

## Statement of Expectations of Suppliers

HitecVision is a leading private equity investor in the European energy industry. HitecVision's objective is to create value by developing and building strong and sustainable portfolio companies and on this basis generate superior returns for its investors.

We believe that a strong focus on environmental, social and governance factors and issues is critical to our long-term success as a private equity investor. HitecVision is a signatory of the UN-supported "Principles for Responsible Investment".

As part of our ESG focus, we expect our suppliers and other business relations to also address these issues in an appropriate manner. Meeting our expectations in this area is a prerequisite for a positive supplier evaluation and will be critical for maintaining good business relations with HitecVision in the long term.

We expect suppliers to HitecVision to have in place an active ESG policy and to back it with appropriate resources to ensure that the policy is followed and developed, and that it produces the desired real-world outcomes. We expect our suppliers to be transparent, and report to us, the public and relevant stakeholders on their ESG related efforts and outcomes. Further expectations are provided below.

### Expectations on environmental issues

- We expect our suppliers to address the total environmental footprint of their activities. In particular, we expect our suppliers to have a climate policy, and to have an active programme to reduce their own greenhouse gas emissions and those of their value chain relations.

### Expectations on social issues

- We expect our suppliers to have a policy on diversity and inclusion, and an active programme to ensure that their staff at all levels reflect the community in which they operate.
- We expect our suppliers to offer equal opportunities to all employees, respect fundamental human rights, labour rights and union engagement, and provide their employees with good, healthy and safe working conditions.
- We expect our suppliers to contribute positively to the communities in which they operate.

### Expectations on governance issues

- We expect our suppliers to adhere to high business standards, be honest and transparent in dealing with other stakeholders and the larger society, and to comply fully with all laws, rules and regulations applicable to them.
- We expect our suppliers to have corporate governance systems and procedures in place that are in line with recommended best practice for their particular industry. This includes an appropriate focus on confidentiality, data protection and cybersecurity.

We also expect our suppliers to engage with their own suppliers with similar expectations.