

STAKEHOLDER ENGAGEMENT

We engage continuously with various stakeholders, such as our business partners, employees, shareholders and investors, as well as representatives from academia, industry, politics and society.

Familiarity with their needs and expectations is an important prerequisite for our success and the continued 'licence to operate' for the company. Our mission is to understand the concerns and positions of the various stakeholders and build a trust-based relationship with them. Communicating with them regularly helps us to identify topics early on and take them into account in our activities and strategy processes. We also discuss our positions with our stakeholders to help improve their understanding of what we do and our positions. The nature and extent of our engagement vary according to the impact of our projects, the specific concerns of individual stakeholders and local cultural circumstances. Should a stakeholder wish to formally express any criticism of our actions, we provide access to structured **[grievance mechanisms](#)**.

All of our employees worldwide are encouraged to be engaged with stakeholders in their working environment. For many of our employees, this includes regular dialogue with stakeholders where experts at our various sites and in our different business units engage in discussions with the relevant interested parties on specific local and global challenges. In 2020 Wintershall Dea met with many different stakeholders largely virtually in response to the pandemic situation:

EXAMPLES OF STAKEHOLDER DIALOGUE IN 2020



Associations and international initiatives

We know that collaboration is a key precondition for sustainable development. To foster this, we also support multi-stakeholder networks. As an important element of our sustainability strategy, we participate in a wide variety of relevant sustainability initiatives and associations on national and international level.

Our participation allows us to exchange ideas with other stakeholders, and we contribute our perspectives to debates. The overall goal is to improve the sustainability contribution of business in general and our industry in particular. We consider these to be valuable platforms for learning and dialogue that help us as a company to further improve. Our involvement includes engaging in working groups, industrial associations or

- international initiatives such as the [UN Global Compact](#), the
- International Association of Oil & Gas Producers ([IOGP](#)), the global oil and gas industry association for advancing environmental and social performance
- [IPIECA](#), the Oil and Gas Methane Partnership ([OGMP](#)) 2.0, and [GasNaturally](#) is a partnership of eight European associations that represent the whole gas value chain, just to name a few.

- Wintershall Dea supports the [EITI](#) (Extractive Industries Transparency Initiative). The EITI is a global standard for the good governance of oil, gas and mineral resources promoting the open and accountable management of extractive resources. In Germany, Wintershall Dea represents the oil and gas industry as a member of the D-EITI Multi-Stakeholder Group that consists of representatives from government, business and civil society controlling and monitoring the implementation of the D-EITI.

Political communication and advocacy

We want to constructively and transparently shape the environment in which we conduct business. To achieve this, we participate in public discourses on industry, environmental and social policy issues to understand trends and anticipate regulatory expectations and developments. We are in favour of fostering transparency in advocacy and will participate in transparency or external advocacy ('lobby') registers, where possible.

As a company, we place our trust in the rule of law and the free democratic basic order. We pursue a constructive dialogue with political stakeholders to safeguard our licence to operate. We do not maintain contact with parties or politicians who do not advocate those principles. We explicitly welcome civic, political and social engagement by our employees outside work, provided it is consistent with our free democratic basic order and our corporate values. We are not affiliated with any political party, individual members of parliament, or incumbents or candidates for political office. We do not fund political parties, members of government or parliament or electoral candidates.

Our lobbying and political communications are conducted in accordance with transparent guidelines, our [Code of Conduct](#) and our [ESG Principles](#).



“The industry must work together to achieve improvements that have a real impact.”

Dawn Summers – Member of the Board and Chief Operating Officer (COO), Region EMEA