



# TAKING ACTION TODAY

We are changing to enable change.



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The cover photo shows our  
colleague Heinz Kretschmer at  
the Ochtrup compressor station.

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# Foreword

In the 2023 report, we presented our new understanding of sustainability and described how it was gradually becoming the focus of our business model with the transition to hydrogen and other green gases. We are now at least one step further and working at all levels to breathe life into our integrated understanding of sustainability—from reducing emissions and supporting social causes through to shaping the energy transition.

We want to report here on the progress we have made while not glossing over the challenges and obstacles. The past year again made it clear that we are on a path that is not always straightforward, one that requires flexibility and steadfastness in equal measure.



The approval of the hydrogen core network by the German Federal Network Agency last fall marked the official start for implementing the planned hydrogen pipelines—a milestone we have been working toward for many years. Laying around 1,100 kilometers of pipeline, our share of the core network, is therefore no longer an abstract vision but a reality.

While the energy of the future is becoming increasingly tangible and apparent, the end of 2023 also made it clear how much we still need to focus on the existing natural gas network. During several flood events, one of our natural gas pipelines was washed out and, if it had been damaged, would have interrupted the gas supply in the downstream network area. The tireless efforts of our personnel and the implementation of comprehensive security measures enabled us to avert this situation and maintain gas supplies. This is one reason why our previous sustainability report identified the challenge of doing one thing without neglecting the other: sustainable energy and secure energy supplies must not be mutually exclusive.

Aware of this challenge and regardless of increasing (geo)political uncertainties, we remain firmly committed to our goal of enabling a sustainable and secure energy supply. Moreover, we are actively pursuing this goal. And so our previous report title of “Thinking about tomorrow” has now become “Taking action today”. This is complementary rather than contradictory: We have a clear vision and we are making it happen. Together with customers, policymakers, and the public, we are taking the stairway to the future step by step.

**Dr. Thomas Gößmann**  
Chief Executive Officer of  
Thyssengas GmbH

**Dr. Thomas Becker**  
Commercial Managing Director of  
Thyssengas GmbH

# Thyssenkrupp's Understanding of Sustainability

## Enabling change

We contribute to transforming entire industries

## Taking chances

We are building a transport infrastructure for hydrogen

## Making improvements

We scrutinize our processes and keep progressing

**We are actively shaping the transformation. We are already preparing for hydrogen to be transported using our existing infrastructure and are building new pipelines with future needs in mind.**

The core hydrogen network will provide the foundation for the hydrogen boom in Germany in the coming years. For supply to meet demand requires such transport infrastructure to be in place.

The challenge: To do one thing without neglecting the other: sustainable energy and secure energy supplies must not be mutually exclusive. Having multiple systems—currently one for natural gas and one for hydrogen—also means increased complexity in planning, construction, operation and maintenance, which is presenting our company with numerous challenges. We are therefore undergoing fundamental change, nothing less than the most comprehensive transformation in our company’s history. It is a process that will take time and will not be without difficulties and obstacles, but the direction is clear and we are taking the stairway to the future step by step.

For many industrial and medium-sized companies, hydrogen and other green gases represent the only realistic option to sustainably meet their energy needs, because not all industrial processes can be electrified. Gaseous molecules will still be needed in the future. **We are connecting hydrogen producers, storage facilities, importers, and potential hydrogen consumers** and our transformation is helping to transform entire sectors of the economy.

**Hydrogen is creating an entirely new market.** Not just for us, but for everyone involved in the value chain. Investing in this market and recognizing the transformation of our energy supply as an opportunity requires a lot of confidence and a pioneering spirit. We are embracing the new, drawing on our more than 100 years of experience in gas transport, and helping to build hydrogen transport infrastructure.

**Every company is moving towards sustainability** Including ours. We can only move forward by making sustainability central to everything we do and by honestly reflecting on our actions. This means scrutinizing our processes, setting clear goals and responsibilities, and seeking effective solutions.

Chapter 1

# Making Improvements



## Effective Governance

**Last year, we took a number of measures to structurally embed sustainability and integrate it into our processes at all levels. One of the most important of these was implementing our first internal policy, which formalizes our understanding of sustainability and sets out responsibilities.**

### Key Features of Our Sustainability Policy

“In our sustainability policy, we have stated that we will not just meet minimum legal requirements, but also put sustainability at the core of our business activities. This requires creating targeted structures including a clear allocation of roles and responsibilities, sustainability issues being included in processes, guidelines and work instructions, and aligning incentive systems accordingly. Sustainability criteria have therefore become an integral part of decision-making processes and are included in the variable remuneration of the management team.”

Gregor Seidewinkel heads the legal, regulatory and communications department.

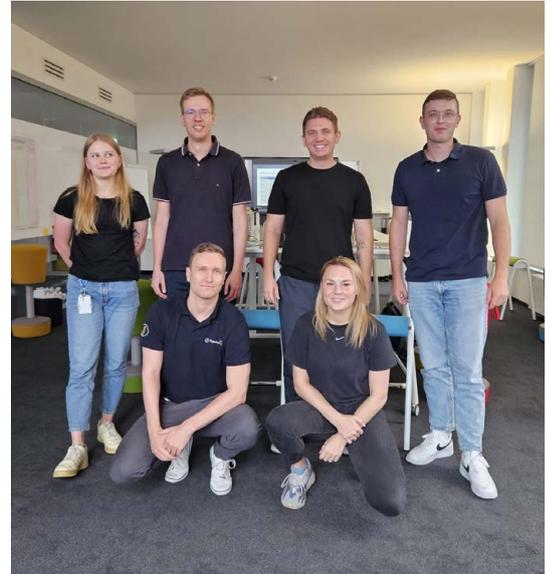


In mid-2024, we also began implementing management systems to standardize our sustainability activities and thereby optimize the efficiency of our processes. Our twelve trainees were entrusted with this task and were accompanied by our Sustainability Team as well as other experts. They gained experience in two projects and contributed in a very practical way to the sustainable transformation of Thyssenkrupp. As part of an 18-month program, trainees work on specific tasks in different departments and spend time in various areas of the company, ranging from gas transportation and operations through to plant and pipeline construction and technical sales and strategy. The interdepartmental projects for implementing management systems have been an integral part of this program.

## Energy and Environmental Management System as per DIN EN ISO 50001 and 14001

“German energy efficiency legislation (EnEfG) requires energy management systems to replace the previous energy audits. We decided to use this as an opportunity to also implement an environmental management system. We have created the structures and processes that are needed to comply with standards. These include formulating an energy and environmental policy, creating a comprehensive management manual, establishing a cross-departmental energy team, and training employees. We are delighted that this has laid the foundations to enable us to keep improving our energy and environmental performance.”

Artur Morozov, Marie Raeth, Dominik Bettker, Lukas Heidbreder, Sarah Schilling, and Cedrik Jeske are managing the project.



## Management Concept for Offset Measures

“As construction work on our hydrogen pipelines progresses, a larger number of measures will be necessary that will then need offsetting to compensate for unavoidable environmental impacts. We are therefore working intensively on how to make the process of implementing such measures rigorous and sustainable. Together with our specialist departments and with the involvement of external experts, we are developing a management concept that ensures well-structured processes. Sustainability here is both our motivation and goal.”

Anna-Lena Baloniak, Tim Kroll, Julia Bieker, Nathalie Wagner, Ramona Dercks, and Fabian Radke are managing the project.



## Transparent Climate Accounting

Implementing the energy and environmental management system has also resulted in significant improvements in data recording and data quality for climate accounting. Climate accounting was carried out independently with the aid of tools for the first time in 2024 and verified by TÜV Rheinland Energy & Environment GmbH. Improvements in data quality means comparability with previous years is no longer fully possible, but we believe we are now able to report our footprint with much greater transparency.

For the first time we have been able to report our carbon footprint in accordance with the operational control approach, under which only emissions from sites and infrastructure components under our operational control are included. The distinction is important because although we own some of our technical equipment, we have no direct control over emissions as we are not responsible for operations and therefore are not involved in operational decision-making. In contrast, there are facilities that have so far only been included in our footprint in proportion to our ownership share, even though we have full control over energy consumption and other processes.

### Calculating our carbon footprint highlighted the following key points:

#### Scope 1 – Direct Emissions

- In operating our network, we continue to focus on increasing the use of biogas as an alternative to fossil natural gas. The increase in 2024 was around four million kilowatt hours more than in the previous year. Consumption of fossil natural gas nevertheless remains a significant component of our carbon footprint.
- No noticeable reduction has been achieved in our vehicle fleet to date. The switchover to e-mobility and alternative fuels only began in 2024 with our revised company car policy and the ordering of the first vehicles. This switchover is now being gradually implemented.
- Even though the methane emission factor was adjusted to the latest data from the Intergovernmental Panel on Climate Change (IPCC), predictable methane emissions from maintenance and repair work still fell slightly thanks to the increasing use of technology to reduce emissions.
- A significant proportion of our direct emissions can be attributed to unpredictable, fugitive methane emissions, which are calculated on the basis of standard emission factors. These are not controllable to an any significant extent and increased in 2024 due to the expansion of our pipeline infrastructure. We use standard emission factors in calculating greenhouse gas emissions because they are practical and internationally accepted, especially where direct measurement is technically difficult or impractical. We are nevertheless aware that these factors represent only approximate values and cannot accurately reflect all operational circumstances. This balancing act—between scientifically sound estimates and the desire for data collection with optimum precision—is something we have to constantly manage in our emissions reporting.



### Scope 2: Indirect Emissions from Purchased Energy

- Emissions in this scope are fortunately very low due to our extensive use of green electricity. Consumption that has not yet been converted to green electricity is mainly from rented facilities where we have no direct control over the source of electricity. In such cases, we are bound by the contractual conditions and the electricity supply provided by the property owners. Our long-term goal, however, is to also switch to renewable energies in these facilities.

### Scope 3: Indirect Emissions within the Value Chain

- The major part of these indirect emissions—from purchased goods and services—is calculated on the basis of costs rather than actual consumption values due to limited data availability. The use of sustainable products and services is therefore not reflected in the climate footprint. We see huge potential for reducing our emissions by improving the quality of our data.
- A slight increase in emissions from commuting is due to the rise in the number of employees and the first-time inclusion of working-from-home activities. Unlike in the past, we now allocate working-from-home activities to the company because they are directly related to employee work and are therefore part of our operational emissions. We therefore include these emissions in our overall corporate carbon footprint to ensure that our environmental impact is as complete and transparent as possible.

## Data-driven Optimization

“Developing our own climate accounting system is not only affirmation of our commitment, but also revealed that, unfortunately, some of the data we have collected to date is of poor quality. Mainly included here are emissions from purchased goods and services, which we can only roughly categorize and approximately calculate using the spend-based approach. We use standard emission factors, which provide a rough estimate of our emissions, but do not allow us to identify ways to reduce them. To improve data quality and our future carbon footprint in this area, we must gradually switch to more accurate methods, such as the activity-based approach.”

Svea Witt provides support in establishing the carbon footprint



# Spotlight on Methane Emissions

In 2023, we reported that we had received “Gold Standard” certification for the third consecutive time in accordance with the Oil & Gas Methane Partnership (OGMP 2.0) United Nations Environment Programme for our methane emissions reporting and accounting. Honest communication also means pointing out that we have not prepared an OGMP report for 2024 and are therefore not eligible for this award. Instead, we are preparing to comply with the EU Methane Regulation, which entered into force in August 2024.

This regulation aims to significantly reduce methane emissions in the energy sector. It is part of an EU package that aims to reduce greenhouse gas emissions by at least 55 % by 2030. The regulation requires operators of fossil fuel infrastructure to regularly measure methane emissions, to repair leaks quickly, to reduce gas venting and flaring, and to report on these activities. Our commitment remains unchanged to reporting our methane emissions transparently and, more importantly, minimizing them. Moreover, we are continuing to invest in technical solutions such as mobile evacuation compressors to reduce emissions during maintenance and repair work. The first of four units has been in our possession since the end of 2024.



## Reducing Emissions Using Mobile Evacuation Compressors

“To significantly reduce methane emissions when work needs to be done on our infrastructure, we use a flexible solution – our compact, mobile compressors. These units are quick and easy to transport on car trailers to where they are needed: where gas can be pumped from one system to another. Since February 2025, we have been the proud owner of the first of four mobile evacuation compressors. They are our key tools for reducing emissions, mainly in plant operations but also in pipeline operations.”

Michael Gertz coordinates deployment of our mobile compressors





Chapter 2

# Taking Chances

# Hydrogen Becoming Reality

**With the amendment to Germany's energy industry legislation (EnWG) and the modeling of the core grid, the course was already set in 2023 for Germany-wide hydrogen infrastructure. As we are working hard at all levels to prepare for its implementation, we are pleased that the year 2024 has brought further clarity.**

For example, at the beginning of 2024, the EU approved financial support for hydrogen projects as part of the GET H2 initiative. Also involved alongside Thyssengas are bp, Nowega, OGE, RWE Generation, and RWE Gas Storage West. As part of the Important Projects of Common European Interest (IPCEI) program, there are plans for electrolyzer plants, a cavern storage facility, and pipeline networks. These include the first cross-border hydrogen connection between Vliegghuis (Netherlands) and Ochtrup (North Rhine-Westphalia), which Thyssengas aims to implement by 2027 by converting a natural gas transport system.

## Funding for GET H2 Hydrogen Projects

“IPCEI approval is a major and long-awaited milestone for the hydrogen economy and for Thyssengas. The GET H2 IPCEI project is not only important for Germany, but for the whole of Europe. Approval means that Germany, especially the federal states of Lower Saxony and North Rhine-Westphalia, can support the development of our hydrogen infrastructure with funding. This is a strong endorsement of our work.”

Lucas Weidlich coordinated the approval process for the GET H2 IPCEI project.



As part of this, “inspection pigging” was carried out mid-2024. This involved sending an intelligent pig—a type of robot—through the pipeline along with the natural gas flow. The pig checks and documents the condition of the pipeline enabling detailed inspection of the steel pipes, weld seams, and integrity of the pipeline, as well as testing the pipeline’s compatibility for hydrogen. The pigs are also regularly used by Thyssengas during ongoing operations to ensure maximum pipeline network safety.

With official confirmation of the hydrogen core network by Germany’s Federal Network Agency on October 22, 2024, another milestone was reached for all stakeholders along the value chain. It marks the launch of a Germany-wide hydrogen transport infrastructure—from modeling the network to creating the necessary regulatory and financial framework in just 18 months.

As part of this core network, we are planning around 35 new construction and conversion projects covering a total distance of around 1,100 kilometers. The plans aim to connect both large industrial centers and small and medium-sized enterprises in the Münsterland, Ruhr, and Rhineland regions to hydrogen highways. This brings the decarbonization of energy-intensive industries and the green transformation of the domestic economy a big step closer.

# New Ways of Working Together

**We believe that transformation doesn't simply happen, but requires active shaping.**

Implementing the hydrogen core network undoubtedly presents us as a company with challenges, especially in terms of substance, organization, and personnel. The urgency to act makes it especially important not to lose sight of the people involved. Against this backdrop, we established a new communication format on the topic of change last year with our internal podcast "Lost in Transformation". At the same time, we began gearing our working methods toward a digital mindset and culture within the organization to promote innovation, collaboration, and adaptability.

## Working Together in the Digital Age

"We believe that, given the major changes within the company, particularly those triggered by the growth in the number of employees, we need new digital solutions as well as efficient use of existing tools. For this reason, in 2024 we launched a project to develop guidelines for interdepartmental digital communication and teamwork at ThyssenKrupp. Under the heading "Working Together in the Digital Age," the company aims to address the wishes of many employees for more guidance, simplification, and clarity in working with digital tools. This involved taking a close look at every area of the company and pinpointing the specific challenges and existing communication channels. This resulted in the development of guidelines for each individual communication channel, designed to ensure optimal communications."

Maria Musacchio (Agile Coach) is leading the project.



Like many companies in the energy sector, the workforce at Thyssengas has always predominantly been male. Currently, males account for around 75 % of the total workforce. We are therefore proud to have had a women's forum since 2016, an established platform that aims to create safe spaces for female colleagues to share experiences, raise their profile, and promote their personal and professional growth. The forum is also using the current corporate transformation as an opportunity to reorient itself toward the future, to set a clear focus, and consider how the forum could develop. For example, this year a mission statement was developed and adopted, and contact persons were appointed at all locations to strengthen the forum's presence and help it achieve broad effectiveness. We see the women's forum as an important pillar in shaping a sustainable and diverse working environment.



Groundbreaking ceremony for new facility in Recklinghausen

For around 50 employees at Thyssengas, new ways of working together will soon become very real. At the beginning of 2024, the groundbreaking ceremony took place for the construction of a new facility in Recklinghausen. Around 1,500 kilometers of the Thyssen gas pipeline network are currently being controlled, monitored and maintained from there. In future, the site will also manage the hydrogen network being developed by Thyssengas in the region. The new facility provides the ideal conditions for this.



To the press release at Thyssengas

## Sustainable Administrative Buildings

“In addition to state-of-the-art workspaces and extensive technology for managing the network, sustainability is also high on our list of priorities. This includes an ice storage system for heating and cooling, a PV system for power generation and extensive greening on the roof, facade, and outdoor areas. We are proud that our facility is to gain DGNB gold standard certification for sustainable construction.”

Lorenz Gummersbach is responsible for the construction of the new facility.



A photograph of a middle-aged man with grey hair and glasses, wearing a dark blue suit jacket over a light pink shirt. He is leaning on a dark metal railing, looking off to the side with a slight smile. The background shows a brick building with large windows under a clear blue sky. The image is overlaid with a decorative pattern of thin, white, concentric circular lines.

Chapter 3

# Enabling Change

## Coming Together for Green Industry

**In 2024, and for the third consecutive time, we held another "Thyssengas Dialog" political discussion event under the title of "NRW is ready for the H2 launch, so let the excavators roll!". Alongside political representatives were stakeholders from across the entire hydrogen value chain, who came to Dortmund to discuss the status of plans for the core network, identify challenges, and map out the next steps.**

"Thyssengas Dialog brings politics, business, and society together to discuss how we can work together to set the course for a sustainable future. The growth of the event really shows how fast the topic of hydrogen has taken off—from the initial "if's" to the practicalities of the "how's." By looking at the entire H2 value chain, we are not only contributing to the decarbonization of energy supply, but also promoting innovation, regional value creation, and climate-friendly infrastructure—a clear step forward for greater sustainability in North Rhine-Westphalia."

Peter Alexewicz (Head of Corporate Communications and Energy Policies) coordinates the Thyssengas Dialog



Mathias Reinemann (Director of Business Development Hydrogen, BP Europa SE), Philipp Kremer (Business Developer, RWE Generation), and Andreas Meyer (Head of Vehicle Technology at Stadtwerke Wuppertal) presented specific examples of cooperation as project pitches. The presentations covered wide-ranging topics, from international import and production strategies at bp to implementing hydrogen-powered power plants at RWE and regional supply projects for public transportation at the public utility company Stadtwerke Wuppertal. The variety of applications demonstrated how integrated supply and infrastructure planning can be implemented along the value chain and how individual links are connected.

In addition to establishing hydrogen infrastructure and relevant supply routes, the aim was to take a broader perspective and examine the energy transition as an overall concept, focusing on an integrated view of electricity and gas capacities.



“As a pioneer for Wuppertal, it is our mission to actively shape the energy and mobility transition. Hydrogen can contribute to this as a versatile, emission-free energy source. We want to harness this potential. I am therefore delighted that initiatives such as the Thyssengas Dialog are drawing attention to the fact that this is about more than just the H2 core network. It’s also about consumers. The event’s title sums it up perfectly: let the excavators roll. We can’t allow ourselves to get lost in academic discussions. We need to be pragmatic.”

Markus Hilkenbach, CEO of WSW Wuppertaler Stadtwerke

In addition to the Thyssengas Dialog, we also reached out to potential hydrogen users in other ways. At over 50 events and in more than 200 one-on-one meetings, we engaged in discussions with various stakeholders, particularly on the topics of hydrogen and biomethane. As well as a large number of memoranda of understanding, including with the public utility companies of Stadtwerke Wuppertal and Gelsenwasser Energie-netze, in the past year we joined forces with five other network operators to form a partnership for North Hesse and Southern Lower Saxony: the supraregional transport network operator terranets bw GmbH, which will also operate parts of the hydrogen core network, as well as the regional network operators Städtische Werke Netz + Service GmbH and EAM GmbH & Co. KG from Kassel, Energie Waldeck-Frankenberg GmbH, and Stadtwerke Göttingen AG, whose networks supply industry, commerce, and households with energy. The partnership, whose goal is to concretize the transformation plan, builds on the first Germany-wide, integrated market survey on demand trends for electricity, natural gas, and hydrogen. In March 2024, energy suppliers in northern Hesse and southern Lower Saxony reported significant demand for hydrogen for the future.



## Social Commitment

**Alongside contributing to the energy transition in the industrial region of North Rhine-Westphalia, we have this year again been engaged in social issues.**

Engaging in social issues is important to us and our employees. This was evident in the large turnout for our Social Day, which gives employees the chance to spend part of their working day supporting socially and environmentally sustainable projects in the region. More than 60 colleagues took part providing over 400 hours of support.



“Our department had great fun on the Social Day, such as clearing litter in Dortmund’s Westfalenpark, folding cardboard boxes and packing screws in the workshops for people with disabilities run by Arbeiterwohlfahrt in Dortmund, and helping AGARD e.V. in Dortmund clear nettles from paths, prune bushes, and restore overgrown paths in the orchard. We are grateful for the valuable insight we got into the work of these organizations and are delighted that our small contribution was appreciated. What did we take from it? Doing it all again next year is very likely!”

Verena Haßlinghaus on experiencing the range of Social Day activities

Since October 2024 we have also been supporting nine students as part of the “Deutschlandstipendium” scholarship program. This involves cooperation with three universities in the region: Dortmund Technical University, Bochum University of Applied Sciences, and Westphalian University of Applied Sciences. Funding is available for students enrolled in sustainable or innovative degree programs in the field of energy management, for example:

- Hydrogen Systems and Renewable Energies (B.Eng.)
- Sustainable Energy Systems (M.Sc.)
- Regenerative Energy Systems (B.Sc.)

In addition to their academic achievements, scholarship recipients are required to have received special recognition outside of their studies, demonstrate social commitment, and possess exceptional personal characteristics.



We work in cooperation with these universities and colleges.

“The Deutschlandstipendium scholarship program is a great way for us to connect with the academic world, support dedicated students, and get them excited about working for us. It therefore goes without saying that we give our scholarship recipients more than just financial support. We also provide a full program of activities, insight into our day-to-day work, and opportunities for internships and student jobs. It’s a win-win situation for everyone.”

Philip Schiewer coordinates the Deutschlandstipendium scholarship program



## Chapter 4

# Forecast



**Since the end of 2023 we have been intently working on the requirements of the Corporate Sustainability Reporting Directive (CSRD) and preparing our internal processes for potential reporting obligations. Even though CSRD implementation is currently delayed—and may even be abandoned—we have used the time to lay valuable foundations for forward-looking, credible sustainability reporting.**

Led by the sustainability managers, a department-wide project team was formed at the beginning of 2024 and achieved important milestones by the end of the year, in particular:

- A materiality analysis, which resulted in the definition of actual reporting requirements. In joint workshops with the departments and based on scientific findings, intensive discussions took place on the various topics covered by the CSRD ranging from climate protection and occupational safety through to dealing with corruption. We used this opportunity to conduct an objective assessment and narrow our focus.
- Analysis of reporting requirements, which resulted in defining follow-up projects. We determined that we are already on the right track with our sustainability reports, climate accounting, and other measures, but we are unable to report on everything to the desired extent and quality. We have therefore taken steps to enable scenario-based analysis of physical climate risks. The aim is to fulfill reporting requirements and to especially generate added value for our company.
- Implementation of a data management tool that enables secure recording of content, automated reporting, and the mapping of key performance indicators and reports that go beyond CSRD requirements.

Regardless of how the politics around the CSRD develops, one thing is clear to us: sustainability is not a matter of obligation, but a central component of responsible corporate governance. The insight gained and structures established form the basis for continuously improving our sustainability reporting.

“Even though implementation of the legal basis around CSRD is currently delayed and may even be abandoned, one thing remains clear to us: the need for credible and robust sustainability reporting remains—and now requires genuine, company-wide engagement. We willingly take on this task and want to emphasize even more strongly that it is not just a matter of fulfilling reporting obligations, but of establishing our own sustainable structures. By starting the project well in advance, completing a materiality analysis, and introducing a professional data management system, we have already laid the foundations to move ahead with this. The real work begins now—and we are ready to get stuck in.”

Henrik Schultz-Brunn & Timm Dominik head the Sustainability Team





## Chapter 5

# Facts and Figures

## Overview

GRI 102-1, 102-3, 102-7

Name	Thyssengas GmbH
Founding year	1921
Revenues	€ 296 M
Head office	Dortmund
Sites	7
Employees (as at Dec 31, 2024)	Around 481 FTEs or 547 actual employees (active employees incl. management, trainees, working students, trainees, temporary staff and interns)
Length of pipeline network (as at Dec 31, 2024)	4,448 km
Biogas plants on the grid	5
Storage facilities connected to the grid (as at June 2024)	7
Number of exit points (as at Dec 31, 2024)	1,072
Energy transported (2024)	62.1 TWh
Volume of gas transported (2024)	5.5B m <sup>3</sup>
Total energy consumption (managed operations)	approx. 65 M kWh
Total energy consumption (ownership share)	approx. 217 M kWh
Percentage regenerative (managed operations)	approx. 38 %
Percentage regenerative (ownership share)	approx. 16 %

## ESG ratings

GRI 102-18, 102-19, 102-20, 102-32

	2024	2023	2022
<b>GRESB Infrastructure Assessment</b>			
Total score	95 out of 100	91 out of 100	86 out of 100
Management score	37 out of 40	33 out of 40	34 out of 40
Performance score	59 out of 60	58 out of 60	52 out of 60
<b>GRESB (ESG breakdown)</b>			
Environmental score	27 out of 28	27 out of 28	25 out of 29
Social score	43 out of 45	43 out of 45	43 out of 46
Governance score	25 out of 28	21 out of 27	18 out of 26

## Economic performance

GRI 102-7, 201-1

Reporting date Dec 31,	2024	2023	2022	2021
Revenues in €M	296	265	276	234
EBITDA in €M	119	85	74	89
Wages and salaries in €M	47	40	34	33
Total assets in €M	825	744	703	678
Equity ratio in %	60	67	71	74

## Participations

### GRI 102-45

Nordrheinische Erdgastransportleitungsgesellschaft 50 25 Trading Hub Europe GmbH 9 PRISMA European Capacity Platform 1

Company	Share in % (rounded)
Thyssengas H2 Holding GmbH	100
Nordrheinische Erdgastransportleitungsgesellschaft	50
Zeelink GmbH & Co. KG	25
Trading Hub Europe GmbH	9
PRISMA European Capacity Platform	1

## Memberships in associations and interest groups (selection)

### GRI 102-13

Membership (selected)
BDEW Bundesverband der Energie- und Wasserwirtschaft e.V.
DVGW Deutscher Verein des Gas- und Wasserfaches e.V.
EASEE-gas European Association for the Streamlining of Energy Exchange – gas
ENTSOG European Network of Transmission System Operators for Gas
Vereinigung der Fernleitungsnetzbetreiber Gas e. V. (FNB Gas)
European Clean Hydrogen Alliance

## Biogas injection

### GRI 102-12, 102-13

	2024	2023	2022	2021
Number of biogas injection plants in the Thyssengas network	5	4	4	4
Injection capacity in m <sup>3</sup> /h	4,040	3,100	3,100	3,100

## Energy consumption

GRI 302-1

As a transmission system operator, our energy consumption heavily depends on the requirements of the connected customers downstream. If their consumption increases, we have to transport a larger quantity of gas through our pipeline network. Our own energy consumption is correspondingly volatile. Effects of implemented measures to save energy cannot be derived directly from these figures. For 2024, we have taken a differentiated approach to energy consumption for the first time and now distinguish between consumption for which we are responsible based on our ownership share and consumption for which we are responsible because we fully manage operations.

Rounded figures		2024	2023*	2022	2021
Electricity consumption in kWh (from renewable sources)	Ownership based	20,274,414 (98.85 %)	32,462,580 (99.22 %)	41,145,021	8,683,427
	Managed operations*	9,982,883 (97.66 %)	9,525,149 (97.34 %)	–	–
District heating in kWh		416,686	377,526	252,930	369,230
District cooling in kWh		79,240	77,890	97,610	82,490
Fuel in kWh	Petrol	185,138	111,935	53,758	47,202
	Diesel incl. heating oil	1,915,366	2,232,995	2,021,834	2,283,559
Natural gas in kWh	Ownership based	179,631,327	145,495,165	187,868,525	176,002,386
	Managed operations*	37,155,097	39,023,848	–	–
Biogas		14,967,936	10,512,000	9,785,031	4,356,660
Total energy consumption in kWh	Ownership based	217,470,106	191,270,091	209,249,718	191,825,144
	Managed operations**	64,702,345	61,861,343	–	–

\*These figures have been retrospectively corrected and differ from previous reports.

\*\*calculated for the first time in 2024

## CO<sub>2</sub> footprint

GRI 305-1, 305-2, 305-3, 305-4

The calculation is based on the guidelines of the Greenhouse Gas Protocol. For 2024, we have taken a differentiated approach to calculating our carbon footprint for the first time and now distinguish between emissions for which we are responsible based on our ownership share and emissions for which we are responsible because we fully manage operations. After restructuring our climate accounting methodology and calculating 2024 emissions for the first time according to managed operations, the emission values for 2023 have been retrospectively corrected. The figures for 2023 therefore differ from previous reports and have not been validated by TÜV Cert GmbH.

		2024	2023	2022	2021
Scope 1 in tCO <sub>2</sub> e	Ownership based	68,458	62,057	74,811	101,604
	Managed operations*	38,314	38,158	–	–
Scope 2 in tCO <sub>2</sub> e	Ownership based	257	264	98	126
	Managed operations*	257	264	–	–
Scope 3 in tCO <sub>2</sub> e	Ownership based	39,764	32,748	16,129	24,069
	Managed operations*	39,764	32,748	–	–
Total	Ownership based	108,391	95,069	91,039	125,799
	Managed operations*	78,335	71,171	–	–

\*calculated for the first time in 2024

## Mobility

### GRI 305-1

In the coming years we want to push ahead with the electrification of our vehicle fleet. Where the use of electric vehicles is not possible for operational reasons, we will switch to synthetic fuels.

Composition of company car fleet	2024	2023	2022
Diesel	187	137	121
Petrol	21	13	3
Electric vehicles	7	0	0
Other	0	0	0

In 2024 we again identified a significant increase in the number of kilometers traveled and, as such, also in fuel consumption. This can be explained by an increase in the number of employees. Our policy on business trips requires that unavoidable business trips be made as climate-friendly as possible—for example, by only using air travel in justified exceptional cases.

Means of transport used for business trips	2024	2023	2022
Cars in km	538,751	524,445	453,070
Rail in km	184,893	139,153	59,000
Aircraft business class in km*	2,454	2,520	2,882
Aircraft economy class in km*	54,086	59,646	11,500

\* Converted on the basis of air miles with a factor of 1.6

## Waste management

### GRI 306-3

The volume of waste generated by our activities depends greatly on the projects to be completed in a given year and is therefore highly volatile.

Volumes	2024	2023	2022	2021
Hazardous waste in t	47	17.2	117.9	32.6
Non-hazardous waste in t	101.9	86.6	5644.4	116

2024			2023		
Waste code	Waste name	Volume (t)	Waste code	Waste name	Volume (t)
<b>Main components of hazardous waste</b>					
16 10 01	Aqueous liquid waste containing hazardous substances	23.3	13 05 07	Oily water from oil/water separators	6.24
13 05 07	Oily water from oil/water separators	19.8	17 02 01	Glass, plastic and wood containing hazardous substances or contaminated by hazardous substances	3.8
13 02 05	Mineral-based, non-chlorinated engine, gear, and lubricating oils	1.0	15 01 10	Packaging containing residues from hazardous substances or contaminated by hazardous substances	1.96
<b>Main components of non-hazardous waste</b>					
15 01 01	Paper and cardboard packaging	22.7	17 04 05	Iron and steel	14.4
15 01 06	Mixed packaging	18.0	17 04 07	Mixed metals	14.329
17 04 07	Mixed metals	17.0	20 03 01	Mixed municipal waste	13.193
2022			2021		
Waste code	Waste name	Volume (t)	Waste code	Waste name	Volume (t)
<b>Main components of hazardous waste</b>					
16 07 09	Waste containing other hazardous substances	102.1	17 04 09	Metal waste contaminated with hazardous substances	13.7
13 05 07	Oily water from oil/water separators	6.9	13 05 07	Oily water from oil/water separators	11.5
16 10 01	Aqueous liquid waste containing hazardous substances	4.2	14 06 03	Other solvents and solvent mixtures	2.8
<b>Main components of non-hazardous waste</b>					
17 05 04	Soil and stones other than those in 17 05 03	5523.3	20 03 01	Mixed municipal waste	27.1
15 01 01	Paper and cardboard packaging	32	15 01 01	Paper and cardboard packaging	20.5
20 03 01	Mixed municipal waste	30.1	17 04 07	Mixed metals	19.4

## Personnel

GRI 102-8, 103-2, 401-3, 404-1, 404-3, 405-1, 405-2

Employee development <small>Reporting date Dec 31,</small>	2024	2023	2022	2021
Employee equivalents/FTE (own staff)	480.89	399.35	363.85	348.46
Temporary personnel (FTE)	0.66	0.5	1	0
Difference in part-time work	22.45	17.15	14.15	13.54
<b>Employees by headcount</b>	<b>504</b>	<b>417</b>	<b>379</b>	<b>362</b>
Management Board	2	2	2	2
Apprentices	12	11	10	12
Trainees	12	5	4	5
Interns	0	0	1	2
Working students	18	16	13	9
Short-term temporary staff/students	0	0	0	0
<b>Active employees*</b>	<b>548</b>	<b>451</b>	<b>409</b>	<b>392</b>

\* does not include dormant and passive employment relationships

Age distribution <small>(excluding temporary staff)</small>	2024	2023	2022	2021
Average age	40.7 years	42.3 years	42.8 years	43.2 years
<b>Proportion of employees to FTE (own staff)</b>				
Under 30 years	13.27	12.46	12.03	9.75
30 to 50 years	57.36	53.25	50.19	53.23
Over 50 years	29.38	34.28	37.77	37.01

Length of service and employee loyalty	2024	2023	2022	2021
Employee loyalty rate* in %	98.3	99.06	98.20	100
Average length of service	9.6 years	12.3 years	13.3 years	14.1 years

\* related to employee-related departures

Education and training	2024	2023	2022	2021
Average number of hours for training and education				
Women	31.1	44.3	18.8	–
Men	39.9	54.2	26.3	–
Non-binary	0	0	0	–

Performance assessment for professional development	2024	2023	2022
Percentage of all employees who received a regular appraisal of their performance and professional development			
Management Board	100	100	100
Area manager	100	100	100
Employees	73.1	79.93	82.22

Gender distribution	2024		2023		2022		2021	
	Women	Men	Women	Men	Women	Men	Women	Men
Total	27 %	73 %	26 %	74 %	25 %	75 %	26 %	74 %
At management level*	8.7 %	91.3 %	7.35 %	92.65 %	7.80 %	92.20 %	8.47 %	91.53 %

\* Management Board, Area manager, department managers and team leaders as well as foremen

Salary fairness	2024	2023	2022
Unadjusted gender pay gap in %	5.6	4.06	1.84

Employees with disabilities	2024
Percentage of people with disabilities among employees	3.28

Employment contracts	2024 (in %)			2023 (in %)		
	Women	Men	Total	Women	Men	Total
Proportion of:						
Full-time employment contracts of total FTE	69	97.8	91.9	68.26	99.02	92.00
Part-time contracts of FTE	30.9	0.6	8.05	31.74	0.98	8.00
Permanent employment contracts of FTE	94.8	97.82	97.1	98.01	98.72	98.56
Fixed-term contracts of FTE	5.18	2.18	2.9	1.99	1.25	1.44

Employment contracts	2022 (in %)			2021 (in %)		
	Women	Men	Total	Women	Men	Total
Proportion of:						
Full-time employment contracts of total FTE	69.99	99.09	92.37	70.26	99.35	92.69
Part-time contracts of FTE	30.01	0.91	7.63	29.74	0.65	7.31
Permanent employment contracts of FTE	98.41	99.64	99.36	97.19	99.26	98.78
Fixed-term contracts of FTE	1.59	0.36	0.64	2.81	0.57	1.22

## Occupational health and safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9

Accidents	2024	2023	2022
Fatalities (own personnel)	0	0	0
Serious injuries (own personnel)	0	0	0
LIFT-relevant accidents (own personnel)	4	1	2
LTIF-relevant accidents (contractors)	6	2	0
Lost Time Injury Frequency Rate (LTIFR) (own personnel)	5.1	1.5	3.3
Lost Time Injury Frequency Rate (LTIFR) (contractors)	3.17	2.2	0
Lost Time Injury Frequency Rate (LTIFR) (total)	3.73	1.9	1.4
Near misses (own personnel)	4	4	n.a.

## Workplace health promotion

GRI 403-6

Sickness incidence in %	2024	2023	2022	2021
Total sickness rate	4.4	5.30	5.80	3.70
Sickness rate without long-term illnesses	3.4	4.00	4.80	2.70

## Participation

GRI 102-41, 407-1

Application of collective agreements	2024	2023	2022	2021
Ratio of employees covered by collective agreements to the total number of employees covered and not covered by collective agreements* in %	84.58	83.94	82.99	83.2

\* excluding Management Board and senior executives, including apprentices and trainees

## Financial support for charitable causes and donations

GRI 413-1

	2023	2023	2022	2021
Financial support for charitable causes and donations in € (rounded)	32,493	37,167	53,898	123,188

## Involvement of local communities

GRI 413-1

Voluntary activities by our employees	2024	2023	2022
Participants in the volunteer program ("Social Days")	61	35	3
Hours spent volunteering during "Social Days"	400*	219.3	21.1

\* estimated

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