



LEADERSHIP

FOR A MORE SUSTAINABLE FUTURE



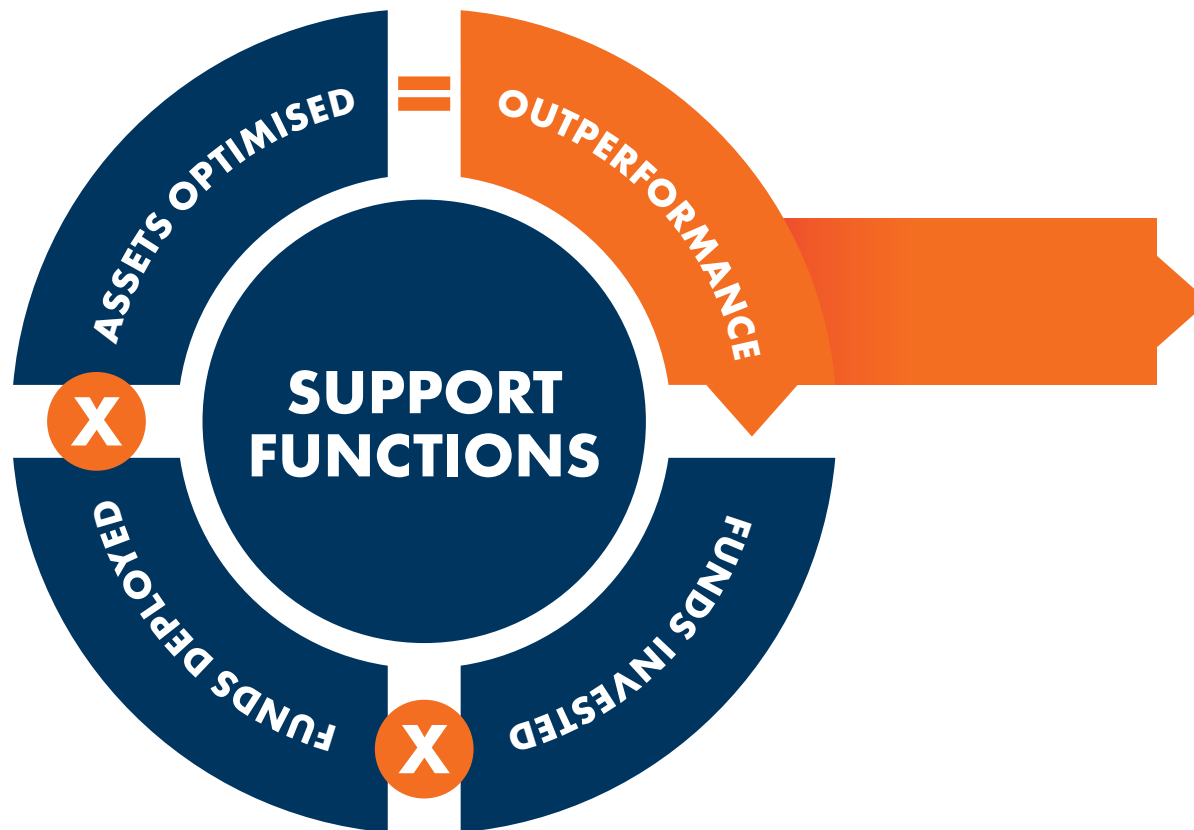
FOREWORD

NextEnergy Capital and WiseEnergy have a shared mission to generate a more sustainable future by leading the transition to clean energy. We both aim to be leaders in our markets. We both focus on the long-term quality of assets. We both want to grow our businesses. We both want to amplify our positive impact on the planet.

Within the marketplace, our position as an integrated investment and asset manager is key to our success. It demonstrates our commitment to developing and nurturing high-performance assets, which makes us attractive to investors. We are stronger together, and it is our collective responsibility as leaders to ensure that the partnership between NextEnergy and Wise grows ever stronger.

OUR SHARED APPROACH

When we work in partnership, we achieve amazing results. Our track record of outperformance is fundamental to the success of our business, delivering superior shareholder returns and growth in assets under management.



This in turn advances our mission of generating a more sustainable future by leading the transition to clean energy.



EQUAL PARTNERSHIP = OUTPERFORMANCE

Our success depends on each and every part of the equation. And it's important to remember and respect that each part is equal and symbiotic. No one part is more important than the other.

As leaders it's our responsibility to understand, embrace and instill the partnership mindset across the group. We're the architects of this group's success and we're all responsible for creating the right environment to realise the bright future that is ahead of us.

OUR BRAND, VALUES AND LEADERSHIP BEHAVIOURS

Today, we have a brand that shows leadership, passion, agility and urgency – and we are developing a new website and other materials to showcase our strengths and support our mission. We have also developed a set of Leadership Behaviours which set out the expectations of every leader in our business.

MISSION

To generate a more sustainable future by leading the transition to clean energy.

BRAND ATTRIBUTES

LEADERSHIP

We lead where others follow – in our performance, our growth and our vision for the future.

AGILITY

We have consistently shown the ability to move into new markets and pursue our growing ambitions with confidence and clarity.

PASSION

We are a mission-driven organisation, with the belief, culture and capability to make it happen.

URGENCY

We know that solar is the most powerful energy source to lead the transition to clean energy. Not tomorrow; not some time in the future; but now.

VALUES



**BE A
LEADER**



**BUILD
TRUST**



**BE
RESPONSIBLE**



**BRING
YOUR ALPHA**



**BE AN
INNOVATOR**

LEADERSHIP BEHAVIOURS

EMPOWER

- Create the environment for your team members to do their best work
- Provide absolute clarity and get out of the way
- Trust your team members to deliver, and manage by results

ENERGISE

- Build a movement behind the group's mission
- Deliver high-performance and results

EXEMPLIFY

- Role model the power of partnerships
- Advocate the group's structure and its benefits
- Live the group's values

RESPECT
=
RETURNS



Remember, we will achieve our mission by working together, respecting each other, pooling our expertise, sharing insights and ideas, and delivering the outperformance that is the mark of our business.