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 [Sustainable together. Sustainably better.](#)

# Sustainable together. Sustainably better.

**At Thüga Holding Group, we have a clear goal: We want to contribute to a future-proof public service with a decarbonized, environmentally friendly, and reliable energy supply.**

Specifically, this means: We want to reduce negative environmental impacts and actively shape the transformation of electricity, gas, and district heating supplies

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report for the 2023/2024 period. We are deepening the transparency of our economic, ecological, and social performance and building on the second sustainability report from 2023. We highlight what the Group and the Thüga Group have achieved since 2023 and provide information on measures and goals in our five strategic fields of action.



## Thüga board member Anne Rethmann

**"It's about taking responsibility for one's own actions: for employees, for society, and for the**

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converting to biogas, electrifying the vehicle fleet, and advising partner companies on decarbonizing their heat supply. At Thüga, climate protection is understood as a long-term responsibility, implemented through concrete measures and realistic goals .



**[Download the current sustainability report as a PDF.](#)**

## Our strategic fields of action

The Thüga Holding Group is committed to sustainability and integrates environmental, social, and governance aspects into all key corporate processes. The key topics are defined in the following strategic areas of action :

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### Klimaschutz

Wir leisten einen aktiven Beitrag zum Klimaschutz und möchten im Jahr 2045 klimaneutral sein. Dazu reduzieren wir konsequent die Treibhausgas-Emissionen in unserem direkten Einflussbereich und in der Wertschöpfungskette. Wir fördern mit passgenauen Beratungsangeboten und Dienstleistungen eine wirtschaftlich tragfähige Energiewende.

### Versorgungssicherheit

Wir stehen für eine zuverlässige Energieversorgung mit wettbewerbsfähigen Angeboten und hoher Kundenzufriedenheit. Als Betreiber kritischer Netzinfrastrukturen gewährleisten wir höchste Sicherheit bei der Bereitstellung von Energie. Durch unser Dienstleistungsangebot und unser politisches Engagement tragen wir zu einer verlässlichen Versorgung in Deutschland bei.

### Digitalisierung und Cybersicherheit

Wir fördern Innovationen, automatisieren Prozesse und betreiben ein effektives Management von Cyberrisiken. Durch zukunftsorientierte digitale Lösungen gewährleisten wir die Wettbewerbsfähigkeit und Widerstandsfähigkeit der Energiewirtschaft mit Blick auf Kundenprozesse, kritische Infrastrukturen und Mitarbeitende.

### Arbeitsbedingungen und Chancengleichheit

Wir bieten ein sicheres, gesundes und faires Arbeitsumfeld – mit gerechter Vergütung, gezielter Weiterentwicklung und echter Vereinbarkeit von Beruf und Familie. Wir fördern Frauen in Führungspositionen und stehen für Chancengleichheit und Vielfalt. Ein inklusives Arbeitsumfeld stärkt den Zusammenhalt im Unternehmen.

### Materialwirtschaft und Lieferantenmanagement

Wir richten unsere Materialwirtschaft konsequent an ökologischen und sozialen Standards aus und verankern Kreislaufwirtschaftskriterien in den Beschaffungsstrategien. Durch langfristige, partnerschaftliche Lieferantenbeziehungen gewährleisten wir eine faire und verlässliche Bereitstellung der benötigten Güter und Dienstleistungen.

## Corporate management

For Thüga, good corporate governance means assuming responsibility toward employees, partners, municipalities, and society. Sustainability is an integral part of the corporate strategy and is reflected in clear structures, effective compliance management, and responsible supplier management. Thüga relies on clear rules, transparent processes, and collaborative partnerships, both within the group and within its municipal network.

## Sustainability Report

Thüga has been publishing voluntary sustainability reports regularly since 2021. The current report for 2023 and 2024 demonstrates how sustainability is strategically embedded within the company – with over 38 concrete measures, a new climate strategy, and a double materiality analysis according to the ESRS. The report makes progress measurable and transparently demonstrates how Thüga is fulfilling its responsibilities.

## ESG rating

Since 2021, Thüga's sustainability performance has been regularly assessed in the

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## Committed to sustainable development

At Thüga Holding Group, we view sustainability as an additional corporate dimension. This creates a more long-term perspective and makes our corporate strategy more robust – to the benefit of everyone. And through regular sustainability reports, we create transparency and provide a basis for all stakeholders to review our commitment and performance.

### Newsletter Service

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Stay up to date

With our newsletter you will always receive the latest background information on the energy industry in Germany.

E-mail address



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### More on the topic

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[Press release: "Sustainable together. Sustainably better." Thüga presents third sustainability report](#)

**Good news for everyone**

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