

ENERGY.net

The Energy HR and C&B Exchange Platform

Invitation to join other O&G, Renewables and Utilities companies

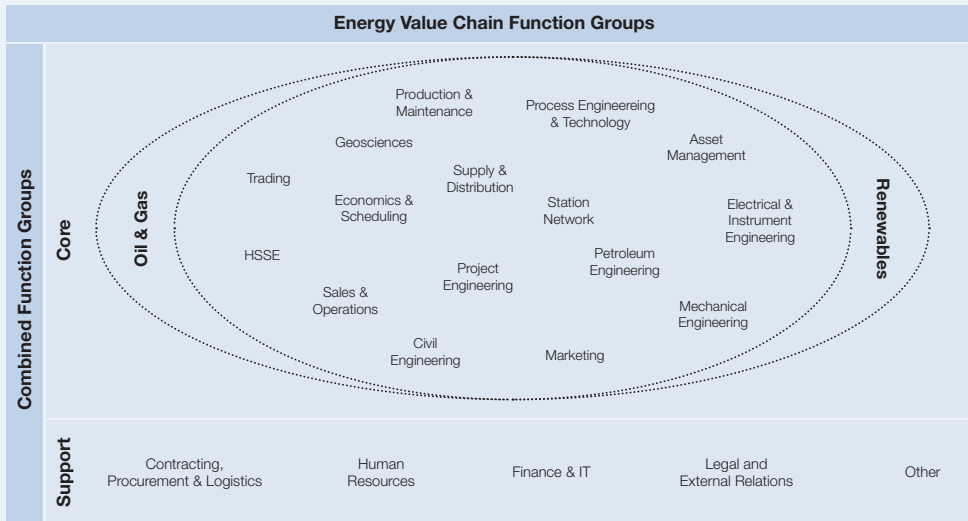
With the **fluidity of skills** within and across the various Energy segments, and the **convergence of pay** along the entire Energy Value Chain, HR managers need an integrated view and market knowledge on pay, policies and practices.

To guide and support companies in the Energy Transition, hkp/// RemuNet introduces ENERGY.net: **Where Fossil and Renewable Sectors come together in one seamlessly consolidated and holistic market intelligence approach.**

ENERGY.net provides leading global Energy companies competitive HR intelligence and benchmarking for the rapidly evolving energy labor market.



“Fluidity of Skills” in Energy Function Groups



Country Focus, Borderless Database

This benchmark covers Energy professionals on Core and Support Functions in Europe. With sufficient local participation, new countries are added.

approximate provider equivalent grades:
Hay 8-21; Mercer: 42-61; Towers: 4-16; hkp/// 9-20.

ENERGY.net offers you

Participants receive

- Benchmarks at various pay levels: Base, Total Cash, Total Comp., Allowances and Benefits
- Online results analysis as well as hard-copy Executive Report
- Annual (+ country) Meetings
- Topical 'Pulse' Surveys & Forum inquiries to other participants
- Flexibility in Results reporting; currency, countries, percentiles
- Interactive Portal & Social Network
- Market results reported in your Company Grade structure

Mutual Participant Rights & Obligations

- You act and can expect compliance with Competition- and Data Privacy Laws and regulations
- Chatham House rules apply: your confidentiality is assured
- Reciprocity is the cornerstone; participants 'give & take' equally
- Fair benchmarking fees are shared by participants equally
- Participants take their assigned turn in hosting the Annual Meeting
- Rely on thoroughly validated, quality market data that allows year-over-year trend analysis

Illustrative Results & Analyses

The Report outlines your company data (in orange) in comparison to the market results (in blue) in your own company grades on a selection of pay elements.



Online database includes tables and graphs (incl. regressions) and results can be viewed using flexible filters and settings.



Your Return-on-Investment

The convergence of skills and pay along the Energy Value Chain makes attracting and retaining, but also training and transitioning specialized labor critical. This applies equally to traditional O&G and the promising Renewables sector. In order to help our clients realize their Energy people strategies, we offer advice and state-of-the-art (IT) solutions on compensation, performance and talent, including industry Surveys that support critical HR management processes and responsibilities.

With its custom online analysis portal, annual reports and roundtable meetings, participants of ENERGY.net enjoy a compliant and valuable platform. Companies can intuitively analyze market information on HR pay, policies and practices, industrial relations, employment trends and staffing.

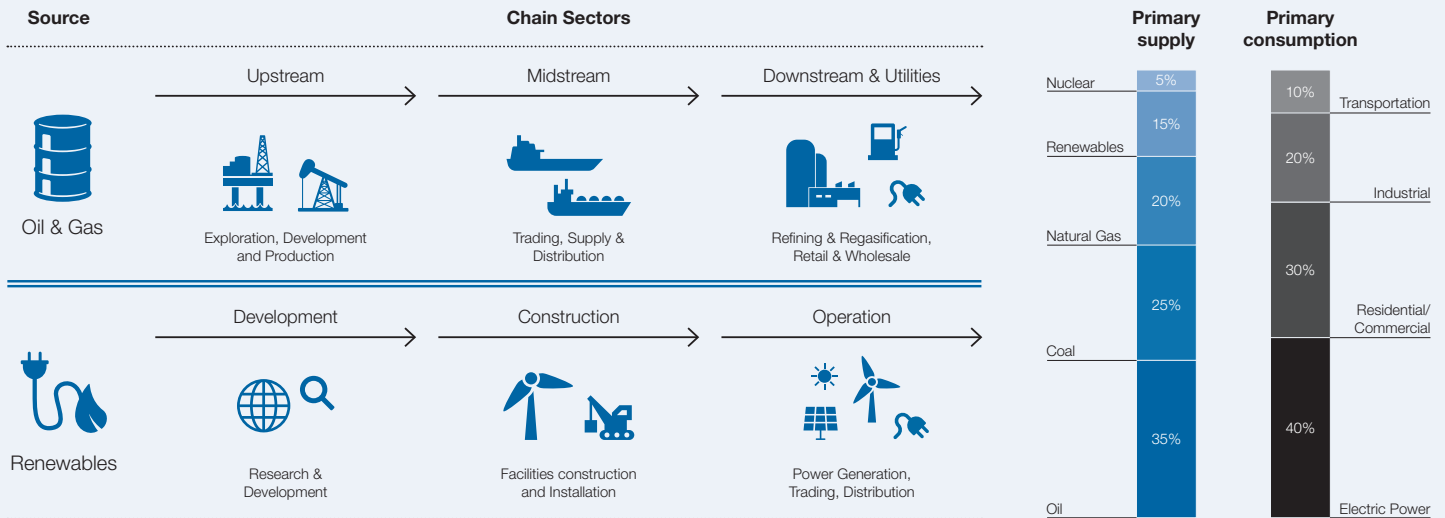
ENERGY.net annually benchmark pre-defined Pay & Policy elements. The valuation methodology used is the same for all companies and strict validation ensures reliable and consistent year-to-year results. Participants retrieve market data in own company grade structure for easy internal analysis and market data is always shown in aggregate peer groupings and anonymous and is not re-sold.

Inform any of below hkp/// RemuNet Energy experts that you will participate:

Pricing: € 3.750,00 per country for first four; additional countries at no extra fee.

We welcome your input in our Energy Network or inquiries on how we can help you.

Energy Value Chain: From Supply Source to Customer Consumption



About hkp/// RemuNet

Your Energy Experts



Jouco Bleeker
 Managing Director
 Mobile +31 6 148 02 442
 jouco.bleeker@remunet.com



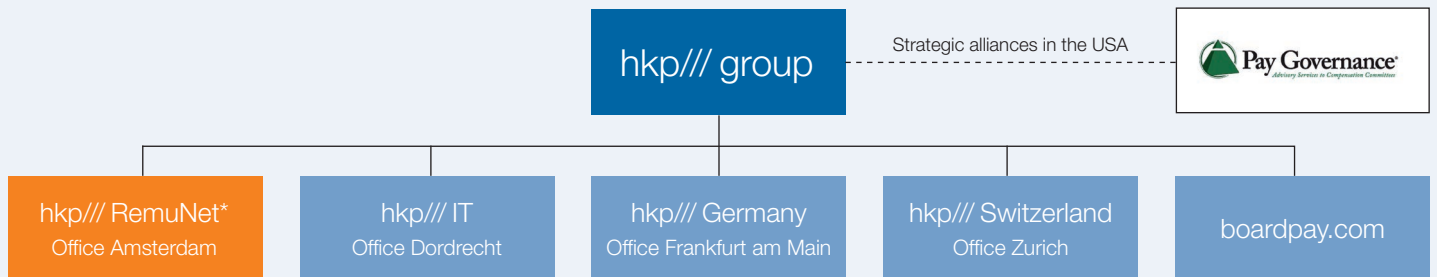
Barry Kitz
 Manager
 Mobile +31 6 243 41 626
 barry.kitz@remunet.com



Gustavo Hamú
 Senior Analyst
 Mobile +31 6 114 61 227
 gustavo.hamu@remunet.com

hkp/// RemuNet works on behalf of associations and groups of companies to build and manage Charter Survey Networks that provide quality HR and Compensation Benchmarking covering pay, policy, performance and productivity. Due to the data confidentiality, hkp/// RemuNet operates within hkp/// group as a separate and independent entity.

Today we consolidate pay- and productivity information on more than 800,000 staff in over 65 countries, ranging from energy, airlines, to manufacturing and professional services from Executive, Management-, Specialist- and general staff to non-exempt employee levels.



Amsterdam
 Vondelstraat 89A
 1054 GM Amsterdam
 The Netherlands
 Phone +31 20 737 0687
 amsterdam@hkp.com

Dordrecht
 Singel 380
 3311 HM Dordrecht
 The Netherlands
 Phone +31 78 613 72 76
 dordrecht@hkp.com

Frankfurt
 Friedrich-Ebert-Anlage 35-37
 60327 Frankfurt am Main
 Germany
 Phone +49 69 175 363 30
 frankfurt@hkp.com

Zurich
 c/o Aeberli Treuhand, Zimmergasse 17
 8008 Zurich
 Switzerland
 Phone +41 44 542 81 60
 zurich@hkp.com