



# Corporate mission statement

wpd GmbH November 8th, 2023



wpd has set itself the goal of realising wind and solar projects worldwide and thus making an important contribution to the energy transition and the protection of our climate.

Against the backdrop of climate change, we see no alternative to the switch from fossil fuels to renewable energies.

All wpd employees see themselves as a team that is highly motivated to ensure the success of our projects.

## Who we are

wpd is a leading developer and operator of renewable energy projects, actively shaping the energy transition in more and more countries around the world.

We are united by the conviction that climate change, as one of the central challenges of our time, requires a profound change in our society and our habits. The energy transition is a key component of this change. The motivation for our work is to make a significant contribution to the energy transition and thus to protect the natural foundations of life for present and future generations.

We want to make renewable energies even more marketable, promote the expansion of renewable energy worldwide and thus also ensure the long-term entrepreneurial success of wpd. This forms the foundation for secure and sustainable jobs for all our employees.

Our vision is a global energy supply with 100% renewable energies.

## How we work together

wpa - that is all our employees. Qualified, committed and satisfied employees ensure the success of the company.

In our day-to-day work, we treat each other as equals and always fairly. We give and expect open and constructive feedback. We see respectful dissent as a starting point for improvements and constructive solutions.

What we have in common is our enthusiasm for the energy transition, for a positive interpersonal atmosphere, mutual trust, reliability and entrepreneurial thinking and action at all levels. Our actions are characterised by respect and appreciation for people and the environment.

We see the success of each project as our task, we contribute our strengths and complement and support each other in achieving our goals together. The success of the team is also the success of each and every individual, which we celebrate together.

We strive for a partnership-based and long-term relationship with our business partners that is characterised by fairness, trust and reliability.

We respect the views of others and respect their achievements.

## How we lead

We work in flat hierarchies. Leadership combines our strengths for mutual success.

Leaders focus on the task and not on themselves. We achieve our corporate goals together. The basis of our leadership is the corporate strategy with wpa's own values.

We lead comprehensibly and consistently in a positive and results-oriented working atmosphere. We make our decisions transparent; we are self-critical and face criticism from inside and outside.

We achieve results by giving our staff clear tasks, competences and areas of responsibility.

We enable and demand independent, responsible and flexible action within a defined framework.

We strive to create working conditions that enable our staff to find their tasks enriching and affirming and to enjoy their work.

## How we make wpa even more sustainable

We promote and support our employees' awareness of sustainable behaviour - in their professional and private lives.

Our goal is to use resources effectively and economically and to minimise our ecological footprint. We try to waste as little as possible.

We use environmentally friendly items in our offices as much as possible. The aim is also to supply all our offices worldwide with green electricity.

We strive to reduce CO2 emissions from travel by partially replacing travel with video conferencing, using environmentally friendly transport and offsetting unavoidable emissions.

We constantly measure and evaluate the environmental impact of wpa and strive to reduce it further.