

MARCH 2022 ISSUE

eeq JOURNAL

NEWS FROM ENERGIEQUELLE



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AND CURRENT PROJECTS
IN FRANCE

FAST GROWTH,
APPRENTICESHIPS AND
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*Dear readers,
dear friends
of Energiequelle,*

We have lots to celebrate in 2022! Our French subsidiary P&T Technologie has its 20th anniversary this year. Congratulations to all our colleagues in France, whose efforts have made a significant contribution to the success of our company. This year alone, we are building three wind farms in France, with a total capacity of 36 MW.

We have also moved forward with our projects in Germany and Finland. In Germany, we have commissioned a wind farm in Pitschen- Pickel and in Finland, building work is underway on three projects with almost 100 MW of rated power.

Besides wind and solar, the thirteen colleagues in our Innovation Team have been working on a variety of efficiency solutions and have also implemented a small mobility project for local communities. Moreover, I am delighted that we have been named a “Leading Employer” and look forward to our first apprentices joining us. Starting this year, we are offering a range of apprenticeships at our head office in Kallinchen! Last but not least, we have an interview with Joachim Uecker, who used to be my business partner. What is he up to these days and how has he been since he left us?

Enjoy!

Ihr Michael Raschemann
Managing Director and Owner of Energiequelle



Grow your own Basil

With this issue of our journal, we are giving you a sustainable Sprout – a pencil that grows. Simply plant it once you have finished using it – and have fun watching it grow!



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20TH ANNIVERSARY AND CURRENT PROJECTS IN FRANCE

In 2010 we were able to secure P&T Technologie as our French subsidiary and have ever since been travelling the road to success in France. The then team of eight has grown to one of almost forty and instead of one location we now have three – in Rennes, Royan and Dijon.

The name P&T originates from its two founders, Peters und Trüschel, and was retained by Energiequelle when we took over the company in 2010. Since then, we have intensified our business in France and completed several projects. The largest project in the history of P&T was the La Ferrière wind farm with eight turbines. P&T's operations management team are responsible for around 120 wind turbines in total and have connected more than 240 MW to the grid.

The good fortunes of P&T were steered for many years by its two managing directors Gregor Weber and Robert Conrad. The latter retired in 2021, his successor is Jan Ducouret.

In addition to their headquarters in Rennes, during the past few years, P&T Technologie have opened two branches in Dijon and Royan. Their aim is to strengthen their presence nationally and also to drive growth in France – not only with wind energy projects, but also with photovoltaics. Last year we commissioned our first French solar farm in Decize, something we are very proud of.

Dear P&T Team, we look back fondly at the projects we have worked on together with you, at the wonderful office-warming parties, volleyball tournaments and summer parties. We congratulate you on your 20th anniversary and look forward to working with you on many more projects in the future!

FÉLICITATIONS!



JAN DUCOURET
Managing Director P&T



To drive the energy transition forward, we need to focus on more complex projects, which require the know-how that P&T has gained over the years. It is therefore important that we promote participatory projects and renew existing power plants in order to meet the key challenges of the future.

Current Project Plans



SAINT-MORAND

The wind farm is located in Brittany in the north west of France, just over 40 kilometres south east of Rennes. We are building four Enercon E-103 turbines, each with 2.35 MW of rated power and a hub height of 108 metres. The foundations are currently being laid and commissioning is expected to take place during the first quarter of 2023. The project is special because on completion, we will take it into our own portfolio.



TRÉVÉ LOUDÉAC

We are building six Nordex N117 turbines and work on the foundations has already been completed. Commissioning is scheduled for the autumn of this year. A total of 18 MW will then supply around 120,000 households with power.

BOURBRIAC

The three turbines are already in position and should be commissioned in March 2022. These are also Nordex N117 turbines with a hub height of 120 metres. The wind farm has a total rated power of 9 MW.

Top picture: Trévé Loudéac, Low picture: Bourbriac

Joint Venture mit Aedes Energies 100 MWp of Photovoltaics under Development

We have entered into a joint venture with Aedes Energies to set up a holding company, based in France, which will be responsible for several PV-project companies with a capacity of over 100 MWp. The initial portfolio consists various green-field locations in the départements Dordogne, Lot-et-Garonne, Nièvre, Gers and Haute-Marne. Other projects will follow. The electricity generated will be marketed either via feed-in tariffs or direct purchase agreements (PPA), depending on locations. Commissionings are expected to begin in 2025.

Within the framework of the co-operation, Aedes will be responsible for securing the lease agreements and obtaining the permits, as they have the local contacts. P&T Technologie will be in charge of technical development, construction and later, operations management. Energiequelle will manage the financing and sale of the completed projects.

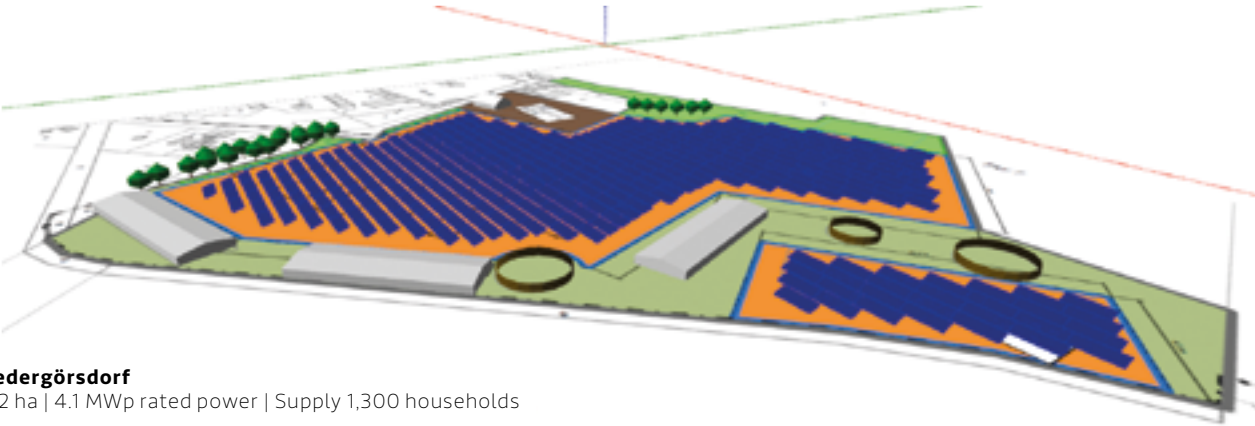
PHOTOVOLTAICS GAINING GROUND

WHY THE MARKET IS SO INTERESTING

The photovoltaic market in Germany has always been a dynamic one. Following a steep increase in installations during the boom years up to 2012, the curve flattened out in the years that followed, but has now started to climb again. The figures for new installations during the past few years and the large increase in the number of people employed in the solar industry confirm this. It is due, among other things, to the success of the EEG feed-in tariffs, which in just a few years have enabled the consistent expansion of photovoltaics, while at the same time reducing costs, making photovoltaics justifiably one of the cheapest and at the same time cleanest ways to generate electricity. This fact, together with the rise in prices on the energy exchange, mean that more and more electricity from photovoltaics is being sold through power purchase agreements rather than feed-in tariffs. Even the high increase in the cost of modules during the past few months cannot stop this positive and at the same time necessary development.

We at Energiequelle are also expanding our activity in the photovoltaic sector. Alongside ground mounted PV and rooftop installations, we are currently developing new forms such as floating PV in gravel pits and agrivoltaics. Whether these options are successful, despite being considerably more expensive than the usual systems, will be seen during the next few years.

We are planning projects throughout Germany, although the location of our offices means that we will focus on the federal states of Brandenburg, Saxony, Saxony-Anhalt, Mecklenburg-West Pomerania, Thuringia and Hesse. We currently have just over 800 MWp in our project pipeline. We hope to begin the installation of two solar parks this year. One of them will be in Niedergörsdorf, on what used to be a pig breeding farm. The buildings, which are no longer required, will be demolished and the area unsealed.



Niedergörsdorf
7.22 ha | 4.1 MWp rated power | Supply 1,300 households

This will considerably improve the quality of the site and make it suitable for photovoltaics.

The PV park will qualify for remuneration under the Renewable Energy Sources Act, as it is a conversion area and was previously used for business.

We look forward to many more exciting projects and to welcoming new colleagues to our team!

We have vacancies in Germany (m/w/d)

- Specialist Planner International**
Kallinchen or Berlin
- Project Manager**
Kallinchen or Berlin
- Specialist Planner Electrical Engineering**
Kallinchen or Berlin
- Project Developer**
Magdeburg or Rostock

Detailed job descriptions can be found online at:
www.energiequelle.de/karriere



MARKUS TSCHORN
Director Project Management | Kallinchen



LAURA SAUPE
Project Developer | Kallinchen



DENNIS GLASS
Specialist Planner | Kallinchen



FELIX KRETLOW
Project Developer | Kallinchen



HENDRIK FISCHER
Project Developer | Dresden



ROBIN SCHADE
Project Manager | Erfurt



PIT MORRIS-PINNOW
Project Developer | Rostock

SUCCESSFUL PROJECTS



Hellberge V Wind Farm in Pitschen-Pickel

The political situation and repeated delays in the issuing of permits were annoying and really tried our patience last year. They meant that we were only able to commission one project in Germany in 2021: Hellberge V Wind Farm in Pitschen-Pickel (Brandenburg). Here, we commissioned three Enercon E-138 EP3 E1 wind turbines. Each has a rated power of 3.5 MW and a hub height of 131 metres. These three expanded the existing wind farm which now has 115 turbines in total. We received the permit in October 2019 and were awarded the contract in February 2020.

In the future, the wind farm will supply around 8,600 households with sustainably produced electricity. In order to provide a financial benefit for the five neighbouring communities of Luckau, Drahnisdorf, Heideblick, Dahmetal und Dahme/Mark, each will receive a pro rata share of €10,000 pro turbine and year for as long as the turbine is in operation.



A Look North Takanebacken Wind

The construction of Takanebacken Wind Farm in Finland began last summer. It is located in the municipality of Maalahti in Österbotten, around 40 km south of Vaasa. We are building five Nordex N163 wind turbines, each with a hub height of 148 metres and 5.7 MW of rated power. Commissioning is expected to take place this autumn. The wind farm will generate around 100 GWh of electricity per year, enough to supply around 18,000 households. Takanebacken is already our third project in Finland. We have a further 2,000 MW in our pipeline.

Outlook

For 2022 we are planning to commission 30 wind turbines, a PV farm and two transformer stations in Germany, France and Finland with a total rated power of more than 133 MW. Moreover, we expect to receive permits for over 280 MW. It's going to be an exciting and busy year for us!

E-TESTER: A RESEARCH PROJECT INTO MOBILITY CONCEPTS FOR LOCAL COMMUNITIES

Our E-Tester project aims to make electric mobility tangible for local communities. To achieve this, we are offering local authorities, businesses and communities the chance to use our “Elektro-Flitzer” free of charge for a few weeks. In doing so, they can discover what using electric vehicles on a daily basis feels like, and what challenges and opportunities this new style of mobility brings with it. Our aim with the project is to raise awareness of electric mobility and, together with the people in the communities, to gain valuable information on what they require in terms of mobility.

We have launched our E-Tester project in Zossen. Other local communities are to follow.

If you are interested in participating in our test series, please send us an email to:
e-tester@energiequelle.de



WIEBKE ŞAHIN-SCHWARZWELLER
Mayor of Zossen



Testing new technologies on their practicality is always interesting. We are also called upon to make an active contribution towards climate protection in the town's administration department. In the future, this will include using electric vehicles.





FAST GROWTH, APPRENTICESHIPS AND LEADING EMPLOYER AWARD

We are growing and growing. Our original aim was to have a workforce of around 310 by the end of 2021. At the final headcount on 31 December, however, we already had 343. Last year we welcomed 66 new colleagues to the company. Another 70 vacancies are still waiting to be filled. Renewable energies continue to gain ground, especially abroad. Here in Germany as well, the new government is moving in the right direction. The battle for skilled workers has long since begun. For this reason, we have decided to develop our own junior talents.

OUR APPRENTICESHIPS

As of this year, we are offering a variety of apprenticeships at our headquarters in Kallinchen. Our aim is for Energiequelle to be seen as an attractive employer by school leavers in the region and to draw young talent to our company. Securing good and loyal staff is extremely important for us as a company in the long term, especially at times when there is a shortage of skilled workers. It is also a personal concern of ours that we offer young people safe, high-quality training and a secure job.

Our staff are also looking forward to this new chapter in the Energiequelle story. A lot of them will become trainers or mentors, taking on extra responsibility and sharing their know-how with the next generation.

SUSTAINABILITY COMBINED WITH FUN

While they work towards qualification with us, our apprentices will be committing themselves to a sustainable future. Every individual in the company plays a vital role in driving forward the energy transition, and contributes towards our vision of green, emissions-free energy. We are active not only in Germany, but also in France and Finland and this year will enter other markets. Our apprentices will gain an insight into our international environment, where they can use and improve their English language skills, learn about parent-subsidiary structures, and contribute to projects that go beyond Germany's borders.

It is important to us that we create the best possible working atmosphere for our staff, and equally important that everyone enjoys working in their team. To help this along, we hold regular events, where we can spend time together, exchange and discuss ideas and have lots of fun – at our fantastic summer party in 2021, for example (pictures on the left).

We have vacancies (m/w/d) for

Office Manager

Industrial Clerk

IT Specialist for
Systems

IT-System Administrator

*Detailed job descriptions
can be found online at:*

www.energiequelle.de/karriere

AWARD LEADING EMPLOYER 2022



This year we have received a Leading Employer 2022 award, which places us among the top one percent of employers in Germany. More than ten million data from around 160,000 companies were analysed. Selection criteria included, for example, ratings on internet portals, certifications, staff benefits, image, understanding of values, public relations, social media channels, talent communication and much more. We were rated especially highly in the categories benefits and employee satisfaction.

What makes us special is our open and relaxed corporate culture. We are honest and fair, appreciative in our communication with each other and committed to what we do. In addition, we offer fair salaries, performance-related bonuses, flexible working hours, health benefits, fresh fruit and various company events where we can catch up with one another.

INTERVIEW WITH JOACHIM UECKER

THREE YEARS AFTER HIS DEPARTURE
HOW HAS HE BEEN AND WHAT IS HE UP TO NOW?

Joachim Uecker was one of the founders of Energiequelle GmbH and our managing director for over 20 years. He still lives in Bremen, where he used to work. His office is now a meeting room and our colleagues in Bremen use it for their weekly fitness classes, Corona permitting. But back to Joachim, we talked to him recently.

JOACHIM, HOW DID YOU FEEL AFTER YOU LEFT US IN 2019?

First of all I had to get used to the new situation. My decision to step down was a relatively spontaneous one. It was a bit like the lockdown that preceded it, but without the internet connection. I was so-to-speak cut off from one day to the next. At first it was like being on holiday. But after a while, I became used to the new situation. I spent a lot of time in the garden or doing things with the children. I was a kind of stay-at-home dad. The children were delighted for me to be there and still are.

WHAT DOES A DAY IN YOUR LIFE LOOK LIKE?

What I've noticed is that I have to be doing something. I have the odd involvement in wind and solar projects – even one in Australia – but that isn't enough for me. I re-activated some old contacts and an ex-colleague from the bank offered me a few real estate projects. Up until then, apart from my own properties, I hadn't done anything in that field, so it was a whole new ball game for me. I'm now involved in a number of real estate projects, among them a large building project in Oldenburg. The construction phase is just beginning and will be completed in 2024. We had to buy a large loader crane for the project and are now looking for other ways of putting it to good use. And for the wind farm in Hamersen, I've bought some water buffalo as a compensatory measure.

So each project is unique. I don't go looking for projects, though. The projects find me. What fascinates me is when something is unusual. My daughters enjoy listening to the song "Irgendwann ist jetzt" (sometime is now) by Max Giesinger. The song describes what drives me very well. I want to actually do the things I like – and not just think about them.

HAVE YOU EVER REGRETTED A DECISION?

No. At that moment in time it was exactly the right decision for Micha and for me. We made it together. Funni-ly enough, I live closer to the office now, just 3 minutes away on foot. Walking past the office doesn't make me nostalgic, though. It makes me happy. I still wear my Energiequelle souvenir wristband today.

WHEN YOU LOOK BACK, HOW DO YOU SEE YOUR TIME AT ENERGIEQUELLE?

It was a very special time. Somehow it isn't over yet, although in fact it is. There are still several points of contact. I still have a close relationship with a lot of old colleagues. It was also the longest episode in my career. I look back at it with pleasure and pride. Our motto at Energiequelle's 20th anniversary celebrations was "What a night". When I left the company 2.5 years ago, I was given a fire clay – with the inscription "What a time". There is no better way to describe my years at Energiequelle.

ARE YOU STILL IN CONTACT WITH MICHAEL?

I'm in touch with Micha regularly on an informal basis, although considerably less often than before. But Micha was at my wedding and visited me last year on my 60th birthday, together with a few colleagues. I think we'd still get along well on a deserted island. Even if we don't see each other so often, there's still a close bond between us. We used to say we spent more time together than with our wives. That has changed in the meantime.

DO YOU STILL KEEP IN TOUCH WITH OTHER COLLEAGUES?

I often bump into colleagues in the street outside the office. I always enjoy a bit of small talk. Occasionally I speak to colleagues on the phone, or agree to meet them for a meal. I can still come up with useful information from old projects. I follow developments at Energiequelle with interest, but have no desire to make any decisions.

WHAT ARE YOUR PLANS FOR THE FUTURE – PROFESSIONAL AND PER- SONAL?

At the moment my real estate and crane project in Oldenburg is keeping me busy. I'm enjoying it. But I'm always open to new ideas. Apart from that, I have three grown-up and two small children and, in the meantime, two grandchildren as well. Although they live in the USA, so I don't see them very often. I try to do something for myself every day, such as yoga, walking or sport. I get a lot of pleasure out of spending an hour a day doing something just for me.

WHAT DO YOU MISS THE MOST?

Among lots of other things, most of all I miss the colleagues who supported me during my years at Energiequelle in lots of small ways. I also miss the contact to P&T in France. I always looked forward to going there. It was like another home for me, a second French family.

IS THERE SOMETHING YOU WOULD LIKE TO SAY TO THE PEOPLE WHO WORK AT OR WITH ENERGIEQUELLE?

"Sometime is now" and: Energiequelle is not better or worse today than it used to be, it's just different.

**Thank you for giving us this insight into your life today.
All the best, Joachim!**

CONGRATULATIONS

20 YEARS AT ENERGIEQUELLE



Armin Gräntzdörffer has been with us since 1 January 2002 and began his career in our Projects Germany department. One of his first successes was Feldheim, which is still one of our company's flagship projects. Armin lives within walking distance of our head office in Kallinchen, enjoys hiking in his free time, and is a very friendly and considerate colleague. Congratulations Armin. Here's to many more fun years with us!



David Stuchlick, who joined Energiequelle on 3 March 2002, is honest, reliable, talkative und always ready to help. These are all qualities that stand him in good stead in his position of specialist plant manager in operations management for the north eastern region. He used to work in the field, but now co-ordinates all the technical aspects of "his" wind farms from his office in Kallinchen. Congratulations David, and all the best!

15 YEARS AT ENERGIEQUELLE



JEANNINE WIEDEMANN
Director Commercial Management
1 October 2006



WERNER FROHWITTER
Senior Advisor Energy Law
16 February 2007



ULRIKE GESKE
Specialist Financial Accounting
1 March 2007



Behind the scenes

Our colleague Jörg Karaschewski, an expert for project finance in our Bremen office, has some very unusual hobbies. He is not only a vexillologist (someone who studies the history, symbolism and usage of flags), he also writes his own books. His latest is called "Die fehlende Kirche" (the lost church) and is about the old Ansgarii Church in Bremen, which for some mysterious reason was not rebuilt after the war. While two journalists carry out their research, some very strange things start to happen in the city.

Highly recommendable! If you would like to read it:
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ENERGIEQUELLE

Tomorrow's
energy.

IMPRINTS

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