

Innovation policy

(hereinafter “the Policy”)

for

RewAir Holding A/S and controlled subsidiaries.

(hereinafter “RewAir”, “We” or “we”)

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1. INTRODUCTION:

RewAir as part of renewable energy supply chain is committed to contributing directly and indirectly with innovation within the wind energy industry, and with the aim to establish a cost effective and more sustainable energy scheme.

This Policy is aligned with the RewAir Group Policy. Innovation is a “must” to ensure sustainability, efficiency and competitiveness, keeping RewAir at the forefront of product development, market development, service development, and business model development.

2. SCOPE & EXPECTATIONS:

This Policy is valid for RewAir Holding A/S and its controlled subsidiaries.

This Policy is introduced to Employees as part of the employment induction program, via awareness training, and will be available for all stakeholders via the website, www.rewair.com.

3. DEFINITION:

Innovation is the systematic practice of developing, industrializing, and marketing breakthrough products, processes, and services for adoption by RewAir and/or by the suppliers, partners, and customers of RewAir.

4. GENERAL COMMITMENTS

Innovation at RewAir is anchored in the Strategy and in the Group Policy of RewAir.

RewAir encourages innovative thinking and innovation activities aims at creating an “innovative environment” and will reward new ideas and initiatives.

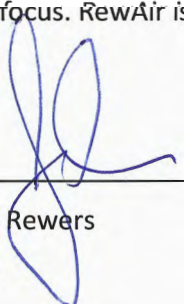
Innovation at RewAir springs from running external and internal projects from which innovative ideas and solutions are identified, captured, evaluated and if prioritized, then utilized. Innovation also happens by executing defined projects targeting process, equipment and/or solution innovation.


At RewAir we encourage Employees as individuals and as groups to be innovative and to freely share ideas of innovation with colleagues and management. RewAir is particularly looking for innovations that will benefit customer satisfaction, equipment, operational, process and/or service efficiency, digitalization, sustainability contributions and positive image building.

RewAir encourages collaboration with universities, research institutions, industrial stakeholders, customers and suppliers to ensure purposeful and value-added innovation.

Protection of intellectual property rights will follow the Employee employment contract, relevant local and international law, and eventually specific agreements with innovative stakeholders.

RewAir acknowledges that establishing and harvesting from an innovative culture and mindset takes time and focus. RewAir is committed to work towards continuously improving capabilities within innovation.



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