

## General Disclosures

### Location of Operations

Number of countries with companies of the innogy Group (as of December 31 of the year)		2019 <sup>1,2</sup>	2018 <sup>3</sup>	GRI
Countries with at least one company of the innogy Group	Number	11	21	102-04

<sup>1</sup> Includes only continued operations.

<sup>2</sup> Belgium, Croatia, Germany, Hungary, Israel, Luxembourg, Netherlands, Poland, Slovenia, United Kingdom, USA.

<sup>3</sup> Australia, Belgium, Chile, Croatia, Czech Republic, France, Germany, Hungary, India, Ireland, Israel, Italy, Luxembourg, Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain, United Kingdom, USA.

### Scale of the organization

Number of full-time equivalent employees (as of December 31 of the year) <sup>1,2</sup> (✓)		2019 <sup>2</sup>	2018 <sup>2</sup>	GRI
Grid & Infrastructure	FTE	17,806	19,763	102-07
Germany	FTE	14,563	14,380	
Central and South Eastern Europe	FTE	3,243	5,383	
Retail	FTE	13,581	13,823	102-07
United Kingdom	FTE	5,570	6,035	
Germany	FTE	4,079	4,089	
Belgium and Netherlands	FTE	2,644	2,531	
Central and South Eastern Europe	FTE	1,288	1,168	
Corporate/New Business	FTE	3,136	3,788	102-07
<b>Total</b>	<b>FTE</b>	<b>34,523</b>	<b>37,374</b>	<b>102-07</b>

<sup>1</sup> We report on our employees, i.e. full-time and part-time employees with unlimited and fixed-term contracts (excluding members of the Executive Board or managing directors, dormant employment contracts, apprentices, working students/interns, part-time work for older employees in the release phase).

<sup>2</sup> Includes only continued operations.

Workforce in heads (as of December 31 of the year) <sup>1</sup> (✓)		Unit	2019 <sup>2</sup>	2018 <sup>3</sup>	GRI
Germany	headcount		23,525	24,916	102-07
of which are men	headcount		16,514	17,529	
of which are women	headcount		7,011	7,387	
Central and South Eastern Europe	headcount		4,912	10,594	102-07
of which are men	headcount		2,905	6,539	
of which are women	headcount		2,007	4,055	
United Kingdom	headcount		5,850	7,305	102-07
of which are men	headcount		3,177	4,007	
of which are women	headcount		2,673	3,298	
Belgium, Luxembourg and Netherlands	headcount		3,109	3,020	102-07
of which are men	headcount		2,077	1,999	
of which are women	headcount		1,032	1,021	
Other <sup>4</sup>	headcount		311	322	102-07
of which are men	headcount		203	243	
of which are women	headcount		108	79	
<b>Total</b>	<b>headcount</b>		<b>37,707</b>	<b>46,157</b>	<b>102-07</b>

<sup>1</sup> We report the workforce according to the internal definition, i.e. employees with apprentices and other employees.

<sup>2</sup> 2019 includes only continued operations.

<sup>3</sup> 2018 data was not restated and includes both continued and discontinued operations.

<sup>4</sup> Includes Israel and the USA.

Net sales <sup>1</sup> (✓)	Unit	2019	2018	GRI
Revenue	€ million	33,535	33,273	102-07
Natural gas/electricity tax	€ million	1,899	1,908	102-07
Revenue (incl. natural gas/electricity tax)	€ million	35,434	35,181	102-07

<sup>1</sup> Includes only continued operations.

Total capitalization (as of December 31 of the year) <sup>1</sup> (✓)	Unit	2019	2018	GRI
Equity capital	€ million	8,824	9,914	102-7
Current liabilities	€ million	17,339	14,980	102-7
Non-current liabilities	€ million	22,301	24,980	102-7

<sup>1</sup> Includes only continued operations.

Scope of product or service provided <sup>1</sup> (✓)	Unit	2019	2018	GRI
External electricity sales volume	billion kWh	245	241	102-7
External gas sales volume	billion kWh	249	191	102-7
<b>Total</b>	<b>billion kWh</b>	<b>494</b>	<b>432</b>	<b>102-7</b>

<sup>1</sup> Includes only continued operations.

Electricity customers (as of 31 December of the year) (✓)	Unit	2019 <sup>1</sup>	2018	GRI
Germany	thousand	6,714	6,585	102-7
United Kingdom	thousand	2,107	2,453	102-7
Belgium/Netherlands	thousand	2,294	2,255	102-7
Central and South East Europe	thousand	3,306	3,319	102-7
<b>Total</b>	<b>thousand</b>	<b>14,422</b>	<b>14,612</b>	<b>102-7</b>

<sup>1</sup> The around 200.000 electricity customers of the at the end of 2019 acquired Dutch energy supplier VandeBron are not yet included.

Gas customers (as of December 31 of the year) (✓)	Unit	2019 <sup>1</sup>	2018	GRI
Belgium/Netherlands	thousand	1,965	1,936	102-7
United Kingdom	thousand	1,374	1,640	102-7
Germany	thousand	1,337	1,283	102-7
Central and South East Europe	thousand	46	42	102-7
<b>Total</b>	<b>thousand</b>	<b>4,722</b>	<b>4,901</b>	<b>102-7</b>

<sup>1</sup> The around 200.000 gas customers of the at the end of 2019 acquired Dutch energy supplier VandeBron are not yet included.

Power generation capacity by technology (as of December 31 of the year) <sup>1,2</sup> (✓)	Unit	2019 <sup>4</sup>	2018	GRI
Renewables	MW	3,642	3,571	102-7
of which onshore wind	MW	2,160	2,101	
of which offshore wind	MW	925	925	
of which hydro	MW	535	538	
of which other renewables <sup>3</sup>	MW	22	7	
<b>Total</b>	<b>MW</b>	<b>3,642</b>	<b>3,571</b>	<b>102-7</b>

<sup>1</sup> Only includes capacity from fully consolidated companies.

<sup>2</sup> Generation capacity of the business segments Grid & Infrastructure and Retail also not included.

<sup>3</sup> Includes capacity from biomass and photovoltaic stations.

<sup>4</sup> Deviations can result from rounding differences.

Power generation by technology <sup>1</sup> (✓)	Unit	2019	2018	GRI
Renewables	billion kWh	10.6	9.6	102-7
of which onshore wind	billion kWh	4.8	4.2	
of which offshore wind	billion kWh	2.9	2.8	
of which hydro	billion kWh	2.7	2.4	
of which other renewables <sup>2</sup>	billion kWh	0.2	0.2	
Non-renewables	billion kWh	1.1	1.2	102-7
<b>Total</b>	<b>billion kWh</b>	<b>11.7</b>	<b>10.8</b>	<b>102-7</b>

<sup>1</sup> Smallest quantities are shown through zero-sums due to rounding.

<sup>2</sup> Includes capacities from biomass and photovoltaic stations.

## Information on employees and other workers

Number of employees by employment contract (as of December 31 of the year) <sup>1,2</sup> ✓				
	Unit	2019 <sup>3</sup>	2018	GRI
Unlimited contract	headcount	33,344	41,056	102-8
Temporary contract	headcount	2,683	3,440	102-8

<sup>1</sup> We report on our employees, i.e. full-time and part-time employees with unlimited and fixedterm contracts (excluding members of the Executive Board or managing directors, dormant employment contracts, apprentices, working students/interns, part-time work for older employees in the release phase).

<sup>2</sup> We cannot report the data by gender or region.

<sup>3</sup> Includes only continued operations.

Number of employees by employment type (as of December 31 of the year) <sup>1,2</sup> ✓				
	Unit	2019 <sup>3</sup>	2018	GRI
Full-time employees	headcount	31,632	39,896	102-8
Part-time employees	headcount	4,395	4,600	102-8

<sup>1</sup> We report on our employees, i.e. full-time and part-time employees with unlimited and fixedterm contracts (excluding members of the Executive Board or managing directors, dormant employment contracts, apprentices, working students/interns, part-time work for older employees in the release phase).

<sup>2</sup> We cannot report the data by gender or region.

<sup>3</sup> Includes only continued operations.

## Supply chain

Number of suppliers (as of December 31 of the year) <sup>1,2</sup> ✓				
	Unit	2019 <sup>3</sup>	2018	GRI
Suppliers in the portfolio	number	about 15,000	25,500	102-9
of which strategically relevant	number	216	210	102-9

<sup>1</sup> Suppliers from whom we received at least one invoice in the year under review.

<sup>2</sup> Suppliers of Corporate Procurement, including the purchasing organizations of the subsidiaries abroad and suppliers of the German regional companies, excluding VSE AG, eprimo, rhenag and innogy Consulting.

<sup>3</sup> New methodology to categorize strategic suppliers has been introduced in 2019.

Purchasing volume <sup>1</sup> ✓				
	Unit	2019	2018	GRI
Corporate Procurement	€ billion	2.6	2.7	102-9
Project Procurement	€ billion	0.4	0.9	102-9
German regional companies	€ billion	0.9	0.8	102-9
<b>Total</b>	<b>€ billion</b>	<b>3.8</b>	<b>4.4</b>	<b>102-9</b>

<sup>1</sup> Volume billed in the respective year.

Purchasing volume by country <sup>1</sup> ✓				
	Unit	2019	2018	GRI
Germany	€ billion	2.13	2.15	102-9
United Kingdom	€ billion	0.34	0.51	102-9
Netherlands	€ billion	0.17	0.20	102-9
Hungary	€ billion	0.17	0.15	102-9
Poland	€ billion	0.07	0.06	102-9
Ireland	€ billion	0.03	0.05	102-9
Czech Republic	€ billion	0.02	0.24	102-9
Slovakia	€ billion	0.004	0.06	102-9
Other	€ billion	0.14 <sup>2</sup>	0.07 <sup>3</sup>	102-9
<b>Total</b>	<b>€ billion</b>	<b>3.07</b>	<b>3.50</b>	<b>102-9</b>

<sup>1</sup> Purchasing volume by country in which the suppliers of Corporate Procurement, including the purchasing organizations of the subsidiaries abroad and the suppliers of the German regional companies, excluding VSE AG, eprimo, rhenag and innogy Consulting, are based.

<sup>2</sup> Includes 35 other countries.

<sup>3</sup> Includes 38 other countries.

## Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements or other pay frameworks in force in the organisation (as of December 31 of the year) <sup>1,2</sup>				
	Unit	2019	2018	GRI
Employees covered by collective bargaining agreements or other pay frameworks	%	99.6	99.6	102-41

<sup>1</sup> The information required by the 2016 GRI Sustainability Reporting Standards cannot be disclosed, or cannot be disclosed in full, as this data is not available to the Group.

<sup>2</sup> Data are based on an estimate.

## Indirect Economic Impacts

### Indirect economic impacts

Effective tax rate <sup>1</sup>		2019	2018	GRI
innogy Group	%	62	185.9	203

<sup>1</sup>Includes only continued operations.

Staff costs <sup>1</sup>	Unit	2019	2018	GRI
Wages and salaries	€ million	2,404	2,286	203
Social security, pension and other benefit costs	€ million	618	592	203
<b>Total</b>	<b>€ million</b>	<b>3,022</b>	<b>2,878</b>	<b>203</b>

<sup>1</sup>Includes only continued operations.

### Infrastructure investments and services reported

Investments by community funds (as of December 31 of the year) <sup>(v)</sup>	Unit	2019	2018	GRI
Funding amount <sup>1</sup>	€ million	3.4	2.8	203-1

<sup>1</sup>Data represent the subsidies for funds from renewable energy projects operated by innogy. Part of the investment in the Community Funds may also come from third parties, depending on ownership and partnerships.

Key figures for the Companius corporate volunteering program (as of December 31 of the year) <sup>1</sup> <sup>(v)</sup>	Unit	2019	2018	GRI
Funding	€ million	1.2	1.2	203-1
Active employees in individual and team projects	number	1,372	1,264	203-1
Projects	number	698	716	203-1
of which individual projects	number	619	652	
of which team projects	number	79	64	
Apprentices who have carried out a volunteering project	number	92	95	203-1

<sup>1</sup>Figures for Germany. Includes innogy for 2019 and RWE AG until September 18.

## Anti-Corruption

### Anti-Corruption

Significant or systematic violations of compliance guidelines (as of December 31 of the year) <sup>1,2</sup> ✓		2019	2018	GRI
Infringements <sup>3</sup>	number	0	0	205

<sup>1</sup> By this we mean violations identified by the company that cause considerable damage to the company or consistently exploit gaps in the regulatory and/or control system.

<sup>2</sup> Disclosures following reviews of Group Internal Audit completed prior to publication.

<sup>3</sup> The figure for the Renewables division can be reported up to the end of Q4. For Slovakia and the Czech Republic, information are only available up to the end of Q3.

### Communication and training about anti-corruption policies and procedures

Employees with face-to-face training in anti-corruption <sup>1,2</sup> ✓	Unit	2019	2018	GRI
Germany	number	4,270	2,735	205-02
Other business regions	number	500	835	205-02
Discontinued activities <sup>3</sup>	number	300	-	
<b>Total</b>	<b>number</b>	<b>5,070</b>	<b>3,570</b>	<b>205-02</b>

<sup>1</sup> A risk-based approach is taken in determining which employees are required to participate in face-to-face training.

<sup>2</sup> Also includes members of the Executive Board and executives.

<sup>3</sup> The figure for the Renewables division can be reported up to the end of Q4. For Slovakia and the Czech Republic, information are only available up to the end of Q3.

## Research and Development

Start-ups in the Innovation Hub portfolio (as of December 31 of the year) <sup>1</sup> (✓)		2019	2018	GRI
Companies	number	92	87	

Value of the Innovation Portfolio of the Innovation Hub (as of December 31 of the year) <sup>1</sup> (✓)		2019	2018	GRI
Portfolio value	€ million	159	162	

<sup>1</sup> The portfolio value consists of the carrying amount of the investment and the financial receivables.

Operating expenditure for research and development <sup>1</sup> (✓)		2019	2018	GRI
Operating expenditure	€ million	160	138	

<sup>1</sup> Includes only continued operations.

Employees in research and development (R&D) <sup>1</sup> (✓)		2019	2018	GRI
Staff	number	270	410	

<sup>1</sup> Exclusively or partially involved in projects.

Partners in research and development (R&D) <sup>1</sup> (✓)		2019	2018	GRI
Partners outside the Group <sup>2</sup>	number	400	350	

<sup>1</sup> Exclusively or partially involved in projects.

<sup>2</sup> We count manufacturers, universities or research institutes as external partners.

Inventions registered for patents (✓)		2019	2018	GRI
Patents	number	59	74	

## Availability and Reliability

Length of supply networks (as of December 31 of the year) <sup>1</sup>		2019 <sup>2</sup>	2018	GRI
Power grids	thousand km	N/A	424	
Germany (✓)	thousand km	354 <sup>3</sup>	354	
Hungary	thousand km	N/A	52	
Slovakia	thousand km	N/A	not reported	
Poland	thousand km	N/A	18	
Gas networks	thousand km	N/A	52	
Czech Republic	thousand km	N/A	not reported	
Germany (✓)	thousand km	N/A	52	

<sup>1</sup> Information relates to companies in which innogy holds a majority interest.

<sup>2</sup> Data was not yet available at the editorial deadline.

<sup>3</sup> Data as of December 31 of the year, except for the distribution grid operator Syna (data as of January 1).

System Average Interruption Index (SAIDI) <sup>1</sup> (✓)		2019 <sup>2,3</sup>	2018 <sup>2</sup>	GRI
Electricity Germany	min per customer	N/A	14.9	
Electricity Hungary	min per customer	53.3	N/A	
Electricity Poland	min per customer	41.7	N/A	
Electricity Central and South Eastern Europe	min per customer	N/A	N/A	
Gas Germany	min per customer	N/A	0.57	

<sup>1</sup> Average downtime per supplied consumer. Only unplanned interruptions attributable to atmospheric events, third-party events, the responsibility of the network operator and retroactive disturbances from other networks are included in the calculation of the value. Interruptions planned by the network operator, interruptions due to force majeure, such as natural disasters, and interruptions that do not last longer than three minutes are not taken into account.

<sup>2</sup> Missing data was not yet available at the editorial deadline.

<sup>3</sup> Data are a forecast based on a projection.

System Average Interruption Frequency Index (SAIFI) <sup>1</sup>		2019 <sup>2</sup>	2018 <sup>2</sup>	GRI
Electricity Germany (✓)	number per customer	N/A	0.29	
Electricity Hungary	number per customer	0.79	N/A	
Electricity Poland	number per customer	0.71	N/A	
Central and South Eastern Europe	number per customer	N/A	N/A	

<sup>1</sup> Average number of power interruptions per consumer.

<sup>2</sup> Missing data was not yet available at the editorial deadline.

Transmission Losses (as of December 31 of the year) <sup>1</sup>		2019 <sup>3</sup>	2018	GRI
German distribution grid operators <sup>2</sup>	%	N/A	2.0 to 4.0	

<sup>1</sup> The network or transmission loss is the difference between the electrical power generated and the power used.

<sup>2</sup> Energy losses across all voltage levels. The concrete energy loss rates of the grid operators vary and depend strongly on the supply task of the grid operator. Influencing factors are, for example, grid feed-in, customer density and regional conditions.

<sup>3</sup> Data was not yet available at the editorial deadline.

## Energy

Unless stated otherwise, 2019 figures reported explicitly for innogy Group cover continued and discontinued operations of innogy. Figures for 2018 have not been restated.

### Energy

Degree of environmental management system's coverage (as of September 30 of the year) <sup>1</sup> (v)		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Employee coverage	%	91.8	93.4	92.0	
of which externally certified <sup>2</sup>	%	60.7	64.5	49.0	

<sup>1</sup> Calculations are based on the number of employees as of September 30.

<sup>2</sup> Certifications according to ISO 14001 and Eco-Management and Audit Scheme (EMAS) are accepted.

### Energy consumption within the organisation


Energy Consumption within the company <sup>1</sup> (v)		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Fuel consumption from non-renewable sources (fossil fuels used, excluding biomass) and other (substitute fuels, high-calorific waste, etc.)	million GJ	14.6	13.7	15.8	302-1
Fuel consumption from renewable sources	million GJ	9.5	8.8	9.6	302-1
Power consumption	million GJ	1.8	1.1	2.2	302-1
Thermal energy consumption	million GJ	0.1	0.1	0.1	302-1
<b>Total</b>	<b>million GJ</b>	<b>26.0</b>	<b>23.7</b>	<b>27.7</b>	<b>302-1</b>

<sup>1</sup> We cannot break down energy consumption data as required because the data is not available in this form. Data acquisition is also not planned for the future. Data are partly extrapolated or estimated.



## Biodiversity

Unless stated otherwise, 2019 figures reported explicitly for innogy Group cover continued and discontinued operations of innogy. Figures for 2018 have not been restated.

Expenditure and investments for environmental and protection <sup>1</sup> 		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Waste disposal	€ million	7.4	7.4	7.0	304
Remediation of contaminated sites/soil remediation	€ million	0.9	0.9	1.0	304
Water protection/wastewater	€ million	36.6	33.6	36.4	304
Climate protection	€ million	1,806.4	91.9	1,209.4	304
Noise abatement	€ million	1.8	1.8	0.9	304
Air pollution control	€ million	3.7	3.7	5.4	304
Nature and landscape conservation	€ million	8.6	8.6	9.2	304
<b>Total</b>	<b>€ million</b>	<b>1,865.3</b>	<b>147.8</b>	<b>1,269.4</b>	<b>304</b>

<sup>1</sup> The survey is carried out in accordance with legal requirements. The figures for climate protection expenditure also include investments in renewable energy plants.

## Emissions

Unless stated otherwise, 2019 figures reported explicitly for innogy Group cover continued and discontinued operations of innogy. Figures for 2018 have not been restated.

### Emissions

Power generation capacity from renewable energy sources  
(as of December 31 of the year)<sup>1</sup> ✓

		2019		2018	GRI
		Renewables	innogy continued operations <sup>3</sup>	innogy Group	
Onshore wind	MW	2,160	98	2,199	305
Offshore wind	MW	925	-	925	305
Hydro	MW	535	185	723	305
Other renewables <sup>2</sup>	MW	22	99	107	305
<b>Total</b>	<b>MW</b>	<b>3,642</b>	<b>382</b>	<b>3,955</b>	<b>305</b>

<sup>1</sup> Only includes capacity from fully consolidated companies.

<sup>2</sup> Includes capacities from biomass and photovoltaic stations.

<sup>3</sup> Data for the continued operations are based on estimates, as the indicators are no longer calculated due to the transaction. The figures for 2018 are taken as a basis.

### GHG Emissions

Scope 1 ✓

		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
CO <sub>2</sub> emissions Scope 1 (according to EU ETS <sup>1</sup> )	million t	0.49	0.46	0.52	305-1
allocated allowances free of charge (under the rules of the third emissions trading period 2013-2020)	million t	0.21	0.19	0.24	
under-equipping with CO <sub>2</sub> certificates	million t	0.28	0.27	0.28	
CO <sub>2</sub> emissions Scope 1 (according to GHG Protocol) <sup>2,3</sup>	million t	0.90	0.87	1.03	305-1
Power and heat generation	million t	0.81	0.79		
of which from renewable power and heat generation plants (e.g. biomass/biogas)	million t	0.01	0.01	0.01	
of which from non-renewable energy generation	million t	0.80	0.79	0.90	
Fuels combustion (from real estate energy consumption)	million t	0.03	0.03	0.03	
Vehicles in the company fleet	million t	0.05	0.04	0.06	
Fugitive emissions (CO <sub>2</sub> -equivalents of methane und SF <sub>6</sub> emissions from leakages)	million t	0.02	0.01	0.03	

<sup>1</sup> European Union Emissions Trading System (EU ETS).

<sup>2</sup> Partially estimated or using prior year data.

<sup>3</sup> Also includes CO<sub>2</sub>-equivalents of methane and SF<sub>6</sub> emissions from leaks.

Scope 2<sup>1,2</sup>

		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
CO <sub>2</sub> emissions Scope 2 (according to GHG Protocol)	million t	3.21	3.05	7.1	305-2
of which power distribution losses	million t	2.93	2.86	not reported	
of which power used in operations and administrative buildings	million t	0.27	0.17	not reported	
of which heat used in operations and administrative buildings	million t	0.01	0.01	not reported	

<sup>1</sup> Partially estimated or using prior year data.

<sup>2</sup> The methodology was changed in 2019: only power distribution losses in own grids were considered.

Scope 3 <sup>1,2</sup>		2019 <sup>(v)</sup>		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
CO <sub>2</sub> emissions Scope 3 (according to GHG Protocol)	million t	96.91	88.13	209.3	305-3
of which power sold to end-customers	million t	62.32	59.38	not reported <sup>3</sup>	
of which CO <sub>2</sub> emissions from upstream supply chains of fuels	million t	4.16	3.48	164.0	
of which CO <sub>2</sub> emissions from sold natural gas to end-customers	million t	30.42	25.26	45.3	
of which CO <sub>2</sub> emissions from business trips	million t	0.007	0.001	0.007	

<sup>1</sup> Partially estimated or using prior year data.

<sup>2</sup> The methodology was changed in 2019: only power and gas sold to end customers were considered.

<sup>3</sup> Amount included in upstream supply chain.

Emission intensity <sup>1</sup> <sup>(v)</sup>		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Emission intensity in relation to net sales					305-4
specific CO <sub>2</sub> emissions (according to EU ETS)	kg/€	0.013	0.014	0.015	
specific CO <sub>2</sub> emissions Scope 1 (according to with GHG Protocol)	kg/€	0.025	0.026	0.029	
Emission intensity in relation to electricity generation					305-4
specific CO <sub>2</sub> emissions (according to EU ETS)	t/MWh	0.042	0.230	0.049	
specific CO <sub>2</sub> emissions Scope 1 (according to GHG Protocol)	t/MWh	0.077	0.437	0.096	

<sup>1</sup> Direct emissions (Scope 1) are included in the calculation of the intensity of GHG emissions. This also includes the CO<sub>2</sub>-equivalents from methane and SF<sub>6</sub> emissions from leakages.

## Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions

Absolute emissions <sup>1,2</sup> <sup>(v)</sup>		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
NO <sub>x</sub> emissions	thousand t	1.69	1.50	1.76	305-7
SO <sub>2</sub> emissions	thousand t	0.26	0.22	0.40	305-7
Dust emissions	thousand t	0.19	0.01	0.19	305-7
SF <sub>6</sub> emissions	thous. t CO <sub>2</sub> e	9.88	9.88	9.62	305-7

<sup>1</sup> Data are partly extrapolated or estimated.

<sup>2</sup> From the conventional power generation plants.

Specific emissions <sup>1,2</sup> <sup>(v)</sup>		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
NO <sub>x</sub> emissions	g/kWh	0.14	0.76	0.16	305-7
SO <sub>2</sub> emissions	g/kWh	0.02	0.11	0.04	305-7
Dust emissions	g/kWh	0.02	0.01	0.02	305-7
SF <sub>6</sub> emissions	g CO <sub>2</sub> e/kWh	0.84	4.97	0.89	305-7

<sup>1</sup> Data are partly extrapolated or estimated.

<sup>2</sup> From the conventional power generation plants.

## Effluents and Waste

Unless stated otherwise, 2019 figures reported explicitly for innogy Group cover continued and discontinued operations of innogy. Figures for 2018 have not been restated.

### Waste by type and disposal method

Waste by type <sup>1</sup> ✓		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Non-hazardous waste	thousand t	206.6	184.5	237.9	306-2
Hazardous waste	thousand t	51.1	50.2	43.1	306-2
<b>Total</b>	<b>thousand t</b>	<b>257.7</b>	<b>234.7</b>	<b>281.1</b>	<b>306-2</b>

<sup>1</sup> Data are partly extrapolated or estimated.

Waste by disposal method <sup>1</sup> ✓		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Total waste	thousand t	257.7	234.7	281.1	306-2
of which waste for external recovery/recycling	thousand t	221.4	205.2	263.5	306-2

<sup>1</sup> Data are partly extrapolated or estimated.

### Significant spills

Total number and volume of significant leaks of harmful substances <sup>1,2</sup> ✓		2019	2018	GRI
Total number	number	0	0	306-2
Total volume	m <sup>3</sup>	0	0	306-2

<sup>1</sup> We report incidents of high environmental relevance in accordance with our internal definitions. This refers to damage and events that have a lasting impact on the environment and cannot be eliminated, or cannot be eliminated permanently, or have an increased public impact. We undertake to comply with all applicable environmental requirements and to further develop our process to avoid environmental pollution through continuous improvement.

<sup>2</sup> The information is based on an internal query with the Group companies.

## Environmental Compliance

### Non-compliance with environmental laws and regulations

Non-compliance with environmental laws and regulations <sup>1, 2</sup>		2019	2018	GRI
Total monetary value of substantial fines	€ million	0	0	307-1
Total number of non-monetary sanctions	number	0	0	307-1
Cases raised in the context of dispute settlement procedures	number	0	0	307-1

<sup>1</sup> The information is based on an internal query with the Group companies.

<sup>2</sup> Many activities of the entire innogy Group are subject to environmental or other legal requirements. These apply to the construction, operation and dismantling of our plants. In order to ensure compliance with environmental laws and regulations, environmental protection and environmental management systems are, among other things, a central component of our corporate policy.

## Employment

### New employee hires and employee turnover

Employee hires <sup>1</sup> (✓)		2019 <sup>2</sup>	2018	GRI
External new employee hires	FTE	3,165	3,732	

<sup>1</sup> We cannot report information on new hires by gender and age because the data is not available. Data acquisition is also not planned for the future.

<sup>2</sup> 2019 includes only continued operations.

Fluctuation rate <sup>1</sup> (✓)		2019 <sup>4</sup>	2018	GRI
Fluctuation rate <sup>2</sup>	%	14.4	12.1	
Unintended fluctuation <sup>3</sup>	%	4.2	4	

<sup>1</sup> We cannot report data on fluctuation rates by gender and age because the data are not available. Data acquisition is also not planned for the future.

<sup>2</sup> Total of all departures (retirement, termination by employer, termination by employee, amicable termination of contract and other departures, but without end of fixed-term employment contracts and without change within the innogy Group, in full-time equivalents) as a percentage of full-time equivalents of indefinite duration on the reporting date of the previous period.

<sup>3</sup> Disposal due to termination of the employee (full-time equivalents) as a percentage of full-time equivalents of indefinite duration on the balance sheet date of the previous period.

<sup>4</sup> 2019 includes only continued operations.

### Further key figures of employment

Employee motivation <sup>1</sup> (✓)		2019	2018	GRI
Motivation index	/	77.2 <sup>2</sup>	76.6 <sup>2</sup>	

<sup>1</sup> Average of all responses to 13 statements on employee satisfaction, with 100 indicating full agreement as the maximum value. The average of all answers gives the motivation index.

<sup>2</sup> Calculated using a stratified sample survey of 471 employees (2019) and 661 employees (2018) of innogy SE. Companies with a workforce of less than 1,000 outside of the regions Essen, Dortmund and Cologne are not included in the sample. npower was also not included.

## Occupational Health and Safety

Unless stated otherwise, 2019 figures reported explicitly for innogy Group cover continued and discontinued operations of innogy. Figures for 2018 have not been restated.

### Hazard identification, risk assessment and incident investigation

Lost Time Injury Frequency Rate (LTIF) (as of December 31 of the year) <sup>1</sup> (v)		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Own employees	/	2.5	2.4	2.0	
Employees from partner companies <sup>2,3</sup>	/	1.9	1.9	1.5	
<b>Total</b>	<b>/</b>	<b>2.3</b>	<b>2.3</b>	<b>1.8</b>	

<sup>1</sup> Frequency of accident-related lost working time per 1 million hours worked.

<sup>2</sup> Partner companies are defined as companies working at innogy's sites, facilities, construction or installation locations on behalf of innogy.

<sup>3</sup> Excluding the partner company accidents and hours of the partner companies of Essent (NL) and partner companies of npower (GB).

Occupational accidents <sup>1,2</sup> (v)		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Renewables	number	8	-	11	
Grid & Infrastructure	number	106	106	144	
Retail	number	49	49	38	
Germany	number	11	11	8	
Netherlands / Belgium	number	25	25	19	
United Kingdom	number	13	13	11	
Other	number	7	7	6	
<b>Total</b>	<b>number</b>	<b>170</b>	<b>162</b>	<b>199</b>	

<sup>1</sup> Accidents during work in the course of professional activity, including accidents on the way to and from work involving at least one day's absence.

<sup>2</sup> We cannot report the data by gender.

Commuting accidents <sup>1,2,3</sup> (v)		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Renewables	number	2	-	3	
Grid & Infrastructure	number	91	90	118	
Retail	number	10	10	10	
Other	number	13	13	9	
<b>Total</b>	<b>number</b>	<b>116</b>	<b>113</b>	<b>140</b>	

<sup>1</sup> Accidents on the direct route between the place of residence and the place of work with at least one day's absence.

<sup>2</sup> We only report commuting accidents in Germany, as only in Germany is the journey to and from work considered to be insured.

<sup>3</sup> We cannot report the data by gender.

Casualties <sup>1</sup> (v)		2019		2018	GRI
		innogy Group	innogy continued operations	innogy Group	
Own employees	number	2	1	0	
Employees from partner companies <sup>2</sup>	number	0	0	0	
<b>Total</b>	<b>number</b>	<b>2</b>	<b>1</b>	<b>0</b>	

<sup>1</sup> We cannot report the data by gender.

<sup>2</sup> Partner companies are defined as companies working at innogy's sites, facilities, construction or installation locations on behalf of innogy.

Degree of coverage of the occupational health and safety management system (as of September 30 of the year) <sup>1</sup> (v)	2019		2018	GRI
	innogy Group	innogy continued operations	innogy Group	
Employee coverage	%	88.3	88.5	92.0
of which externally certified <sup>2</sup>	%	43.9	43.5	49.0

<sup>1</sup> Calculations are based on the number of employees as of September 30.

<sup>2</sup> Certifications according to ISO 45 001, OHSAS 18 001, certificates of the employers' liability insurance association and TSM certificates (Technical Safety Management) are accepted.

## Further key figures of occupational health and safety

Health rate <sup>1,2</sup> (v)	2019 <sup>3</sup>		2018	GRI
Health rate	%	95.2	95.6	

<sup>1</sup> Percent of the planned working time of the workforce (employees and trainees), which was not reduced by absenteeism due to illness, accident and cure.

<sup>2</sup> We cannot report the data by gender.

<sup>3</sup> 2019 includes only continued operations.

Downtime rate <sup>1,2</sup> (v)	2019 <sup>3</sup>		2018	GRI
Downtime rate	%	19.1	18.8	

<sup>1</sup> Total of all types of lost time (vacation, holidays, health cure, maternity leave, illness, accident and other, but without further training) as a percentage of the planned working time of our workforce (employees and trainees).

<sup>2</sup> We cannot report the data by gender.

<sup>3</sup> 2019 includes only continued operations.



## Training and Education

### Average hours of training per year per employee

Average days of training <sup>1</sup>		2019	2018	GRI
Germany	days	4.0	3.9	404-1

<sup>1</sup> We cannot report the average number of hours our employees spent on training during the reporting period by gender and category as this data is not available. Data acquisition is also not planned for the future.

### Further key figures of training and education

Apprentices (as of December 31 of the year) <sup>1</sup>		2019	2018	GRI
Germany	heads	1,573	1,574	
United Kingdom	heads	34	47	
Netherlands / Belgium	heads	26	0	
Central and South East Europe	heads	47	40	
Other	heads	0	0	

<sup>1</sup> In other countries with business activities, there is no career path corresponding to the German apprenticeship model. Therefore, no information is possible for these countries.

Apprenticeship ratio <sup>1</sup>		2019	2018	GRI
Germany	%	7.5	7	

<sup>1</sup> Number of apprentices (heads) as a percentage of full-time equivalents. The values are only available for Germany.

Training ratio <sup>1</sup>		2019	2018	GRI
Germany	%	1.5	1.5	

<sup>1</sup> Further training as a percentage of planned working time. The values are only available for Germany.

## Diversity and Equal Opportunity

Gender distribution at innogy (as of December 31 of the year) <sup>1</sup> (v)		2019	2018	GRI
Share of women in the workforce of the innogy Group	%	34.0	34.3	405-1
Women in management positions (Level L1-L4) innogy Group	%	20.8	20.1	405-1
Women in management positions (Level L1-L4) innogy SE	%	18.8	18.5	405-1
Women on the Supervisory Board of innogy SE	%	35.0	35.0	405-1
Women on the Executive Board of innogy SE	%	0	16.7	405-1

<sup>1</sup> The information on women in management positions refers to the internal management levels (L1 to L4). These differ from the two management levels below the Executive Board mentioned in German law for the equal participation of women and men in management positions.

Percentage of employees with severe disabilities and peers in the workforce (as of December 31 of the year) <sup>1</sup> (v)		2019	2018	GRI
innogy Group in Germany	%	4.7	4.4	405-1
innogy SE	%	5.8	5.0	405-1

<sup>1</sup> The statutory quota prescribed in Germany is determined by the share held by the individual companies. We therefore also report the quota for innogy SE as the parent company.

Diversity of employees (as of December 31 of the year) (v)		2019	2018	GRI
Share in company				
Men	%	66.0	65.7	405-1
Women	%	34.0	34.3	405-1
Share of top four management levels				
Men	%	79.2	79.9	405-1
Women	%	20.8	20.1	405-1


Age structure of employees (as of December 31 of the year) (v)		2019	2018	GRI
Under 20	%	2.2	2.6	405-1
20-24	%	6.1	5.4	405-1
25-29	%	9.6	9.6	405-1
30-34	%	12.4	12.4	405-1
35-39	%	12.6	12.6	405-1
40-44	%	11.3	12.3	405-1
45-49	%	11.9	13.0	405-1
50-54	%	14.6	14.9	405-1
55-59	%	14.1	12.8	405-1
Over 60	%	5.3	4.4	405-1

# Non-Discrimination

Incidents of discrimination		2019	2018	GRI
Incidents <sup>1</sup>	number	0	0	406-1

<sup>1</sup>The information is derived from an internal query within the Group.

## Supplier Social Assessment

Recognition of the Code of Conduct (as of December 31 of the year) <sup>1</sup> 		2019	2018	GRI
Proportion of purchasing volume covered by recognition of the innogy Code of Conduct	%	99.5 <sup>2</sup>	100	414

<sup>1</sup> Coverage partly based on estimates.

<sup>2</sup> Excluding the purchasing organisations in the Czech Republic and Slovakia.

Suppliers with occupational health and safety management system (as of December 31 of the year) <sup>1</sup>		2019	2018	GRI
Suppliers with occupational health and safety management system	number	1,401	1,354	414

<sup>1</sup> Supplier in Corporate Procurement of innogy SE.

# Public Policy

Contributions to political parties (as of December 31 of the year) <sup>1</sup>		2019	2018	GRI
Contributions	€	0	0	415-1

<sup>1</sup> The innogy Code of Conduct obliges us to be politically neutral and therefore prohibits donations to political parties. This was confirmed in an internal survey for the year under review.

## Marketing and Labeling

Customer loyalty <sup>1</sup> ✓		2019	2018	GRI
Germany	points	80	78	417

<sup>1</sup> The Customer loyalty index is determined on the basis of three differently weighted criteria, for which the consent of the customers is queried. Between 0 and 100 points can be achieved.

Customer satisfaction <sup>1</sup>		2019	2018	GRI
Germany ✓	points	83	80	417
United Kingdom	points	N/A	N/A	417
Croatia	points	69	67	417
Netherlands	points	78	77	417
Poland	points	74	79	417
Slovakia	points	N/A	79	417
Czech Republic	points	N/A	84	417
Hungary	points	79	78	417

<sup>1</sup> Customer satisfaction asks about the overall satisfaction of the customers with the company. Between 0 and 100 points can be achieved.

Reputation index		✓ 2019	2018	GRI
Reputation/Image index <sup>1</sup>	N/A	58	✓ 66	417
Sustainable: environmentally conscious and future-oriented	N/A	46	66	417
Innovative: innovative and high performing	N/A	58	67	417
Customer-oriented: reliable and customer-oriented	N/A	69	65	417


<sup>1</sup> The reputation/image index is derived from the average of the three innogy core dimensions: sustainable, innovative and customer-oriented. Two aspects are assigned to each dimension, from which the mean value is calculated. For all aspects the agreement to the statement "innogy is ..." is asked with the help of the scale from 1 (completely true) to 6 (not at all true). When calculating the mean values, only the ratings with a score of 1 and 2 are taken into account.

Supported brand awareness <sup>1,2</sup>		2019	2018	GRI
Germany total	%	43	41	417
Area with innogy as basic supplier	%	88	85	417

<sup>1</sup> Supported brand awareness describes the percentage of respondents who can remember the innogy brand after presenting a list of company names

<sup>2</sup> Data for Germany.


## Customer Privacy

Complaints and notifications <sup>1,2</sup> 		2019	2018	GRI
Complaints relevant to a fine	number	0	1	418-1
Total monetary value of substantial fines	€	0	3,000	418-1
Violation of data protection to authorities or inquiries / studies within the framework of official supervision	number	116	90	418-1

<sup>1</sup> The information is derived from an internal query within the Group and relates to all Group companies in the European Union.

<sup>2</sup> Complaints from external partners recognized by the organization are not collected. Data acquisition is not planned for the future either.

## Innogy Green Bond

innogy Green Bond 		
Nominal volume of innogy GreenBond as placed in 2017	Bn. €	0.85
Suitable investments identified for the German majority companies of the innogy Group between 2014 and 2017 <sup>1</sup>	Bn. €	1.27
of which investments attributed to the years 2014 to 2016	Bn. €	0.92
Categories to which proceeds are allocated <sup>2</sup>	n/a	Investments in the connection of renewable energies to the electricity grid
	n/a	Network investments in connection with the energy system transformation
	n/a	Investment in smart meters

<sup>1</sup> In the context of the 'Reallocation of proceeds', Sustainalytics confirmed in October 2018 the continued validity of the second party opinion on innogy's Green Bond Framework and the eligibility of projects in the grid business.

<sup>2</sup> When placed in October 2017, the bond was used to (re-)finance onshore and offshore wind farms. Since the Renewable Energies Business is, as part of the E.ON/RWE transaction, intended to be transferred to RWE (with the debt remaining with E.ON), financing and financed assets are envisaged to be separated. As part of our investor-friendly policy, we decided to reallocate the proceeds of the Green Bond to projects that are intended to be integrated into E.ON's future structure. For this purpose, we have identified a portfolio of mainly network projects and allocated them to the bond as of October 2018. The reallocation was made public to the financial market on October 10, 2018.

The compliance of projects in these categories with the innogy Green Bond Framework was confirmed by an assurance letter from sustainability consultants and rating agency Sustainalytics.

Since September 2019, innogy has been part of the E.ON Group and is, thus, also part of the E.ON financial network. Since August 2019, E.ON has established a Green Bond Framework and is also active on the Green Bond market. innogy investments under innogy's Green Bond Framework in the categories listed above will be considered under the E.ON Green Bond Framework in future. Further information can be found at [www.eon.com/greenbonds](http://www.eon.com/greenbonds).

Further information on the innogy Green Bond can be found at [www.innogy.com/green-bonds](http://www.innogy.com/green-bonds).