

PRESS RELEASE

Diversity Charter / Diversity, Fairness & Inclusion

VNG joins the Diversity Charter

The signing reaffirms a commitment to a diverse, fair, and inclusive work environment.

Leipzig, March 26, 2026. VNG AG and its subsidiaries VNG Handel & Vertrieb GmbH, VNG Gasspeicher GmbH, and BALANCE Erneuerbare Energien GmbH have signed the Diversity Charter. The Leipzig-based energy group is thus joining Germany's largest diversity network and sending a clear signal in support of a respectful and non-discriminatory work environment. With this step, VNG joins a large number of companies that view diversity not only as a social responsibility but also as a strategic success factor.

Founded in 2006, the Diversity Charter is Germany's largest initiative for promoting diversity in companies and institutions. Its goal is to foster a bias-free work environment—regardless of age, ethnic origin, nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation, or social background. More than 6,500 organizations are already part of the network, which represents over 17 million employees in Germany.

Actively promoting diversity: A diverse #teamVNG makes VNG better prepared for the future.

For VNG, signing the charter is a strategic commitment. "By signing the Diversity Charter, we are sending a clear signal in support of a modern and inclusive corporate culture—as the foundation for our day-to-day collaboration and for the successful implementation of our strategic priorities for the future. Different perspectives and experiences make us as a company more resilient, innovative, and future-proof—especially in the energy sector, which is undergoing such dynamic change. Diversity is therefore firmly anchored in our corporate strategy," emphasizes VNG Executive Board member Bodo Rodestock.

This step is also expected to have a further impact on human resources work. "Diversity, fairness, and inclusion are essential pillars of our HR strategy. We strive to create a work environment where all employees feel seen, respected, and empowered. The Diversity Charter is a clear commitment that helps us set standards for fair and inclusive collaboration. "Our goal is to bring these values to life every day in our HR practices, leadership, and collaboration. To achieve this, we are creating transparent processes, opportunities for engagement, and an environment where everyone can reach their full potential," says VNG HR Director Lydia Schuster-Scholz.

Measures to foster an inclusive corporate culture have already been initiated.

VNG is already implementing numerous measures to promote equal opportunity, fair career paths, and collaborative partnerships. These include initiatives to raise awareness of diversity in the workplace and to build skills through training. Also included are, for example, transparent health services (e.g., women's health, menopause), empowerment programs (networks), and facilities (quiet rooms). In addition to implementing a new inclusion agreement and an updated works council agreement, VNG is focusing, among other things, on ensuring accessibility

in job postings and on promoting diverse talent and perspectives. In recent months, topics related to diversity, fairness, and inclusion have been analyzed, among other things, as part of an internal



transformation campus and further developed within the framework of a new competence center. By signing the Diversity Charter, VNG is now visibly reinforcing its responsible commitment to the outside world as well, thereby further strengthening a discrimination-free, diverse, and opportunity-rich work environment.

About VNG

VNG is a group of companies active throughout Europe, comprising over 20 subsidiaries and more than 2,000 employees. Headquartered in Leipzig, the group acts as a gas importer and wholesaler, as well as an operator of critical gas infrastructure, ensuring a secure supply of gas in Germany. With its "VNG 2030+" strategy, VNG is also pursuing an ambitious path toward scaling up the market for renewable and decarbonized gases such as biogas and hydrogen, thereby paving the way for a sustainable, secure, and ultimately climate-neutral energy system of the future. VNG's investments in infrastructure and green gas projects are primarily concentrated in central and eastern Germany, with the goal of making a significant contribution to structural change as a regionally rooted company. More at: www.vng.de