

# WHO WE ARE

We are an agile, independent holding company in the energy & chemical sector.

## VISION

To be a successful ethical investor supporting human development.

## MISSION

We build an investment-grade portfolio of innovative companies that operate safely.

We guide and support our companies to strengthen their competitive advantage.

We minimize our environmental footprint and live up to our values.

## VALUES

### RESPECT



- We have high respect for the individual and care for our people.
- We foster equal opportunity and diversity.
- We empower and promote our employees based on their talent, effort and achievements.

### ACCOUNTABILITY



- We take ownership of what we do and live up to our high reputation.
- We stand by the commitments we undertake.
- We expect our employees to be accountable for their decisions and actions.



### INTEGRITY



- We act ethically and comply with all legal requirements.
- We deal with all stakeholders honestly, fairly and transparently.
- We believe that trust is the foundation for long-term partnerships.

### RESPONSIBILITY



- We commit ourselves to excellence in health & safety and continuous improvement.
- We strive to minimize our environmental impact and drive sustainability.
- We are good neighbors wherever we operate.