

# Our management principles

## Company

- ✓ We are **actively** shaping the future of energy with **optimism**
- ✓ We remain true to our **commitment to exceptional quality and performance.**
- ✓ We know that the **courage to innovate** is key to securing our future, and provide space for this to happen.
- ✓ We view **flexibility as a prerequisite for long-term commercial success.**

## Employees

- ✓ We cultivate the **strengths of our employees** and ensure that their **successes are visible.**
- ✓ We **trust** our employees and **enable them to take responsibility**
- ✓ We communicate **openly and respectfully** with each other

## Executives

- ✓ We take **decisions** in a **timely and transparent** manner.
- ✓ We see **constructive criticism** and a **positive error culture** as an **opportunity for development.**
- ✓ We actively promote **closer cooperation between all areas, departments and teams.**