



wintershall dea

PRESS RELEASE

AFTER COVID-19: WINTERSHALL DEA WILL RELY GLOBALLY ON MOBILE AND FLEXIBLE WORKING

- Two core working days at offices worldwide to foster collaboration and dialogue
- New hybrid work model Flex Forward as part of the new corporate culture

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Kassel/Hamburg. Wintershall Dea will establish mobile working as standard practice even after the pandemic. "We aim to achieve a mix, a hybrid working model, for when the pandemic is over. We call it Flex Forward at Wintershall Dea," says Mario Mehren, CEO of Wintershall Dea, Europe's leading independent gas and oil producer. "Our team has proven over the past months that we can work together extremely efficiently and effectively over digital channels. All of us here have taken one big step forward together. And we have shown that we can be flexible. If we also strengthen our direct personal contact and cooperation – but, of course, only when that's possible depending on the spread of infection in the various countries – I am sure we will work together even more efficiently and effectively."

The underlying idea of the global Flex Forward concept is that every team in the company defines two core working days on which all its members work at the office. That time should mainly be used for collaboration and dialogue. Every team member is then to decide largely on their own where they work on the three flexible days – at the office, from home or elsewhere.

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The concept envisages offering all employees flexible ways of working. However, the extent of the flexibility they can have depends greatly on their task and individual activity. Such an arrangement must be implemented differently for employees who work at technical facilities in the field than, for example, for office jobs. "But we are open: all ideas on implementing the concept are welcome. We have learned in the past months that far more is possible than we originally thought," states Mario Mehren, adding that Flex Forward is not only about where employees work – the way they work together will also change.

Living our corporate values: mutual trust

"We have practised mobile working at Wintershall Dea for quite some time. We rolled out various applications to make virtual working far easier, especially after the merger between Wintershall and DEA in May 2019. We're now going a step further," says Mehren. It goes without saying that this will include observing the rights of employee representatives and the law of the various countries.

Interdisciplinary working group developing a model

Flex Forward was initiated and developed by an interdisciplinary working group made up of international employees. They formulated guiding principles and ideas on the subject of "Future Ways of Working" on behalf of the global Wintershall Dea COVID-19 Crisis Team. "At its first meetings, the working party practised what will shape our work even



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more strongly moving ahead: virtual collaboration in self-organised, interdisciplinary teams," says Petra Angstmann, Senior Vice President Human Resources at Wintershall Dea.

"Our corporate culture and values are the foundation for Flex Forward. Mutual trust, cooperation, openness and responsibility for your own tasks are key aspects of the model," explains Petra Angstmann. "Our colleagues appreciate the greater flexibility."

Note for editorial offices:

The more flexible working model "Flex Forward" is part of a new corporate culture: more personal, approachable, collegial. Digital employee meetings with the CEO, for example, have already been taking place at Wintershall Dea for a year now. In view of the special situation that the majority of the employees work from home, the format has been converted into a video message and the rhythm increased to weekly. The Chairman of the Board also shares his very personal experiences with his employees. In his internal CEO blog, Mario Mehren writes about his experiences of working from home.

About Wintershall Dea

Wintershall Dea is Europe's leading independent natural gas and oil company with more than 120 years of experience as an operator and project partner along the entire E&P value chain. The company with German roots and headquarters in Kassel and Hamburg explores for and produces gas and oil in 13 countries worldwide in an efficient and responsible manner. With activities in Europe, Russia, Latin America and the MENA region (Middle East & North Africa), Wintershall Dea has a global



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upstream portfolio and, with its participation in natural gas transport, is also active in midstream business.

Wintershall Dea was formed from the merger of Wintershall Holding GmbH and DEA Deutsche Erdoel AG, in 2019. Today, the company employs around 2,800 people worldwide from over 60 nations.

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