

# CODE OF CONDUCT



## TABLE OF CONTENT

<b>Preface</b>	<b>3</b>
<b>Lawful behavior</b>	<b>4</b>
<b>Conflicts of Interest</b>	<b>4</b>
<b>Corruption, Bribery and Facilitation Payments</b>	<b>4</b>
<b>Anti-Money Laundering</b>	<b>4</b>
<b>Gifts and Hospitality</b>	<b>4</b>
<b>Donations and Sponsorships</b>	<b>5</b>
<b>Compliance with Antitrust Rules</b>	<b>5</b>
<b>Confidentiality</b>	<b>5</b>
<b>Dealing with Internal Company Information</b>	<b>5</b>
<b>Data Privacy</b>	<b>5</b>
<b>Documentation of Business Transactions</b>	<b>5</b>
<b>Dealing with Company Property and Asset</b>	<b>5</b>
<b>Respect for Human Dignity</b>	<b>6</b>
<b>Health and Safety</b>	<b>6</b>
<b>Environmental Protection</b>	<b>6</b>
<b>Rejection of Child and Forced Labor</b>	<b>6</b>
<b>Discrimination, Bullying and Harassment</b>	<b>6</b>
<b>Worker's Organization</b>	<b>6</b>
<b>Whistleblowing</b>	<b>7</b>
<b>Communication and Training</b>	<b>7</b>
<b>Further Information</b>	<b>7</b>

---

## PREFACE

---

wpd windmanager GmbH & Co. KG and its subsidiaries ("wpd windmanager") – both in Germany and internationally – have been operating technical and commercial solar and wind farms around the world since 1998 and are among the leading companies in the field. wpd windmanager's business activities with its comprehensive approach as well as regions in which we do business – especially abroad – are constantly being expanded.

Customers, business partners and investors trust in our competence, reliability, integrity, and honesty. These factors build the foundation for the success and excellent reputation of wpd windmanager. The stability of this foundation demands for a responsible and compliant conduct of wpd windmanager, incl. all of its subsidiaries, because its standing is by large determined by the actions and conduct of each and every individual within the company.

To this end, wpd windmanager's management has implemented this Code of Conduct calling upon self-commitment to legally compliant, ethical behavior within the company and its subsidiaries as well as in relations to business partners and third parties in general.

This Code of Conduct represents globally binding rules for wpd windmanager. They apply without exception to the management itself as well as all other employees of wpd windmanager.

wpd windmanager will continuously strive to comply with these rules and will also request the same from its business partners and other third parties by acknowledging this Code of Conduct. The rules and standards in this Code of Conduct will support wpd windmanager in mastering the ethical and legal challenges in its daily work.

The corporate principles described in this document aim to impact conduct towards investors, business partners, employees, competitors, political actors, authorities, and residents of the countries in which wpd windmanager operates.

The declaration of corporate principles in this document forms the basis of the Code of Conduct. Both strategic considerations and wpd windmanager's day-to-day operational business shall consistently be based on these ethical and legal standards. The members of the Management Board as well as all employees of wpd windmanager share the responsibility for ensuring that the corporate principles are lived worldwide.

---

## LAWFUL BEHAVIOR

---

Compliance with the relevant legal system and applicable law is a fundamental principle for wpc windmanager. For this reason, the Management Board, company management, senior executives and all employees will at all times comply with the latest laws and regulations of the relevant legal systems as well as with existing company guidelines in their area of activity. Violations of laws, regulations or guidelines are to be avoided under all circumstances.

Irrespective of any consequences resulting from unlawful conduct, the Management Board, company management,

and all employees of wpc windmanager must expect disciplinary consequences in the event of any identified violation. A violation is not compatible with the Code of Conduct, even if it is intended „for the good of the company“.

This Code of Conduct forms the core component of wpc windmanager's corporate culture. The behavior of the Management Board and executives should therefore always serve as a role model.

---

## CONFLICTS OF INTEREST

---

Conflicts of interest arise in situations where a personal interest of management or employees interferes with the interests of the company. Such situations are to be strictly avoided. For example, the acceptance of gifts and benefits in the context of business relationships can lead to decisions being influenced. The acceptance or granting of gifts or other benefits is therefore only permitted up to a value of € 300 (or the equivalent amount in another currency).

Invitations extended to business partners or received from them must be within the scope of customary practice in the relevant country and comply with applicable regulations. It is not permitted to grant or attempt to grant improper advantages to business partners or third parties in connection with business matters. The same applies to the use of third parties to circumvent these rules.

---

## CORRUPTION, BRIBERY AND FACILITATION PAYMENTS

---

Corruption, bribery and facilitation payments constitute an abuse of entrusted power to obtain a private or business advantage. They are all unethical and incompatible with this Code of Conduct. They may also constitute a serious Corruption, bribery and facilitation payments constitute an abuse of

entrusted power to obtain a private or business advantage. They are all unethical and incompatible with this Code of Conduct. They may also constitute a serious violation of applicable laws.

---

## ANTI-MONEY LAUNDERING

---

wpc windmanager endeavors to establish and maintain business relationships exclusively with reputable customers, investors, business partners and consultants. wpc windmanager therefore does not support money laundering. The establishment of a business relationship and all payments and

transactions that could be related to money laundering are to be prevented. This requires the attention of all employees and compliance with all applicable legal and internal requirements.

---

## GIFTS AND HOSPITALITY

---

wpc windmanager will not prohibit customary and appropriate hospitality in business contacts with third parties in principle. However, gifts and hospitality may not be provided with the intention of influencing a transaction or obtaining a business advantage. Against this background, gifts and hospitality are to be provided exclusively on behalf of wpc windmanager. Since regional customs vary, hospitality or gifts must be

examined to determine whether they are permissible, customary, and appropriate under the circumstances.

Gifts to members or representatives of public authorities, governments or political parties may not be made without the approval of the relevant management. The same applies to the acceptance of gifts.

---

## DONATIONS AND SPONSORSHIPS

---

wpd windmanager only makes permissible donations to political organizations, parties, or non-profit institutions. These are made transparently and exclusively within the framework of the legal provisions.

Sponsorships and donations for other, non-political recipients may never be made to circumvent individual requirements of this Code of Conduct.

---

## COMPLIANCE WITH ANTITRUST RULES

---

wpd windmanager is committed to fair and open competition in the markets. wpd windmanager will therefore not participate in illegal or unethical competitive practices.

---

## CONFIDENTIALITY

---

Classified operating information and trade secrets are to be treated confidentially. This applies in particular to data and information. wpd windmanager, its business partners and third parties have an interest in the confidential handling of information. Information may not be passed on to unauthorized third parties without permission.

It is also prohibited to disclose non-public information about other companies and persons associated with them. This applies in particular if the relevant information could lead to significant investment decisions.

---

## DEALING WITH INTERNAL COMPANY INFORMATION

---

wpd windmanager intends to maintain a fast, smooth exchange of information with business partners, provided this

does not conflict with any specific regulations (e.g. confidentiality).

---

## DATA PRIVACY

---

Management and employees must respect the applicable laws and valid company principles of data privacy for

employees, customers, investors and business partners. The necessary diligence to protect data has to be applied.

---

## DOCUMENTATION OF BUSINESS TRANSACTIONS

---

All business transactions must be fully and properly documented in accordance with the relevant local regulations and other legal provisions.

The financial accounting department will document business transactions and payments. It will ensure that all expense reports relating to entertainment, gifts, or expenses to third parties are retained in accordance with the latest regulations and remain verifiable.

Business records, invoices, minutes, and other documents relating to third parties must be prepared and maintained in full and with the greatest possible accuracy. No off-book accounts or cash registers may be maintained to facilitate or conceal improper payments.

---

## DEALING WITH COMPANY PROPERTY AND ASSET

---

The Management Board, executives and all employees of wpd windmanager have a duty to treat the company's property and assets appropriately, economically and responsibly in all regards.

---

## RESPECT FOR HUMAN DIGNITY

---

wpd windmanager respects the dignity of every human being and is committed to respecting and protecting human rights. The goal of wpd windmanager is the honest and fair treatment of all employees. All applicable laws and regulations are

observed to ensure fair and lawful dealings with each other. The Management Board, the Executive Board and the management are responsible for ensuring that this is achieved.

---

## HEALTH AND SAFETY

---

Protection of Health and Safety is of great importance to wpd windmanager. For this reason, all activities are to be carried out without exception in accordance with applicable laws and

internal safety regulations. Official orders must always be complied with. The internal safety regulations are continuously refined and monitored.

---

## ENVIRONMENTAL PROTECTION

---

wpd windmanager is aware of the environmental impact of its operating activities. For this reason, soil, water, air and biodiversity, among other things, are to be protected. wpd windmanager aims to achieve this through the careful and

sustainable use of natural resources. All valid laws and regulations for the protection of the environment are to be observed.

---

## REJECTION OF CHILD AND FORCED LABOR

---

wpd windmanager does not tolerate child labor or any other form of exploitation of children and young people. wpd windmanager complies with the relevant international

requirements and national labor laws. Irrespective of this, the minimum age for employment may not be less than 16 years. wpd windmanager also rejects any form of forced labor.

---

## DISCRIMINATION, BULLYING AND HARASSMENT

---

wpd windmanager strives for a workplace in which diversity is valued and every employee has the opportunity to develop their skills and talents. Therefore, wpd windmanager will not tolerate any form of discrimination on the basis of age, gender, sexual preference, nationality, religion or ethnic background.

unintentional cross-border behavior on a verbal and non-verbal level.

All employees are called upon to show mutual consideration. It is always important to treat each other and third parties with respect, to prevent exclusionary behavior and to refrain from any kind of harassment or insult.

wpd windmanager does not tolerate bullying or harassment in any form. This includes both deliberate assaults and

Furthermore, we show zero tolerance when employees are exposed to offensive behavior and feel that their dignity has been violated by unwanted sexual acts or behavior.

---

## WORKER'S ORGANIZATION

---

wpd windmanager respects the right to free access to trade unions. Employees may not be discriminated against because of their membership of a trade union.

---

## WHISTLEBLOWING

---

The rules set out in this Code of Conduct cannot anticipate all everyday situations. They will also remain ineffective if addressees do not live by them. In implementing the rules of this Code of Conduct, the behavior of each individual must be characterized by the values set forth here as well as by individual common sense. Everyone must be aware of their role model function and act responsibly.

If an employee becomes aware that other addressees of this Code of Conduct, business partners or third parties are deliberately not following these company rules, the person of trust appointed by wpc windmanager should be informed of this. The information provided will be treated confidentially. All information will be investigated internally and, if necessary, externally. If it should prove necessary, the necessary, appropriate measures will be initiated by wpc windmanager.

Indications of deliberate misconduct will under no circumstances lead to disadvantages for the whistleblower. However, this only applies if the whistleblower has not acted in breach of duty. In serious cases, the person of trust must immediately report any misconduct that has come to light as a result of whistleblowing to the relevant management. In all other cases, this is done as part of regular reporting.

The whistleblower is protected in this process. The names or any circumstances that allow conclusions to be drawn about the person are to be kept confidential. This may only be deviated from if a law or court order so requires, or if the person concerned gives their consent.

---

## COMMUNICATION AND TRAINING

---

This Code of Conduct is published on the intranet and on the homepage of wpc windmanager, [www.windmanager.de](http://www.windmanager.de). The options for reporting unlawful conduct will also be announced there.

The Management Board will inform the employees about the first publication of the Code of Conduct and also about the

relevant contents and resulting obligations in case of future updates.

All future new employees of wpc windmanager will receive an introduction to this Code of Conduct. In addition, all employees will receive regular recurring training on the Code of Conduct.

---

## FURTHER INFORMATION

---

Integrity is at the heart of all the company's business activities. This Code of Conduct therefore defines what integrity means to wpc windmanager. However, this document cannot provide an answer to every conceivable question about correct

or incorrect behavior. If an employee is not sure of the right decision in a particular case in terms of this Code of Conduct, they can turn to the designated persons of trust or the Compliance Officer with their questions.