed and the cable ducts have been laid.

**~27.5**

billion € is the amount that Amprion is planning to invest in the expansion of its grid infrastructure between 2024 and 2028.

## KEY DATA SECURE POWER SYSTEM

### Technical data of the grid

	2023	2022	2021
Power circuit [km] <sup>1</sup>	10,230.10	10,275.00	10,565.83
Length of routes [km]	5,659.80	5,623.46	5,655.46
Overhead lines	5,583.90	5,545.90	5,578.92
Cables <sup>1</sup>	75.9	77.56	76.54
Interconnectors [no.]	13	13	13
Substations [no.] <sup>2</sup>	158	164	165

<sup>1</sup> The reduction in cable and circuit length is mainly due to the planned decommissioning of the 220 kV voltage level.

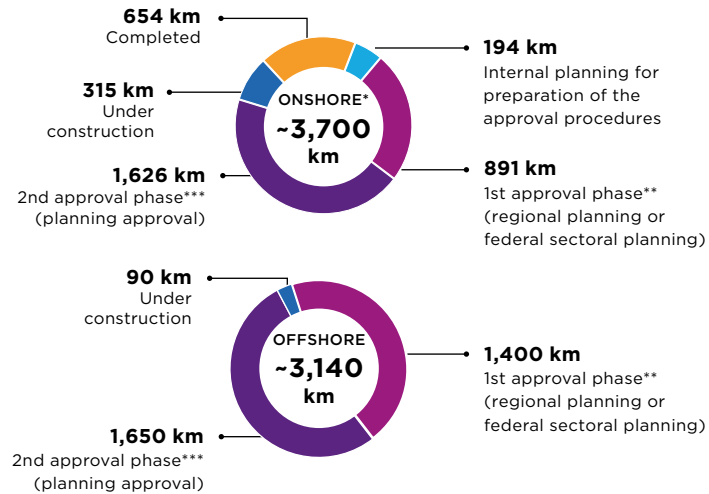
<sup>2</sup> The decline in the number of substations is partly due to the decommissioning of power plants.

### Installed capacity of the grid

	2023	2022	2021
<b>Total [MW]</b>	<b>67,025</b>	<b>63,853</b>	<b>67,995</b>
<b>Non-renewable energy</b>	<b>35,142</b>	<b>35,378</b>	<b>41,047</b>
<b>Renewable energy</b>	<b>31,883</b>	<b>28,475</b>	<b>26,948</b>
Solar	16,912	14,334	12,927
Wind	12,136	11,503	11,223
Biomass	1,607	1,511	1,595
Hydropower (except pumped storage)	956	896	929
Geothermal	8	8	8
Other	264	223	265



Status of grid expansion: status February 2024



\* Only includes projects that are stipulated in the Power Grid Expansion Act (EnLAG) and the Federal Requirements Plan Act (BBPIG).

\*\* The 1st approval phase leads to the determination of the approximate route, the so-called route corridor.

\*\*\* The 2nd approval phase leads to the determination of the exact route within the route corridor.

COOPERATION AND INNOVATION FOR THE ENERGY TRANSITION

In 2023, Amprion launched the interdisciplinary research initiative known as the **Future Transmission Lab**. The aim of the initiative is to promote dialogue between the technical and scientific communities and launch innovations that drive the energy transition from a technological, grid-related, spatial planning and economic point of view. A total of seven university chairs are involved in the Future Transmission Lab. Amprion supports them in terms of both content and funding.

Grid availability

	2023	2022	2021
Grid availability [%]	100.0000	100.0000	99.9979
Interruptions/100 km of cable [min.]	0.000	0.000	0.009
Average duration of interruptions [min.]	0	0	11
Volume of energy not transported [MWh]	0.00	0.00	27.5

Grid investments

	2023	2022	2021
Investments in the grid [in € million]	3,067	1,456	1,240

Grid losses<sup>1</sup>

	2023	2022	2021
Volume [MWh]	2,554,302	3,052,275	2,667,742
Price [€ cents/kWh]	14.583	7.258	4.095

<sup>1</sup> Due to corrections over the course of the year, the figures for grid losses in 2023 are provisional. The figures for 2022 have been adjusted compared to the previous year's report based on the final values.



You can find more information on this field of action in our **Sustainability Report 2022**.



FIELD OF ACTION

# SOCIETY AND CUSTOMERS



The success of the energy transition also depends on its social acceptance. For this reason, it is a key concern of Amprion to harmonise the various interests involved in grid expansion to the greatest extent possible. In the project regions, we are focusing on constructive cooperation and transparent dialogue at an early stage. We also maintain a close dialogue with the distribution grid operators, power plant operators and our industrial customers.

## DIALOGUE IN THE PROJECT REGIONS

Grid expansion is subject to a multistage legal process. Beyond the legal framework, it is important for us to take the concerns of local authorities and citizens into account in our planning at an early stage. We therefore invite them to inform themselves and provide information and feedback prior to the formal approval process. Specifically, we present our plans and provide information on relevant topics related to our projects, the approval process and opportunities for participation.

Communication with stakeholders is based on clear principles. These include always providing owners, residents and the local general public with information about planned grid expansion measures locally and close to their homes. We always rely on new and low-threshold methods, such as an information container, which we used for the first time on Norderney in 2023. Our in-house stakeholder management policy, which came into force at the beginning of 2024, governs the general dialogue with our stakeholder groups.

## IN PARTNERSHIP WITH CUSTOMERS

As a transmission system operator, Amprion provides its grid customers from the industrial, distribution system operator and power plant operator segments with non-discriminatory access to the extra-high voltage grid. Reliable and cooperative relationships with our customers are a high priority. This is why we maintain a regular dialogue with them in a variety of formats. We also conduct a customer survey every two to three years to measure customer satisfaction and loyalty. The

# KEY DATA SOCIETY AND CUSTOMERS

### Stakeholder engagement: municipalities and citizens

	2023	2022	2021
Events on project communication (different formats) [no.]	570	590	578
Participants at dialogue events for citizens and municipalities [no.]	9,150	8,554	5,752

### Our dialogue formats for citizens and municipalities

	Federal and state politics, esp. local MdL/MdB <sup>1</sup>	Infrastructure managers	Public agencies, project region	Citizens' action groups and local alliances	Owners and residents with affected properties	Environmental protection and nature conservation representatives/associations	Media (local and national)	Municipalities, towns, districts
<b>Citizens' Info market</b>				•	•	•		•
<b>Citizens' consultation meeting/ construction consultation</b>				•	•	•	•	•
<b>Stakeholder consultations</b>	•	•	•	•	•	•	•	•
<b>Excursions and on-site visits</b>	•		•	•	•	•	•	•
<b>Infomobile</b>				•	•	•		•
<b>Lecture and discussion events</b>	•	•	•	•	•	•	•	•
<b>Owners' forum</b>		•		•				•
<b>Workshop, round table, workshop process, planning dialogue, etc.</b>	•	•	•	•	•	•	•	•

<sup>1</sup> MdL = Member of the State Assembly, MdB = Member of the German Bundestag.

last customer survey took place in 2023 and showed an overall satisfaction and loyalty rate of 86%. In addition to good cooperation, expertise, reliability and trustworthiness, customers also rated Amprion's commitment to a liveable environment as particularly positive.

## SOCIAL RESPONSIBILITY

One focus of Amprion's social commitment is the financial support of projects related to equal opportunities and education. For this purpose, we established our in-house Community Development Policy in 2023. Among other things, it defines the selection criteria for the funding of projects. The first projects to be supported as of 2024 were selected on this basis.

Amprion also supports the social commitment of its employees with the "Soziale Projekte im Netz" (SPIN, Social Projects in the Grid) programme. In 2023, a total of 27 SPIN projects were supported, covering a wide range of charitable activities. In addition, a company-wide fund-raising campaign collected around €20,000 for people affected by the earthquakes in Turkey and Syria.

 You can find more information on this field of action in our **Sustainability Report 2022**.

### Stakeholder engagement: grid customers

	2023	2022	2021
Participants at customer events [no.]	2,881	1,329	1,233
Customer loyalty [loyalty index] <sup>1</sup>	86	80	80
Brand potential [BVC] <sup>2</sup>	16.2	-	-

<sup>1</sup> The index measures customer loyalty based on the following categories: value for money, mutual trust, appreciation in relations with customers and willingness to recommend. These criteria are rated on a scale from 0 (minimum customer loyalty) to 100 (maximum customer loyalty). The values for 2021 and 2022 refer to the results of the 2021 survey.

<sup>2</sup> BVC = Brand Value Creator. This indicator measures the attractiveness of a company's brand based on the two dimensions of brand performance and brand proximity, which are assessed as averages on a scale of 1 to 10 and added together.

### Our dialogue formats for customers

	2023		2022	
	No. of events	No. of customer representatives	No. of events	No. of customer representatives
Amprion Customers' Day	1	107	1	150
NetzDialog	1	172	2	186
NetzForum	-	-	-	-
DSO Day	2	480	3	213
Customer surveys	1	253	-	-
NetzImpuls	3	1,869	2	780
<b>Total</b>	<b>8</b>	<b>2,881</b>	<b>8</b>	<b>1,329</b>



FIELD OF ACTION

# ENVIRONMENT



By expanding the grid infrastructure, Amprion is paving the way for the climate-neutral energy system of the future. At the same time, we are taking the best possible care to protect natural habitats and adhere strictly to environmental regulations when expanding the grid. We then maintain our routes and assets in accordance with environmental standards. In our operations, we focus on decarbonising our value chain and pursuing science-based targets to reduce CO<sub>2</sub> emissions.

## NETWORK INFRASTRUCTURE IN THE CONTEXT OF NATURE AND SPECIES PROTECTION

Amprion takes the protection of flora and fauna into account both in construction measures and in the operation of the grid. In order to conserve resources and thus protect people and the environment, we only carry out grid expansion measures if existing grid capacities cannot be further optimised or strengthened (NOVA principle). In addition, Amprion is obliged to take compensatory and replacement measures for construction projects. Near Mannheim and near Heddeshheim in Baden-Württemberg we have even upgraded more land than necessary as compensation for the Ultranet A1 project. By sowing alfalfa or clover at both locations, we have created new habitats for the field hamster, one of the most endangered mammal species in Germany.

We maintain existing power lines as part of our integrated vegetation management policy. Thus we ensure the safe transmission of electricity and at the same time protect the flora and fauna along our overhead power lines. Amprion is committed to protecting insects by planting flowering meadows and maintains biotopes for insects in its own grid area.

## KEY DATA ENVIRONMENT

### Energy consumption<sup>1</sup>

in MWh	2023 <sup>2</sup>	2022	2021
<b>Total [MWh]</b>	<b>150,050</b>	<b>149,110</b>	<b>152,140</b>
Non-renewable sources			
Diesel <sup>3</sup>	8,728	8,746 <sup>4</sup>	8,547
Petrol <sup>3</sup>	399	108	77
Natural gas	7,828	7,153 <sup>4</sup>	9,023
Electricity	67,746	67,810 <sup>4</sup>	73,837
District heating <sup>5</sup>	291	191	
Renewable sources			
Electricity	65,058	64,996 <sup>4</sup>	60,656
<b>Share of renewable energy sources in total energy consumption [%]</b>	<b>48.9</b>	<b>48.9</b>	<b>45.1</b>
<b>Energy intensity</b>			
Energy intensity [total energy consumption (excl. grid losses) in MWh/installed capacity in MVA]	2.20	2.34	2.37

<sup>1</sup> Excluding grid losses.

<sup>2</sup> The consumption figures included in the total for diesel, natural gas and electricity were partly estimated based on the previous year's figures.

<sup>3</sup> Excludes fuel consumption (diesel and petrol) for business travel with own cars or rental vehicles.

<sup>4</sup> The estimated values for 2022 in the last report have been corrected in this report based on actual consumption data.

<sup>5</sup> Amprion procures district heating from the public district heating grid in some rental properties in Hamburg, Essen and Berlin and is reporting on this for the first time in 2023 and retrospectively for 2022. The value for 2023 is an estimate based on the previous year's values and consumption bills available to date.

We pay particular attention to the protection of birds. As part of our commitment to bird protection, which has been growing for more than 25 years, we have, for example, installed more and more bird protection markers on the ground cables above the conductor cables. This approach can reduce the risk of collision for many species locally by up to 90%. Today, around 386 kilometres of our power lines are equipped with such bird protection markers.

### FIRST INTERIM RESULTS FROM CABLE MONITORING

Since 2022, Amprion has been measuring the effects on the soil heat balance during the regular operation of the ALEGrO direct current underground cable link between Germany and Belgium. Measuring points were installed at four locations and at four different depths – from near the cable to the topsoil. The first interim results from 2023 show that the operational increase in soil temperature compared to the unaffected control area is negligible. This proves for the first time during operation that there will be no negative impact on the agricultural use of the land along the ALEGrO route.

### RESOURCE CONSERVATION AND DECARBONISATION IN OPERATIONS

Amprion is paving the way for climate neutrality in Germany. To achieve this aim, we are also decarbonising our own business and pursuing ambitious climate targets, which were scientifically validated and approved by the SBTi at the end of 2023. Our target is to reduce our

#### Greenhouse gas emissions

in t CO <sub>2</sub> e	2023 <sup>1</sup>	2022 <sup>2</sup>	2021
<b>Total</b>	<b>2,009,060</b>	<b>2,040,578</b>	<b>1,989,171</b>
<b>Scope 1</b>	<b>6,874</b>	<b>12,065</b>	<b>9,118</b>
Fleet fuel <sup>3</sup>	2,274	2,250	2,220
Forklifts <sup>3</sup>	23	23	26
Gas consumption <sup>3</sup>	1,581	1,445	1,822
SF <sub>6</sub> emissions <sup>4</sup>	2,855	8,254	5,039
Emergency generators <sup>3</sup>	99	51	
Refrigerant losses from A/C units <sup>5</sup>	12	12	11
Other (e.g. small equipment such as chainsaws) <sup>3</sup>	30	30	
<b>Scope 2<sup>6,7</sup></b>	<b>913,583</b>	<b>1,101,542</b>	<b>933,710</b>
Own consumption of electricity	49,986	50,068	47,073
Grid losses <sup>8</sup>	863,597	1,051,474	886,637
<b>Scope 3</b>	<b>1,088,603</b>	<b>926,971</b>	<b>1,046,343</b>
Category 1 (purchased goods and services)	190,779	184,910	475,409
Category 2 (capital goods)	783,505	605,117	434,940
Category 3 (fuel- and energy-related activities)	107,124	130,570	129,111
Category 4 (upstream transportation and distribution)	2,232	1,717	1,977
Category 5 (waste generated during operations)	1,325	1,592	2,909
Category 6 (business travel)	630	372	134
Category 7 (employee commuting)	3,008	2,693	1,863

<sup>1</sup> Values are to be regarded as provisional due to the estimated energy consumption, activity data, output totals and the emission factor of electricity generation (GHG emissions).

<sup>2</sup> The estimated values for 2022 in the last report have been corrected in this report based on actual consumption, expenditure totals and activity data (GHG emissions).

<sup>3</sup> Conversion factors for fuels (calorific value in kWh) for diesel/petrol according to the Federal Office of Economics and Export Control, as at 1.11.2023. CO<sub>2</sub> emission factors for fossil fuels according to the Federal Environment Agency, as of 15.02.2022.

<sup>4</sup> For 2023, the calculation of SF<sub>6</sub> emissions was based on a global warming potential (GWP) of 24,300 on the basis of the 6th Assessment Report of the Intergovernmental Panel on Climate Change (IPCC). Emission factor based on the Federal Environment Agency. The previous year's figures were calculated on the basis of the 4th Assessment Report of the IPCC (2007) with a factor of 22,800.

<sup>5</sup> Estimate based on the previous year's figure.

<sup>6</sup> Location-based calculation.

<sup>7</sup> Emission factor for the German electricity mix according to ENTSO-E, published by the German Association of Energy and Water Industries.

<sup>8</sup> Grid losses without own requirements and according to billing system.

direct and energy-related indirect greenhouse gas emissions (Scope 1 and Scope 2) by 63% by 2032 compared to the base year 2017. We will reduce the greenhouse gas emissions of our value chain (Scope 3) by 58.1% per km of annual extended and renewed transmission grid lines by 2032 compared to the base year 2021. The sum of Scope 1 and Scope 2 emissions in 2023 was reduced by more than a third compared to the base year. This was mainly due to a further reduction in emissions from grid losses driven by the decarbonisation of the electricity system enabled by Amprion. In contrast, absolute Scope 3 emissions increased in 2023 following a decline in the previous year. This is due to our increasing investments in grid expansion for the energy transition.

We also emphasise resource efficiency in our operations. The most important resources for Amprion are steel, concrete, copper, aluminium, gas and oil. We want to use these resources as efficiently as possible. This is ensured by our environmental management system, which is certified according to the international ISO 14001 standard and organised in a separate staff department.

**Greenhouse gas intensities**

	2023 <sup>1</sup>	2022 <sup>2</sup>	2021
Combined greenhouse gas intensity for Scope 1 and 2 [GHG emissions (t CO <sub>2</sub> e)/volume of transport kilometres (TWh*km)]	39.05	47.97	44.99
Greenhouse gas intensity for Scope 3 [GHG emissions (t CO <sub>2</sub> e)/length of routes extended and renewed annually (km)]	9,071.69	7,028.11	7,533.07

<sup>1</sup> Values are to be regarded as provisional due to the estimated energy consumption, activity data, output totals and the emission factor of electricity generation (GHG emissions).

<sup>2</sup> The estimated values for 2022 in the last report have been corrected in this report based on actual consumption, expenditure totals and activity data (GHG emissions).

**SF<sub>6</sub>**

	2023	2022	2021
Quantity of SF <sub>6</sub> emitted [kg]	118	362	221
SF <sub>6</sub> emissions [t CO <sub>2</sub> e] <sup>1</sup>	2,855	8,254	5,039
SF <sub>6</sub> emission rate [mass per cent] <sup>2</sup>	0.04	0.18	0.11

<sup>1</sup> For 2023, the calculation of SF<sub>6</sub> emissions was based on a global warming potential (GWP) of 24,300 based on the 6th Assessment Report of the Intergovernmental Panel on Climate Change (IPCC). The previous year's figures were calculated on the basis of the 4th Assessment Report of the IPCC (2007) with a factor of 22,800.

<sup>2</sup> Adjusted calculation method in 2023 for the stock of SF<sub>6</sub> operating facilities, therefore no direct comparability with the previous year's values.

**Waste**

	2023 <sup>1</sup>	2022 <sup>2</sup>	2021
<b>Total [t]</b>	<b>13,971</b>	<b>9,656</b>	<b>23,297</b>
Non-hazardous waste	10,862	4,662	11,480
Hazardous waste	3,109	4,994	11,817
Recovery/recycling [%]	89.7	86.8	73.6
Disposal [%]	10.3	13.2	26.4

<sup>1</sup> Preliminary waste figures for 2023.

<sup>2</sup> A large proportion of the hazardous waste and waste for disposal is due to construction measures for the new Project Centre 2022 in Dortmund.

**Biodiversity**

	2023	2022	2021
Maintenance based on integrated vegetation management [ha]	9,000	9,000	9,000
Flowering meadows [number]	22	20	11
Kilometres of power line with bird markers [km]	386	358	333





FIELD OF ACTION

# EMPLOYEES



At Amprion, around 2,700 employees contribute in various ways to the security and stability of the electricity grid in view of the increasing integration of renewable energy. In return, Amprion offers attractive working conditions, provides a safe, healthy environment, promotes diversity and a corporate culture based on solidarity and systematically developed potential.



## SUSTAINABLE AND ATTRACTIVE WORKPLACE

Amprion offers its approximately 2,700 employees secure and attractive jobs in the key future-oriented field relating to the energy transition. On this basis, a total of 485 people decided to start their career at Amprion in 2023 – another significant increase compared to the previous year. Since 2023, we have been participating in the “School-Business Partnership” project run by the Chamber of Industry and Commerce (IHK) in North Westphalia to continue attracting talented young people to Amprion in view of the shortage of skilled workers. The aim is to help school pupils find a suitable career at an early stage.

## KEY DATA EMPLOYEES

### Workforce<sup>1</sup>

	2023	2022	2021
<b>Total [FTE]</b>	<b>2,721</b>	<b>2,339</b>	<b>2,148</b>
<b>Gender<sup>2</sup></b>			
Women	570	463	418
Men	2,151	1,876	1,730
<b>Employment relationship</b>			
<b>Full time [FTE]<sup>3</sup></b>	<b>2,611</b>	<b>2,259</b>	<b>2,016</b>
Women	497	407	372
Men	2,114	1,852	1,718
<b>Part time [FTE]<sup>3</sup></b>	<b>110</b>	<b>80</b>	<b>58</b>
Women	73	56	46
Men	37	24	12
<b>Permanent [FTE]</b>	<b>2,632</b>	<b>2,237</b>	<b>2,062</b>
Women	521	405	371
Men	2,111	1,832	1,691
<b>Temporary [FTE]</b>	<b>89</b>	<b>102</b>	<b>86</b>
Women	49	57	47
Men	40	45	39
<b>Pay scale [FTE]<sup>4</sup></b>	<b>2,091</b>	<b>1,807</b>	<b>1,676</b>
Pay scale [%]	77	77	78
<b>Non-pay scale [FTE]</b>	<b>590</b>	<b>492</b>	<b>437</b>
Non-pay scale [%]	22	21	20
<b>Senior executives [FTE]</b>	<b>40</b>	<b>40</b>	<b>35</b>
Senior executives [%]	1	1.7	1.6
<b>On parental leave [no.]</b>	<b>58</b>	<b>44</b>	<b>39</b>
Women	47	32	23
Men	11	12	16

<sup>1</sup> Figures as of 31 December 2023.

<sup>2</sup> To date, we have not received any reports of individuals who identify as “diverse” according to the official specification. For this reason, the breakdown of gender is only into “women” and “men”.

<sup>3</sup> Including employees in semi-retirement.

<sup>4</sup> Including trainees.

Amprion is constantly working to promote a corporate culture of solidarity. This includes creating conditions that enable employees to combine productive work with their private lives. Since 2023, our employees have been supported in this respect by Amprion's partnership with BUK Familienservice. The advice centre not only deals with childcare issues, but was also expanded to include advice on caring for family members at the beginning of 2024.

Amprion also supports its employees in developing their skills. On average, each employee spends 38 hours a year on training. Amprion focuses on needs-based and individual solutions.



more employees than in the previous year: numerous new employees started their careers at Amprion in 2023.

Turnover

	2023	2022	2021
<b>Turnover<sup>1</sup></b>			
<b>New hires [FTE]</b>	<b>485</b>	<b>289</b>	<b>216</b>
Women	142	69	
Men	343	220	
Under 30 years	151	87	
30 to 50 years	295	183	
Over 50 years	39	19	
<b>Turnover [%]</b>	<b>2.1</b>	<b>2.3</b>	<b>1.9</b>
Turnover absolute [FTE]	52	49	
Women [%]	23	16	
Men [%]	77	84	
Under 30 years [%]	21	16	
30 to 50 years [%]	71	16	
Over 50 years [%]	8	68	

<sup>1</sup> Breakdown of new hires and turnover by gender and age for the first time in 2022.

Age structure

	2023	2022	2021
<b>Average age overall</b>	<b>39.6</b>	<b>39.7</b>	<b>39.8</b>
Under 30 years [no.]	449	392	393
30 to 50 years [no.]	1,838	1,552	1,367
Over 50 years [no.]	522	482	464
Semi-retirement [FTE]	79	76	74
<b>Average age in supervisory bodies</b>	<b>55.4</b>	<b>54.4</b>	<b>53.6</b>
Under 30 years [no.]	0	0	0
30 to 50 years [no.]	1	2	4
Over 50 years [no.]	15	14	12

## MORE TRANSPARENCY IN REMUNERATION

Amprion is committed to fair, performance-related remuneration structures. For greater transparency, Amprion published figures on gender- and function-related differences in remuneration for the first time in the year under report. Equal pay for equal work and thus gender-neutral remuneration are firmly anchored in the collective bargaining and works agreements. Across all occupational groups, the basic salaries of women at the end of the year were 1.6% lower than those of men. This is because the occupational groups are staffed differently by men and women. The ratio of the total annual remuneration of the most highly paid employee to the median of all employees was 8.9.

**21.8%**

of Amprion's workforce were women in 2023.

### Equal opportunities

	2023	2022	2021
<b>Overall proportion of women [%]</b>	<b>21.8</b>	<b>20.7</b>	<b>20.3</b>
Proportion of women in management positions	12.5	10	8.6
Proportion of women in supervisory bodies	25	18.8	18.8
Proportion of severely disabled employees [%]	2.3	2.3	2.7
Cases of discrimination [no.]	0	0	0
Nationalities [no.]	34	28	27

### Basic and advanced training

	2023	2022	2021
<b>Apprentices [no.]</b>	<b>42</b>	<b>47</b>	<b>44</b>
Proportion of apprentices [%]	1.5	2.0	2.0
Apprentices in their first year of training [no.]	15	13	12
Apprentices who have completed their training [no.]	17	10	11
Apprentices who started a job at Amprion after successfully completing their training [no.]	16	9	10
<b>Advanced training courses</b>			
In-house training events [no.]	791	612	849
Participation at in-house training events [no.] <sup>1</sup>	7,855	5,190 <sup>2</sup>	8,678
Participation at external training events [no.]	581	435	442
Average number of hours of advanced training per employee per year (qualified estimate)	38	38	38

<sup>1</sup> Excluding e-learning.

<sup>2</sup> Value corrected compared to the previous year's report.



## WORK SAFELY, STAY HEALTHY

Numerous activities at Amprion have a high risk potential due to their hazardous nature. These include electrical work in the substations and on the grid, which sometimes involves working at great heights, as well as handling heavy loads. To ensure that our employees go home every day as healthy as when they came, Amprion has an occupational health and safety management system and a company health management programme. In this system, we define standardised company-wide frame-work conditions, processes and measures that make a significant contribution to protecting people from accidents at work and work-related illnesses, as well as promoting job satisfaction.

### Occupational health and safety

	2023	2022	2021
Work-related/commuting accidents [LTI] <sup>1</sup>	17	10	11
Rate for work-related/commuting accidents [LTIF in %] <sup>2</sup>	4	3	3
Work-related injuries with serious consequences [no.] <sup>3</sup>	0	0	0
Deaths [no.]	0	0	0
Work-related/commuting accidents among contractors' workers [no.]	40	51	19
Deaths among contractors' workers [no.]	0	0	0

<sup>1</sup> LTI (Lost Time Incidents) = accidents related to work and business-related transfers/travels (absolute) resulting in lost time  $\geq 1$  day, without accidents on the way to or from work.

<sup>2</sup> LTIF (Lost Time Incident Frequency) = LTI x 1 million working hours/number of hours actually worked.

<sup>3</sup> Work-related injuries where employees still suffered from health restrictions six months later.

Data source: Inquiries from the accident insurance provider.



You can find more information on this field of action in our **Sustainability Report 2022**.



## CONTACT

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