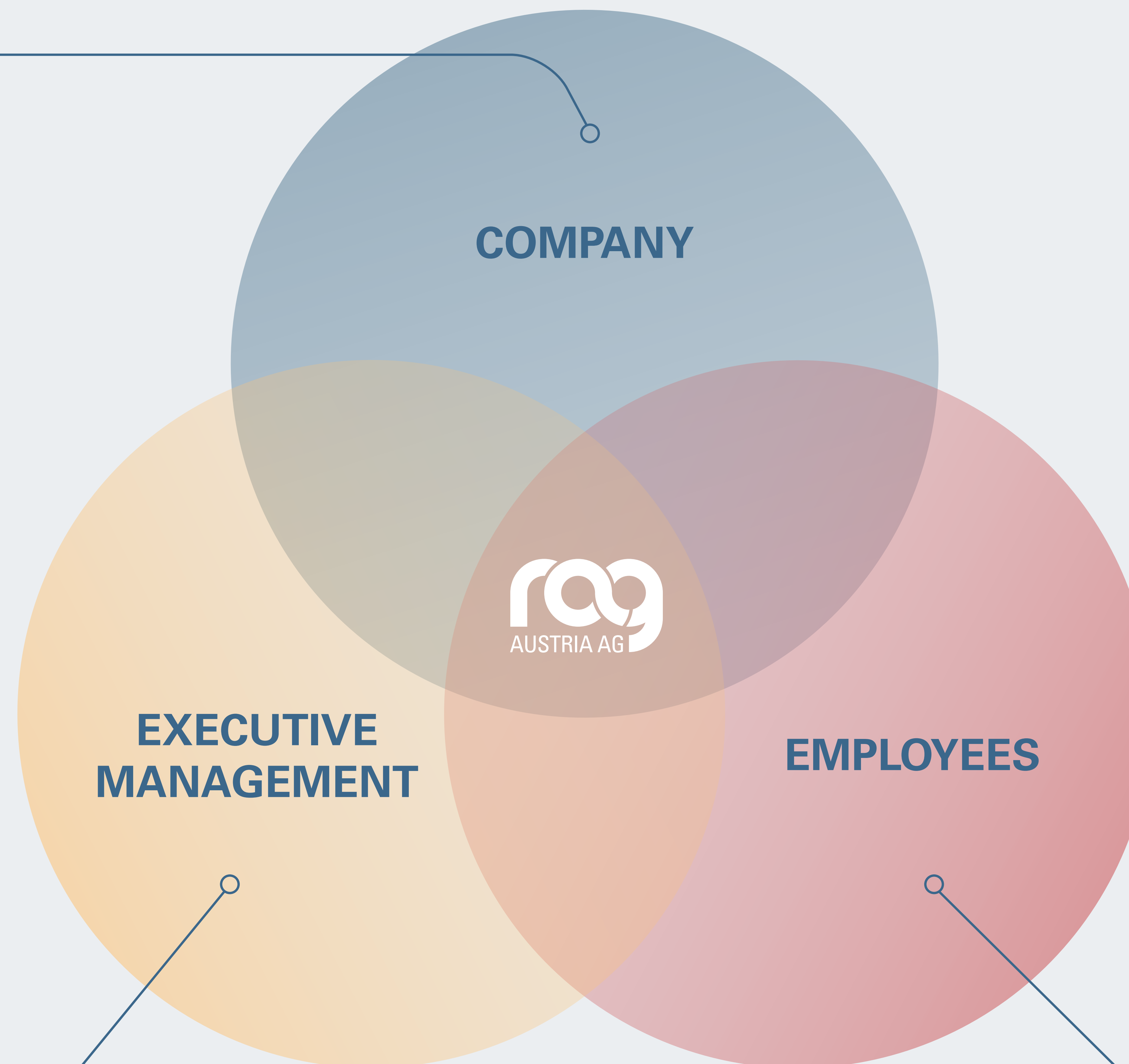


Our Leadership Principles



- ✓ We shape the energy future – actively and optimistically.
- ✓ We are committed to our high standards of performance and quality.
- ✓ We know that innovation takes courage – and we create the space for it to thrive.
- ✓ We see flexibility as a key to long-term business success.

- ✓ We make timely decisions and ensure transparency.
- ✓ We see constructive criticism and an open approach to mistakes as opportunities for growth.
- ✓ We are enhancing strong collaboration between all departments and teams.



- ✓ We foster the strengths of our employees and make success visible.
- ✓ We trust our employees and support them in taking responsibility.
- ✓ We communicate in an open and respectful way.