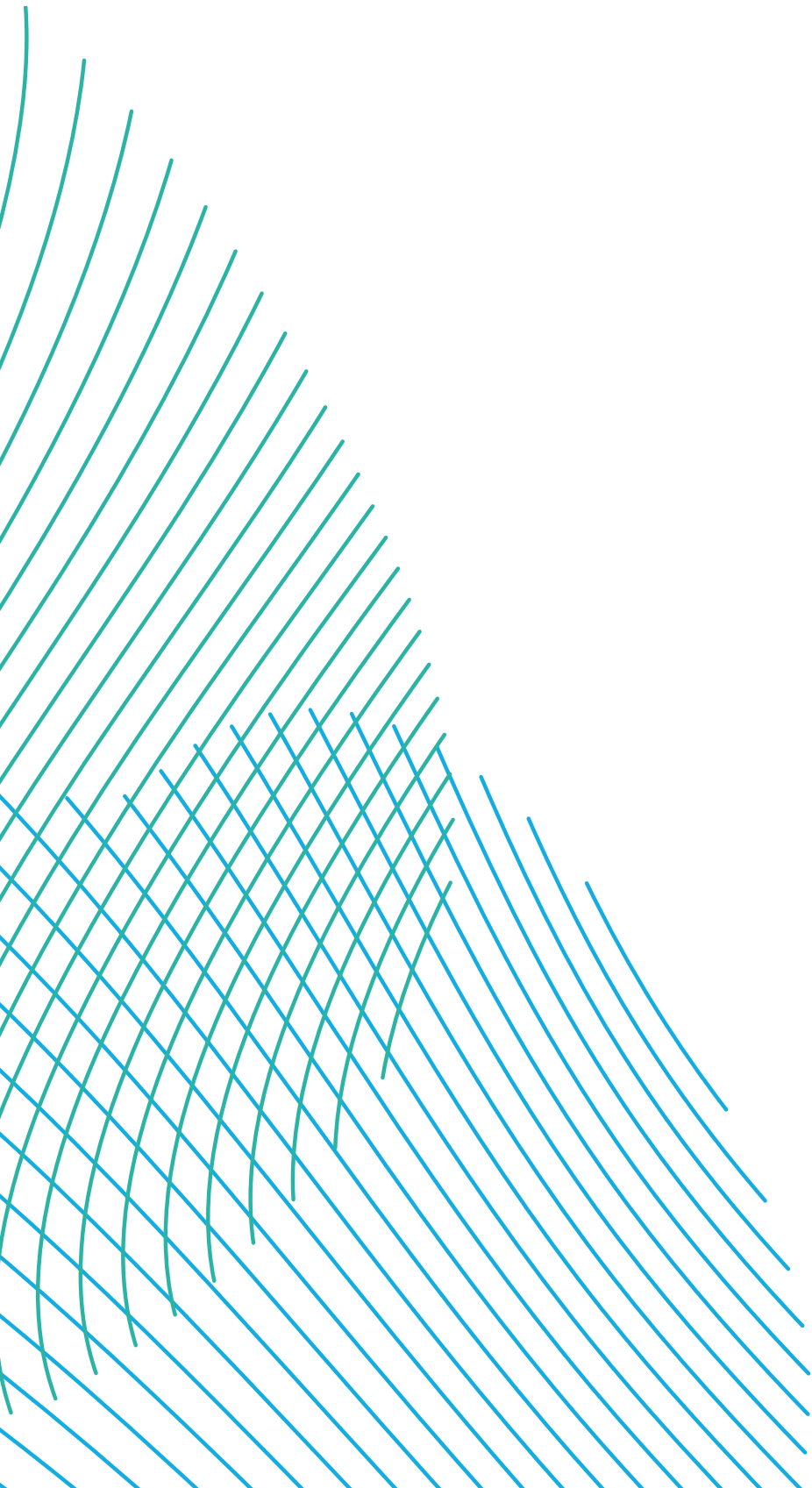




Business principles.

Walk the talk.

RWE



Content

Company Principles RWE Technology International	04
Customer Focus Your reliable partner for the success of your business	05
Health & Safety In all our activities Health & Safety comes first	06
Environment Protection We examine business decisions with respect to their environmental impact	07
Quality “If you stop getting better, you stop being good”	08
Security Attention and concentration for the security are a matter of course in dealing with mandates entrusted to us	09
Imprint	10

RWE Technology International.

We are committed to comply with and implement the overarching company principles of the RWE Generation Group. We support the RWE group-wide sustainability strategy and implement it consistently.

As a service company our customers decide on the success of our company:

- We meet the requirements and expectations of our customers and solve their problems, because through them we realise our economic success and can thus secure our future and achieve growth.
- We convince our customers with our services, especially in terms of cost-effectiveness, quality, technical execution, competence, punctuality and occupational safety.

Essen, July 2020

Board of RWE Technology International GmbH

Ingo Birnkraut

Managing Director Sales

Wim Tjerckstra

Managing Director Operations

To achieve this, we commit ourselves to the following principles:

- We focus on the conditions and requirements of the market and provide a competent and customer oriented service.
- We improve constantly our service and its quality.
- We work together with our customers and stakeholders in a target-oriented manner in order to find sound and efficient solutions. In our internal collaboration, we act as “one RWE” and use all of our expertise.
- We act in compliance with the RWE Code of Conduct committed to “Personal responsibility”, “Honesty”, “Loyalty” and “Respect for others and for the environment” in our daily work.
- Open communication and decision making “at the right place and at the right time” are characteristics of our organisation.
- We learn from our experience, strive for continuous improvement within our activities and enable a proactive and rapid implementation of recognised potential.
- Our employees are the key factor to our success and thus are at the centre. Their cooperation, ideas and performance are respected and receive appreciation.

Your reliable partner for the success of your business.

The benchmark for the quality of our services is set by the customer. We meet this demand by

- responding promptly to customer requests and meeting customer commitments,
- taking over the responsibility for solving customer problems,
- actively identifying customer needs in dialogue,
- exceeding the customer expectations with excellent consulting services.

We create the necessary conditions together with the management by

- designing our organisational structure in such a way that we can best serve our customers,
- developing our corporate strategy to the benefit of customer relationship in the long term,
- setting strategic priorities for customer service and customer management.

We build long-term and trustful customer relationships by

- intensive and personal support services for our customers,
- identifying latent needs that go over and beyond the wishes expressed by the customer,
- dealing intensively with the internal and external environment of our customers,
- identifying relevant issues for our customers in future and acting accordingly.

In all our activities Health & Safety and well-being comes first.

We want to achieve ZERO incidents: Mission Zero.

Safety of our employees and contractors is our top priority. We want the people who work for us, either our own staff or from external companies, to go home healthy to their nearest and dearest at the end of the working day, as they came. We treat one another with respect, and respecting one's health forms part of this.

Our Health & Safety and well-being Principles are:

- We must either work safely or not at all. Anything less is unacceptable.
- We are committed to Health and Safety, which is why every one of us is leading by example.
- We are up to date with the rules and observing them in a disciplined way and holding each other accountable in relation to fulfilling agreements.
- We have summarized the most important safety rules into 12 life-saving rules. We must all abide by these at all times wherever we might be.
- We are aware of the Health and Safety hazards and risks associated to our work, task or project. We demonstrate "upstream safety" by recognising risks as early as possible.
- We always implement measures to control adequately identified Health and Safety risks.
- We only carry out work, for which we are competent from Health and Safety point of view. Before allocation of tasks to others, we ensure that the tasks can be performed in a safe manner.
- We will challenge everybody, whose action is not in line with our requirements when it comes to Health and Safety. This is valid for everyone: superiors, work colleagues, suppliers, contractors and business partners.
- We address both unsafe and positive behaviour without hesitation.
- We keep our employees informed and regularly train their knowledge and awareness of the consequences of their activities. Health and Safety is always discussed first during the meetings.
- We are familiar with emergency preparedness arrangements.
- We ensure that every undesired event is reported and investigated. Thereby recurrence can be prevented.
- We actively support the well-being, satisfaction and social, mental and physical health of our employees.
- Together we actively live the work and health culture of our company in order to promote and sustainably develop the performance of our employees and thus the success of the company.

The aim

ZERO injuries for our employees, contractors and visitors

ZERO excuses for unsafe behaviour

ZERO compromises on life-saving rules

ZERO impact for our families and communities

We examine business decisions with respect to their environmental impact.

We are committed to the sustainable development of our company and to implement the legal standards for Environmental Protection and Energy Efficiency.

Our Environment Protection and Energy Efficiency Principles are:

- We set strategic and operational targets for environmental protection and energy efficiency, which are in line with our business activities as well as the environmental and energy policy statement.
- Every employee is obliged to report environment incidents to prevent or mitigate damages on the environment and to behave energy-conscious.
- We develop our products and services continuously to reduce the use of energy, raw material, emissions and waste within economically reasonable boundaries.
- We develop and perform projects considering climate and environment protection as well as energy efficiency. This also applies for procurement in general and procurement of supplies and services.
- Within the execution of asset projects
 - We treat our natural resources and habitats carefully and responsibly. We capture and assess the impact of emissions (noise, odour, seismic), environmental activities and the efficient use of energy.
 - We develop and implement specific measures on emergency preparedness and are aware of the available arrangements to protect the environment e.g. from soil and water pollution. We are committed to the sustainable development.

“If you stop getting better, you stop being good.”

We are committed to continuously improve all business activities.

We provide proven quality because a satisfied one becomes a sustainable customer and long-term partner. Taking our four company values “Trust, Integrity, Entrepreneurship and Sustainability” into consideration, we are living the ‘Plan, Do, Check, Act’ (PDCA) cycle.

Our Quality Principles are:

- We plan all our activities and consider relevant risks.
- We identify quality requirements and implement appropriate quality standards for our projects and services and document how the project will demonstrate compliance.
- We evaluate, support as well as supervise our suppliers, in every project phase, in fulfilling the agreed service and product quality.
- We consult and inform managers, employees and other interested parties to promote quality risk awareness and to take preventive actions.
- We learn from our mistakes and strive to prevent recurrence.
- We are going for a high customer satisfaction by using the customer feedback to improve our quality performance.
- We learn from our customer and optimise our project management and customer interactions.

Attention and concentration are for the security in dealing with mandates entrusted to us a matter of course.

We are committed to the sustainable development of our company and to achieve adequate standards.

Our security standards and instructions are based on the RWE Group security concept which relates to the protection of all tangible and intangible assets and employees from illegal acts. This will form a sound framework for our business activities and give the company optimum protection against internal and external risks.

Our Security Principles are:

- We base our data protection approach on securing our four protection goals (confidentiality, availability, integrity and reliability) in an efficient and practical form.
- We are careful with personal and sensitive or particularly sensitive data and take the responsibility for it.
- We ensure data protection for personal and sensitive or particularly sensitive data by adequate processes, information systems and promoting and monitoring the careful handling.
- We minimise the impact of security breaches by implementing preventive measures at our sites.
- We act preventively in the planning and execution of business trips to ensure the safety of our employees.
- We are prepared for emergency cases and are aware of responsibilities and procedure in emergency and crisis situations.
- We improve our emergency and crisis management by applied lessons learned from our exercises as well as external and internal incidents.

Imprint

Author/issuing department

Executive Board

Target audience

Public, all employees

Approver

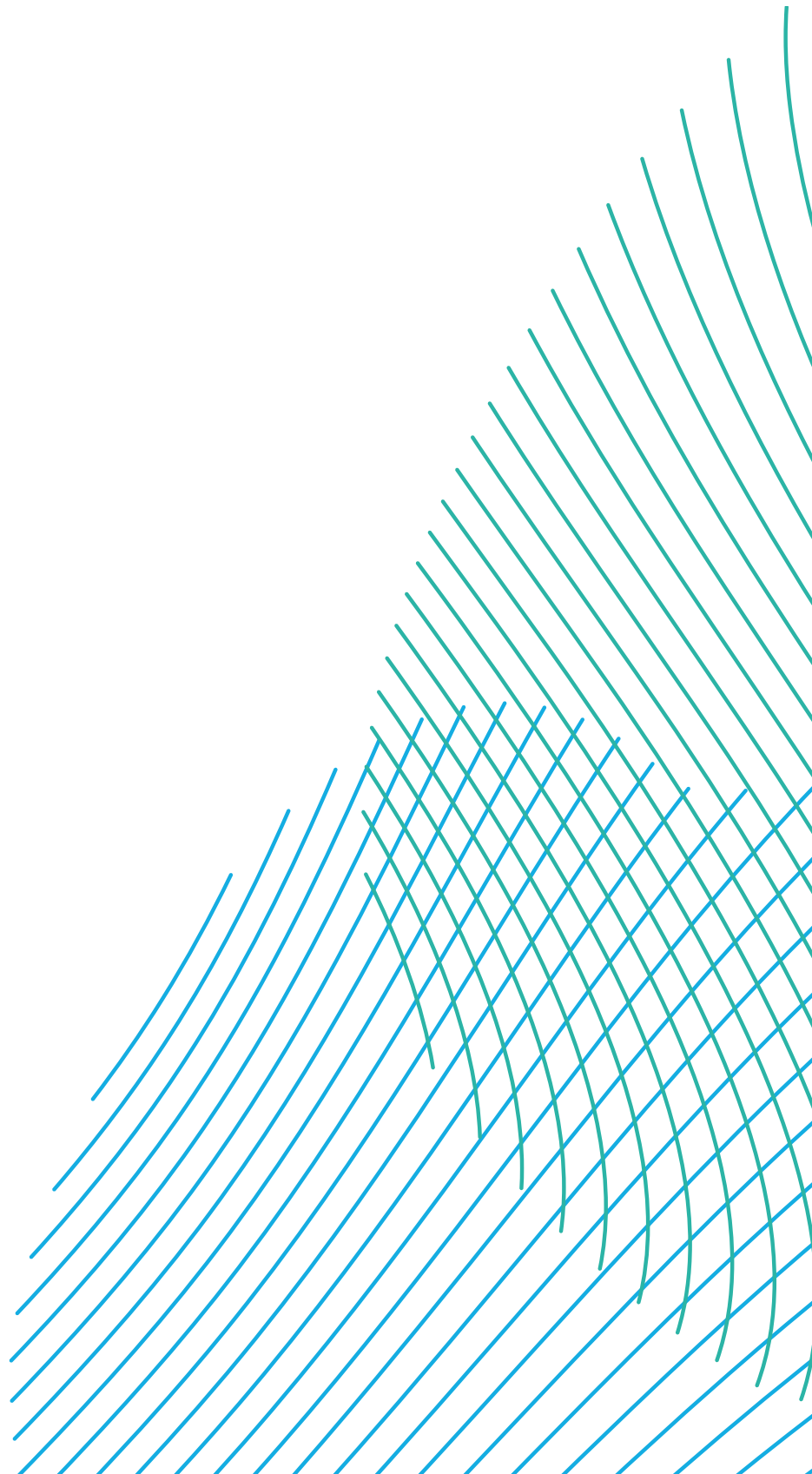
Executive Board of RWE Technology International

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