

IPC Vision & Values in Action



We are an entrepreneurial value-driven team bringing energy to the world in a sustainable way

The IPC Vision

We focus on what we do best and how we can continually improve. We build on our core strengths as an entrepreneurial energy company while establishing a collaborative culture of enthusiastic and skilled people.

We are a safe and environmentally-responsible operator with high integrity standards. We achieve disciplined growth through maximizing the value of our assets and ambitiously acquiring new ones.

IPC operates in a positive culture that encourages creative thinking and innovation, driving how we make decisions and where we focus our talent. We foster a culture of respect, diversity and inclusion recognizing that employees are integral to the success of our company.

We are active in engaging with our stakeholders to build trust and confidence in how IPC contributes to sustainable economic development in the world.

To achieve our Vision, we have identified 3 core IPC values, as well as the behaviors and actions that will help bring them to life on a daily basis.

Excellence
Be the best you can be as a person and as a professional

The Excellence value is represented by a red, faceted geometric shape containing a white icon of a gear with a flame inside.

Respect
Demonstrate high regard for someone or something

The Respect value is represented by a grey, faceted geometric shape containing a white icon of two hands shaking.

Resilience
Bounce back from adversity as well as to seize opportunities, as and when they arise

The Resilience value is represented by a blue, faceted geometric shape containing a white icon of a hand rising from waves.



Excellence

*Be the best you can be as a person
and as a professional*

We Strive for Excellence and Enable Delivery

- We measure excellence through value growth, financial discipline and sustainability
- We are agile, efficient and solution driven
- We use collective knowledge from our teams to make informed decisions
- We continually seek to improve our individual and team performance
- We understand and focus on priorities
- We aim to know the market better than the competition and to react quickly to threats and opportunities

We Grow and Empower People

- We share our own experiences and we learn from each other
- We value our differences
- We build open and honest relationships
- We continually develop the skills and experiences of our people
- We empower people to take ownership of their work
- We celebrate successes and recognize everyone's contribution





Respect

Demonstrate high regard for someone or something

We Demonstrate Absolute Integrity and Respect

- We live our Values every day and adhere to the highest standards of conduct
- We behave in an honest and transparent manner
- We are consistent, open-minded and genuine
- We do what we say and demonstrate trust in others
- We embrace diversity
- We treat others as we wish to be treated

We Communicate Effectively

- We show appreciation and recognize efforts
- We share information regularly and with purpose
- We foster two-way communication and constructive feedback
- We encourage debate and discussion among all of our people
- We adapt communication to the audience
- We make effective use of all forms of communication





Resilience

Bounce back from adversity as well as to seize opportunities, as and when they arise

We Move with Dynamism and Innovation

- We have the courage to shape a better future aligning people, planet and value
- We are lifelong learners fostering a culture of curiosity, creativity and innovation
- We value diversity of thought and encourage creative thinking
- We create a safe environment for people to share ideas
- We empower people to be decisive and to act on their ideas
- We recognize that every experience is a source of learning

We Lead by Example

- We care for each other's wellbeing and safety
- We are inclusive and foster collaboration
- We hold ourselves and each other accountable
- We strive to see the big picture and define direction
- We define expectations, roles and responsibilities with clarity
- We provide appropriate tools and training for best in class execution

