

April 2024



ESG Factbook 2024





1. Why sustainability matters to us
2. How we manage sustainability
3. ESG facts & figures
 - 3.1 Environment
 - 3.2 Social
 - 3.3 Governance

The future is renewable.



At EnBW, we envision a sustainable future for humanity, society, and the environment, for both present and future generations.

With our integrated business model, we provide the energy – from its generation to the grid to people’s homes – to make this future a reality.

In doing so, we are laying the foundation for climate neutrality and thus long-term success at EnBW and beyond.

The future is renewable – with future-proof energy solutions that enable real change

” We are committed to EnBW’s sustainable development into a climate-neutral energy company.

To achieve this, we are fostering a culture of corporate responsibility with high ESG standards in line with international frameworks. “

Dr. Georg Stamatelopoulos
CEO of EnBW



Katharina Klein
Head of Sustainability

” We are turning climate goals into concrete solutions on the ground and place ESG criteria at the heart of our decisions. “



Dr. Lothar Rieth
Head of Sustainability

” We are committed to human rights standards by applying thorough human rights due diligence which is based on intensive stakeholder dialogue and anchored in robust governance structures. “

We are laying the foundation for a sustainable future.

We are transforming our business to provide the infrastructure for a sustainable future

From our beginnings as a traditional energy company, we continue to evolve into an innovative and sustainable partner for energy and infrastructure. Today, we are focusing our business on renewable energies, electricity grids, telecommunications networks, e-mobility, and smart, sustainable energy solutions for our customers.



EnBW business segments



Sustainable Generation Infrastructure

- Generation and trading of electricity from renewable energies & conventional power plants
- Long-distance heat generation
- Gas storage
- Trading of electricity/gas, CO₂ allowances/fuels
- System services



System-Critical Infrastructure

- Transmission and distribution grids for electricity/gas
- Water supply
- Grid-related services

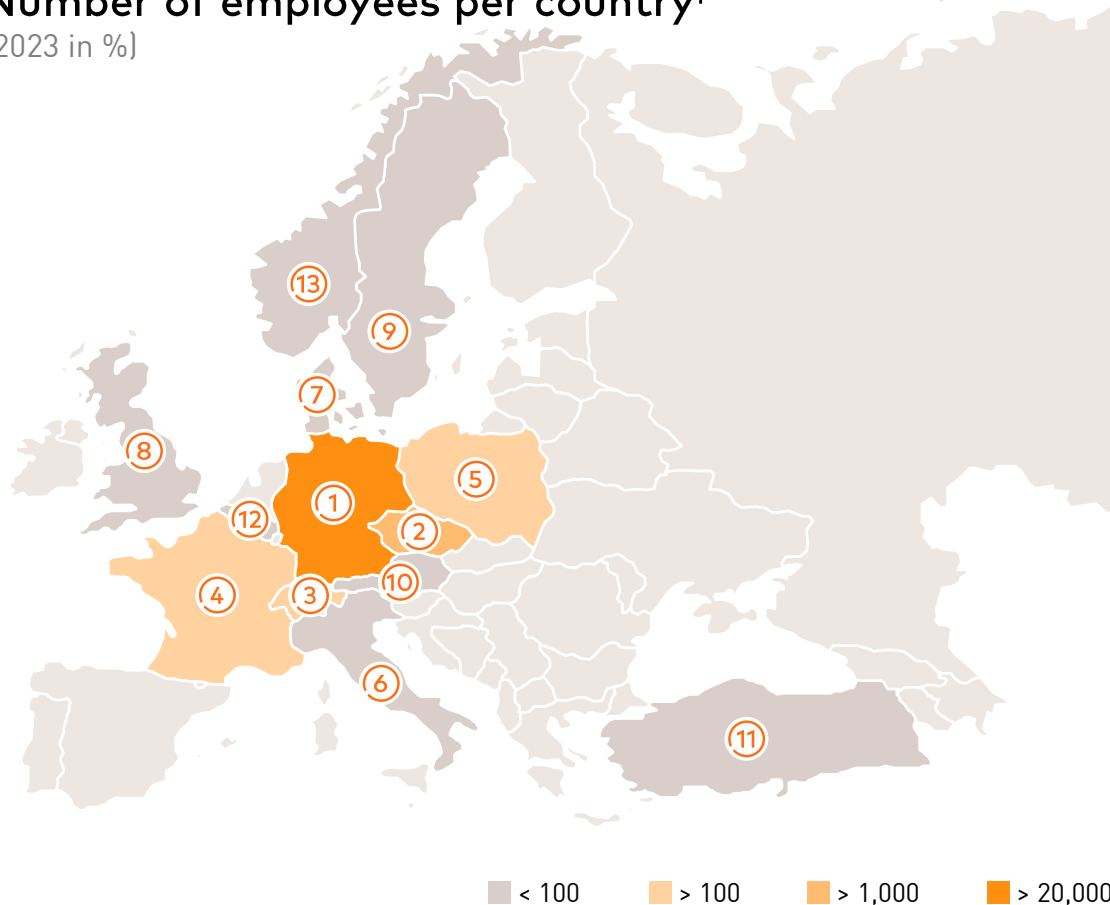


Smart Infrastructure for Customers

- Electricity and gas sales
- E-mobility
- Telecommunications
- Home storage systems for solar electricity

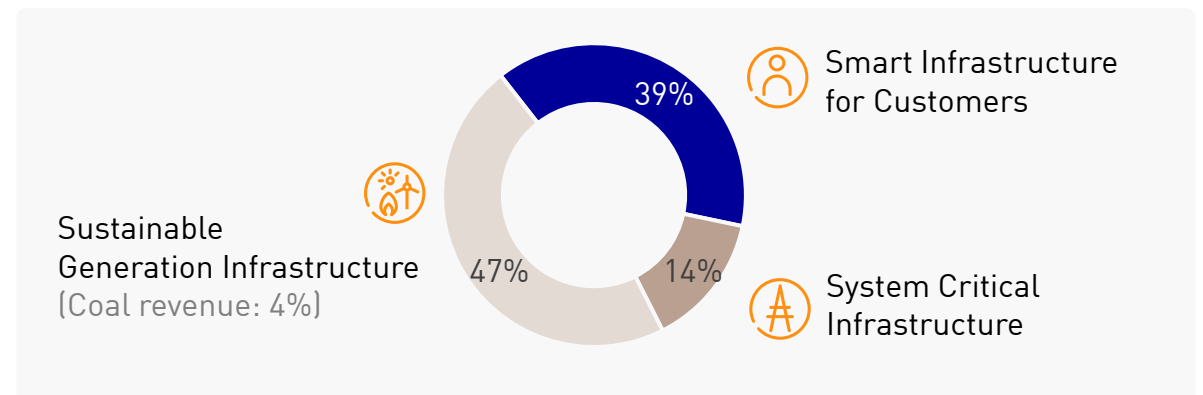
Our activities focus on Germany and other, mostly EU countries with high social standards

Number of employees per country¹
(2023 in %)



① Germany	25,586	(89.4%)	⑦ Denmark	87	(0.3%)
② Czech Republic	1,764	(6.2%)	⑧ Great Britain	52	(0.2%)
③ Switzerland	492	(1.7%)	⑨ Sweden	42	(0.1%)
④ France	317	(1.1%)	⑩ Austria	17	(0.1%)
⑤ Poland	166	(0.6%)	⑪ Turkey	5	(0%)
⑥ Italy	90	(0.3%)	⑫ Belgium	4	(0%)
			⑬ Norway	3	(0%)

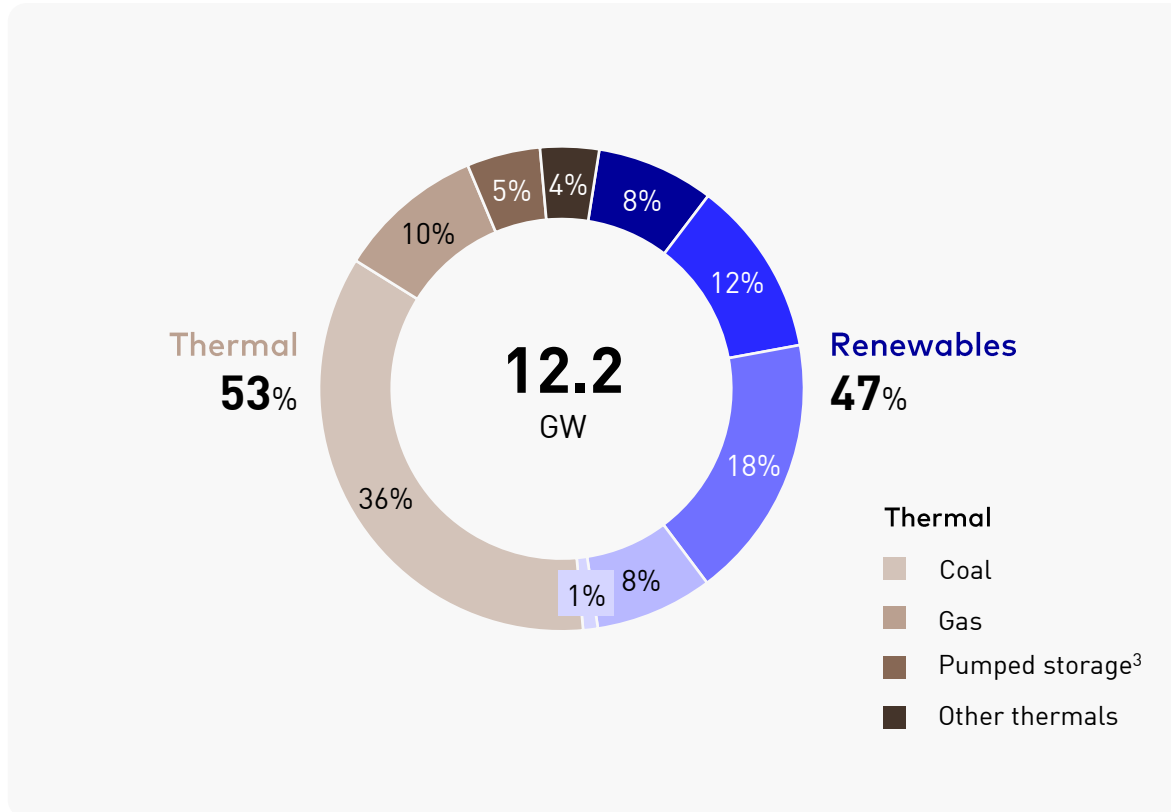
External revenue by segment
(2023 in %)



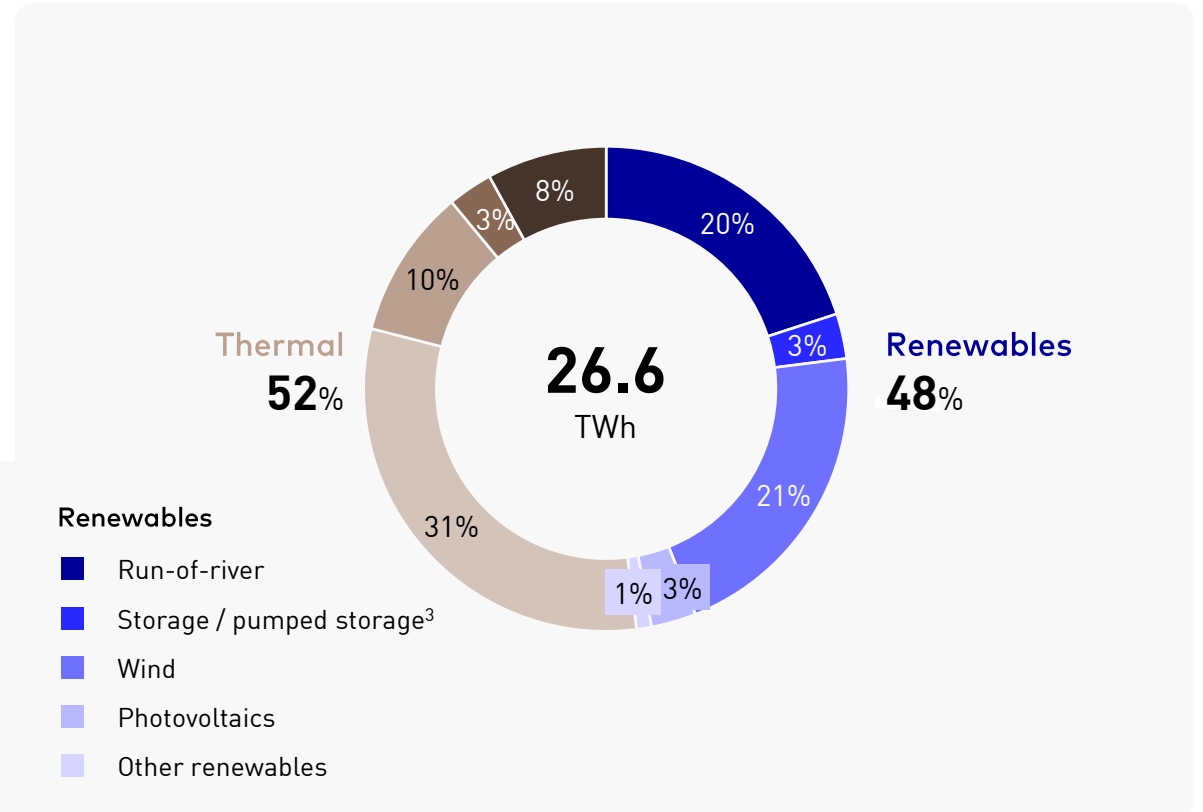
As of 31 December 2023;
¹ Not allocated (5)

Renewables as a main driver of sustainability already account for almost half our generation capacity

Installed generation capacity 2023¹
in %



Own generation 2023^{1,2}
in %







¹ Generation capacity and own electricity generation include long-term procurement agreements and partly owned power plants.

² Generation volumes are reported without the volumes for positive redispatch that cannot be controlled by EnBW. Own generation including positive redispatch in 2023 was 29,013 GWh.






³ Storage / pumped storage power plants using natural flow of water including pumped storage power plants that do not use the natural flow of water.

With our integrated business model, we contribute to the UN's Sustainable Development Goals (SDGs)

Four key SDGs at EnBW – activities and performance indicators (examples)





 <p>SDG 7: Affordable and clean energy</p> <ul style="list-style-type: none"> • Expansion of renewable energies (RE) • Climate-friendly products (e. g. green electricity) <p>KPI: installed output RE, Customer Satisfaction Index</p>	 <p>SDG 9 Industry, innovation and infrastructure</p> <ul style="list-style-type: none"> • Expansion and operation of electricity/gas grids • Research, development, and innovation management <p>KPI: System Average Interruption Duration Index (SAIDI)¹ electricity, gas</p>	 <p>SDG 11 Sustainable cities and communities</p> <ul style="list-style-type: none"> • Expansion of quick-charging infrastructure for electromobility • Expansion of broadband infrastructure <p>KPI: number of EnBW quick-charging stations in Germany</p>	 <p>SDG 13 Climate action</p> <ul style="list-style-type: none"> • Climate neutrality by 2035 • Biodiversity at EnBW sites <p>KPI: CO₂ intensity (generation), CO₂ emissions</p>
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Other important SDGs at EnBW

				
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¹ SAIDI (System Average Interruption Duration Index): all unscheduled interruptions to supply at our distribution grid operators for electricity and gas that last more than three minutes for the end user

We aspire to be an ESG leader and count ESG ratings among our key performance indicators

			Status quo
	ISS ESG ¹	ESG Rating	B Prime Status
	MSCI ²	ESG Rating	A Average
	Sustainalytics ³	ESG Risk Rating	30.2 High Risk
	CDP ⁴	Climate Rating	A- Leadership

¹ ISS ESG scale: A+ to D- (absolute best-in-class basis; Prime Status awarded)

² MSCI scale: AAA to CCC (Leader AAA-AA; Average A-BB; Laggard B-CCC)

³ Sustainalytics scale: 0 to 40+ (risk score: Negligible 0-10; Low 10-20; Medium 20-30; High 30-40; Severe 40+)

⁴ CDP scale: A to D- (Leadership A/A-; Management B/B-; Awareness C/C-; Disclosure D/D-)



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The future is renewable.



A different future is possible. With clean and safe energy for all. With communities that stick together. And with a corporate culture that has society's best interests at heart.

At EnBW, we have chosen the path of renewal. Together with society, politics, industry, and science, we are building the climate-neutral and equitable future of energy.

We have made environmental, social, and governance (ESG) management an inherent part of our business and are driving forward our sustainable development with the EnBW Sustainability Agenda.

ESG is implemented at EnBW on both the core business and sustainability function level

Sustainability considerations are inherent to our business in energy and infrastructure. Therefore, our ESG activities are defined by both our overall strategy and our dedicated sustainability function.

Corporate strategy

Develops sustainable business models

Core business

Sustainability function

ESG management

Defines and implements ESG standards and processes in all business areas



EnBW Sustainability Agenda

Focuses ESG activities with measures targeted at priority topics

Our latest sustainability achievements in 2023 showcase the continuous advancement of ESG at EnBW



Human rights

EnBW Declaration of Human Rights in accordance with Supply Chain Due Diligence Act (LkSG)



EU taxonomy

EnBW 2030 target of > 85% EU taxonomy-compliant CAPEX



CDP rating

CDP climate rating A- and first-time participation in CDP water rating (score C)



Sustainability Agenda

EnBW Sustainability Agenda 2.0 defines two focus areas (Energy of Change & Culture of Sustainability) and 14 measures along ESG themes



Energy of Change

EnBW builds the energy infrastructure of the future with security of supply in mind.
CO₂ emissions | RE capacity | NO

ESG Go24

Culture of Sustainability

EnBW makes corporate responsibility the benchmark actions.
Green finance | ESG ratings | PE

Building a renewable future with clean and reliable energy is the primary mission of sustainability management at EnBW



Long-term security of supply in a decarbonized world

This is what we have made our central mission as one of Germany’s main energy and infrastructure providers.

At the core of our ESG management and the EnBW Sustainability Agenda lies a best-in-class, science-based decarbonization path that allows us to maintain supply security as we transition to renewable energies.

For the sustainable financing of required investments, we target leading positions in ESG ratings with measures across the ESG spectrum.



Science-based (SBTi) decarbonization path
incl. 2028 coal phase-out²



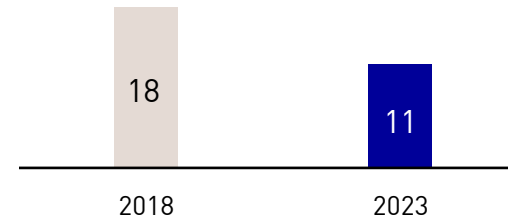
Robust human rights policies
incl. Declaration of Human Rights and Supplier Code of Conduct



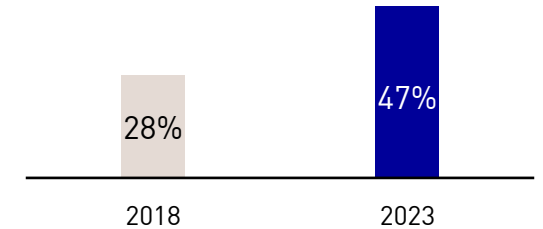
Sustainable governance
incl. investment decision process and EU Taxonomy alignment

Key achievements 2018–2023

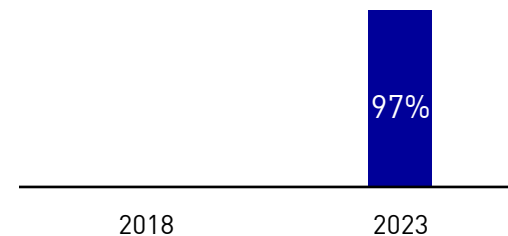
Cut emissions by more than a third
Scope 1 and 2 emissions (Mt CO₂eq)



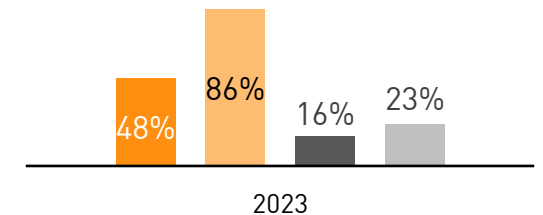
Increased renewable share of generation capacity by two thirds
RE share of generation capacity



Reached almost full Supplier Code of Conduct (CoC) coverage
CoC signatory share of suppliers



First mover in applying EU Taxonomy to business activities
Taxonomy-aligned activities 2023¹



¹ In addition to the mandatory disclosures on Taxonomy-aligned revenue, capital expenditure, and operating expenses, we also publish supplementary information on adjusted EBITDA. ² Based on the assumption that renewable energies will be ramped up as necessary and the significant progress in expanding the grids in accordance with the plans announced by the German government will be achieved.

Beyond climate protection, our ESG management and the EnBW Sustainability Agenda address our material ESG topics



Energy of Change



Culture of Sustainability

E

S

G

- M1**¹ Renewable energies
- M2** CO₂ reduction
- M3** Hydrogen
- M4** Customer solutions
- M5** Grid expansion
- M6** Circular economy
- M7** Biodiversity
- M8** Pollutants and water

- M9** Diversity and education
- M10** Human rights (esp. supply chain)
- M11** Stakeholder mgmt. in affected communities

- M12** Reporting, rating, and sustainable finance
- M13** Corporate management
- M14** Climate resilience

Environmental standards & processes

- Climate change
- Renewable energies
- Energy efficiency
- Waste management / resource efficiency
- Pollutant emissions
- Water management
- Biodiversity

Social standards & processes

- Health & safety
- Freedom of association / employee representation
- Diversity & inclusion
- Work-life balance
- Training and professional development
- Restructuring / just transition
- Safeguarding human rights in the supply chain

Governance standards & processes

- Green bonds
- EnBW investment decision process
- Compliance organization
- Responsible taxes
- Lobbying & political contributions
- Board of Management
- Supervisory Board
- Executive Board remuneration
- EU Taxonomy
- Cybersecurity

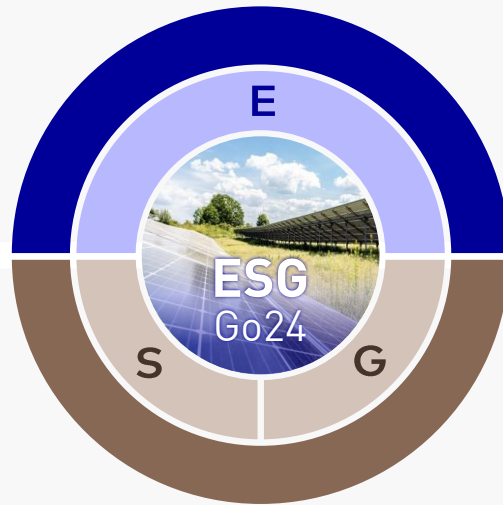
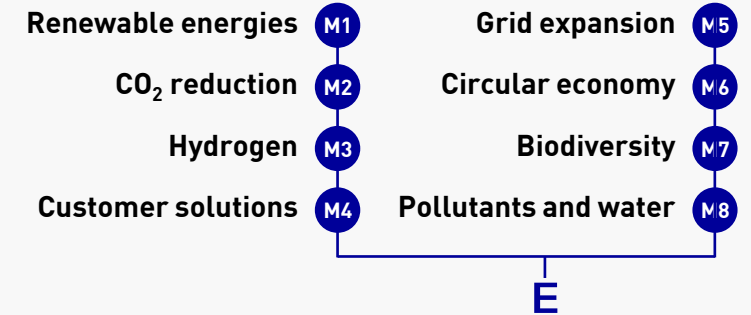
¹ "M" = measure, e. g. "M1" represents measure 1 of the EnBW Sustainability Agenda

The EnBW Sustainability Agenda 2.0 drives sustainable development with 14 ESG measures in two focus areas

Energy of Change

EnBW builds the energy infrastructure of the future with security of supply in mind.

CO₂ emissions | **RE capacity** | **NO_x and SO₂**



Culture of Sustainability

EnBW makes corporate responsibility the benchmark for its actions.

Green finance | **ESG ratings** | **PEI**



Measures in the Energy of Change focus area are targeted at environmental sustainability

Environment

M1 Renewable energies

RE share of 70% of generation portfolio by 2030. ESG data platform enables efficient project implementation along value chain.

M2 CO₂ reduction

Implementation coal phase-out 2028¹, fuel switch to H₂ + long-term net-zero target.

M3 Hydrogen & decarbonised gases

Responsible supply partner (15 TWh import) and user (South German natural gas pipeline (SEL)) of certified H₂ products and decarbonized gases.

M4 Customer solutions

Development of interconnected energy service portfolio for climate protection at home and on the move.

M5 Grid expansion

Grid reinforcement/modernization to integrate increasing no. of renewable energy systems and electric vehicles. Increasing share of sustainable customer services to 40% by 2027.

M6 Circular economy

Integration circular economy into projects incl. value-stream monitoring and increasing recycling rates.

M6 Biodiversity

Group policy and measures to increase biodiversity in projects.

M6 Pollutants and water

Target refinement based on rating requirements (pollutant emissions, water withdrawal, waste water).



¹ Based on the assumption that renewable energies will be ramped up as necessary and the significant progress in expanding the grids in accordance with the plans announced by the German government will be achieved.

Measures in the Culture of Sustainability focus area are aimed at social impacts and responsible governance

Social and Governance

M9 Diversity and education

Inclusive work environment, employee well-being (consistently high people engagement index), and employability with ambitious KPIs.

M10 Human rights (esp. supply chain)

Compliance with human rights due diligence obligations through risk analyses and improvement measures in own activities (incl. occupational safety) and supply chain.

M11 Stakeholder management in affected communities

Intensifying local stakeholder dialog through Group policy and specific communication concepts and measures.

M12 Reporting, rating, and sustainable finance

Significant optimization ESG reporting (i.a., MSCI: AA; Sustainalytics: <30), increase sustainable finance share to >50%.

M13 Corporate management

Sustainability as central component of business decisions, committee decisions, remuneration in top management, and corporate culture.

M14 Climate resilience

Ensuring resilience of business model through systematic climate risk analyses for all projects and existing infrastructure as well as specific mitigation measures.



We continue to standardize sustainable governance as an integral part of our corporate culture

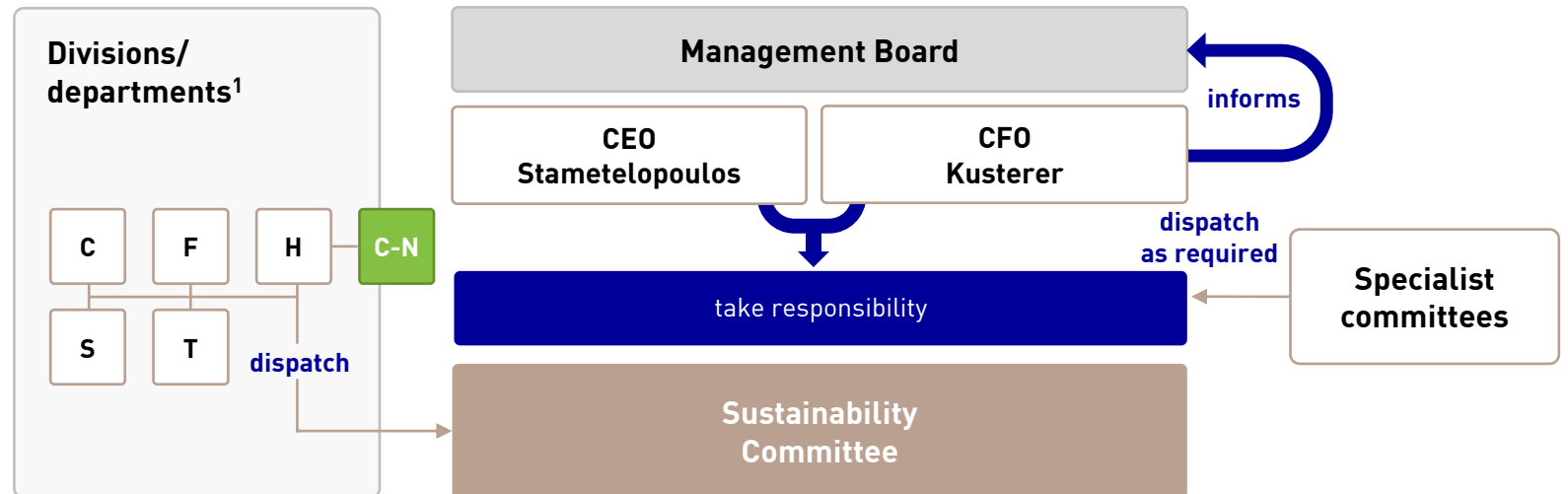
Sustainable corporate governance

- **Environmental/climate protection targets and key figures integrated in company-wide investment approval process** since 2018
- **Sustainability assessment as fixed component for approval by EnBW Investment Committee**
- **2035 climate neutrality target** and SBTi CO₂ reduction path guides corporate governance decisions
- Establishment of a **Sustainability Committee**

Sustainability management | EnBW

Sustainability Committee

- **Composition:** Business-unit managers relevant for ESG
- **Mandate:** Performance monitoring of measures and ESG ratings, trend analyses
- **Management:** CEO/CF0, technical coordination by sustainability function
- **Frequency:** Every six months



¹ Divisions/departments: C = Chief Executive Board; F = Finance; H = Sales, Legal, HR, Corp. Real Estate; C-N = Sustainability; S = System-Critical Infrastructure; T = Sustainable Generation Infrastructure

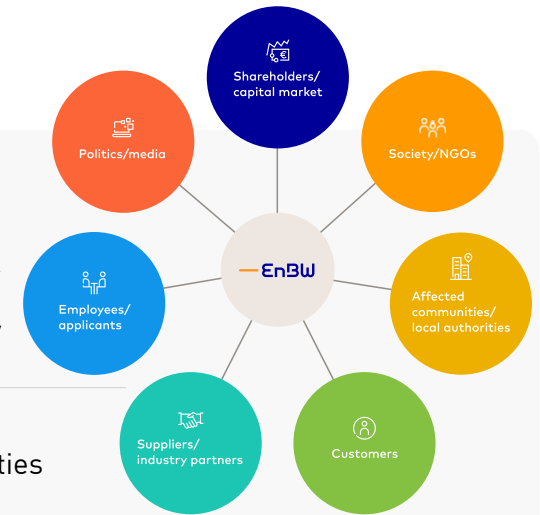
Extensive stakeholder engagement enables us to meet internal and external sustainability expectations

Stakeholder engagement

- **Continuous dialog** with internal and external stakeholders
- Stakeholders important factor in **planning corporate activities**
- Stakeholder expectations shape **strategic orientation/decisions**
- Based on transparent information, we engage in **critical and constructive discussions** on requirements for efficient, reliable, sustainable infrastructure
- We **further intensify** dialog with focus on **energy/mobility transition, climate protection, and sustainability**

Our stakeholders and selected examples of dialog formats

	Shareholders / capital market	• ESG dialog with investors
	Society / NGOs	• Dialog on environmental and social sustainability
	Affected communities / local authorities	• Group policy and project-specific action plans incl. communication concepts for local communities (under development)
	Customers	• Customer dialog, networking events, participation in trade fairs
	Suppliers / industry partners	• Networking events, resource efficiency congress "KONGRESS BW"
	Employees / applicants	• Employee communication, services, diversity campaigns
	Politics / media	• Discussion forums with politicians, local events, media communications



We actively engage with affected communities to inform and involve them in our infrastructure projects

In our sustainable infrastructure projects, we put strong emphasis on the dialog with affected communities. In 2023, numerous events were organized to involve and inform citizens, both on site and virtually, including the following selected examples:

GeoHardt geothermal project

The **closing event for a one-year, multistage dialog forum** was held at our GeoHardt geothermal project in March 2023 in which the participants presented the report on their findings to the two project partners EnBW and MVV. GeoHardt also **informed interested members of the public about the current status** of the geothermal project at a digital information event in May.

We held the **first large meeting with residents to mark the foundation** of our WärmeWerk Wörth. In cooperation with our partners – the City of Wörth am Rhein and Daimler Truck – **we informed** residents about measures that have been planned for investigating whether the deep geothermal energy could be used to provide heating to the local area and gave the residents an opportunity to ask questions.



Nuclear energy

In the area of nuclear energy, the main topic for dialog with citizens was the three-and-a-half-month extension of nuclear electricity production. We provided information on our procedures and stance on the subject at, for example, **a digital press event** held at the end of March 2023.

Information on the extension and end of electricity production and the latest news on the dismantling work at our two nuclear power plant blocks Neckarwestheim I and II was also provided in May at **two large press events held at the site in Neckarwestheim** that were attended by numerous representatives from the media.



Citizen participation platform


We plan, construct, and operate wind farms and photovoltaic power plants in direct partnership **with or through the participation of local authorities and citizens**. Local citizens are able to use the EnBW citizen participation platform **to participate financially in regional renewable energy projects**. Three projects funded through such citizen participation models were implemented in Steinheim, Allmendingen, and Häusern in 2023.




Transparent sustainability standards and reporting make ESG information accessible to all our stakeholders

Our sustainability guidelines and principles form the basis for responsible interaction with our stakeholders:


EnBW Policy Statement



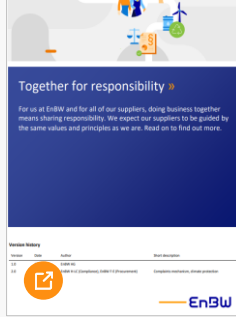
EnBW Group Code of Conduct




Declaration of Human Rights



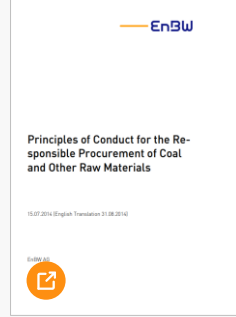
EnBW Supplier Code of Conduct



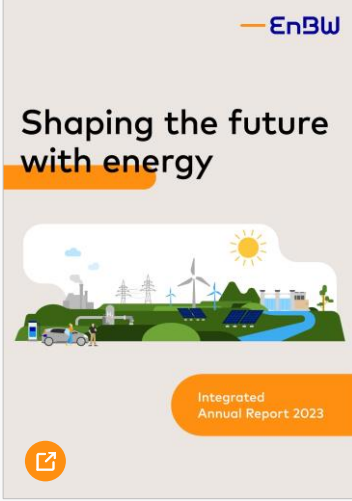
EnBW Tax Policy



Principles of Conduct for Responsible Procurement



Integrated Annual Report 2023



➤ Continuous alignment of sustainability standards/reporting with regulatory environment incl. CSRD, EU Taxonomy



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The foundation of responsibility.



To make our activities more and more environmentally and socially sustainable and ensure responsible governance, we continue to integrate environment, social, and governance (ESG) management in all business areas.

Our ESG standards, processes, and responsibilities constitute the organizational framework for all sustainability activities and initiatives at EnBW, including the EnBW Sustainability Agenda.

Long and medium-term sustainability targets



Science-based decarbonization path (scope 1 and 2 emissions)

(Climate neutrality by offsetting remaining emissions)

	Scope 1	Scope 2	Scope 3
2023	-34.34%	-56.30%	- 20.9%
2030	Scope 1 + 2: -70%		n.a.
2035	Scope 1 + 2: -83%		-43%



Proportion of female managers

(over all management positions)

	2023	Target 2030
Proportion of female managers	20.8%	30%

Dimension	KPI	2023	Target 2030
Finance			
Focus on the energy transition	Proportion of taxonomy-aligned expanded CAPEX in % ¹	-	> 85
Customers and society			
Reputation	Reputation Index	55	56 – 60
Customer proximity	EnBW / Yello Customer Satisfaction Index	130 / 161	148 – 157 / 155 – 175
Supply reliability	SAIDI electricity in min. / year	19.3	<20
Employees			
Employee engagement	People Engagement Index (PEI) ²	82	77 – 83 ²
	LTIF for companies controlled by the Group ^{3,4}	2.4	2.5 – 2.8
Occupational safety	LTIF overall ³	3.7	3.4 – 3.7
	LTIF energy ^{4,5}	-	≤ 2
	LTIF overall ⁵	-	≤ 3.3
Environment			
Expand renewable energies (RE)	Installed output of RE in GW and the share of the generation capacity accounted for by RE in %	5.7 / 46.9	10.0 – 11.5 / 75 – 80
Climate protection	CO ₂ intensity in g/kWh ⁴	347	90 – 110

¹ This performance indicator will be relevant to the ongoing management of the company from 2024 onwards.; ² Variations in the group of consolidated companies (all companies with more than 100 employees are generally considered [except ITOs]); ³ The LTIF for companies controlled by the Group excluding waste management and LTIF overall, which includes waste management, only includes companies with more than 100 employees excluding external agency workers and contractors.; ⁴ Newly fully consolidated companies are not included for a maximum transition period of three years.; ⁵ LTIF energy (excluding waste management) and LTIF overall, which includes waste management, cover the entire group of consolidated companies for the financial reports, including companies with less than 100 employees excluding contractors.; ⁶ The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW. If the share of positive redispatch that cannot be controlled by EnBW is taken into account, CO₂ intensity is 393 g/kWh for the reporting year (previous year: 508 g/kWh). The CO₂ intensity including nuclear generation for the reporting year was 366 g/kWh (previous year: 401 g/kWh). LTIF: Lost Time Injury Frequency SAIDI: System Average Interruption Duration Index

Short-term sustainability targets

Dimension	KPI	2023	Target 2025
Employees			
Diversity, Equity & Inclusion	Proportion of female managers first level below board of management (top management)	15.4%	>20%
	Proportion of female managers second level below board of management (senior management)	24.7%	>20%
Environment			
Reduction of pollutant emissions	SO ₂ intensity in mg/kWh ¹	204	-15% to -25% ⁴
	NO _x intensity in mg/kWh ¹	224	-10% to -20% ⁵
Waste water	Waste water intensity in l/kWh ^{1, 2, 3}	28.0	-20% to -30% ⁶

¹ The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW.

² Waste water is the total of the amounts of cooling and waste water that are discharged into surface water.

³ Procurement contracts are not included in the calculation of the performance indicator.

⁴ In relation to the base year 2018: 295 mg/kWh

⁵ In relation to the base year 2018: 337 mg/kWh

⁶ In relation to the base year 2018: 30.7 l/kWh

Overview of selected environmental KPIs

Environment

(2023 values)

46.9%

Share of generation capacity accounted for by renewable energies



347 g/kWh

CO₂ intensity of own electricity generation excluding nuclear



86.1%

Environmentally sustainable CAPEX



88%

Recycling rate



Environmental Key Figures¹

	Unit	2023	2022	2021	2020	2019
Greenhouse gases / carbon footprint						
Direct GHG emissions (Scope 1)	in million t CO ₂ eq	10.9	17.5	16.4	9.5	10.8
Indirect GHG emissions (Scope 2) ²	in million t CO ₂ eq	0.4	0.5	0.4	0.8	0.9
Upstream indirect CO ₂ emissions (Scope 3)	in million t CO ₂ eq	4.0	5.9	8.9	7.2	6.0
Downstream indirect CO ₂ emissions (Scope 3)	in million t CO ₂ eq	22.6	31.8	52.0	42.6	36.0
Classic air pollutants						
SO ₂ intensity of own electricity generation ^{3,4}	mg/kWh	204	259	233	226	181
NO _x intensity of own electricity generation ^{3,4}	mg/kWh	224	286	269	253	231
Water						
Extracted water ⁵	in million m ³	904	1,131	1,076	972	1,661
Water consumption ⁶	in million m ³	14	37	35	34	40

¹ The data reflect the subsidiaries and assets in the consolidation basis, if not remarked differently.; ² Market-based method. According to the location-based method, the Scope 2 emissions were 921 thousand t CO₂eq in 2022 and 875 thousand t CO₂eq in 2023.; ³ The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW.; ⁴ Includes long-term procurement agreements and partly owned power plants.; ⁵ Total extracted water from surface/river water, well/ground water and drinking water. Does not include water for the drinking water supply.; ⁶ Includes evaporation and waste water.

Overview of selected social and governance KPIs

Social and Governance

[2023 values]

83.3%

Employees under a collective bargaining agreement



6.6 days

Number of days for training / further education per employee



20.8%

Proportion of women in (all) management positions



19.3 min./y

SAIDI (electricity)





Social Key Figures¹

	Unit	2023	2022	2021	2020	2019
Employees						
People Engagement Index (PEI) ¹		82	81	82	83	-
Number of employees as of 31/12		28,630	26,980	26,064	24,655	23,293
Proportion of women in management positions	in %	20.8	19.5	18.1	17.2	17.4
Occupational safety						
LTIF for companies controlled by the Group ^{2,3} / LTIF overall ²		2.4/3.7	2.6/4.1	2.3/3.3	2.1/3.6	2.1/3.8
Security and supply						
SAIDI (electricity) in min. / year		19.3	16.6	15.8	15.3	14.5



¹ Variations in the group of consolidated companies (all companies with more than 100 employees are considered [except ITOs]). The performance indicator was reported for the first time in 2020. No figures are available for the comparative period 2019.; ² LTIF indicates how many LTI occurred per one million working hours performed. The LTIF for companies controlled by the Group excluding waste management and LTIF overall, which includes the area of waste management, only includes companies with more than 100 employees excluding external agency workers and contractors.; ³ Newly fully consolidated companies are not included for a maximum transition period of three years.

EnBW's Principal Adverse Impacts

Climate and other environment-related indicators			2023	Reference
Greenhouse gas emissions	1. GHG emissions	Scope 1 GHG emissions	10.91 million t CO ₂ eq	IAR 2023 ¹
		Scope 2 GHG emissions (market-based)	0.42 million t CO ₂ eq	
		Scope 3 GHG emissions	26.58 million t CO ₂ eq	
		Total GHG emissions	37.91 million t CO ₂ eq	
	2. Carbon footprint	Carbon footprint	calculated by the investor (or 37.91 million t CO ₂ eq)	IAR 2023 ¹
	3. GHG intensity of investee companies	GHG intensity of investee companies	calculated by the investor (or 0.85 million t CO ₂ eq/million €)	IAR 2023 ¹
Greenhouse gas emissions	4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	yes	
	5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources	Total final energy consumption: 1,146 GWh, of which non-renewable 79.4% Own generation: 26,552 GWh, of which non-renewable 52.2	IAR 2023 ¹ 
	6. Energy consumption intensity per high-impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high-impact climate sector	0.0258 GWh/million €	IAR 2023 ¹
Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	Indicator will be compiled in the future.	
Water	8. Emissions to water	Tons of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	The comprehensive data on water emissions, as requested under SFDR, is currently unavailable. Emissions into water bodies are governed by environmental permits, with all facilities adhering to the prescribed maximum limits.	
Waste	9. Hazardous waste and radioactive waste ratio	Tons of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average	Hazardous waste for reutilization: 62,734 t / Hazardous waste for disposal: 6,273 t Radioactive waste: 0.0002 g/kWh	EnBW Environmental Data 2023 

EnBW's Principal Adverse Impacts

Indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters

			2023	Reference	
Social and employee matters	10.	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	We are not aware of any violations of the UN Global Compact or the OECD Guidelines for Multinational Enterprises in 2023.	
	11.	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	Our due diligence process includes a thorough risk assessment of our business field and that of our partners to assess the likelihood and severity of any negative impacts on human rights within our value chains. We take preventive or remedial actions as needed and regularly monitor their effectiveness, adjusting measures when necessary.	Declaration of Human Rights 
	12.	Undadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	Indicator will be compiled in the future.	
	13.	Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	Board of Management: 20% Supervisory board: 35%	Our Board of Management EnBW 
	14.	Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons, and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	No	



1. Why sustainability matters to us
2. How we manage sustainability
3. ESG facts & figures

3.1 Environment

3.2 Social

3.3 Governance

Taking action for climate protection.



We consider it a major task of the entire Group to protect the climate and environment, use resources responsibly, and conserve biodiversity.

We meet this responsibility by systematically expanding renewable energies and by means of our related targets and action plans.

Our environmental standards set the bar for the cross-departmental task of environmental protection

Environmental policy



- EnBW is committed to protecting the environment and nature. The environmental policy is part of EnBW’s Code of Conduct and signed by our CEO. In addition, the internal directives of EnBW AG for environmental and energy management set further standards for our environmental commitment.

Structures and responsibilities



- The cross-departmental task of environmental protection lies with the EnBW board member responsible for technology. Responsibilities and authorities are distributed over the management representative for environment/energy, the heads of business/functional units, and environmental coordinators for environmentally relevant business and functional units.

Our EnBW AG environmental and energy management system describes structures of emergency and crisis management and serves the purpose of avoiding possible emergencies and crises as well as controlling.

Targets/KPIs	Performance indicator	2023	Target 2025	Target 2030
Expand installed renewable energies (RE)	Installed RE capacity in GW and share of RE in generation capacity in %	5.7 / 46.9	6.5 to 7.5 / >50	10.0 to 11.5 / 75 - 80
Implement climate protection / reduction potential of greenhouse gases	CO ₂ intensity in g/kWh ^{1,2,3}	347	380 - 440	90 - 110
Science Based Targets initiative (SBTi)	Emission reduction compared to 2018	36%	-	70% (scope 1 and 2)
Reduction of pollutant emissions	SO ₂ intensity in mg/kWh ^{1,3}	204	-15% to -25% ⁴	-
	NO _x intensity in mg/kWh ^{1,3}	224	-10% to -20% ⁴	-
Reduction in cooling/waste water volumes	Waste water intensity in l/kWh ^{1,5,6}	28.0	-20% to -30% ⁴	-

Environmental/energy management system



- The environmental management system of EnBW AG is certified according to DIN EN ISO 14001. It is supplemented by energy-specific topics to meet the requirements for an energy management system according to DIN ISO 50001. In 2023, 74.8% of our operations (measured in % of employees) were certified to ISO 14001 and 50.8% were certified to ISO 50001.

¹ The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW.; ² If the share of positive redispatch that cannot be controlled by EnBW is taken into account, CO₂ intensity is 393 g/kWh for the reporting year (previous year: 508 g/kWh). CO₂ intensity including nuclear generation for the reporting year was 366 g/kWh (previous year: 401 g/kWh).; ³ Includes long-term procurement agreements and partly owned power plants.; ⁴ Based on the reference year 2018.; ⁵ Waste water is the total of the amounts of cooling and waste water that are discharged into surface water.; ⁶ Procurement contracts are not included in the calculation of the performance indicator.

The EnBW Climate Transition Plan lays out our path to climate neutrality

A Climate Transition Plan is

- a time-bound action plan that clearly outlines how an organization will pivot its existing assets, operations, and entire business model towards a trajectory that aligns with the latest and most ambitious climate science recommendations
 - halving greenhouse gas (GHG) emissions by 2030
 - reaching net-zero by 2050 at the latest, thereby limiting global warming to 1.5°C

Important elements contain information on

- asset transition strategies
- investment decisions
- stakeholder engagement
- risk assessment and mitigation
- innovation and research

 [EnBW Climate Transition Plan](#)



Contents EnBW Climate Transition Plan



Board statement



Climate emergency



Company profile



Decarbonization journey



Our target



Our strategy



Risk management

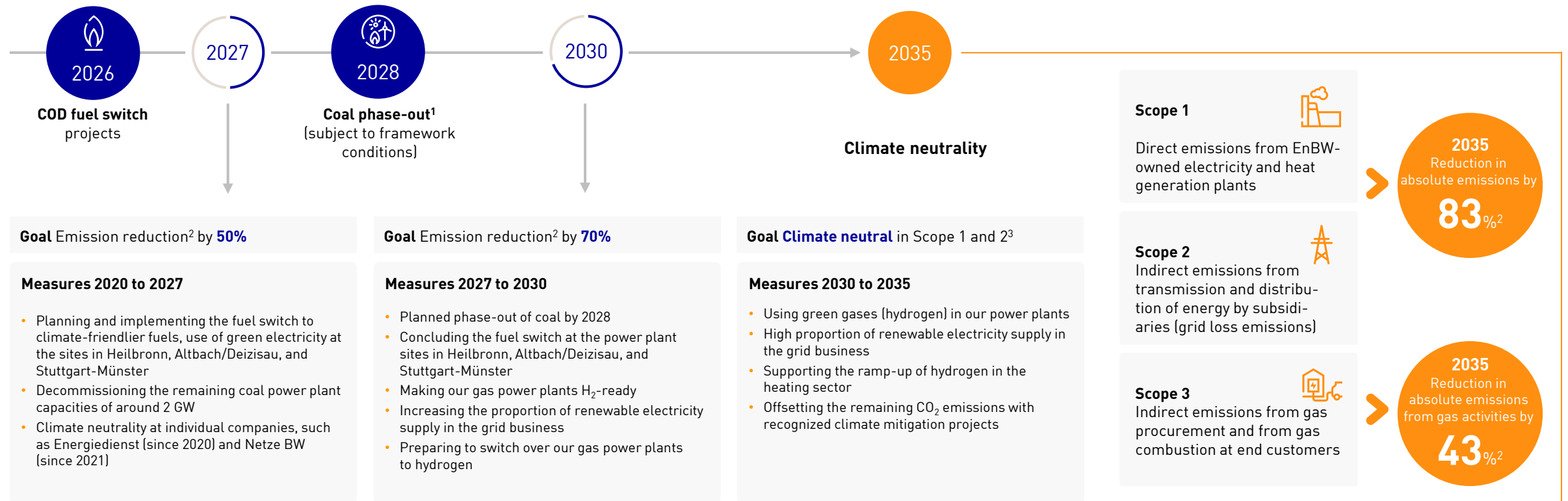


Supporting our plan



With our ambitious, science-based climate protection goals we are targeting climate neutrality in 2035

SBTi validated goals

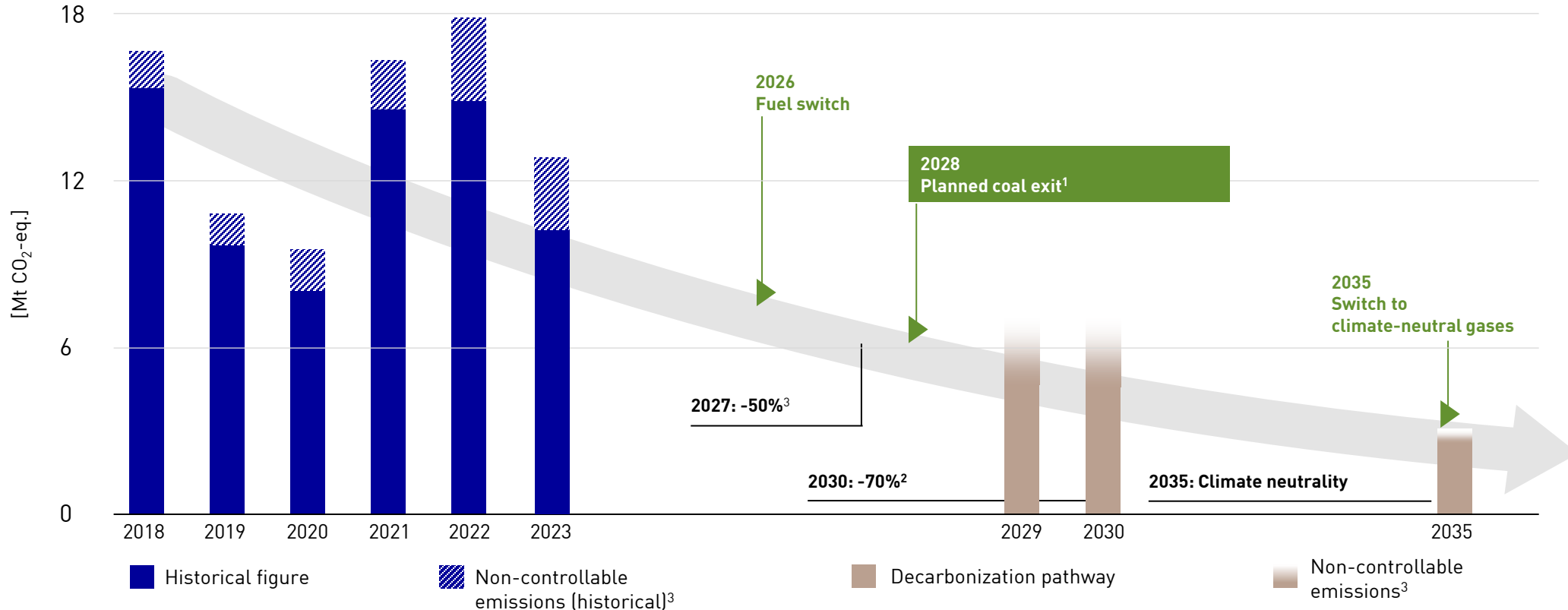


Climate Protection Goals

¹ Based on the assumption that renewable energies will be ramped up as necessary and the significant progress in expanding the grids in accordance with the plans announced by the German government will be achieved. ² Relative to 2018 base year; ³ Achievement of our climate protection targets in line with the 1.5-degree path of the Paris Agreement

Fuel switch, early coal phase-out, and switch to climate-neutral gases are key milestones for climate neutrality

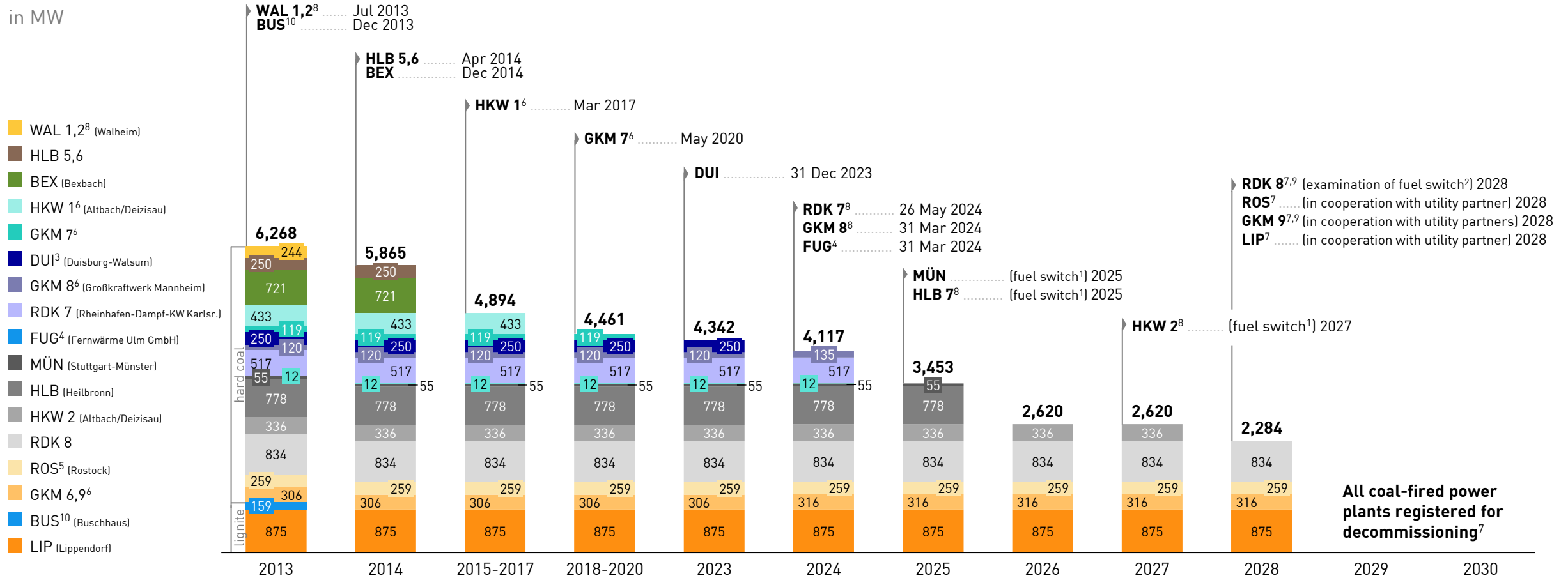
EnBW's CO₂ footprint (scope 1)



¹ Based on the assumption that renewable energies will be ramped up as necessary and the significant progress in expanding the grids in accordance with the plans announced by the German government will be achieved. ² Scope 1 & 2 compared to 2018; ³ Non-controllable emissions: emissions from reserve power plants and redispatch operations not controlled by EnBW

We have started the decommissioning of our coal-fired power plants in 2013 and aim to conclude it in 2028

in MW



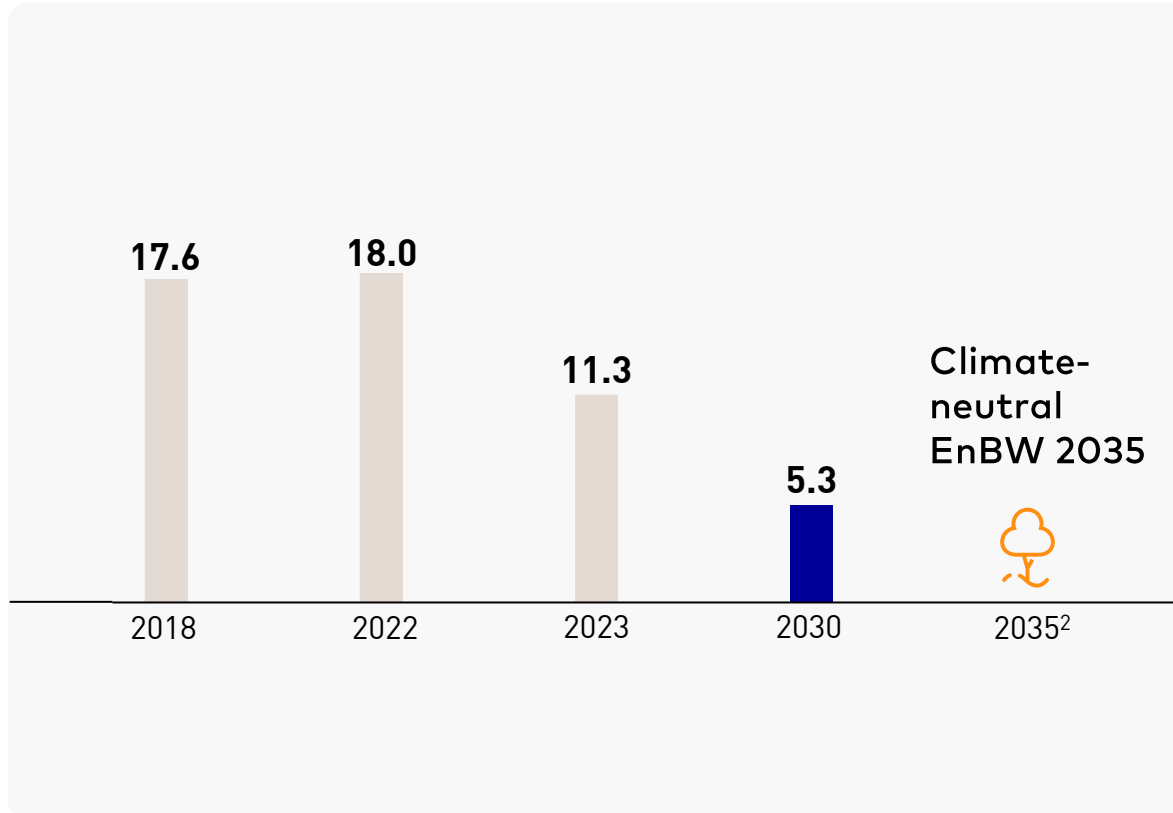
1 Fuel switch from coal to natural gas, switch to climate-neutral gases such as green hydrogen until mid-2030s
 2 Examination of options to switch to climate-neutral dispatchable generation (fuel switch to climate neutral gases, e. g. green hydrogen)
 3 Duisburg-Walsum: electricity supply contract with STEAG AG
 4 Fernwärme Ulm GmbH: EnBW and Stadtwerke Ulm/Neu-Ulm GmbH (SWU) each hold a 50% share in Fernwärme Ulm GmbH (FUG), temporary return of the coal-fired units to the electricity market (max. March 2024)
 5 Rostock: joint power plant EnBW (50.38%), Rheinenergie (49.62%)

6 GKM: Joint power plant RWE Generation SE (40%), EnBW Energie Baden-Württemberg AG (32%) and MVV RHE GmbH (28%); from 2024, EnBW's share to increase by 15 MW for GKM8 and by 10 MW for GKM6
 7 Provided the energy transition progress allows a coal exit by 2028
 8 Market decommissioning as planned, transfer to grid reserve
 9 Market decommissioning as planned, transfer to grid reserve expected
 10 Power purchase agreement

Climate neutrality by 2035 and further sustainability targets determine business activities

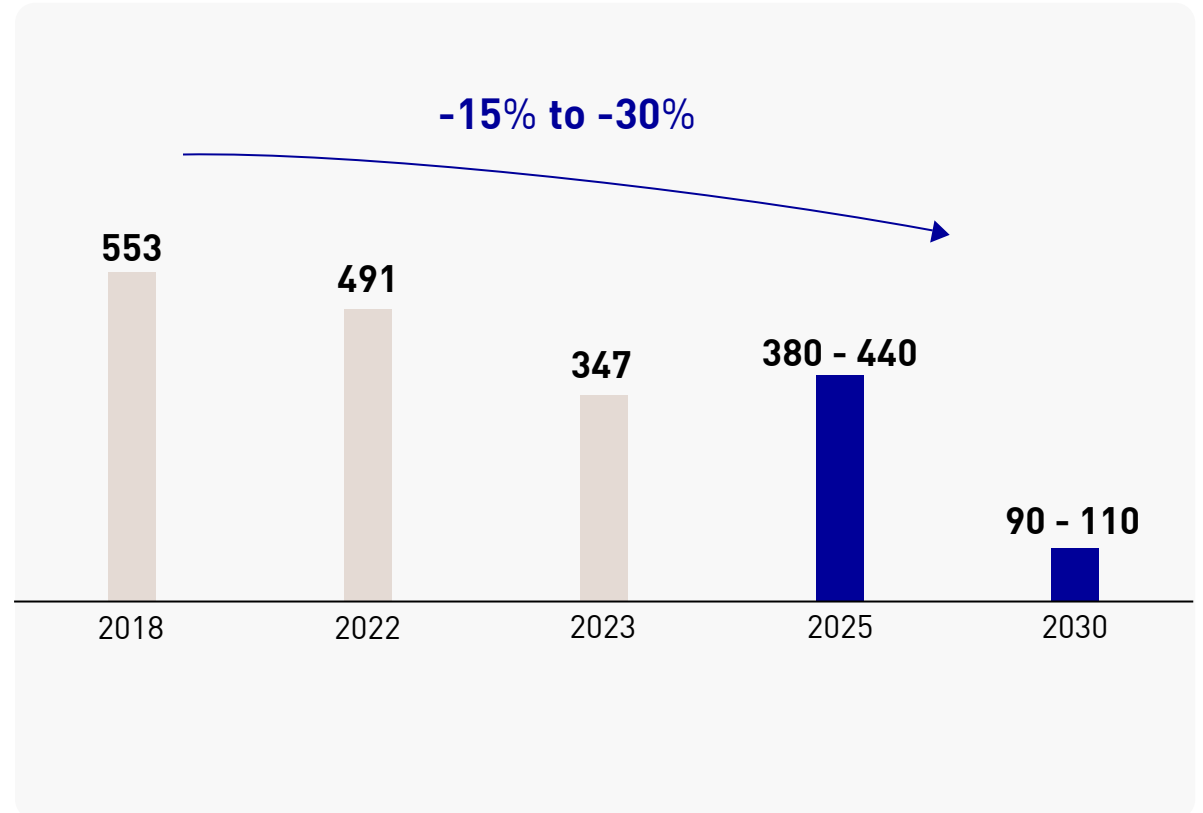
EnBW Group carbon footprint¹

Mt CO₂eq (excluding supply chain)



Carbon intensity of own electricity generation

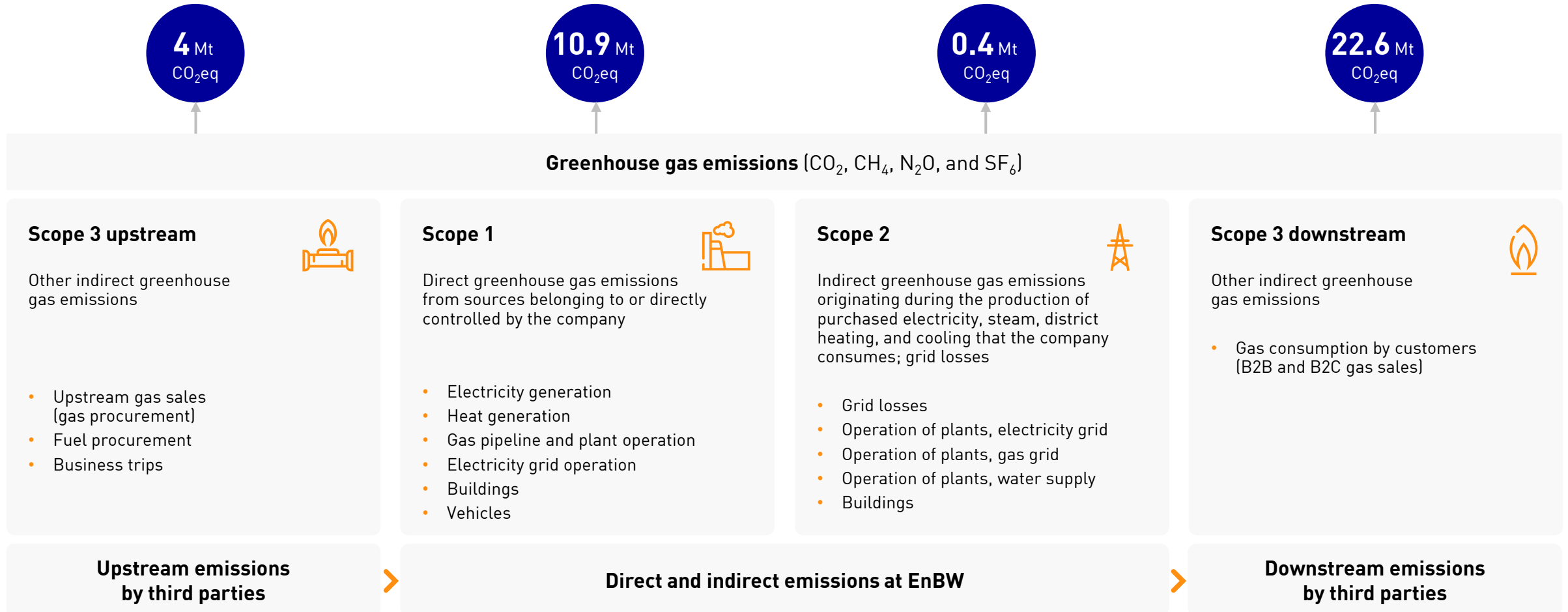
g/kWh (excluding nuclear power and redispatch)



¹ EnBW's climate neutrality target relates to its own emissions (scope 1 and 2). The target relates to CO₂eq (CO₂, CH₄, N₂O and SF₆). Base year 2018.

² Includes a portion of offsetting residual emissions by purchasing recognized offset allowances.

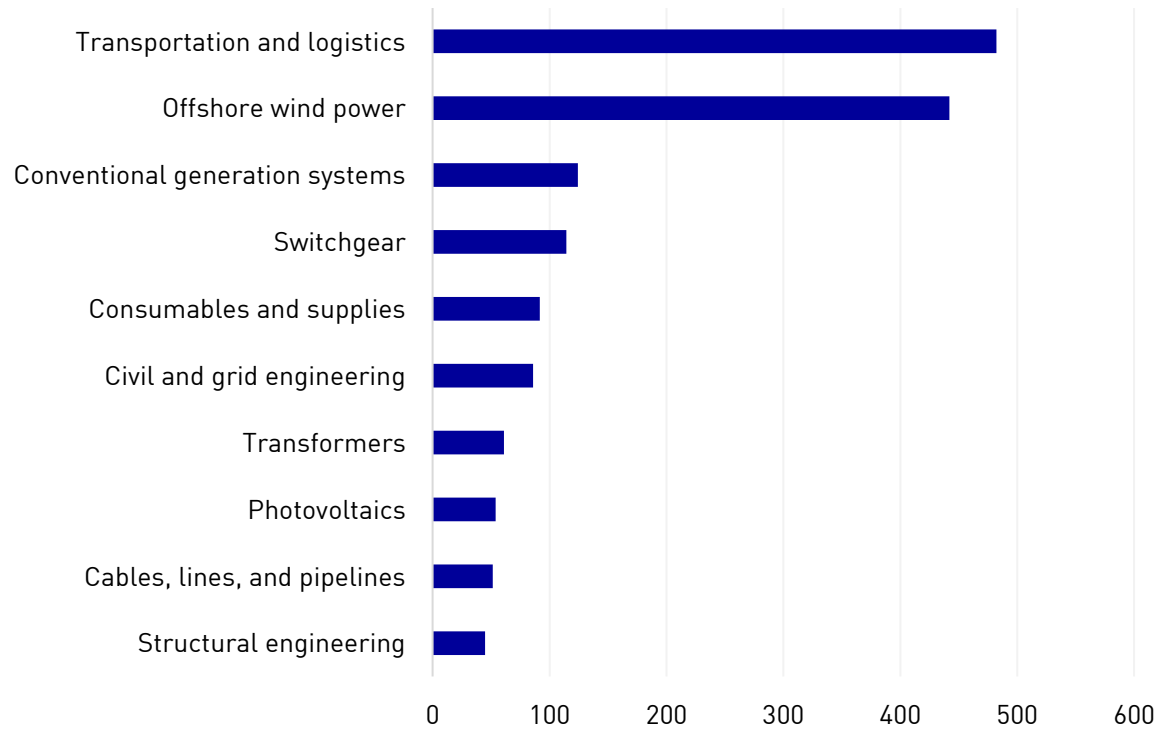
Scopes 1 and 3 (downstream) accounted for most emissions associated with EnBW in 2023



We are working with suppliers to reduce carbon emissions in our supply chain

EnBW's supplier markets with the largest carbon emissions...¹

(kt)



...are the basis for activities to reduce supply chain emissions at EnBW.



Digital carbon emission tracking tool established for transparency on supply chain emissions; hotspots identified for prioritization and in-depth analysis regarding reductions

Detailed analyses performed for individual goods and services; reduction measures – such as for electric vehicle charging sites – launched in collaboration with suppliers



Carbon emissions as a significant award criterion in tenders, i. a. with contractual requirement for suppliers to formulate and document clear carbon emission reduction goals covering both direct and indirect emissions in areas such as photovoltaics



Targeted collaboration and partnerships to achieve carbon emission reductions jointly with EnBW suppliers

¹ Based on contracts concluded in 2022; excluding coal and gas procurement

Renewables are to account for half our generation capacity by 2025 and over three quarters by 2030

46.9%

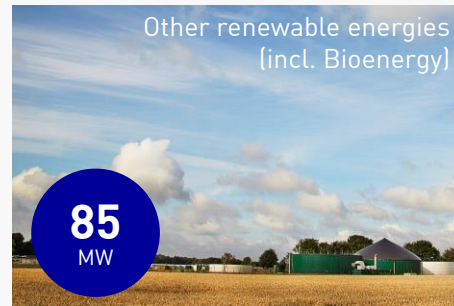
of power generated from renewable energies in 2023

5.7 GW

installed capacity of renewable energies in 2023

> 50% / 75-80%

target share of renewable energies in total power generation in 2025/2030



Installed capacity

Powering a renewable future

- Since 2012, investment of ~five billion euros in renewable energies – in Germany and abroad. A further four billion is set to be invested between 2021 and 2025. Renewable energies will account for 50% of our generation portfolio's installed capacity by 2025.
- Until 2030, further increase of renewable energies share to 75–80% of installed capacity.
- Projects in Germany, UK, Sweden, France, and Turkey.

We are investing in the expansion of all major forms of renewable energy generation



Wind offshore

Offshore wind farms have huge capacity potential:

Largest offshore project in Germany's energy transition: Since early 2020, "EnBW Hohe See" and "EnBW Albatros" joint project in the North Sea fully connected to the grid.

EnBW remains on course for growth: "He Dreiht" wind farm in the North Sea with total capacity of around 900 MW.

 Wind offshore



Wind onshore

A tailwind for wind power – our onshore projects:

Onshore wind farms with capacity of over 800 MW connected to German grid.

EnBW is one of Germany's leading wind farm developers and operators.

 Wind onshore



Solar (PV)

Solar energy from the field:

Continuous increase in RE power generation share by building solar parks.

Photovoltaics third main pillar of EnBW's RE expansion strategy: Further expansion of solar energy – primarily in Germany – but also in selected international markets.

 Solar Energy



Hydropower

Sustainable energy from hydropower:

Hydropower isn't subject to weather influences. Long-time reliance of EnBW on this form of energy generation, resulting in above-average share of hydropower in its energy mix.

In many of our 67 plants, turbines have been spinning for over 100 years. We remain committed to this tradition in the future. Investment in modernization of our plants and environmental measures in surrounding areas.

 Hydropower



Bioenergy

Electricity & heat generation in biomass plants:

EnBW generates electricity and heat in biomass cogeneration plants and offers its customers bio natural gas as a renewable alternative to natural gas.

 Bioenergy

Our contribution to energy efficiency reaches beyond our own operations

Energy Efficiency and Climate Protection Network

- The EnBW Energy Efficiency and Climate Protection Network is a service for industrial customers which is used by more than 100 industrial companies
- EnBW also offers an online climate management system workshop which helps companies develop a climate protection strategy



Energy efficiency in buildings

- include reductions in carbon emissions and energy efficiency
 - 50% reduction in portfolio carbon emissions at the representative reference sites by 2025 and 75% by 2030
 - 10% reduction in energy consumption per employee at the representative reference sites by 2025 and 20% by 2030
- By 2023, we achieved a reduction of around 24% at the representative reference sites and exceeded the target
- A program to achieve a “climate-neutral real estate portfolio” was launched in 2023 for around 250 buildings (incl. e. g. energy-focused building refurbishments, expansion of PV plants, implementation of a building automation platform)
- Procurement of green power and biogas to reduce carbon emissions by some 11,500 tons p. a.

Energy efficiency in water supply

- At NETZE BW Wasser GmbH¹, water supply produces more energy than it uses
- “Hydraulic potential” converted into electrical energy by means of backward-running pumps before water is fed into the municipal distribution grid
- Offsetting electricity requirement of ~1.8 GWh p. a. by recovery of up to 3.7 GWh of electrical energy avoids ~2,200 tons of CO₂ p. a.
- Use of 100% green electricity for the grid

Green IT

- In the data center environment, energy consumption and energy efficiency are measured as power usage effectiveness (PUE)
- PUE = total energy consumed in the data center divided by the energy consumption of the IT components
- Significant reduction of energy consumption by, for example, using indirect free cooling and improving air flow management
- Significant consolidation of data center space based on high degree of virtualization and increasingly widespread use of cloud solutions
- Procurement of servers linked by one third to sustainable purchasing criteria
- Large number of processes and working methods digitized, leading to reduced paper consumption / number of car journeys

¹ Subsidiary of Netze BW GmbH operating in Stuttgart

We take measures to reduce and recycle waste products in and from our facilities



EnBW measures to improve waste management / recycling

Waste management

- Waste reduction and recycling
 - Continuous improvement to reduce the different types of waste generated in the individual business activities along the value chain
- Waste incineration
 - Disposal of waste by using the energy contained in it, for example to generate electricity and heat (e. g. at the CCGT plant in Stuttgart-Münster)
- Co-incineration of sewage sludge
 - Mechanically dewatered and thermally dried sewage sludge can be co-incinerated with coal (complying with the Sewage Sludge Ordinance)
 - This waste has so far largely been deposited in landfills or used in agriculture and in recultivation measures in depleted lignite deposits

KPIs	Unit	2023	2022	2021
Total waste	t	740,394	656,682	671,629
Non-hazardous waste for reutilization	t	587,542	568,510	580,283
Non-hazardous waste for disposal	t	83,844	22,715	21,841
Hazardous waste for reutilization	t	62,734	61,661	61,274
Hazardous waste for disposal	t	6,273	3,796	8,231
Recycling rate	%	88	96	96
Radioactive waste	g/kWh	0.0002	0.0006	0.0006



To achieve circular material flows, we are exploring and implementing various recycling approaches

Circular Business Assessment (CBA) 2023

- In 2023, EnBW commissioned Circular Business Assessment (CBA) by **Finnish consultancy Taival**
- **Circularity of entire business was assessed** based on questionnaire and interviews with experts
- **Result of CBA:**
 - EnBW has **established basic circularity capabilities** (in particular through commitment to decarbonization)
 - These **form good basis for moving on** to more ambitious and formalized approach in the next step



In the next step, we will derive appropriate measures for us and pilot these in selected business areas.

Selected examples of resource efficiency (circular economy)

1 Power plant by-products

Operation of power plants produces by-products such as fly ash, boiler ash, and gypsum. These are **reused as secondary raw materials in the building materials industry.**

Power plant by-products



2 Second-life batteries

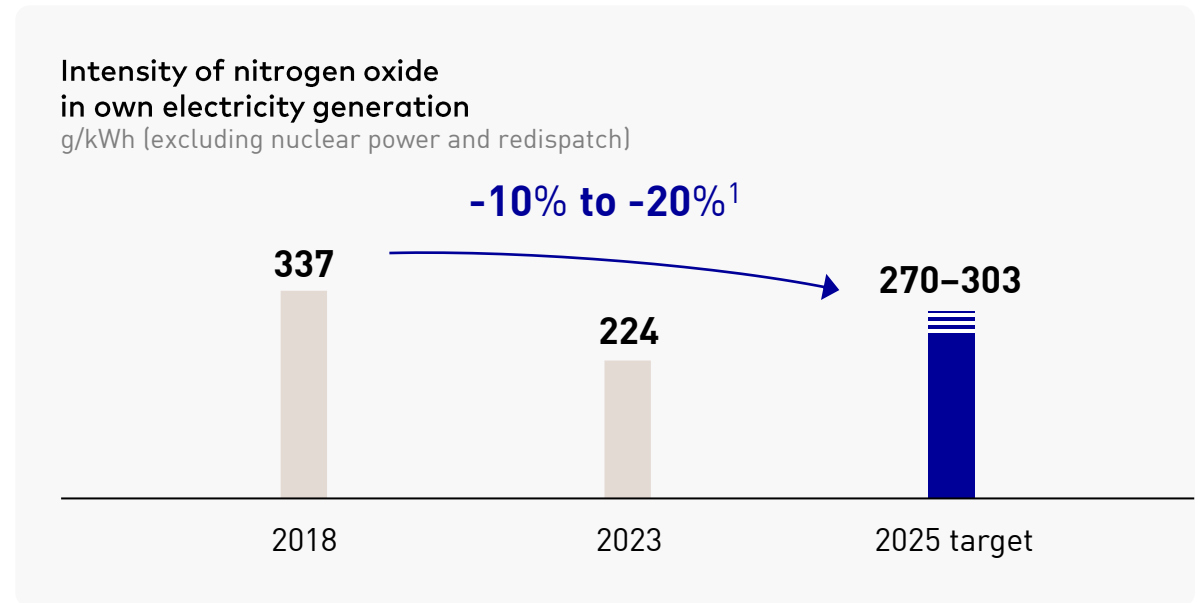
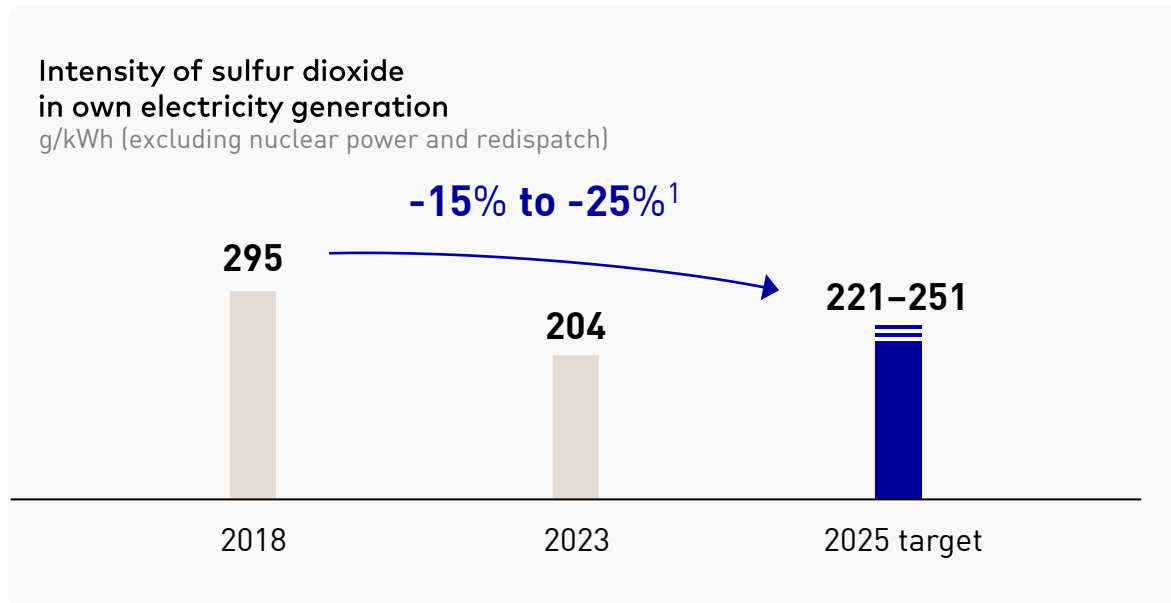
In conjunction with Audi, EnBW is currently testing whether withdrawn **car batteries can be given a new lease on life in stationary electricity storage systems.**

Second-life batteries



Our pollutant emission reductions have exceeded our 2025 targets

Targets



KPIs	Unit	2023	2022	2021
SO ₂	intensity in mg/kWh ^{2,3,4}	204	259	233
NO _x	intensity in mg/kWh ^{2,3,4}	224	286	269
CO	intensity in mg/kWh ^{2,3,5}	33.7	22.2	27.5
Particulate matter (total)	intensity in mg/kWh ^{2,3,5}	3.2	5.7	5.1

¹ Compared to the base year 2018; ² Values cover own electricity generation; ³ The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW.; ⁴ Includes long-term procurement agreements and partly owned power plants.; ⁵ Variations in the group of consolidated companies (excluding GKM, Fernwärme Ulm, and contracting plants). The performance indicator was reported for the first time in 2020. There are no values available for the comparative period 2019.

To reduce harmful emissions, we take control measures both in our power plants and power grids

Emission control includes all necessary measures to protect the environment from harmful effects of air pollutants, noise, vibration, heat, light, or electromagnetic fields.



Reduction of pollutant emissions

SO₂ and NO_x intensities of own electricity generation to be reduced by 15% to 25% and 10% to 20%, respectively, by 2025 compared to 2018 base year.

Our fossil-fuel power plants use three different methods of air quality control:

- Denitrification
- Dedusting
- Desulfurization

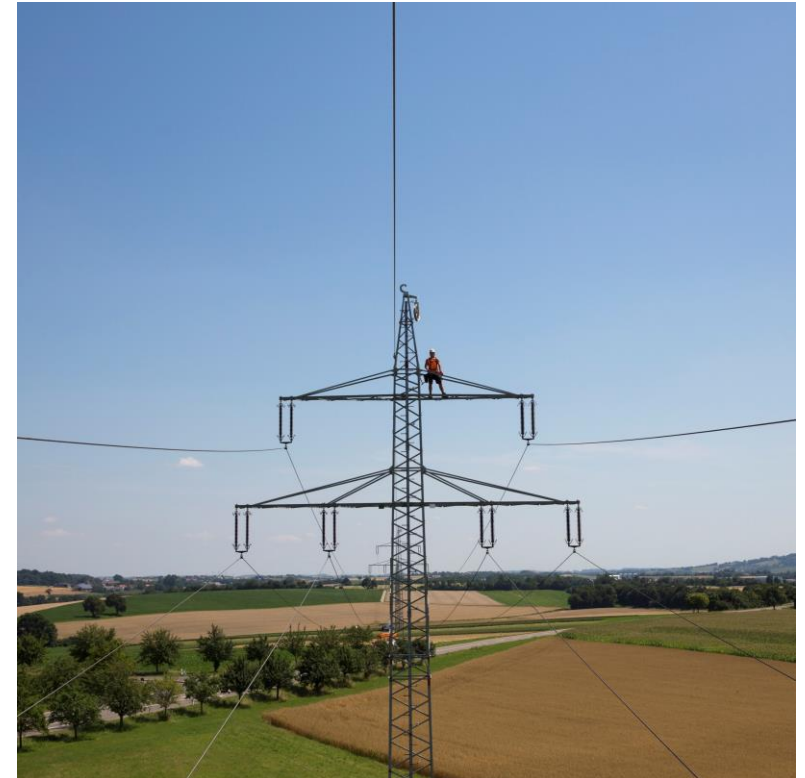
By optimizing our denitrification and desulfurization plants, we have been able to improve their separation efficiency. Shutting down coal-fired power plants, substituting with gas-fired power plants contributes to reduction of pollutants.



Emission control in power grids

- Noise emissions of extra-high voltage overhead lines
- Physically induced electric and magnetic fields of overhead lines, underground cables, and installations for transformation of electrical energy

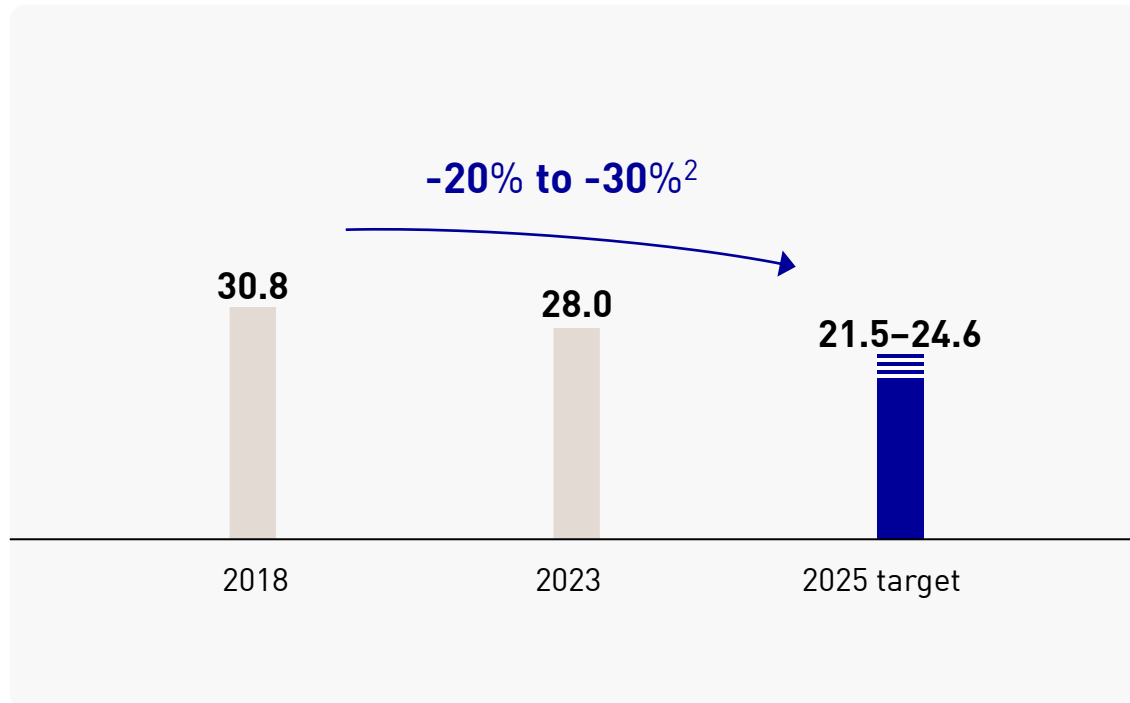
As independent transmission network operator, TransnetBW GmbH is responsible for all emission control measures and activities in its transmission grid.



We take measures to conserve water resources and obligate our suppliers to do the same

Cooling water / waste water discharge intensity¹ in own electricity generation

l/kWh (excluding nuclear power and redispatch)



Measures to relieve watercourses

- The burden on watercourses is reduced by increased use of modern cooling towers, new and more efficient power plants, and CCGT.
- We work with our suppliers to reduce our collective environmental footprint, including water, through our Supplier Code of Conduct. We intend to increasingly address water aspects with suppliers in the coming years.



CDP Water

- 2023 participation in the CDP Water Security Rating
 - Score: C for “Awareness” level (equivalent to the Europe regional average score (C))
- Further participation in the CDP Water Security Rating planned for the coming years



¹ Cooling water / waste water discharge = total of cooling water and waste water discharge to a surface waterbody

² Compared to the base year 2018

In our wind projects we assess environmental impacts thoroughly and provide adequate compensation

Every structure has an impact on the landscape and affects its immediate surroundings. The same goes for wind turbines. The protection of people and nature plays a key role in planning, constructing, and operating our wind farms.



Wind energy and environmental protection



No inspection, no wind park

- Wind turbines may only be built on sites designated for this purpose by federal and state planning laws, avoiding negative effects on other protected assets.
- Exclusion zones include conservation areas, air traffic routes, water protection areas, and other protective habitats.
- We only consider sites in legally sound locations and assess legal situation including immission control aspects, e. g. noise and shadow, at early stage.



Environmental reports

- We obtain numerous reports from external experts – often in field of biology – to ensure wind projects are compatible with people and nature.
- Relevant licensing body or competent authority specifies which and how many investigations must be carried out.
- Common reports include avifaunal and faunal surveys, reports on bats, noise, and shadow (e. g. [Goldboden-Winterbach](#) and [He Dreih](#) wind farms).



Compensation for disrupting the natural surroundings

- In constructing new wind turbines, we minimize disruptions to environment and provide compensation.
- We engage directly with affected communities and local authorities to take into account environmental concerns and draw up suitable compensation measures including reforestation, orchard planting, cleaning up ponds native to Swabian Alps (known as “Hülen”), and even recultivation of former ammunition depot.

Further biodiversity measures include participation in non-profit projects and on-site environmental integration



Examples of implemented measures preserving biodiversity



“Impulses for Diversity” funding program for native amphibians and reptiles and their habitats

- Initiated in 2011 together with Baden-Württemberg State Institute for the Environment (LUBW)
- EnBW first company in Germany to support conservation program promoting not just single species, but two groups of species throughout the state
- Since program’s start, 149 measures to preserve and improve habitats of native amphibians and reptiles funded throughout Baden-Württemberg



Bird protection in electricity grid operations

- Member of Vogelfundportal (birdstrike portal) project since 2020 (Netze BW)
- In cooperation with Baden-Württemberg Ministry of the Environment, VfEW, and NABU, we are equipping our medium-voltage overhead lines (around 27,000 km) in accordance with current bird protection standards



Flowering transformer stations

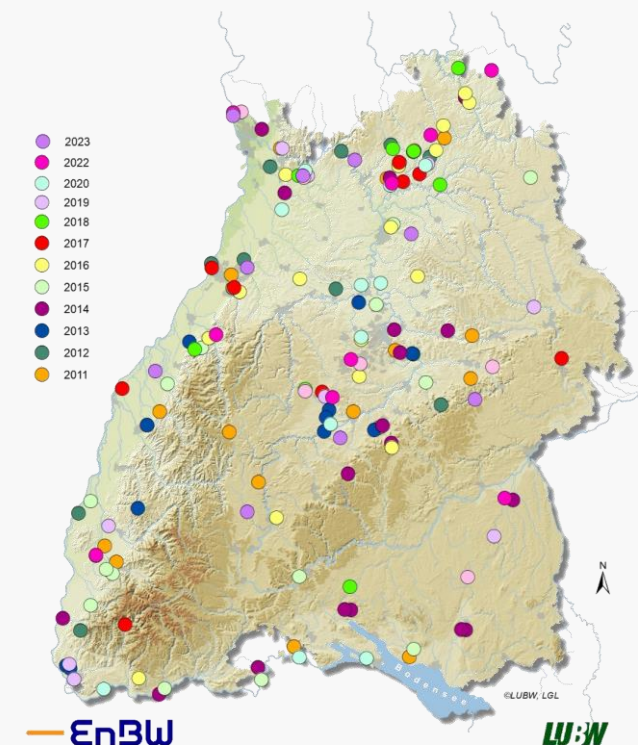
- Flower meadows covering ~122,000 m² created at 49 sites to promote biodiversity (Netze BW)
 - Hotspots for biodiversity with up to 60 different plant species per 10 m², providing food, protection, and refuge for native insects

Preserving fish, fauna, and microorganisms in waterways

- Building facilities allowing fish to ascend and descend rivers at the sites of hydropower plants

EnBW support program

Project funding in Baden-Württemberg from 2011 to 2023





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A photograph showing two workers in safety gear on the nacelle of a wind turbine. One worker in the foreground is leaning over, working on a component. Another worker is visible in the background. The scene is set against a sunset sky with another wind turbine visible in the distance.

Putting people first

At EnBW, we foster a culture of social responsibility towards our employees and suppliers.

We take measures to establish high social standards in the areas of occupational health and safety, diversity and anti-discrimination, training, employee development, and work-life balance, and deliver on our responsibility along the supply chain in accordance with the United Nations Guiding Principles on Business and Human Rights.

Our health and safety standards ensure the provision of appropriate protections for our workforce and the public

Health & safety policy



- EnBW is committed to safeguarding its employees, customers, and the general public from dangers to health connected with the performance of its work.

The safety regulations existing in the Group must therefore be followed and the legal regulations and the industry standards must be complied with.

- This is complemented by our internal *Group Guideline on Occupational Safety* and related provisions on e. g. hazardous substances and protective equipment.

Structures and responsibilities



- Health and safety lies within the responsibility of the Chief Operating Officer of EnBW Energie Baden-Württemberg AG.

The responsibilities, governance, and authorities in the organization are distributed over central (e. g. the Head of Occupational Safety and Preventive Fire Safety) and decentral representatives (e. g. heads of the business / functional units as well as safety officers, first aiders, and first responders).

- Emergency response: Responsibility is distributed between central (business continuity and crisis management) and decentral authorized departments and representatives (heads of the business and functional units, business continuity representatives, business process owners, and business continuity teams), as well as effected decentralized emergency organizations and support teams.

Health & safety management system



- Our occupational health and safety management system is based on international standards. Major EnBW units are already certified in accordance with OHSAS 18001/ISO 45001 (about one third of our operations, measured in % of employees, as of 31 Dec 2023).

A company-wide rollout has begun in order to further expand certification across the group.

Target KPIs	Performance indicator	2023	2025 target	2030 target
Occupational safety	LTIF for companies controlled by the Group ^{1,2}	2.4	2.1	-
	LTIF overall ¹	3.7	3.5	-
	LTIF energy ^{2,3}	-	-	≤ 2
	LTIF overall ³	-	-	≤ 3.3

EnBW Group Code of Conduct

¹ The LTIF for companies controlled by the Group excluding waste management and LTIF overall, which includes waste management, only includes companies with more than 100 employees excluding external agency workers and contractors.; ² Newly fully consolidated companies are not included for a maximum transition period of three years.; ³ LTIF energy (excluding waste management) and LTIF overall, which includes waste management, cover the entire group of consolidated companies for the financial reports, including companies with less than 100 employees excluding contractors.

We protect and promote our employees' health with needs-based treatments and preventive measures

Occupational health management at EnBW



- The health of our employees is very important to us. This is why we provide a wide range of health and prevention measures. These range from health days and nutritional counselling to courses such as stress management, back health, Nordic walking, autogenic training, progressive muscle relaxation, and yoga. We also provide optional annual check-ups, preventive examinations, and free vaccinations.

Structures and responsibilities



- Occupational medicine and health management department exercises statutory duties and powers of occupational health physicians as assigned to them by EnBW's Board of Management. Department mainly responsible for following managerial and coordinating tasks:
 - Occupational medicine (incl. e. g. implementation of preventive occupational health care based on risk assessment)
 - Occupational health management (incl. e. g. needs assessment)
 - Industrial and organizational psychology with needs and risk analysis for e. g. mental health
 - Physiotherapy with treatment of employees and supervisory personnel
 - Activities in the field of social medicine, travel medicine, vaccination medicine, ambulance and emergency care

Measures



- EnBW offers preventive, targeted and needs-oriented measures for employees of the core company¹, such as back and spine exercises, yoga, and Pilates. These courses are available online or offline.
- Awareness measures such as “2023 – the year of mental health” at EnBW through various communication channels such as Teams meetings and intranet postings
- Mandatory training on workplace design

Figures on occupational health management at EnBW

- Eight occupational health centers with around 40 team members
- Medical checkups: ~28,000 (2022); vaccinations: ~8,000 p. a.; physiotherapy treatments: ~2,000 p. a.; psychological consultations: ~1,700 p. a.

¹ Approx. 60% of total employees as at 31 December 2023.

Our social commitment includes our employees' freedom of association and the right to collective bargaining

Freedom of association policy



- We recognize the right of our employees to freedom of association and assembly as well as the right to collective bargaining. All employees have the right to form, join, remain within, or abstain from a trade union without any fear of discrimination or sanctions. Employees are free to disclose their union membership.

Memberships/commitments



- Since 2010, member of UN Global Compact network committed to complying with Ten Principles, including Principle 3 on freedom of association and the right to collective bargaining
- In addition, adherence to ILO core labor standards. These include freedom of assembly and association, the right to establish trade unions, and collective bargaining freedom.

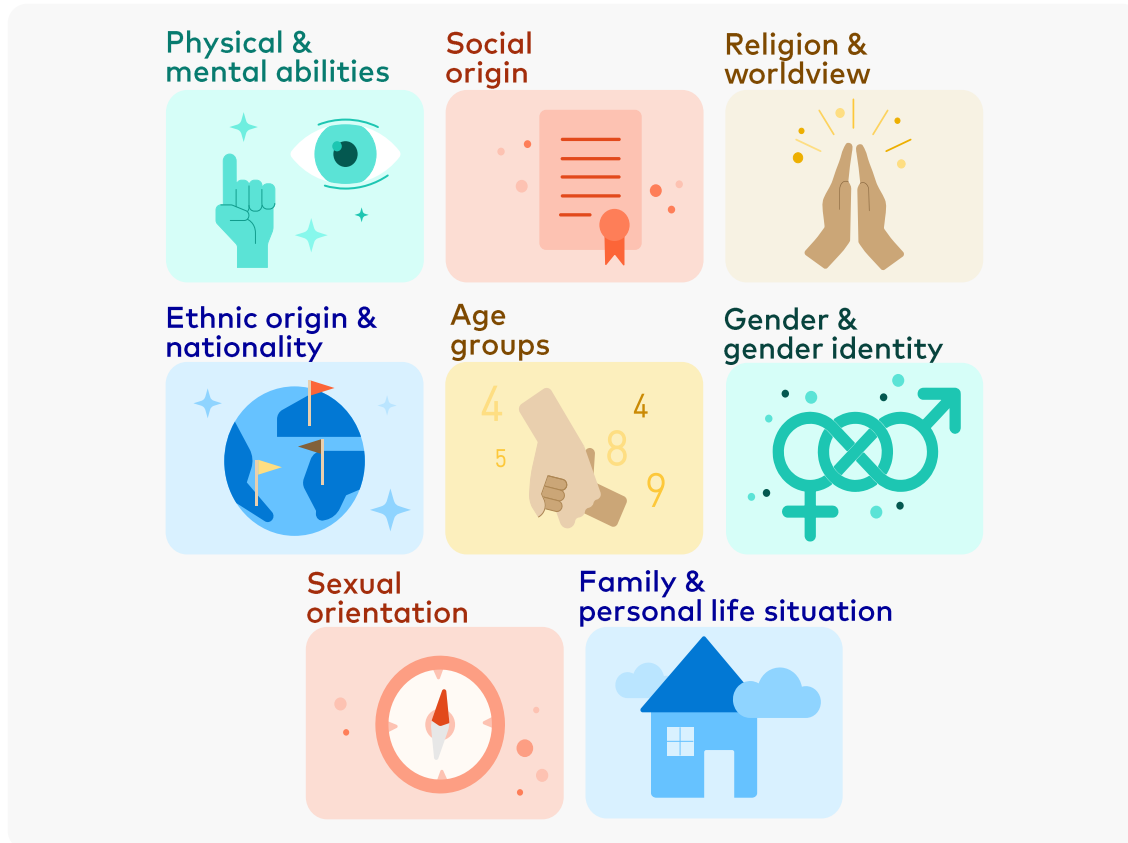
EnBW Works Council / collective bargaining agreements



- EnBW and Works Council work together trustfully and in cooperation with trade unions represented, complying with collective agreements (regarding salary, working hours etc.).
- More than 80% of EnBW Group employees are covered by collective agreements and negotiations.
- Prohibition of discrimination against works councils arises from Section 78 BetrVG. Furthermore, works councils have special protection against dismissal in accordance with Section 15 KSchG. This right cannot be circumvented because work council must be consulted prior to any dismissal. A judicial review would always be open through an action for protection against dismissal.

Any form of discrimination against our employees is prohibited in accordance with international standards

Our eight dimensions of diversity



Policy on non-discrimination



- We are committed to protecting our employees from discrimination on grounds of their race, ethnic origin, gender, religion or ideology, physical disabilities, age, or sexual identity. All harassment of employees is forbidden, whether in direct contact, in correspondence, by electronic means, verbally, or in any other way.

Memberships/commitments

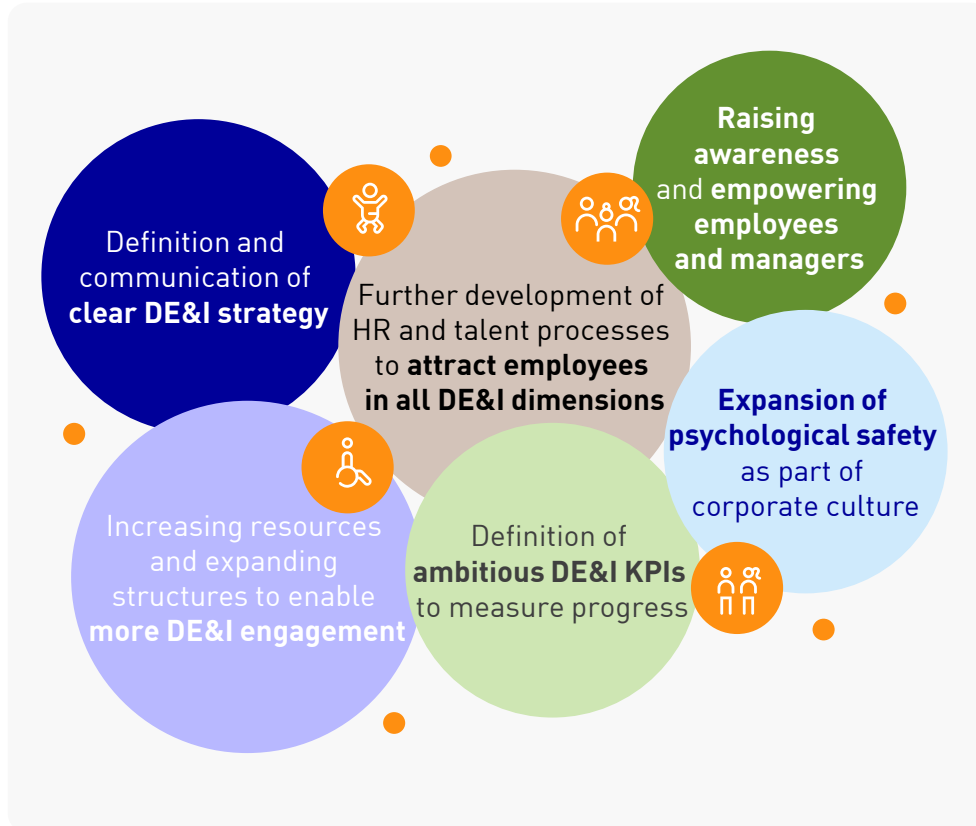


- Since 2010, member of UN Global Compact network committed to complying with Ten Principles, including Principle 6 on elimination of discrimination

 [EnBW Group Code of Conduct](#)

We actively promote diversity, equity, and inclusion with targeted measures and policies

Our fields of action in relation to diversity, equity, and inclusion (DE&I)



Diversity and anti-discrimination

Targets

- In both top management and upper management, the percentage of women is targeted to increase to at least 20% by 2025¹.
- By the end of 2030, the percentage of women over all management positions is targeted to increase to at least 30%².



Programs to promote diversity

- Mentoring
- Trainings on the General Equal Treatment Act
- Unconscious bias and maternity protection
- Engagement in networks (Charta der Vielfalt, Initiative Chef:innensache, Christopher Street Day) as well as internal networks women@enbw and pride@enbw



KPIs

- Proportion of women in management positions (all management positions): 20.8% (2023)³
- Women in top management: 15.4% (2023)⁴
- Women in upper management: 24.7% (2023)⁴



Selected measures

- In accordance with the law, maternity pay is paid six weeks before / eight weeks after the expected due date (amount of the net wage)
- Parental pay is regulated by BEEG⁵ as a percentage of the net wage (min. €300 – max. €1,800) for max. twelve to 16 months.



¹ Coverage of the target: EnBW AG; ² Coverage of the target: EnBW Group; ³ Coverage: EnBW Group; ⁴ Coverage: EnBW AG; ⁵ Bundeselterngeld- und Elternzeitgesetz (BEEG) = Federal Parental Allowance and Parental Leave Act

For our employees' work-life balance, we offer flexible working conditions and support in private matters¹

- **Flexible working time model:** Position and distribution of employees' daily working hours freely determinable between 6 a.m. and 7 p.m. to adapt to individual needs, taking into account legal requirements and operational needs. Possibility of temporary build-up of plus/minus hours.
- **Work from home:** Entitlement of employees of EnBW's core companies to work from home or other forms of mobile working, taking into account operational needs. I. e. working from home no longer an exception to be approved, but the rule, providing for necessary deviations only.
- **Children's offices:** Provision of "Kinderbüros" (children's offices) in Karlsruhe, Stuttgart, Esslingen, Biberach, Tuttlingen, and Neckarwestheim. In case of short-term cancellation of childcare or school lessons, children can be brought to the office.
- **Support and advice:** Provision of regularly updated information and organizational support, from parental leave to childcare. Arrangement of alternative care and general availability of emergency service for consultation, incl. regarding holiday programs and daycare slots. Provision of daycare for 0–6-year-olds in Stuttgart (EnBW City) and Karlsruhe and 0–3-year-olds in Biberach.
- **Family service for family members in need of care:** Offering of full and professional counselling on all aspects of care with our cooperation partner, beginning with exploring various care options and extending to specific assistance in negotiations with health insurance providers.
- **Further Benefits:** Profit sharing, energy price discount, company pension, accident/life insurances, health management, leasing offers for mobile devices, vacation homes

Our benefits



¹ Our flexible working and support measures are available to employees of our core company (approx. 60% of total employees as of 31 December 2023).

With our training and development program, we are committed to being an attractive, responsible employer¹

Measures to promote professional employee development



- Annual employee reviews to determine how each individual can quickly achieve their personal goals and unlock new perspectives
- Mandatory e-trainings and voluntary trainings on the internal platform “LernWerk”: This is a platform that enables employees to use new forms of self-directed learning for their professional training and development.
- Support for individual further education/training in the amount of 80% of course and examination fees
- Leadership development oriented to current development needs – in 2023, 53% of managers have participated as of 30 June 2023

KPIs	Unit	2023	2022	2021
Training / personnel development				
Total costs for training / further education	€	26,179,070	22,800,381	19,163,779
Total number of days for training / further education	days	189,894	179,885	190,858
Number of days for training / further education per employee	days	6.6	6.7	7.3
Number of employee performance reviews carried out	employees	24,227	23,024	20,749



¹ Information refers to our core company [approx. 60% of total employees as of 31 December 2023].

Employee protection is a top priority in restructuring processes in general and the coal phase-out in particular¹

Protection of employees through collective agreements



Our ambition is to avoid or at least mitigate possible adverse consequences of rationalization measures as far as possible with our "Collective agreement for the protection of employees against the consequences of rationalization" through

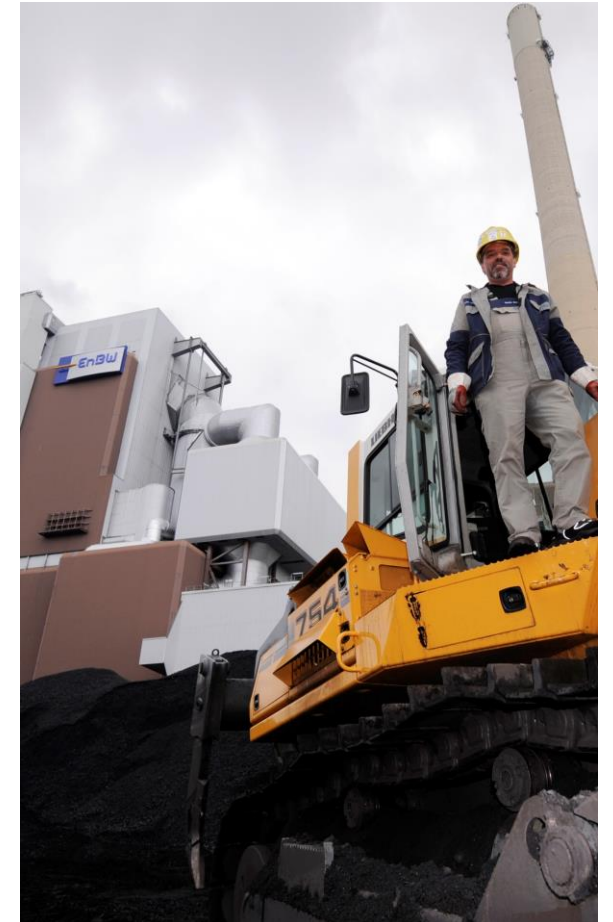
- the possibility of continued employment in the company
- retraining offers
- continued employment under changed working conditions (with a gradual reduction in previous allowances and bonuses)
- transfers with compensation for change of location
- severance pay arrangements upon termination of the employment relationship

We always endeavor to find socially acceptable solutions for employees in the event of restructuring. This may also include, for example, an extended offer of partial retirement. Dismissals for operational reasons are excluded under our focus collective agreement.

Coal phase-out – just transition



- Approx. 1,400 employees in conventional generation (excluding employees at nuclear power plants in the decommissioning process)
- EnBW delivers on its social responsibility: suitable HR instruments (such as further training) and forward-looking HR planning
 - Fuel switch secures locations and jobs.
 - Former conventional power generation employees are already contributing their technical expertise in other areas today, such as in offshore wind power.



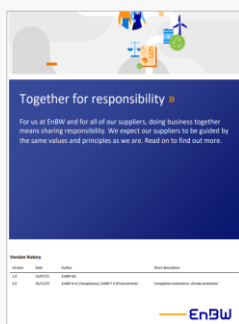
¹ Information refers to our core company [approx. 60% of total employees as of 31 December 2023].

We meet our responsibility to safeguard human rights in supply chains based on (inter)national law and standards


Performing human rights and environmental due diligence at EnBW



 [EnBW policy statement](#)



 [EnBW Supplier Code of Conduct](#)

- Effective 1 January 2023, **implemented requirements of German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG)**.
- **LkSG policy statement including governance structures** for implementation of LkSG, **results of risk analyses** and **mitigation measures** described.
- **Human rights policy** in line with **core human rights standards** and **United Nations Guiding Principles**.
- **EnBW Supplier Code of Conduct** as binding contractual component for all EnBW suppliers.
- **Constant development of employees and suppliers** on risk basis (e. g. training programs for all EnBW employees, risk assessments for all suppliers, implementation of preventive risk management, development of risk-mitigating measures in industry and corporate initiatives).
- **EnBW suppliers** undergo **intensive selection process** in order to **minimize human rights and environmental risks** for EnBW and its **value chains** during business initiation stage. Complaints procedure for reporting infringements implemented.
- Complaints mechanism available on  [Rules of procedure for the complaints mechanism](#)

 [More information on our webpage Supply chain](#)

Human rights due diligence at EnBW is grounded in risk analyses and internal institutions

Ensuring supplier commitment...



- 97% of procurement volume is covered by suppliers who have signed the EnBW Supplier Code of Conduct, committing them to human rights, social standards, environmental protection, honesty, fairness and integrity both in their own activities and in their supply chains.

 Sustainable supply chain | EnBW

... by targeted human rights and environmental risk management.



- Abstract risk analysis for procurement volume of approximately €5 bn
 - Automated risk assessment integrated into supplier management
 - Supply chain analysis standardized and established for main components, commodities, and source countries
 - Risks assessed and prioritized in major procurement categories



- Detailed risk analysis for suppliers established; when fully implemented will cover 700 A and B suppliers with increased risk potential



- Training and education program expanded to raise awareness among all EnBW employees
- Independent grievance mechanism put in place via enhanced compliance reporting processes
- Human rights steering committee established



1. Why sustainability matters to us
2. How we manage sustainability
3. ESG facts & figures
 - 3.1 Environment
 - 3.2 Social
 - 3.3 Governance

Making sustainability the standard.



By means of sustainable governance standards, we ensure responsible decision-making across the Group.

This includes our established compliance organization as well as the constant development of our activities, for example, to integrate sustainability into financial and management processes.

Our Board of Management's responsibilities including sustainability are shared between four board members



Dr. Georg Stamatelopoulos

Chief Executive Officer¹
and Chief Operating Officer
Sustainable Generation Infrastructure²



Thomas Kusterer

Deputy Chief Executive Officer
and Chief Financial Officer



Dirk Güsewell

Chief Operating Officer
Critical Infrastructure



Colette Rückert-Hennen

Chief Sales and
Human Resources Officer

Chairman¹

- Corporate development
- Sustainability
- Strategy and energy economy
- Communications / policy
- IT and Digital Office
- Corporate security
- Enterprise development and transformation

Sustainable Generation Infrastructure²

- Conventional generation / nuclear
- Renewable generation
- Coordination technology
- Waste management / environmental services
- Decentralized energy services
- Occupational safety, environmental protection, and crisis management
- Research and development
- Trading

- Accounting and tax
- Controlling
- Finance
- Investor Relations
- M&A
- Digital finance and finance transformation
- Equity investment management
- Purchasing
- Risk management / ICS
- Risk management for trading
- Venture Capital
- Performance in growth

- Distribution system operator electricity / gas
- Transmission system operator electricity / gas
- Grid technology
- Telecommunications
- Gas value chain
- Innovation management

- Personnel
- HR strategy
- Sales, marketing, and operations
- People-centered transformation
- Law
- Auditing
- Regulatory management
- Compliance management and data protection
- Boards and shareholder relationships
- Occupational medicine and health management
- Real estate management



¹ Dr. Georg Stamatelopoulos was appointed Chairman of the Board of Management effective 9 March 2024.

² He will continue to lead the company's Sustainable Generation Infrastructure division until his successor has been appointed.

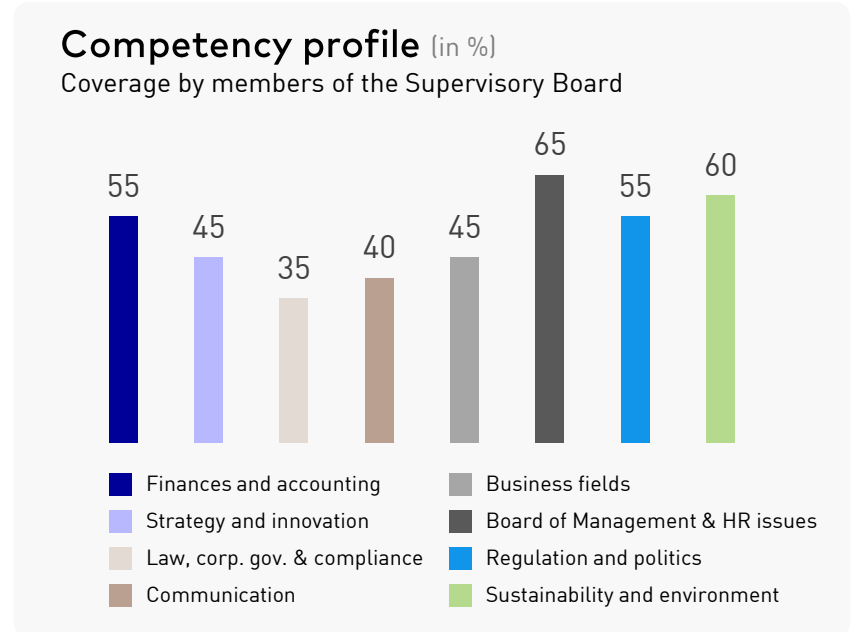
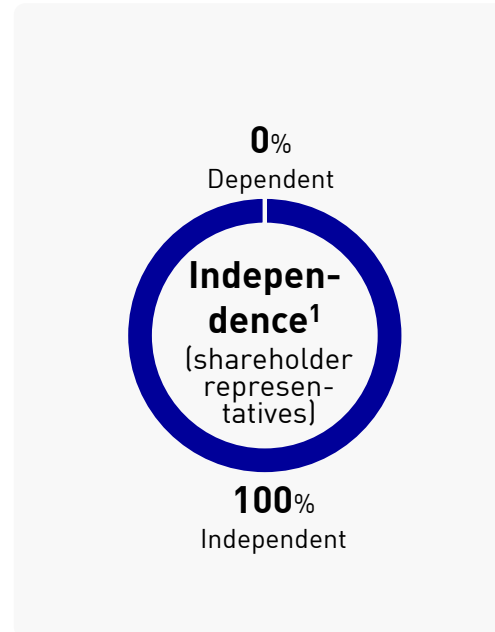
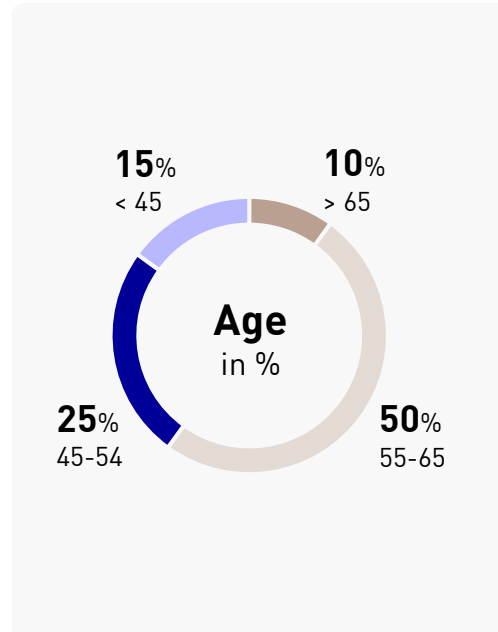
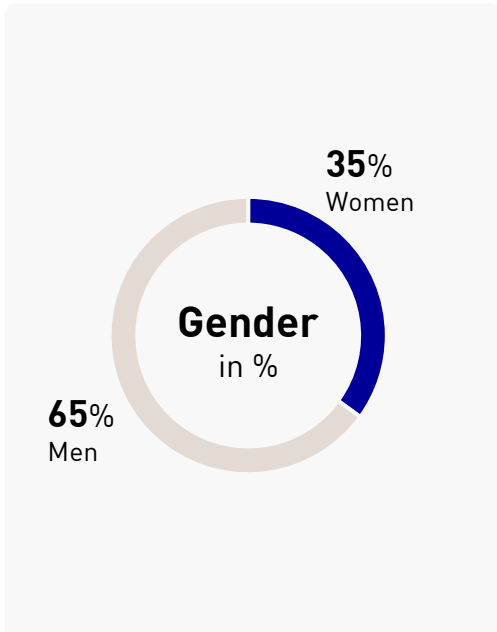
The EnBW Supervisory Board ensures appropriate representation of shareholder and employee interests

20 board members




10 shareholder representatives

10 employee representatives



¹ All shareholder representatives on the Supervisory Board are independent in the sense of the DCGK [Deutscher Corporate Governance Kodex].

Our Supervisory Board includes shareholder representatives from industry and politics

Name	Capacity	EnBW Committee member	Remuneration (2022)	Independence ¹
 Lutz Feldmann Chairman of the Supervisory Board	Chair of the Supervisory Board; independent management consultant		143,250	yes
Dr. Danyal Bayaz	State Minister of Finance and Economic Affairs for Baden-Württemberg	Personnel Committee, Finance, Investment and Sustainability Committee ² , Nomination Committee	78,000	yes
Dr. Dietrich Birk	Managing director of VDMA Baden-Württemberg (Mechanical Engineering Industry Association Baden-Württemberg)	Finance, Investment and Sustainability Committee, Nomination Committee	76,513	yes
Stefanie Bürkle	District administrator for the Sigmaringen rural district	Personnel Committee, Finance, Investment and Sustainability Committee, Nomination Committee	65,250	yes
Dr. Hubert Lienhard	Member of the Supervisory Board	Audit Committee	88,600	yes
Marika Lulay	Chief executive officer (CEO) and member of the Board of Directors at GFT Technologies SE	-	61,250	yes
Dr. Wolf-Rüdiger Michel	District administrator for the Rottweil rural district	Audit Committee, Nomination Committee	66,000	yes
Gunda Röstel	Commercial director of Stadtentwässerung Dresden GmbH and authorized officer of Gelsenwasser AG	Audit Committee, Nomination Committee	102,063	yes
Heiner Scheffold	District administrator for the Alb-Donau area	Audit Committee	-	yes
Harald Sievers	Area chief administrator for the Ravensburg rural district	-	59,000	yes

¹ All shareholder representatives on the Supervisory Board are independent in the sense of the DCGK.

² In spring 2024, the Finance and Investment Committee was renamed Finance, Investment and Sustainability Committee.

The majority of employee representatives on our Supervisory Board are Works Council members

Name	Capacity	EnBW Committee member	Remuneration (2022)
Achim Binder	Chair of the Group Works Council of the EnBW Group, chair of the Network Division Works Council of EnBW Energie Baden-Württemberg AG, chair of the Regional Service Works Council of Netze BW GmbH	Personnel Committee, Finance, Investment and Sustainability Committee	91,819
Stefan Paul Hamm	Trade union secretary / regional department head of supply and disposal, ver.di Baden-Württemberg; deputy regional department head of financial services, communication and technology, culture, supply and disposal, ver.di Baden-Württemberg	Personnel Committee, Finance, Investment and Sustainability Committee	90,633
Michaela Kräutter	Trade union secretary for financial services, communication and technology, supplies and waste disposal management, cultural affairs, as well as for the regional employee branch of ver.di for the central Baden / northern Black Forest region	Audit Committee	82,513
Christina Ledong	Second deputy chair of the Group Works Council, Chair of the Group Works Council of VNG AG, Chair of the Joint Works Council of VNG AG, ONTRAS Gastransport GmbH, VNG Gasspeicher GmbH and VNG Handel & Vertrieb GmbH	-	-
Klarissa Lerp	Member of the Group Works Council for the EnBW Group, Chair of the Works Council, First deputy chair of the Supervisory Board of Stadtwerke Düsseldorf AG, member of the Supervisory Board of Netzgesellschaft Düsseldorf mbH		11,385 (since 8 November)
Bernad Lukacin	Consultant for specialist functions in the sales and marketing division of EnBW Energie Baden-Württemberg AG, member of the Group Works Council of the EnBW Group, Chair of the General Works Council for the sales and marketing division, Chair of the Karlsruhe branch of the sales and marketing division of EnBW Energie Baden-Württemberg AG	Audit Committee	-
Thorsten Pfirmann	Member of the Works Council (exempted) in the generating division of EnBW Energie Baden-Württemberg AG	Audit Committee	-
Joachim Rudolf	Member of the Works Council (exempted); deputy chair of the Group Works Council of the EnBW Group; chair of the AK Energie; chair of the generating division of EnBW Energie Baden-Württemberg AG	Personnel Committee, Finance, Investment and Sustainability Committee	-
Ulrike Weindel	Member of the Group Works Council for the EnBW Group; chair of the Central Works Council for functional units; chair of the Karlsruhe works council division for the functional units of EnBW Energie Baden-Württemberg AG	Audit Committee	76,000
Dr. Bernd-Michael Zinow	Head of legal services, compliance, and regulation (general counsel) at EnBW Energie Baden-Württemberg AG	Finance and Investment Committee	98,000

² In spring 2024, the Finance and Investment Committee was renamed Finance, Investment and Sustainability Committee.

ESG incentives are part of the Board of Management's remuneration system defined by the Supervisory Board

Remuneration structure

Fixed remuneration	Basic remuneration	
	Fringe benefits	
Variable remuneration	STI	EBT
		FFO
	LTI	EBT
		Sustainability criteria
Company pension scheme		



Remuneration Report EnBW



Supervisory Board passes resolutions on remuneration system for members of Board of Management, including main contract elements, and reviews it on regular basis.

- Criteria for determining appropriate remuneration include
 - responsibilities and performance of members of Board of Management
 - economic situation
 - successful and sustainable company development
 - relationship between remuneration of Board of Management and remuneration of senior management and workforce as a whole
- Target values for sustainability performance indicator (SPI) for a performance period and weighting of partial remuneration amounts defined annually by Supervisory Board at its own discretion, in alignment with corporate strategy.
- Possible weights range from 30% to 50%. In accordance with remuneration system, target values for SPI defined by Supervisory Board for first time for performance period 2022 to 2024.
- Sustainability performance indicator itself, SPI (target) values, and their weighting and achievement reported in respective remuneration report (from 2024 onwards).

We are a first mover in sustainable finance and applying the EU Taxonomy to business activities

Green bonds

- **€5.5 bn green bonds outstanding¹**
- **Green senior bonds**
 - 1x €650 m and 1x €850 m, total issue size €1.5 bn, November 2023
 - 2x €500 m, total issue size €1 bn, November 2022
 - Issue size €500 m, October 2018
- **Five green subordinated bonds**
First German green subordinated bond issuer
 - Issue size €500 m, January 2024
 - Issue size €500 m, August 2021
 - Issue size €500 m, June 2020
 - 2x €500 m, total issue size €1 bn, August 2019

Sustainable syndicated credit line

- **First sustainability-linked syndicated credit facility in June 2020**
 - Credit facility amount of €1.5 bn
 - Borrowing costs reduced or increased according to target attainment on selected sustainability indicators:
 - CO₂ intensity
 - Share of renewables capacity
 - Grid supply reliability (SAIDI)

Green promissory note

- **First green promissory note loan in February 2020**
 - Total volume of €100 m
 - Issued by our subsidiary VNG AG in four tranches

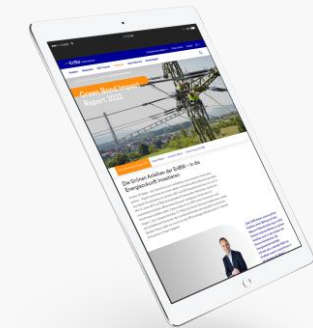
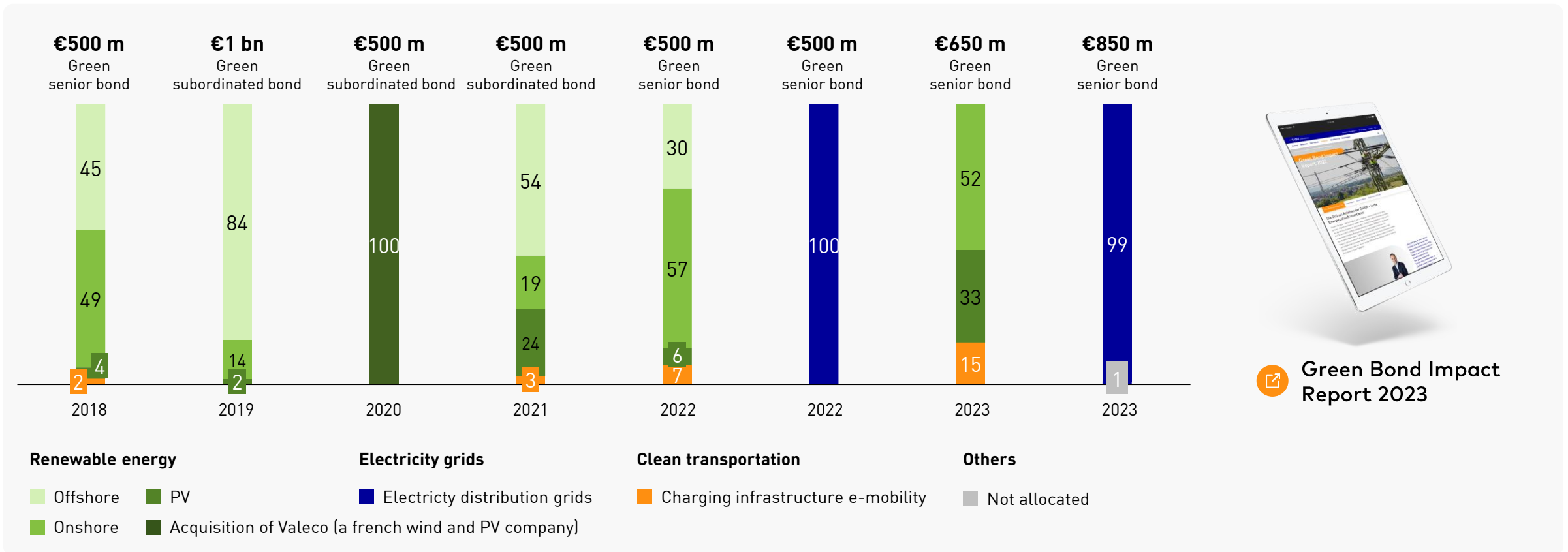
EU Taxonomy alignment

- **First mover: among first companies in Europe to publish Taxonomy-aligned business activities in March 2021**
- Activities examined for EU Taxonomy Regulation gradually expanded from first-time publication in order to cover all activities (Taxonomy alignment) since 2022
- **Environmentally sustainable activities in 2023**
 - Revenue: 16%
 - CAPEX: 86%
 - Expanded CAPEX²
 - 87% Taxonomy-aligned business activities
 - OPEX: 23%
 - Adjusted EBITDA: 48%

¹ As of January 2024; ² Alongside the information on revenue, CAPEX and OPEX required by the Taxonomy Regulation, we also report on the taxonomy KPIs for adjusted EBITDA and CAPEX including the proportion for entities accounted for using the equity method (expanded CAPEX).

Renewables and most recently distribution grids are our main investments financed by green bonds

Allocation of EnBW's green bond proceeds in ~%



Green Bond Impact Report 2023

Green Financing Framework ensures that green bond proceeds are invested in EU Taxonomy-aligned projects

Green Financing Framework

- Published in 2018 and most recently updated in 2023
- Alignment with ICMA Green Bond Principles and LMA Green Loan Principles
- Second-party opinion by ISS-Corporate on Green Financing Framework



EnBW Green Financing Framework

Key Components


Eligible green projects	<ul style="list-style-type: none"> • Four eligible categories: renewable energy generation, electricity networks, clean transportation, energy efficiency
Project evaluation and selection	<ul style="list-style-type: none"> • Selection criteria: EU Taxonomy alignment, impact on top KPIs, contribution to at least one Sustainable Development Goal • Evaluation: Green Financing Committee approves selection
Management of proceeds	<ul style="list-style-type: none"> • Allocation: within 24 months after issuance, refinancing of operational projects and financing of projects under development • Reallocation: reallocation of proceeds in case a project becomes ineligible
Reporting	<ul style="list-style-type: none"> • Annual impact reporting: on allocation and sustainability benefits until green bond's maturity date • Pre- and post-issuance certification: for each green bond by Climate Bonds Initiative

Green Financing Committee

- Representatives from corporate finance and corporate sustainability departments and, on case-by-case basis, representatives from business units meet at least twice a year.
- Committee reviews compliance of projects and assets using eligibility criteria and verifies project assessment and selection process.
- Approval of Committee can only be given unanimously.


We have been applying the EU taxonomy to our business activities since 2021


Activities examined for the EU Taxonomy Regulation



Smart Infrastructure for Customers


- E-mobility






System-Critical Infrastructure


- Electricity distribution grids
- Electricity transmission grids
- Water grids
- Water supply
- Gas distribution grids
- Gas transmission grids





Sustainable Generation Infrastructure

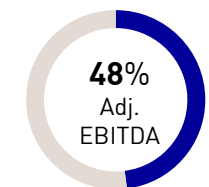
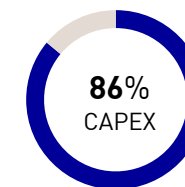
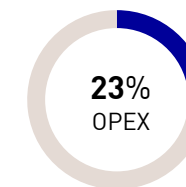
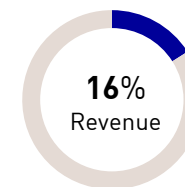
- Onshore wind
- Offshore wind
- Solar
- Run-of-river
- Biomass
- Pumped storage
- District heating
- Electricity generation from gas
- Combined heat and power



Share of Taxonomy-aligned economic activities of the EnBW Group

in %	2023	2022 ¹	2021
Adjusted EBITDA	48.1	61.0	62.6
CAPEX	86.1	82.4	68.2
Expanded CAPEX taxonomy-aligned	86.5	82.9	71.2
Revenue	16.3	13.5	14.6
OPEX	23.2	22.9	29.3

2023



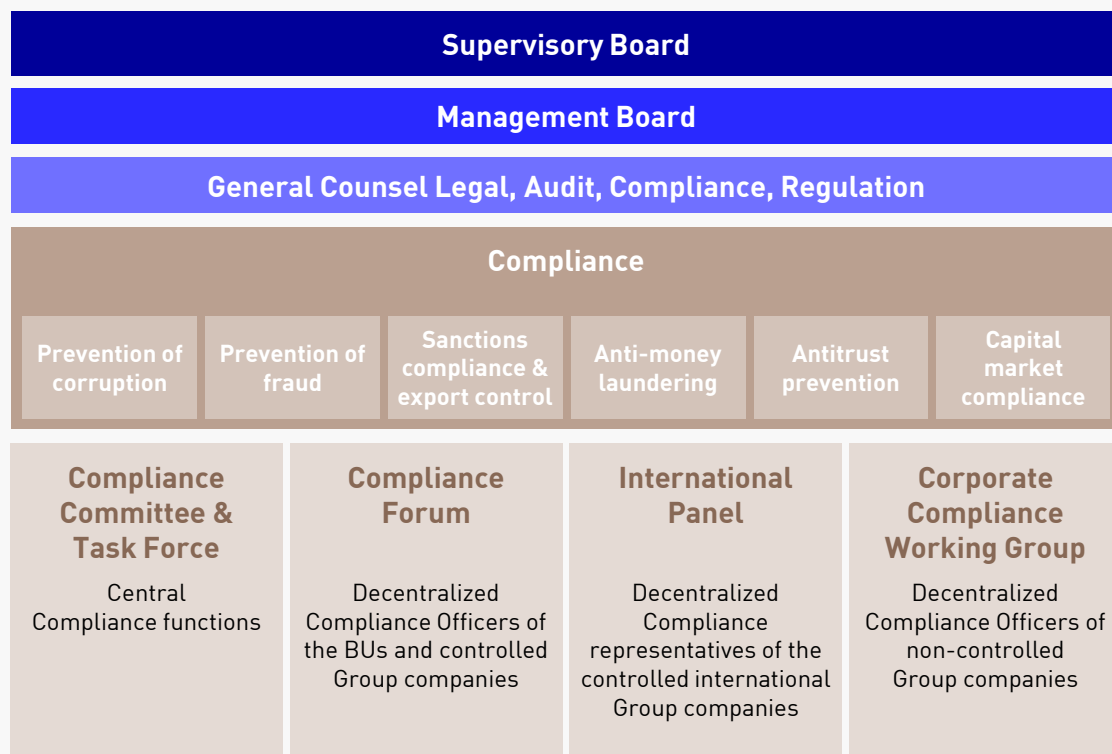
 EU taxonomy

Sustainability considerations have been an integral part of our investment approval process since 2018



Group-wide corporate compliance is ensured by our compliance organization and management system

Compliance organization



Compliance at EnBW Group comprises the following four elements:

Compliance Department: Corporate function with direct reporting lines to the member of the Board of Management for personnel and law, responsible for Group-wide organization of EnBW's Compliance Management System (CMS) and monitoring its uniform implementation across the Group.

Compliance Committee: Internal decision-making board with advisory capacity, made up of representatives from relevant corporate compliance functions.

Compliance Forum: Meeting between local compliance officers from most relevant Group companies, business units, and Compliance, to coordinate implementation of centrally planned compliance measures in operating entities.

Compliance Working Group: Exchange of information between Compliance and compliance officers from non-controlled Group companies.

To ensure the compliance program's success it is of utmost importance for all employees to be aware of compliance topics. With this knowledge they can work responsibly and consistently within the legal regulations and the company's guidelines. EnBW makes this possible by holding face-to-face seminars and by providing e-learning programs on all general compliance topics and especially on the Code of Conduct.

We manage compliance based on institutionalized standards, processes, and reporting channels

EnBW Code of Conduct

- The Code of Conduct should serve as an aid to all decisions and actions taken. It acts as a binding framework for internal cooperation as well as for the interaction with customers, competitors, public officials, and public institutions.



 [EnBW Code of Conduct](#)

Corporate compliance

- How our company is perceived from the outside also depends on the behavior of each individual. The lawful and responsible conduct of all managers and employees is therefore of central importance for the success of our company as well as the trust of our customers and business partners.
- The topic of compliance – as the abidance by the statutory provisions and the company's guidelines – has significantly gained in importance during the past years. The reputation of a company and its economic success can be detrimentally affected by compliance violations. Therefore, a risk-oriented and preventative compliance strategy is more important today than ever before.
- One of EnBW's goals is making the adherence to external and internal rules an integral part of the thinking and action of all company bodies, executives, and employees. Simultaneously the trust of business associates, stockholders, and the capital market should be increased.
- The department of Compliance is responsible especially for the Group-wide regulations for corruption prevention, cartel law prevention, data protection, and capital markets compliance. The department is available to managers and employees as the central point of contact and advisor for compliance questions.

Compliance risk assessments

The annual compliance risk assessments at EnBW consider the risk of corruption, antitrust law, fraud, and data protection, and form the basis for compliance work.

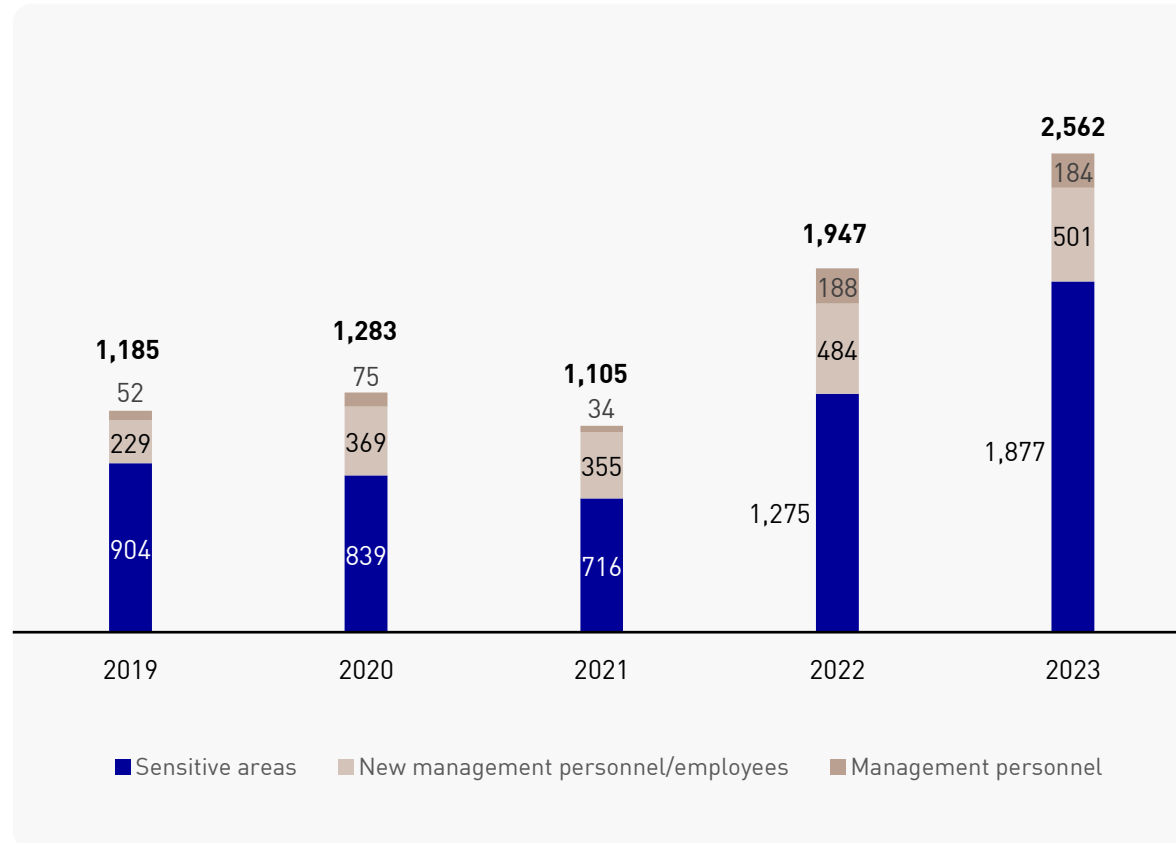
They were carried out in 2023 following a risk-based selection at the companies directly included in the CMS. New legal developments such as the Supply Chain Act were considered in the compliance risk assessment tools.

In the implementation of regulatory requirements, the Compliance department was involved in the realization of activities relating to the Supply Chain Act, such as the EnBW Declaration of Principles. One of the stipulations is that the Human Rights Committee – consisting of the heads of the Sustainability and Compliance departments – acts as a supervisory body for EnBW's human rights and environmental risk management.

 [Corporate Compliance webpage](#)

By means of extensive training, we make new and existing personnel aware of compliance topics

Number of participants in compliance training events¹



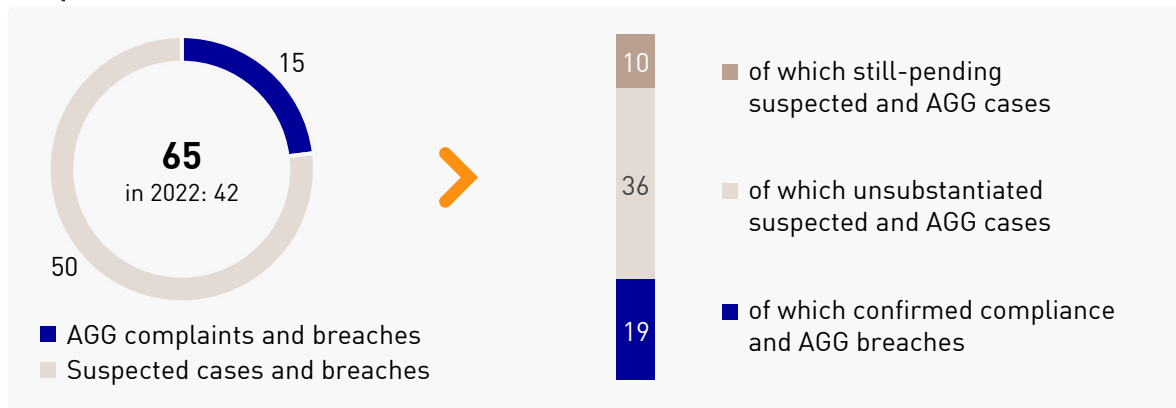
- Organized training courses for additional target groups in sensitive compliance areas [+31.6% more participants compared to previous year].
- Continued to support employees with certain specializations with specific training courses, such as on business partner screening or trade and financial sanctions.
- Requiring 100% of employees and managers to complete e-learning course on preventing corruption and bribery every two years. Training must be completed by new employees in year they join the company.
- All indirectly consolidated companies also carried out compliance trainings to raise employee awareness.
- In 2023, we carried out the leadership campaign “Compliance & Privacy – Culture, Leadership, Dialog” to strengthen the compliance and data protection culture. The main themes of the kickoff event were the importance of an effective compliance and privacy culture for EnBW and the Board of Management’s expectations of managers with respect to compliance and data protection.

Afterwards, we also held other events to highlight why a good whistleblower culture relies on how well it is trusted by employees, why data protection is not just a hygiene factor but also a trademark for the company, how managers can influence unwritten rules and decision-making situations, and why tolerance is an important aspect of a good compliance culture.

¹ Exclusively participants in the management campaign at EnBW AG and directly involved companies

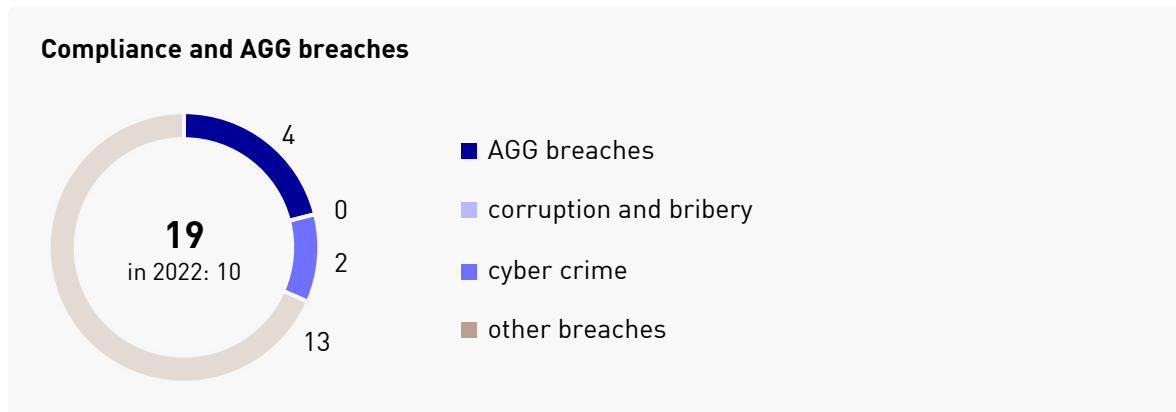
Awareness measures and easily accessible reporting channels help us identify compliance cases¹

AGG complaints (General Act on Equal Treatment), suspected cases and breaches



- As a result, increase of around 55% compared to previous year in total number of reports of AGG complaints, suspected cases and breaches
- Positive effect of increased communication around compliance
- Examples: implementation of Whistleblower Protection Act via whistleblower tool, description of procedures, increased training measures
- In 2023 financial year, expanded channels established at EnBW AG for reporting compliance cases with new tool. New EnBW whistleblower system enables internal and external persons to report low-threshold information at any time (24 hours a day from Monday to Sunday), in various languages, and either anonymously or non-anonymously via online reporting channel and telephone hotline. In addition to LkSG requirements, complaints procedure fulfils legal requirements for whistleblower systems in accordance with Whistleblower Protection Act. Also serves as reporting center for discrimination under General Act on Equal Treatment.
- Whistleblower system and other established reporting channels also in place at ED, PRE, SWD, VNG, ZEAG, terranets bw, and TransnetBW, in addition to EnBW AG.

Compliance and AGG breaches




Online reporting channel and telephone hotline

¹ Status as of January 2024



We disclose our lobbying activities and political contributions publicly and transparently

Political engagement and communication channels

- **Ongoing exchange and open dialog with internal and external stakeholders from a range of sectors** (policy making, NGOs, civil society, etc.) at EU, national, regional, and local levels.
- **Responsible and transparent** dealings with actors and organizations and **disclosure of lobbying activities for several years in**
 -  **EU Transparency Register**
- Lobbying activities **coordinated by eleven employees** at offices in Brussels, Berlin, and Stuttgart (as of August 2021).
- **Involvement in industry associations and initiatives, research institutes, foundations, and think tanks at local, regional, and European levels.** Selected significant memberships of EnBW or its Group subsidiaries:

 **Significant memberships | EnBW**

Policy positions

- Engagement on a range of topics through **various channels**. Beyond traditional energy and climate policy issues, political engagement in the course of our transformation into an infrastructure provider also takes place in **numerous other policy areas such as transport, telecommunications, and digitization policy**.
- Engagement in **policy dialog by publishing relevant position papers and consultation contributions** (either directly or via associations). Additionally, EnBW holds **sectoral policy events** and conferences at own locations.
 -  **List of policy positions** updated on ongoing basis.
 -  **Further information** on a number of topics can be found in position papers and studies are available for download.

Most of our lobbying activities take place on the federal level in Germany¹

Lobbying activities on EU level 2022 in €

Personnel expenses	671,500
Memberships	166,500
Other expenses ²	157,000
Total	995,000

Lobbying activities on federal level in €

Personnel expenses	1,775,000
Memberships	190,000
Other expenses ²	1,123,000
Total	3,088,000

Lobbying activities in Baden-Württemberg in € Since 1 May 2021, regional lobbying activities registered in the Baden-Württemberg Landtag (state parliament) Transparency Register

Personnel expenses	208,500
Other expenses ²	115,000
Total	323,500



¹ Rounded figures

² Including infrastructure costs, travel expenses, subscriptions to news services, etc.

To reduce cyber security risks, we pursue a Group-wide approach to information security management

Information security guidelines



- Information is essential for our business processes, and the protection of this information is the core task of information security. With our internal guidelines on information security as well as our information security management system (ISMS) we create a Group-wide uniform approach to information security in order to reduce information security risks.

Structures and responsibilities



- The Chief Information Security Officer (CISO) is responsible for the design, development, and management of information security. He has a direct reporting channel to the Board of Management and reports regularly to it and to relevant committees and functions.
- The EnBW Cyber Emergency Response Team holds functions for the Group ISMS for the detection and communication of threats and vulnerabilities as well as the handling of information security incidents. It handles operational cyber defense in the Group ISMS and is supported by the central Cyber Defense Center and local Security Operation Centers (SOC).

Measures to ensure cyber security



- Risk assessments:** As part of the information security risk management, we conduct an information security threat and risk analysis and evaluate the importance of our assets.
- Audits:** Our Group-wide information security audit program includes formal internal audits, technical audits like penetration testing, and audits of external suppliers. Vulnerability assessments are executed regularly and are part of our first line. In some areas we are legally obliged to demonstrate a functional information security management system (ISMS) by means of external audits. Our Group-wide information security audit program in 2023 consisted of more than 100 internal audits.¹ Focus in 2023 were supplier management, cloud security, and physical security.
- Trainings and awareness-raising:** Our information security awareness program consists of awareness-raising and training measures such as an annual compulsory e-learning on information security for all employees, Group-wide quarterly phishing simulations for our employees, and escape rooms as playful awareness measures with a focus on artificial intelligence.

Information security management system



- Our management system for information security is based on international standards. In 2023, 51.6% of our operations (measured in % of employees) were certified to ISO 27001.

¹ In terms of employees, 80% of all EnBW employees were covered by our audits.

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” We are turning climate goals into concrete solutions on the ground and place ESG criteria at the heart of our decisions. “



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” We are committed to human rights standards by applying thorough human rights due diligence which is based on intensive stakeholder dialogue and anchored in robust governance structures. “

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