

PowerG 2020 – Program Regulation

What is PowerG?

There is always room for the pursuit of excellence, and quality is mainly the result of continuous motivation at work. Also, the research for solutions should no longer be centralized. These considerations led to the creation of **PowerG**, a channel available to all **Global Power Generation** people who wish to share and valorize their innovative ideas and improvement proposals, thus contributing to the Power Generation of the future (also “the Program”).

The level of engagement in our business line is very high, and that is why we have involved all **Global Power Generation** people in this program, which collects the contribution of colleagues around the world. The common goal is to continue along the path of effectiveness and efficiency improvement and compliance of the business line in order to maintain its value, always bearing in mind the targets of energy transition, sustainability and digital transformation.

The Program is born from the experience of the previous excellence awarding programs, Gxcellence, Hall of Energies and Digital G, aiming at providing incentives and enhance sharing, treasuring all skills and experiences within the Group, while providing a global vision to everyone. **PowerG** fosters proactivity and innovation within **Global Power Generation**, enhancing and celebrating excellence, increasing motivation and sense of belonging and cultivating the culture of rewarding.

The integration of PowerG into GPG Strategy

Increasingly based on continuous improvement and innovation, **PowerG** gathers initiatives from all colleagues of **Global Power Generation** and rewards those more adherent with the Group’s strategy, fostering important pillars such as the energy transition, as well as sustainability and digital transformation goals in compliance with Open Power values.

2020 Edition Framework

Participants

PowerG is open to all **Global Power Generation** employees.

Participation Perimeter

The participation starts with a first Country level stage. Most promising practices and ideas awarded at Country level stage will have access to a second final Global level stage during which best proposals will be awarded.

For this edition, 12 area/country perimeters have been defined and are listed as following:

- Italy
- Iberia
- Europe
- Russia
- USA & Canada
- Mexico
- Brazil
- Argentina & Chile
- Colombia & Peru
- Africa, Asia & Oceania
- Central America
- Global Functions

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Main Roles

Program Leader Team: group responsible for organizing the Program framework, regulation and manage the program from a holistic perspective, by integrating the interest of the Program's stakeholders.

Management Team: group responsible for supporting the Program Leader Team in their operative duties by organizing the launching, communication, global committee, global awarding and logistics and coordinating of the Global Coordinators.

Global Coordinator: person who coordinates at global level the Program, by supporting the Management Team in organizing the launching, communication, global committee, global awarding and logistics within his discipline. There will be a global coordinator for following disciplines: Thermal Operation & Maintenance, Renewables Operation & Maintenance, Engineering & Construction, Business Development & Commercial Office, Health & Safety & Environment, Innovation and Sustainability.

Country Leader: a Country coordinator responsible for managing the other coordinators in his perimeter and for organizing the launching, communication, Country committee.

Country Coordinator: person who coordinates at country level the Facilitators and supports the Country Leader in organizing the launching, communication, Country committee and Country awarding within his discipline. For each country perimeter there will be a Country Coordinator for the following disciplines: Operation & Maintenance, Engineering & Construction, Business Development & Commercial Office, Health & Safety & Environment, Innovation and Sustainability. In case a discipline is not present in the Country perimeter, a representative referent of the global function will be nominated.

Facilitator: person who facilitates participation of people to PowerG, fostering the colleagues engagement and supporting participants during submission phase of practices and ideas.

Participant: a *Global Power Generation* employee who is part of a group that has submitted a proposal in *PowerG*.

Group Leader: the representative for a contribution, in case it is submitted by two or more participants, being its referent in case of need.

Type of Contributions

At the proposal submission stage, the participants select the type of contribution they are presenting, that must follow definition stated below:

Practices: new or upgraded processes and products, already implemented or at least with a tested pilot or prototype, with measured implementation costs and benefits, with impact on business (Operation & Maintenance, Engineering & Construction, Business Development and Commercial Office), including those originated in staff or cross functions (e.g. P&O, Procurement, AFC, etc.)

Ideas: Innovative ideas not yet implemented, based on new technologies and processes or on new uses and application of existing technologies and processes in Global Power Generation business. Ideas must be presented with a benefits estimation and an expected impact on business.

Subscription Categories

All Contributions both Practices and Ideas will be categorized in 3 main subscription categories:

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- **Health & Safety**
- **Environment**
- **Sustainability**
- **Business Improvement**

Contribution on Business improvement shall be focused on all areas of Global Power Generation business like, but not exclusively, Operation & Maintenance, (Thermal and Renewable), Engineering, Construction, Business Development, Commercial Office and all Cross Processes and Staff Functions.

From assigning subscription categories with types of contribution, it will be available for participant selection the following categories:

- **Health & Safety Practices**
- **Environment Practices**
- **Sustainability Practices**
- **Business Improvement Practices** in Thermal O&M
- **Business Improvement Practices** in Renewable O&M
- **Business Improvement Practices** in Engineering & Construction
- **Business Improvement Practices** in Business Development & Commercial Office
- **Business Improvement Practices** in Cross Processes

- **Health & Safety Ideas**
- **Environment Ideas**
- **Sustainability Ideas**
- **Business Improvement Ideas**

Special Awards

Moreover, all submitted proposals, both Practices and Ideas, will be evaluated at a Global Level stage, in order to select best Contributions in agreements with following categories:

Best Performing Site: best *power plant, construction site* and *Business development project* within Global Power Generation fleet, taking into account performance parameters such as technical, environmental, health & safety, sustainability, relevant events occurred or activities managed during the year (e.g. special projects or extraordinary management of O&M processes), as well as participation in **PowerG**.

Best Participant: one participant will be chosen among all participants, based on commitment with program, as well as on the quantity and the performance of his proposals.

Best Facilitator: one facilitator will be chosen among all the participating facilitators, based on commitment with program.

Innovation Hero: one person or group (up to 5 people), with up to 2 representatives, will be chosen among all Global Power Generation, with exception of people working properly in Innovation. The Innovation Hero will be chosen considering his contribution and proactivity in the development of projects and initiatives carried out by Innovation. The candidacies to Innovation Hero category will be proposed by Innovation.

General Rules

- 1) A group must have at maximum 3 (three) participants

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- 2) The contributions presented can be reviewed by their respective facilitator, who can support the group leader in the analysis of costs and benefits. Only consistent initiatives should be approved and included in Country pre-evaluation;
- 3) Evaluation criteria for practice proposals: relevance to the business, cost-benefit ratio, storytelling and replicability potential;
- 4) Evaluation criteria for idea proposals: technical feasibility, economic feasibility, business potential and innovation level.

How to apply

Practices

All **Global Power Generation** personnel can submit Practice proposals on **PowerG** website on the Intranet. ([link](#))

Ideas

All **Global Power Generation** personnel can submit Ideas on **PowerG** website through a specific challenge in the **OpenInnovability** Portal (openinnovability.com). By submitting an Idea to the OpenInnovability Portal, the participant accepts the Terms of Use of the platform itself and this regulation.

In case of conflict between this Regulation and the Terms of Use, this Regulation will prevail.

Moreover, all the innovative ideas submitted to the Open Innovability portal will be assessed in order to identify most promising contributions to be analyzed to check a proper intellectual property valorization or patentability, in compliance with Intellectual Property Policies, the most appropriate IP protection.

Awarding Process



Submission: About 16.000 people can take part in **PowerG** by accessing the main page of the program on the intranet and sending their practice and idea proposals.

Pre-Evaluation: All the Facilitators will be involved in the pre-evaluation of practices leveraging on the network managed by the program digital tool.

Country Committee: The Country Leader, supported by the Country Coordinators, must select from the pre-evaluated proposals a reasonable amount to be presented at the Country Committee that will define the Country Winners and will be led by the Head of GPG Country and attended by his 1st Line and an Innovation representative, along with Country Coordinators.

Country Awarding: Each country must organize its own Awarding Ceremony, where the winner group representatives will receive their awards. It will be up to each Country to extend the invitation to all winner group participants or restrict it to the winner group representatives.

Global Committee: Each Global Coordinator must organize the Global Committee related to his own discipline, in order to select from the Local Winners those to bring to the Program Committee for the selection of the Global Winner.

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Program Committee: The Program Leader Team must consolidate the selected proposal from each Global Committee and organize the Program Committee, which will define the Global Winners and Special Awardees. The Program Committee will be led by the Head of GPG and attended by his 1st Line.

Global Awarding: The Program Leader team will organize the Awarding Ceremony, preferably during the yearly **Global Power Generation** convention, where the winner group representatives will receive their awards.

Awards

The winners, both at Country and Global level, will receive a dedicated award:

COUNTRY WINNERS

At Country level, People and Organization of each Country will define an economical award (“una Tantum”) to recognize the local winners.

In case the selected winner is a team, P&O may decide to uniformly distribute the total amount of the award among all team members.

Awards ceremonies and delivery of gadgets (flags, magnets, etc.) will be organized and managed locally.

Local P&O in coordination with Local Coordinators will be responsible, together with Communication department*, for organizing the awarding ceremony and publicly announcing Country Winners, clearly communicating the rationale behind the awards.

GLOBAL WINNERS

At Global level, People and Organization will organize a “Learning Experience” as a recognition for the winners at Global stage, be they individuals or teams, considering that they will have already received an “una tantum” as Country award.

Also the winners of Special Awards will be awarded with the Learning Experience.

Note: Expats should be recognized in the Host Country.

* a Local and Global communication plan will support all the steps of the process, in order to give inform and foster the awareness and participation to the program.

Timeline

31st October 2020: end of proposals collection

31st December 2020: Country phase closing - deadline for holding Country Committees with the selection of Country winners.

25th January 2021: Global phase closing – deadline for Program Committee, with the selection of global winners.