

# PRESS RELEASE

*Diversity Charter / Diversity, Fairness and Inclusion*

## **VNG joins the Diversity Charter**

**The signing of charter reaffirms commitment to a diverse, fair and inclusive working environment.**

**Leipzig, 26 March 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 has now become a member the largest German diversity network and setting a visible example for a respectful and discrimination-free working environment. With this step, VNG is joining the 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 to promote diversity in companies and institutions. The initiative's goal is to promote a prejudice-free working environment – regardless of age, ethnic origin, nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation or social origin. More than 6,500 organisations already belong to the network, which accounts for over 17 million employees in Germany.

### **Active promotion of diversity: A diverse #teamVNG makes VNG more future-proof.**

For VNG, joining the initiative is a strategic commitment. “By signing the Diversity Charter, we are sending out a clear signal of commitment to a modern and inclusive corporate culture – as a basis for day-to-day cooperation and for the successful implementation of our strategic plans 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 changing so dynamically. “Diversity is therefore firmly anchored in our corporate strategy,” says Bodo Rodestock, Chairman of VNG Management Board.

The step is also expected to have a further impact on human resources management. “The aspects of diversity, fairness and inclusion are essential building blocks in our human resources strategy. We endeavour to create a working environment where all employees feel seen, respected and empowered. The Diversity Charter is a clear commitment that supports us by setting standards for a fair and inclusive working environment. Our goal is to make these values tangible in daily HR practices, leadership and everyday working interactions. To achieve this, we create transparent processes, spaces for engagement and framework conditions in which everyone can develop their potential,” says Lydia Schuster-Scholz, VNG's Head of Human Resources.

### **Measures for an inclusive corporate culture have already been initiated**

VNG already implements numerous measures to promote equal opportunities, fair personal development paths and cooperative partnerships. These include, for example initiatives to raise awareness of diversity in the workplace and to build skills through training. Other examples are transparent health services (e.g. female health, menopause), empowerment formats (networks) and structures (retreat space). In addition to implementing a new inclusion agreement and an updated employment agreement, VNG is also focusing on accessibility in job postings and on promoting diverse talents and perspectives. In recent months, topics such as diversity, fairness and inclusion have been analysed within

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the context of an internal transformation campus and further developed under the aegis of a new competence centre. By signing the Diversity Charter, VNG is visibly underscoring its responsible commitment to the outside world, in order to further reinforce a discrimination-free, diverse and opportunity-creating working environment..

#### **About VNG**

VNG is a group of over 20 companies active in the European energy industry with more than 2,000 employees. As a gas importer and distributor as well as an operator of critical gas infrastructure, the Leipzig-based Group is central to assuring the security of the gas supply in Germany. With its “VNG 2030+” strategy, VNG is pursuing an ambitious programme to roll out renewable and decarbonised gases, such as biogas and hydrogen, and pave the way for the sustainable, secure energy supplies and, in the long term, the climate-neutral energy system of the future. VNG’s investments in infrastructure and green gas projects are primarily in Central and Eastern Germany, with the aim of making a significant contribution to structural change as a company firmly anchored in its home region. More at: [www.vng.de](http://www.vng.de)

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