Policy

Competency Model

Approving Function	Board of Directors	**Date** 09/2023
Proponent Function	Governance, Audit & Compliance	

The Competency Model is based on five Fundamentals that drive our daily business:

Our Five Fundamentals

1. **Customers first:** Customers are our lifeblood and the reason the Pure Energy exists. There is no company without Customers therefore we all pay utmost attention to our Customers' needs.

2. **People Development:** Each and everyone of us is motivated by and engaged in the success of Pure Energy. We take ownership of the business and a full end to end responsibility of processes. This motivates us and help us to reach our full potential.

3. **Cooperation & Synergies:** It is what will drive Pure Energy in the daily working environment, making our business stronger, sustainable and more profitable.

4. **Risk Management:** Managing risk is at the core of our business, we need to apply it to everything we do as it represents a fundamental key for sustainability and value creation.

5. **Execution & Discipline:** Discipline and focus is what will make us successful in reaching a long-term growth. Not only do we say what we do, but we do what we say.