

MARCH 2024 ISSUE

# eeq JOURNAL

NEWS FROM ENERGIEQUELLE



**ENERGIEQUELLE  
CONTINUES TO EXPAND**  
MARKET ENTRY IN  
FOUR MORE COUNTRIES

**INTERVIEW**  
WITH THE BETHMANN BANK

**SPECIES PROTECTION**  
ANTI-COLLISION SYSTEM  
IN SCHLESWIG-HOLSTEIN



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*Dear readers,  
dear friends of Energiequelle,*

I am pleased to look back on months that have been full of exciting projects and successful developments. I am particularly proud of our continuing domestic and international growth. Within one year, we opened five new offices and succeeded in welcoming more than 150 new employees to the company.

Our projects are also growing in number. In Germany we have not only begun construction of the Krummensee wind farm, but have also connected our repowering project in Bad Gandersheim to the grid. In Finland, in the meantime, we have commissioned a 45.6 MW-large wind farm.

In this edition we report on our forthcoming pilot project in Schleswig-Holstein. We are the first company to locally introduce an anti-collision system, an effective measure to protect birds of prey and other larger birds that are at risk of colliding with the blades.

Finally you can look forward to reading about René Radeisens impressive career, who in just ten years at Energiequelle has advanced from planning engineer to vice president project management, with responsibility for around 90 members of staff.

**Enjoy reading!**

**Yours sincerely, Michael Raschemann**  
Managing Director and Owner Energiequelle



## Christmas Campaign:

Last Christmas, together with the Arche Berlin, we conducted a “wish tree” campaign, whereby our staff granted the Christmas wishes of a number of socially disadvantaged children from the Berlin area. The children’s wish lists were hung on the Christmas tree at our head office in Kallinchen and all 60 wishes were happily fulfilled.

FOLLOW US ON SOCIAL MEDIA!







## Energiequelle Continues to Expand Poland, Greece, South Africa & Austria

*Following our takeover of the French company P&T Technologie SAS in 2010 and the founding of our Finnish subsidiary Energiequelle Oy in 2016, last year we forged ahead again with our plans to expand internationally. Our motivated international team, led by their head of department, Juan Hernan, have been working intensively for a number of years on the analysis and evaluation of potential new markets. Through this we have succeeded in establishing a network of new partners and projects, thereby furthering our international growth. Since 2021 we have gained entry into four new country markets.*

### Poland

Since summer 2022

Mid-2022 we entered the Polish market and founded Energiequelle Sp. z o. o., which today is headed up by two managing directors, Matthias Tuzinski and Christian Seifert. With an office in Posen and a team of eight our focus is on the development of wind and PV projects. Poland is one of the largest countries in Europe, not only in terms of energy consumption, but also of the generation of power. Moreover, the country has the fastest-growing market for renewable energies in Europe. Poland has undertaken to meet the targets set by the EU's climate and energy policy and aims to generate half of its electricity (currently 17 percent) from renewable sources by 2040. With the relaxation of the 10H rule from 2016, which made the construction of onshore wind turbines almost impossible, we are now witnessing rapid growth. Moreover, Poland is investing strongly in solar energy.

### Greece

Market entry 2024

We already began "testing the waters" in Greece some years ago. Now, with the opening of our Greek branch and our Country Manager Polydoros Pagonis having joined us on 1 November 2023, preparations for our entry onto the market can at last begin. Polydoros has several years of experience in the Greek renewable energies market and has already established a valuable network in just a short time. We are planning not only wind but also PV projects in Greece. Following the crisis over a decade ago, Greece is today one of the fastest growing economies in Europe. The country has already set itself the target of reducing total greenhouse emissions by 55 percent by 2030, and by 2050 reaching a net zero target, and has already made considerable progress.

### South Africa

Market entry 2024

Stefan Sager joined us as managing director of our foreign subsidiary Energiequelle South Africa (Pty) Ltd. on 1 January 2024. He brings with him several years of experience in the wind sector as well as a comprehensive network for the implementation of wind and PV projects. South Africa is Africa's second-largest economy, however, the lack of power generating capacity is a barrier to growth. Renewable energies are the best solution as the country has a very strong potential for growth in the wind and solar energy sectors. For many years now the government has set specific targets for the expansion of renewable energies. An extensive tendering procedure has already resulted in the implementation of several projects.



**JUAN HERNAN**

Head of International  
Project Development



*We are proud of the progress we have made. Expansion enables us not only to actively strengthen our international presence, but also to make sustainable energy accessible worldwide.*

### Austria

Market entry 2024

Moving forward, we are also looking to implement individual projects in Austria. Our neighbouring country is economically attractive and has a stable government, which has set itself specific ambitious targets regarding the growth of renewable energies. In Austria, local authorities and communities play a significant role in permission and acceptance processes. They are looking for efficient local solutions, which guarantee energy security and sustainability. We are the partner to implement those projects – our energy self-sufficient village Feldheim is the best proof of this. With a network already established in the country, we have contact with important players on the market and can now begin work on our activities.

**energiequelle**  
ENERGIE D'AVENIR

### By the way:

After 22 years as our French subsidiary, P&T Technologie has changed its name to Energiequelle SAS. We are honoured that our French colleagues have decided on this change after so many years of loyally working together. The new name demonstrates our sense of belonging together and enables the Energiequelle Group to grow.



# Current Wind Energy Projects

## Lumivaara, Bad Gandersheim & Krummensee

*Last year we implemented a large number of projects and connected 129 MW to the grid. And our success continues in 2024. We are pleased to report that the Lumivaara wind park in Finland has been commissioned, repowering in Bad Gandersheim has been successfully completed and construction work in Krummensee has begun.*



### Commissioning Lumivaara

Construction of the Finnish Lumivaara wind park in the Kainuu region was completed at the end of January. The wind farm consists of eight Nordex N163 turbines, which have a total rated power of 45.6 MW. The location in the northeast of Finland was chosen on account of its elevated position and excellent wind speeds. Foundations up to a depth of 10 metres were built in order to achieve the optimum overall height.

### Commissioning Bad Gandersheim

In February 2023, we celebrated the start of construction work at our repowering project in Bad Gandersheim (Lower Saxony). The plan was for one new wind turbine to replace four old ones, thereby achieving an increase in efficiency of more than 530 percent. A year later, at the beginning of February 2024, the new wind turbines were ready for commissioning. Each E-160 turbine with a hub height of 166 metres and 5.5 MW of rated power now supplies around 5,000 additional households with green electricity.



### Constructions Krummensee

After six years of planning, we were finally able to commence building work at the Krummensee wind farm (Brandenburg) in September 2023. The first of the three planned Enercon E-138 wind turbines, with a hub height of 160 metres and 4.2 MW of rated power, is scheduled for commissioning in late summer 2024. Although construction of the other two turbines is still delayed on account of legal proceedings, our project team is nevertheless delighted to have reached this special milestone of seeing construction work begin at the end of such a long planning phase.





# Growth in Germany

## Stuttgart, Münster & Kiel

We are also continuing to expand on the German market and in recent months have opened three new offices.



### Stuttgart

Opened: October 2023  
Address: Flughafenstraße 59 | 70629 Stuttgart  
Division Manager: Stefan Groos

In Stuttgart we have the opportunity to establish ourselves as a values-based, regional partner. We are close at hand and ready to support project developers, landowners, public utility companies and communities in the growth of renewable energies.



### Münster

Opened: October 2023  
Address: Robert-Bosch-Straße 17b | 48153 Münster  
Division Manager: Marco Richter

Münster is a university city, just a short distance from the key regions for wind energy, and an interesting location from which to further develop and strengthen the importance of the wind and PV sectors.



### Kiel

Opened: January 2024  
Address: Rathausplatz 1-2 | 24103 Kiel  
Division Manager: Sören Lang

From Kiel we can strengthen our foothold in the region and shorten the distance to our existing projects in Schleswig-Holstein. Moreover, there are good opportunities for recruiting new staff in the state capital and university city.

# INTERVIEW

## Johanna Schallert & Michael Gröger from the Bethmann Bank

### When and how did you first make contact with Energiequelle?

At the beginning of 2022 a new department was opened at the Bethmann Bank which, among others, focuses on corporate clients in the renewable energies sector. In order to make direct contact, we visited the EnergyDecentral exhibition in November 2022 and there we spoke with Energiequelle for the first time.

### Why are the Bethmann Bank und Energiequelle such a good match?

Our Entrepreneur & Enterprise department is specialised in dealing with the individual requirements of medium-sized family businesses. We take a holistic approach to providing our customers with bespoke advice that applies both on a business and a private level. Despite Energiequelle having expanded so impressively in recent years, we have both continued to adhere to the traditional values of a family business. One decisive factor that connects the Bethmann Bank and Energiequelle is our joint commitment to sustainable principles.

### Who do you work with at Energiequelle?

We liaise mainly with Jörg Karaschewski – our first point of contact for joint financing matters. Maik Pytzka, Head of Sales and Finance is also an important contact for us. We work together at a consistently high level and our relationship is based on a two-way exchange. Our questions are always answered promptly and everything is discussed in detail until all outstanding points have been clarified.

### What is special about working with the Bethmann Bank?

Our basic principles of customer focus, sustainability and clarity also permeate our dealings with our clients, whose individual needs are always at the centre of our discussions. We always strive to find the very best solution and value transparency in our communication. If at any time we are unable to fully satisfy a customer's requirements, we will communicate this clearly and without delay. Moreover, the emphasis on sustainability is of special importance to us personally and is one of the reasons why we chose the Bethmann Bank as an employer.

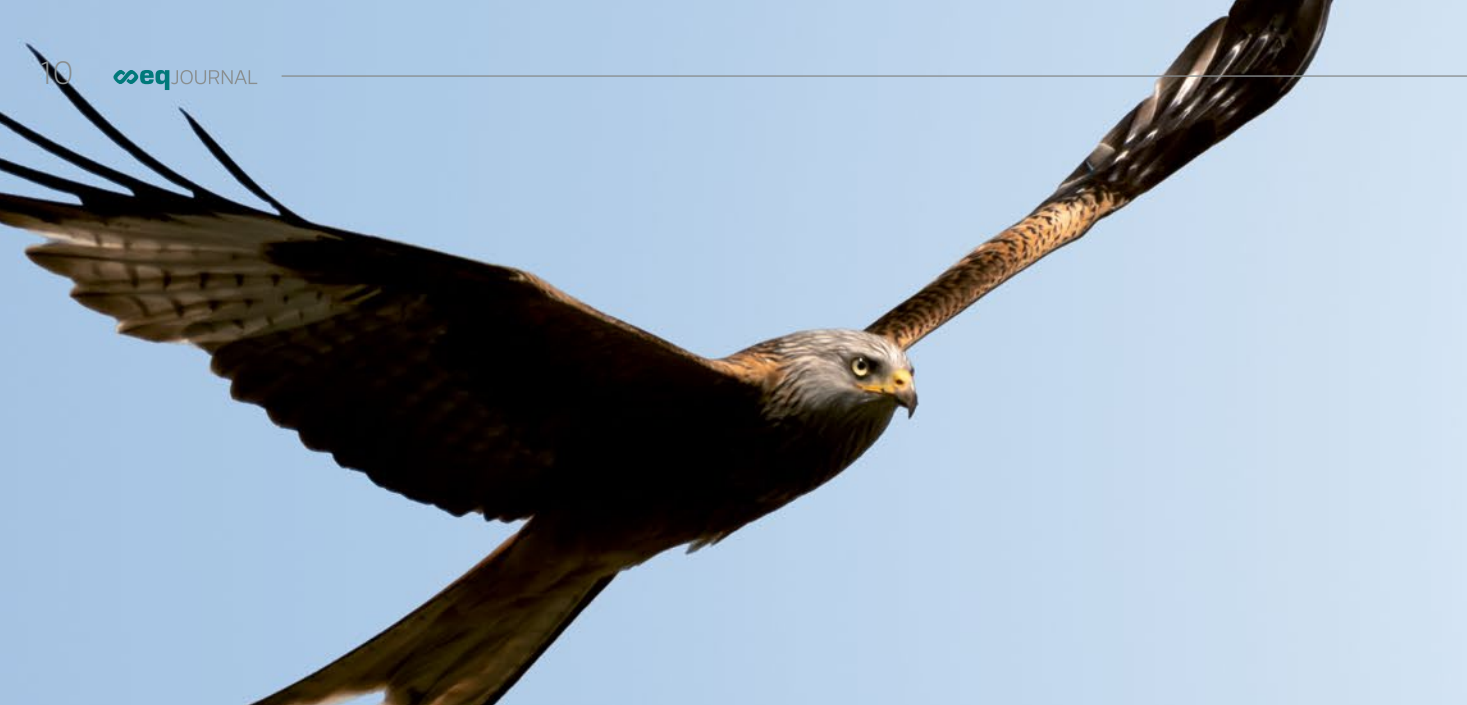
### How do you see yourselves working with Energiequelle in the future?

We are very optimistic about the future and look forward to continuing our working relationship with Energiequelle. Energiequelle is without doubt an outstanding company that will continue to develop remarkably well. Our wish is for us to expand our cooperation and shape the future together. Our endeavour is to function as a dependable partner and, with a comprehensive and integrated approach, to support Energiequelle and everyone involved in their business.



**Johanna Schallert**  
Corporate Banker  
Entrepreneur & Enterprise

**Michael Gröger**  
Wealth Manager and  
Team Leader Bremen



## First approved Anti-Collision System in Schleswig-Holstein

*The protection of wildlife is a crucial factor in the construction and operation of wind turbines. Especially in regions where endangered species such as the red kite or white-tailed eagle have made their home, it is of immense importance that measures be taken to minimise the risk of the birds colliding with the rotor blades.*

Up to now the opportunities for research and development in this field have been limited. However, since the latest amendments made mid-2022 to the Federal Act for the Protection of Nature came into effect, this has fundamentally changed. The law now recognises an anti-collision system as an avoidance measure that can help solve the problems of bird protection. Since then the authorities responsible for issuing approval have also been more open to this type of measure.

We see this as a chance to better reconcile the generation of green electricity with wildlife protection and are delighted to now have a competent partner at our side. e3 IDF GmbH are the official sales and cooperation representative of IdentiFlight International Ltd. on the German and Austrian markets.

IdentiFlight's anti-collision system is based on innovative technology that enables it, by way of an advanced stereo camera system, to specifically identify red kites and white-tailed eagles thereby differentiating them from other bird species that are not likely to collide with the rotor blades. Moreover it can calculate the potential risk of a collision even when the birds are flying fast and a long distance away from the wind turbine. The system uses this calculation to determine when the rotor blades should be turned out of the wind, so that at the time the collision is likely to occur, they are only turning two to three times a minute and a collision can be avoided. For this to happen, the system automatically sends a signal to the relevant wind turbine.



Image: e3 IDF GmbH

Energiequelle has already received official permission to install an anti-collision system at their planned Loop wind farm near Neumünster. Construction work at the wind farm is scheduled to begin in summer 2024. As regards timing, the anti-collision system should be installed and ready to operate before the first wind turbines are commissioned. The installation in Schleswig-Holstein will be a pilot project and hopefully soon serve as a reference project for other wind farms.

In addition it should not be overlooked that extensive data evaluation and analysis will enable the system to deliver valuable information to support the further development of this and similar technologies. These make it possible for the wind energy sector to continue making a positive contribution to climate protection without neglecting the protection of wildlife.



Image: e3 IDF GmbH



## Floating PV

### Electricity from Solar Panels on Water



At the end of 2023, Energiequelle's business development team was commissioned to build a floating photovoltaic installation as part of a research project. This innovative product is intended to expand the company's existing portfolio of ground mounted solar farms and commercial rooftop installations.

The Federal Water Act stipulates that water surfaces may not be covered completely by installations. On the whole the lakes and ponds in our landscapes will not be affected, as only certain bodies of water, such as those for industrial usage, may be used.

The installation by Energiequelle will, among other things, serve to examine whether floating photovoltaics have an influence on the ecosystem of ponds. For this purpose, three photovoltaic systems of varied sizes will be installed on three different ponds. As the ponds will be similar in terms of size, depth, natural characteristics and fish stocks, we will be able to conduct research by observing and evaluating the potential effects on the ecosystem in the ponds while generating electricity at the same time.

The system is usually assembled on land. In just a few simple steps the module is mounted on the floating substructure and then lowered into the water piece by piece using a ramp. The substructure consists of a combination of locally manufactured pipes and steel struts. When compared to pontoons (floating platforms), transport costs are significantly lower on account of the smaller volumes.

For our current project it was agreed upon with the client that the system would be assembled in December 2023 as the artificial ponds are usually emptied completely in the winter and construction could take place on the bottom of the pond. The ponds will be refilled with water and fish in the spring. The last step will be to connect the installation to the grid. The plant is scheduled for commissioning in the spring, so that the generation of renewable energy can then begin.







WIND FARM FESTIVAL SCHÖNEFELD

## We Celebrate Wind Farm Openings In Germany, France & Finland

### WIND FARM FESTIVAL SCHÖNEFELD

On 6 September 2023, Energiequelle officially opened the Schönefeld wind farm in the municipality of Niedergörsdorf (Brandenburg) and celebrated the successful working relationship between Energiequelle and the Niedergörsdorf community. The three E-141 wind turbines supply around 8,500 households annually. Alongside a bouncy castle and a programme of hands-on activities for children, there were music and dance performances and horse-drawn carriage rides as well as the opportunity to see inside a wind turbine or experience a crane ride to a height of 60 metres. Guests were also invited to enjoy a generous buffet, ice creams and cakes.

After the official opening speech by Michael Raschemann and the presentation of a cheque for €15,000 to the local historical society there were words of thanks from village representative Peter Simon and Mayor Doreen Boßdorf. They then cut the ribbon together.

### INAUGURATION SAINT-MORAND

The opening of the Saint-Morand wind farm on 22 September 2023 was attended by members of parliament, Enercon representatives, owners and operators. The wind farm is the 27th to have been implemented in France by Energiequelle's French subsidiary. The four Enercon E-103 EP2 wind turbines, each with 2.35 MW of rated power, are located in the municipalities of Martigné-Ferchaud and Eancé in Brittany.



The opening speeches were followed by a small reception for around 150 guests. In the afternoon the event was open to the public. There were various activities, among them a tour of a wind turbine, a walk to discover edible wild plants and an exhibition on renewable energies.

### TAKANEBACKEN DOORS OPEN DAY

In June 2023, Energiequelle's Finnish subsidiary opened their new Takanebacken wind farm in the municipality of Malax (Maalahati) on the west coast of Finland. Altogether five Nordex N163/5.7 wind turbines will generate enough electricity for around 18,000 households each year. The event was held mainly in Swedish, as Malax belongs to the Swedish speaking coastal region of Finland. As well as official speeches and fun activities for children, around 200 guests had the opportunity to find out more about wind energy. For children there were pony rides and an art competition whereby they were asked to paint or draw what they think the generation of electricity will look like in the future.

The highlight of the event was the cutting of the ribbon by Michael Raschemann, Nils Borstelmann (managing director of Energiequelle Oy in Finland), Jenny Malmsten (mayor of Malax) and Mikko Ollikainen (chairman of the local council and member of the Finnish parliament).



## Meet us in 2024 at the following events

### 24 April

BWE Wind Industry Day  
Schleswig-Holstein

### 5 June

BWE Wind Industry Day  
Baden-Württemberg

### 18 June

BWE Industry Day  
Renewable Energies  
Central Germany

### 10 July

BWE Wind Industry Day  
Rhine/Main/Saar

### 12-15 July

Tarmstedt  
Exhibition

### 12-15 September

Mecklenburg Trade  
Fair for Agriculture

### 24-27 September

WindEnergy Hamburg

### 5-7 November

Wind Energy Days 2024  
Linstow

### 12-15 November

EnergyDecentral (EuroTier)

### 21 November

LEE Industry Day  
Lower Saxony

### 21-22 November

LEE NRW Wind Energy Days  
Bad Driburg





VISION WORKSHOP

## Employee Voice and Equality at Energiequelle

### REPRESENTATION OF EMPLOYEE INTERESTS

Three years ago, a team of committed employees founded a group that would represent the interests of all staff at Energiequelle in Germany. Known as the MAIV (Mitarbeiter-Interessensvertretung) and highly appreciated by colleagues, it is an alternative to a works council and offers help and support when questions or problems arise within the working environment. During the brief time of its existence, a number of important projects have been successfully implemented, such as the installation of a time tracking system, the creation of a position for equality, diversity and CSR and the organisation of a regular employee mood barometer.

### OTHER COMMUNICATION FORMATS AT ENERGIEQUELLE

As well as quarterly "Managing Director's News" sessions, during which Michael Raschemann brings all employees of the Energiequelle Group up to date on current activities and projects, colleagues themselves participate in determining the direction the company will take moving forward. At our second visions workshop in the autumn, 30 colleagues from four countries worked on suggestions for the ongoing strategic development of



**JÖRG KARASCHEWSKI**

Chairman MAIV



*Only in a company like Energiequelle can a MAIV continue to function in the long term and remain successful. The trusting and open relationship within the company provides the basis for it and the outcome is one that satisfies both employees and the company.*

Energiequelle. The outcome is used to provide impetus at regularly held managers' meetings.

Talking of managers, during management workshops several times a year, Energiequelle holds training sessions on topics such as employment law, corporate health management, or human resources development. Because after all, our employees are our most valuable asset!

### DIVERSITY AND EQUALITY

In November 2023 a position for the promotion of diversity and equality at Energiequelle was created in order to provide our colleagues with advice on questions or problems. In addition, internal training courses on diversity, discrimination and equality-related issues are planned to ensure an even more inclusive working culture.

### GENDER QUOTAS

Some good news to start the year: Energiequelle has succeeded in increasing their quota of female employees in Germany by four percent on last year. Forty percent of its staff are now women – and that figure is still rising!

### WOMEN'S WORKSHOP

Last autumn a first women's workshop provided an opportunity for female employees to discuss issues such as promotion for women, women in management positions and gender equality. A catalogue of ideas was drawn up for the future. A first step has already been taken in that the management has allocated a budget for all female staff to exchange ideas and get to know each other better over a delicious meal every year on 8 March, International Women's Day.



## Another award for Energiequelle!

The wellbeing of our staff is a matter very close to our hearts and we are delighted to have been presented with the Corporate Health Award for our excellent health management system. The award is presented each year to companies that demonstrate a good level of safety at work, workplace health promotion and rehabilitation management.



# From Planning Engineer to Vice President Project Management

## René Radeisen's career at Energiequelle

Allow us to introduce you to our colleague René Radeisen. In the space of ten years at Energiequelle he has worked his way up from specialist planner to division manager and now heads nine departments with more than 90 staff in five federal states.



### November 2013: Planning Engineer

René laid the foundations for his career with his studies in environmental technology and sustainable energy systems at the HTW University in Berlin. After successfully completing his master's degree course, he joined Energiequelle on 1 November 2013 as a planning engineer. As such he was responsible for the approval procedures for various projects.

### April 2017: Project Manager

After less than four years, René was promoted to project manager. In Falkenthal he was responsible for the construction of two Enercon E-82 wind turbines and in Gardelegen he and his team managed the commissioning of two Enercon E-141s.

### July 2021: Director Project Management

On 1 July 2021, at the age of 33, René joined the ranks of Energiequelle's management. As a director project management he became responsible for one of the project departments in the Kallinchen office.

### June 2023: Vice President Project Management

However, the changes did not stop there. In June 2023, as part of a corporate restructure, René – a genuine “home-grown Energiequelle native” – was appointed vice president project management for projects in the North/East region. When our office in the Berlin capital opened, René moved to the new building at Südkreuz and also took on the management of the new location.

In November René celebrated his 10th anniversary with the company. We are very proud of your career success at Energiequelle and wish you, dear René, all the best for the future!



Interested in a career with Energiequelle? Click here for details of our current vacancies!

# Congratulations!

## 20 Years at Energiequelle



**Ulrich Oltmann** joined Energiequelle on 1 January 2004 as area manager operational management in Bremen and was closely involved in setting up the Bremen regional hub. On 1 September 2012 he took over responsibility for the “technical operations management wind” department and since 2019 has been area manager of our north-west region with locations in Oldenburg, Bremen and Guntersblum. Dear Ulli, many thanks for your 20 years of dedication and loyalty towards Energiequelle and for your unflagging hard work. We look forward to many more exciting years with you!



**Matthieu Le Drevo** started work on 5 February 2004 as a project manager for wind turbines at Energiequelle's French subsidiary P&T. He soon took on responsibility for the development department and during the past 20 years has helped to implement around 30 wind energy projects. Dear Matthieu, thank you for the conviction that you bring to your work at Energiequelle and for your dedication to the energy transition. We wish you continued success and pleasure in all that you do.

## 15 Years at Energiequelle



**STEFFEN HAASE**  
Senior Grid Operation Technician  
since 1 December 2008



**CHRISTOPHE BIGER**  
Director Construction  
since 23 February 2009



## Behind the Scenes

Our colleague Julian Kraus is not only an enthusiastic drummer, but has also been recording music for around 18 years now. In his studio in Bremen, using his own equipment he has recorded and mixed all the albums made by his band “Darién Geep”. When doing so, it is important to him that he create the warm, analogue sound of the 70s era, which is when he acquired his drums and some of his microphones. In 2013, the band travelled together to the Greek island of Ikaria, where they recorded four songs using portable recording equipment. The music by “Darién Geep” can be streamed, for example, on Spotify.

**JULIAN KRAUS**  
Specialist GIS  
International Project Management





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on our website.



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