



Sustainability Commitment

1. Code of Conduct

Hydropower Evolutions (HE) acts with the utmost integrity. Compliance with all applicable laws and regulations is HE's top priority. Every employee (incl. subcontractors and freelancers) must observe the legal requirements which are of relevance for his/her area of work. This applies to the laws of all jurisdictions within whose framework the employee works. Every employee is therefore responsible for familiarizing himself and complying with the legal rules and regulations relevant for his area of work. HE does everything necessary to support its employees and provide suitable training courses and/or information.

HE's public image is largely determined by the conduct and behavior of its employees. Therefore, every employee is obliged during the performance of his work to bear in mind the effects of his actions on HE's reputation. When expressing private opinions in public, an employee should not refer to his position at HE.

HE is committed to equal opportunities and diversity. No one is discriminated against as a result of gender, age, disability, nationality, ethnic origin, religion or worldview or sexual orientation. All employees are expected to interact with one another based on mutual respect and honor everyone's right to privacy and dignity. Discrimination, harassment and insults are not tolerated.

2. Anti-Corruption Obligation

HE is committed to respecting open markets and fair competition. Every employee is bound to comply with anti-trust laws. Infringements may result in fines or punishment. Infringements of anti-trust laws may also lead to the invalidity of the relevant agreement and may cause considerable and lasting harm to the assets and reputation of HE.

HE is committed to combating all forms of corruption on a worldwide basis. Corruption is prohibited by international conventions and national laws. Statutory bans apply not only to dealings between companies but also contacts with politicians and public officials. Infringements are punishable by fines or penalties and may cause significant and lasting harm to the assets and reputation of HE.

Suppliers, service providers and other business partners are selected using a pre-determined procedure and on the basis of objective and comprehensible criteria considering their integrity. Wherever possible, contracts are to be awarded through invitations to tender.

3. Social Development and Environmental Protection

One of HE's top priorities is the protection of human life and the environment. Every employee shares responsibility for protecting his/her fellow man and the environment in his/her working environment. All laws, regulations, directives and policies on environmental protection and occupational safety are to be complied with. Every supervisor must instruct, support and supervise his staff in this respect.

Hydropower projects have impacts on people and the environment at a local and global level. In this regard, we are playing a key role in the long-term transformation of the energy sector as well as in the development of new technologies and business models. We intend to and will contribute towards improving local social and environmental standards as well as addressing worldwide challenges arising from the increase in the demand for energy.

In all assignments, HE strives for high sustainability performance levels in order to earn public understanding and acceptance for its hydropower projects as well as to create long-term benefits for clients and partners.

4. International Sustainability Standards

HE is committed to comply with applicable and relevant requirements set forth by the Equator Principles (www.equator-principles.com), the Performance Standards of the International Finance Corporation (IFC; www.ifc.org), and the World Bank Environmental and Social Framework (www.worldbank.org) throughout its business activities and project developments.

In addition, HE will be measuring its sustainability performance according to the Hydropower Sustainability Assessment Protocol (HSAP) tool, independently governed by the International Hydropower Association (IHA; www.hydrosustainability.org). It is HE's ambition to achieve at least basic good practice (score 3) across all applicable and relevant sustainability topics, as defined by the Protocol's assessment criteria and evaluation procedure.

Landshut, July 1, 2022

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