

● **hep**

Company Organization

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Overview



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Overview Global Business Units

hep Holding

Holding with guideline setting competence and central functions

hep Project Development

Independent greenfield
project developer

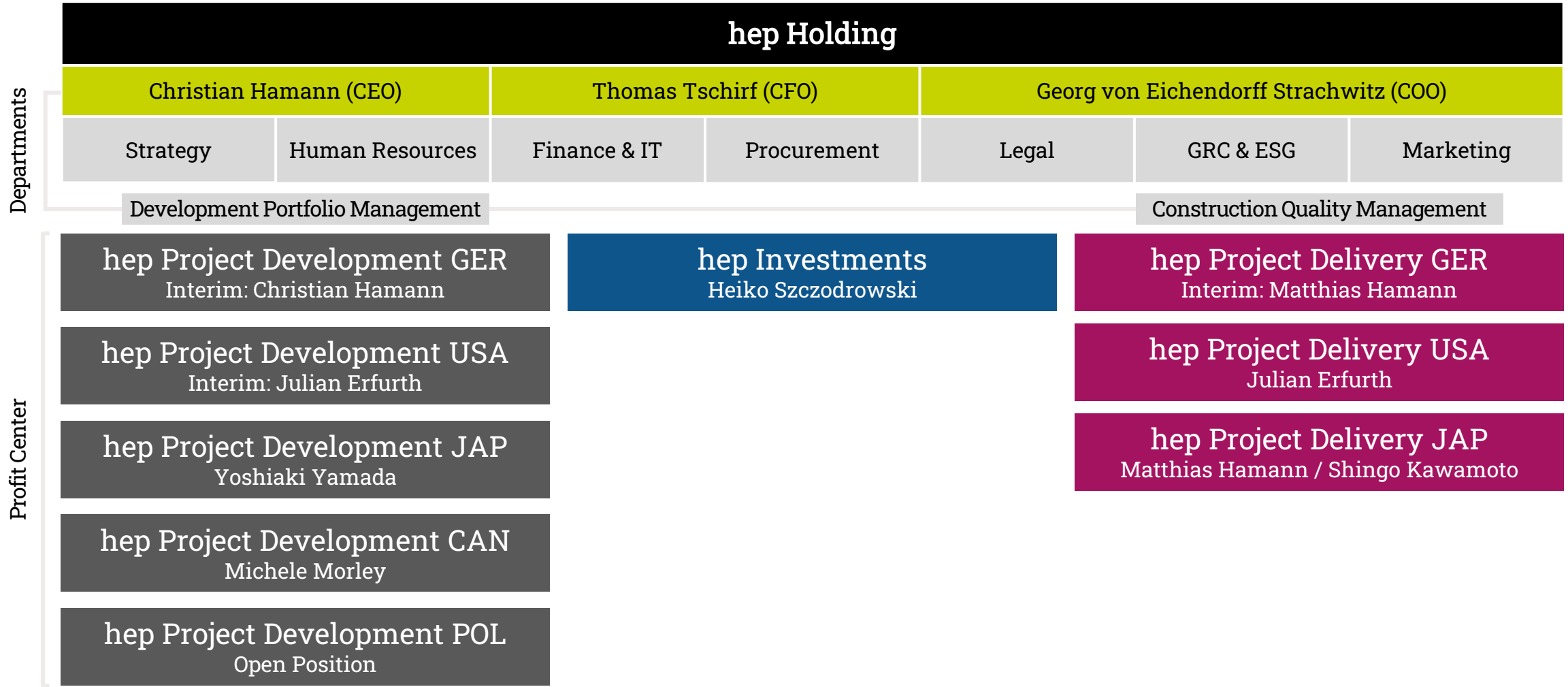
hep Investments

Independent fully integrated
investment manager

hep Project Delivery

Independent EPC company

Global Management



USA Management

hep Investments*		
Heiko Szczodrowski	Ingo Burkhardt	Open Position
Vivek Srinivasan		
Investment Management	Asset Management	

hep Holding USA				
Christian Hamann	Thomas Tschirf	Matthias Hamann	Georg von Eichendorff Strachwitz	
Julian Erfurth				
Human Resources	Finance & IT	Construction Quality Management	Legal	Marketing

hep Project Development	
Interim: Julian Erfurth	
Distributed Generation	Utility Scale

hep Projects Delivery	
Julian Erfurth	
Construction	Operations

Japan Management

hep Investments*			hep Holding Japan			
Heiko Szczodrowski	Ingo Burkhardt	Open Position	Christian Hamann	Thomas Tschirf	Matthias Hamann	Georg von Eichendorff Strachwitz
Hatice Terzi			Open Position			
Investment Management	Asset Management		Human Resources	Finance & IT	Construction Quality Management	[GRC & ESG]**
hep Project Development			hep Projects Delivery			
Yoshiaki Yamada			Matthias Hamann & Shingo Kawamoto			
Project Development Japan			Project Delivery Japan			

Overview Profit Center / Departments

hep Holding / hep Holding USA						
Strategy	Human Resources	Finance & IT	Procurement	Legal	GRC & ESG	Marketing
Development Portfolio Management		Central Departments			Construction Quality Management	

hep Project Development	
hep Project Development USA	
Utility Scale	Distributed Generation
hep Project Development Germany	
Project Development Germany	
hep Project Development Japan	
Project Development Japan	
hep Project Development Canada	
Project Development Canada	
hep Project Development Poland	
Project Development Poland	

hep Investments	
hep Investments	
Investment Management	Risk Management
Asset Funding	Regulatory Reporting & Communications
Institutional Funding	Retail Funding

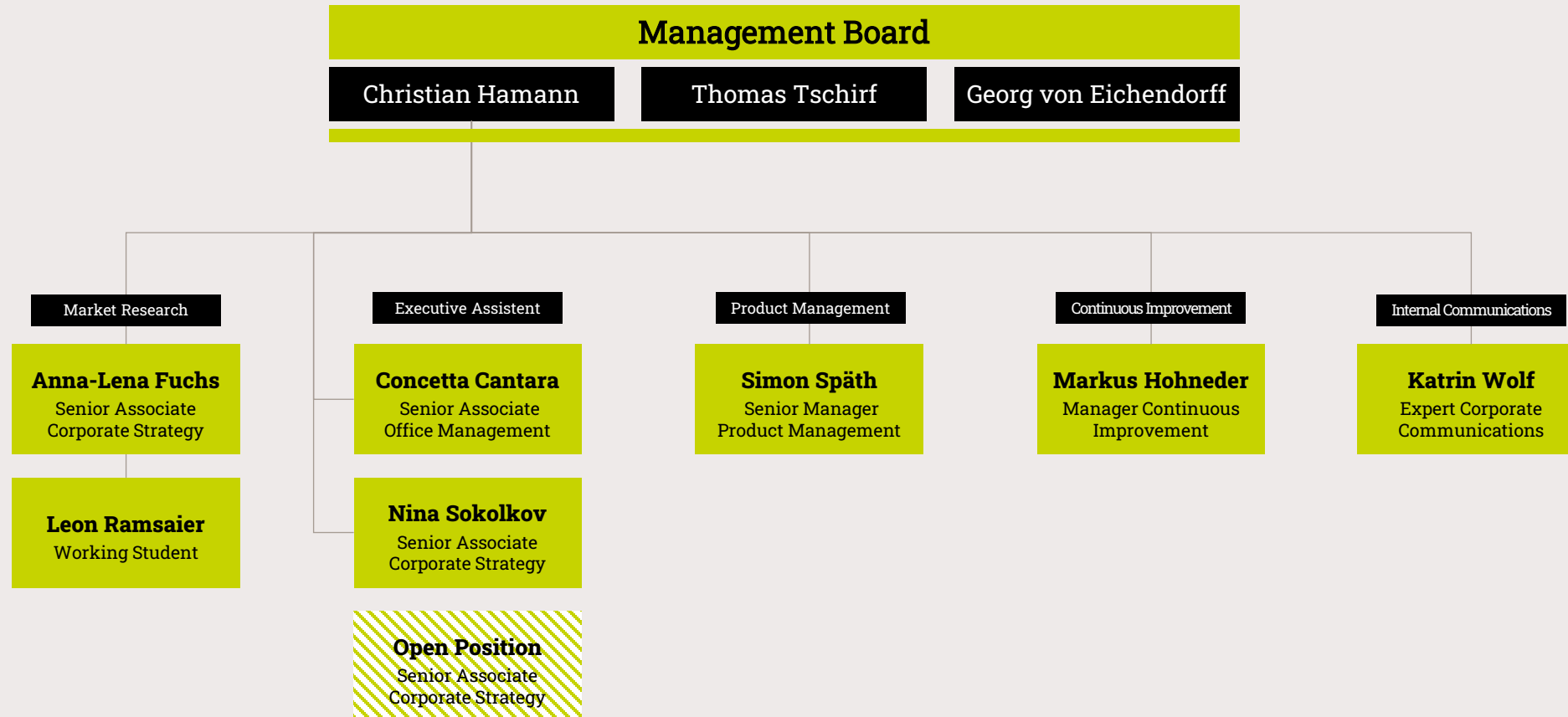
hep Project Delivery	
hep Project Delivery Germany	
Project Delivery Germany	
hep Project Delivery USA	
Construction	Operations
hep Project Delivery Japan	
Project Delivery Japan	

hep Holding

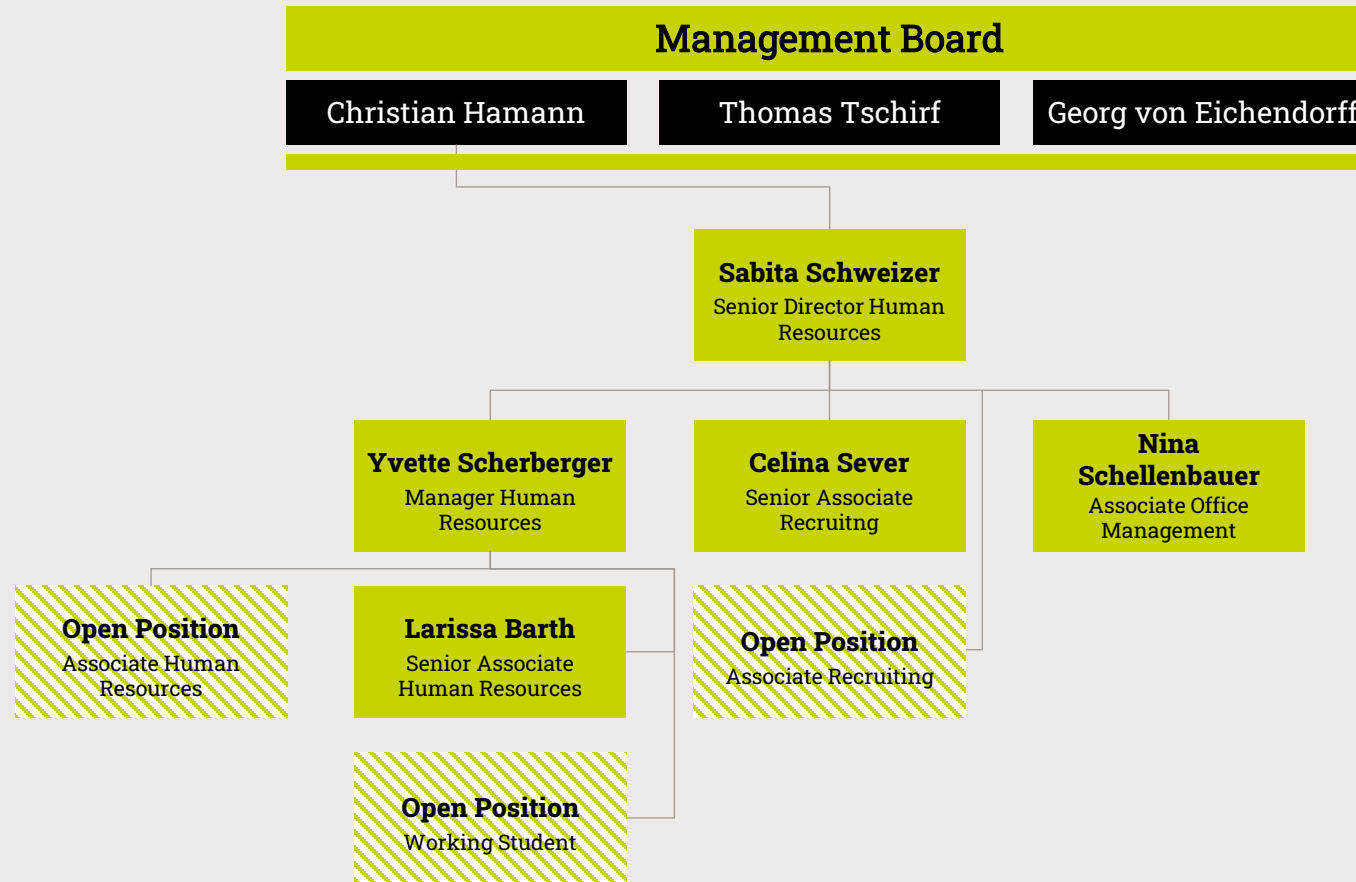


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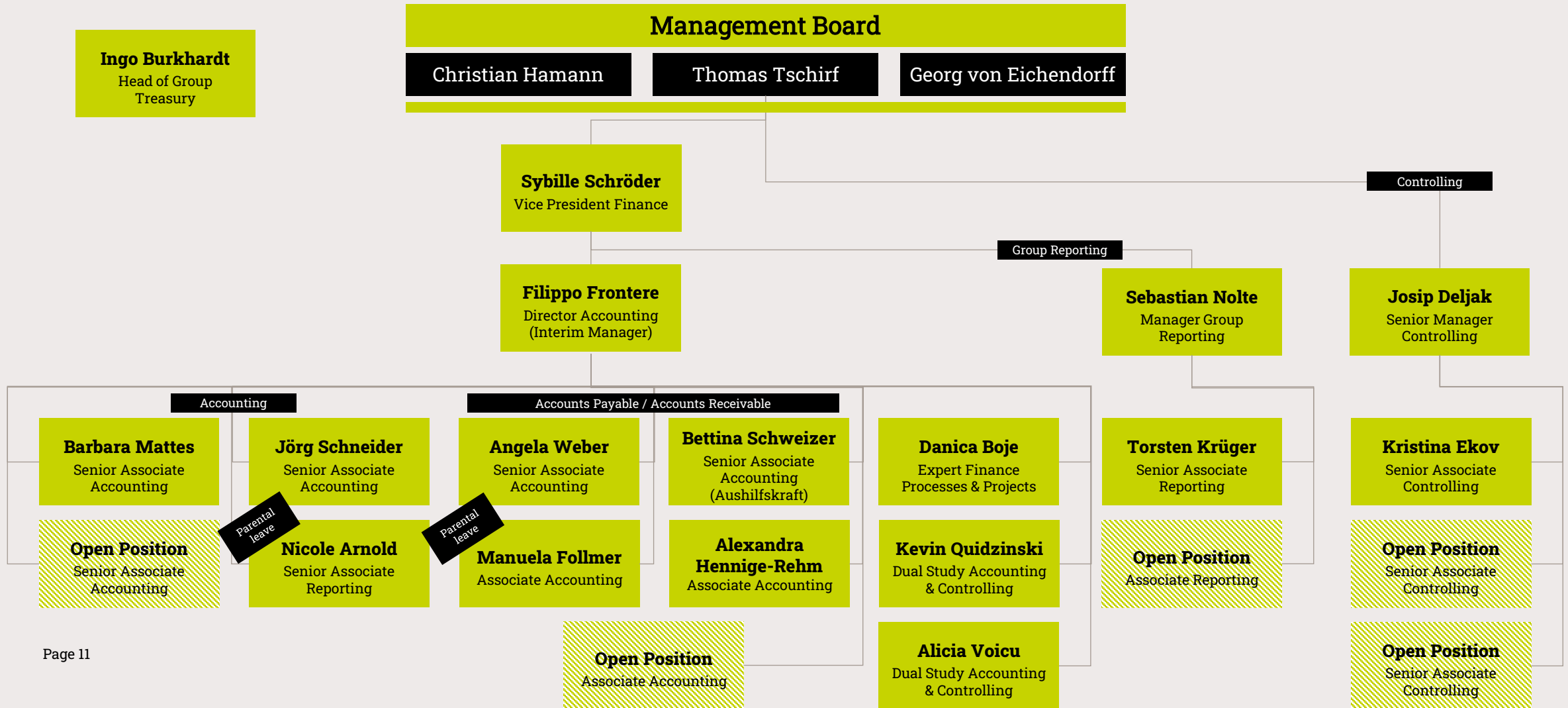
Strategy



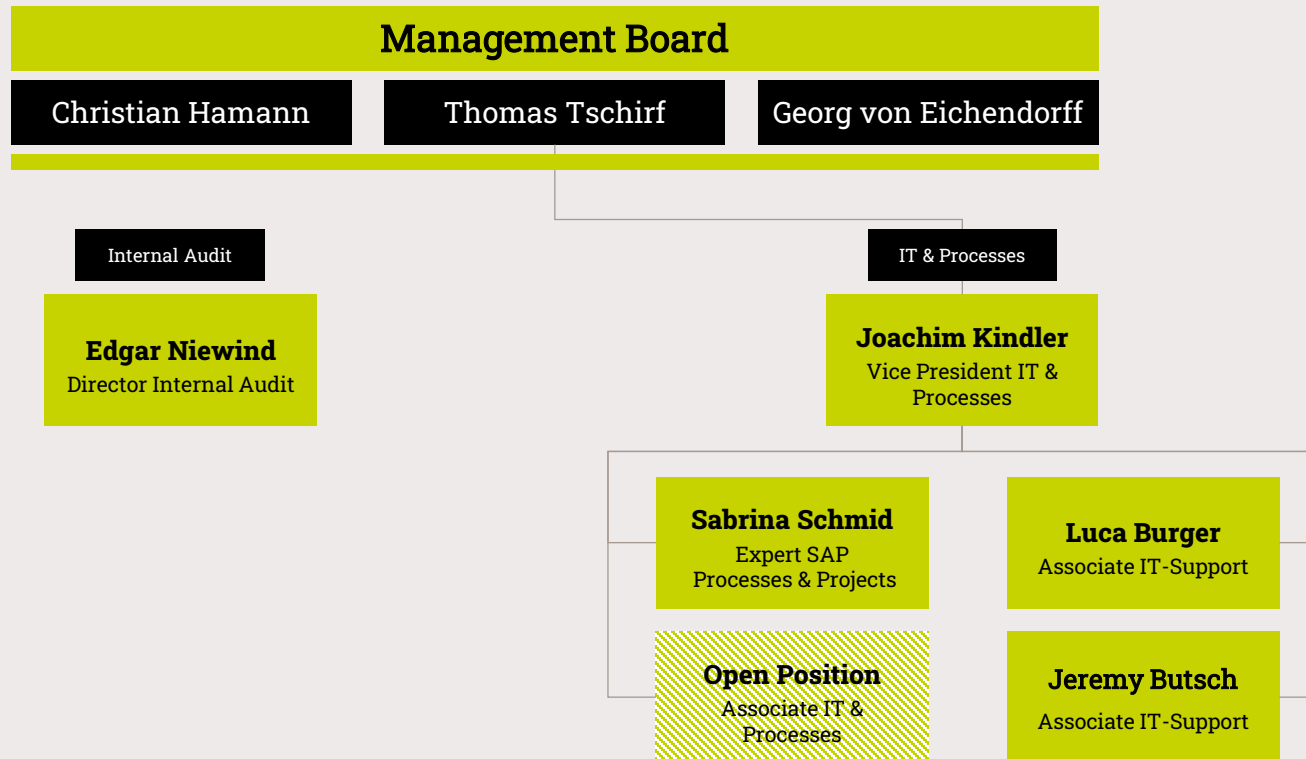
Human Resources



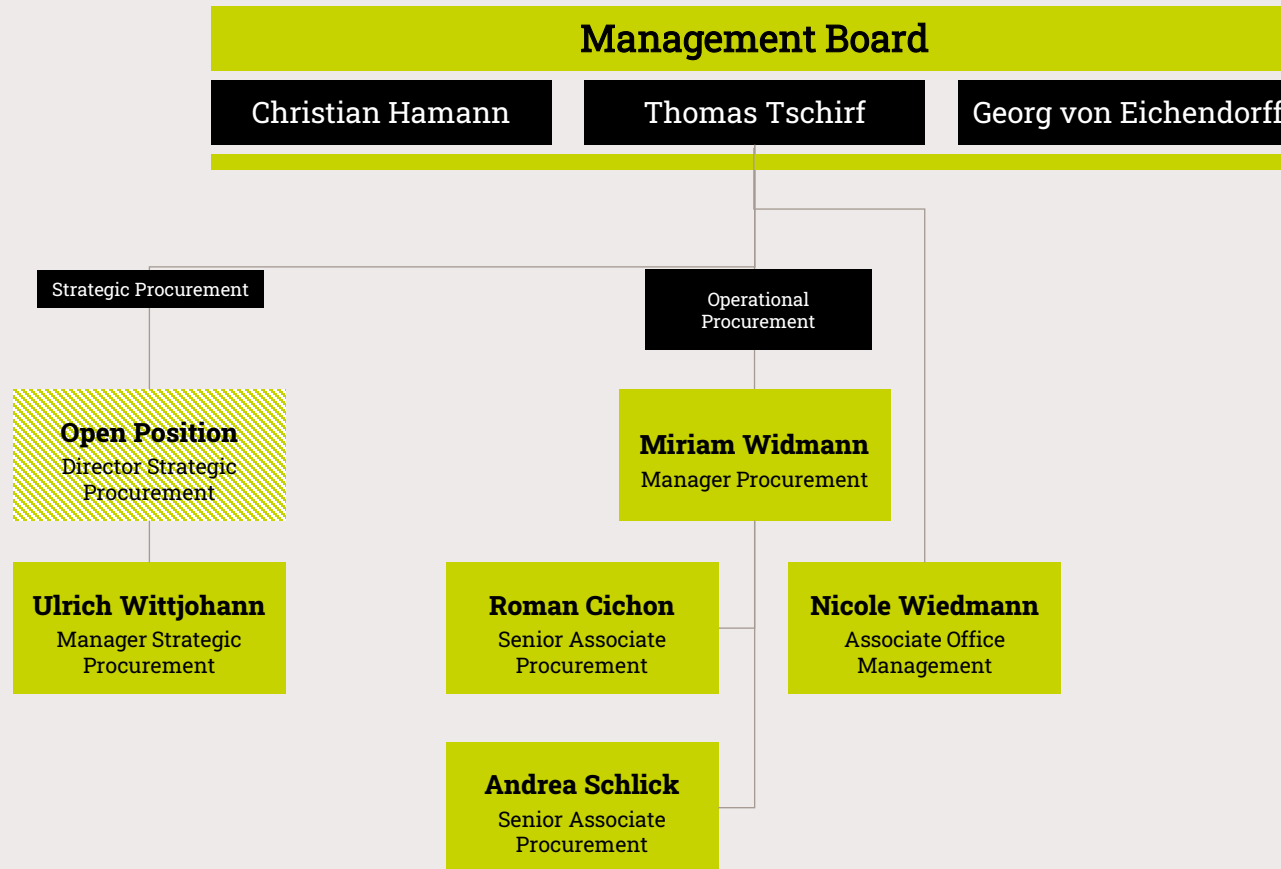
Finance & IT - Finance



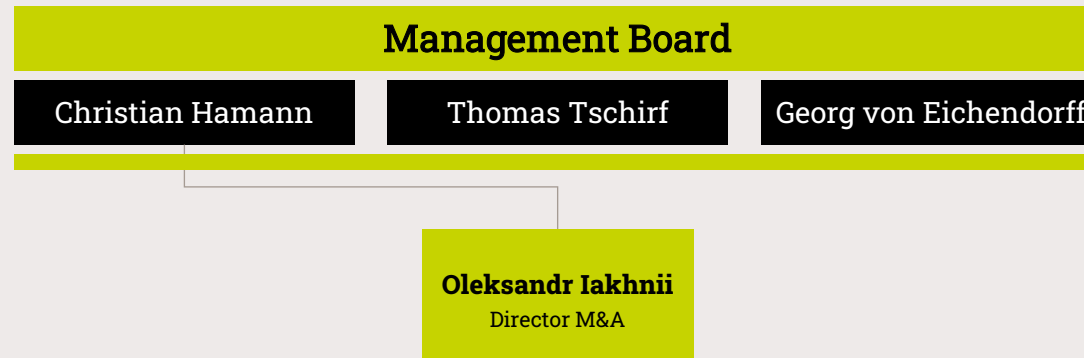
Finance & IT - IT & Processes + Internal Audit



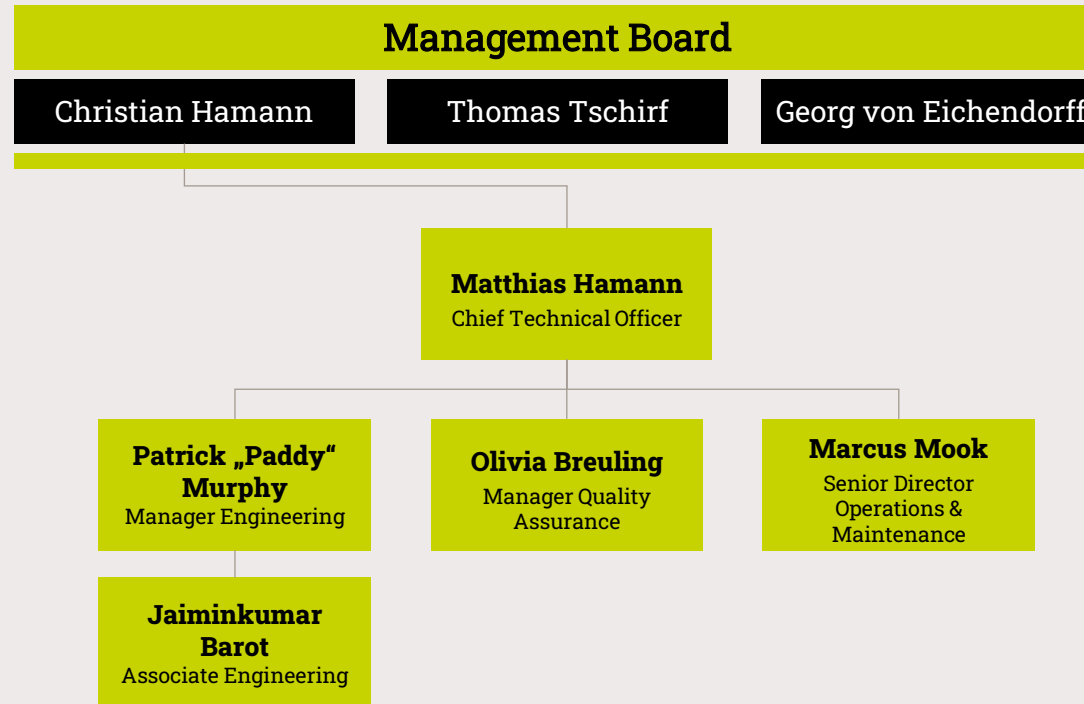
Procurement



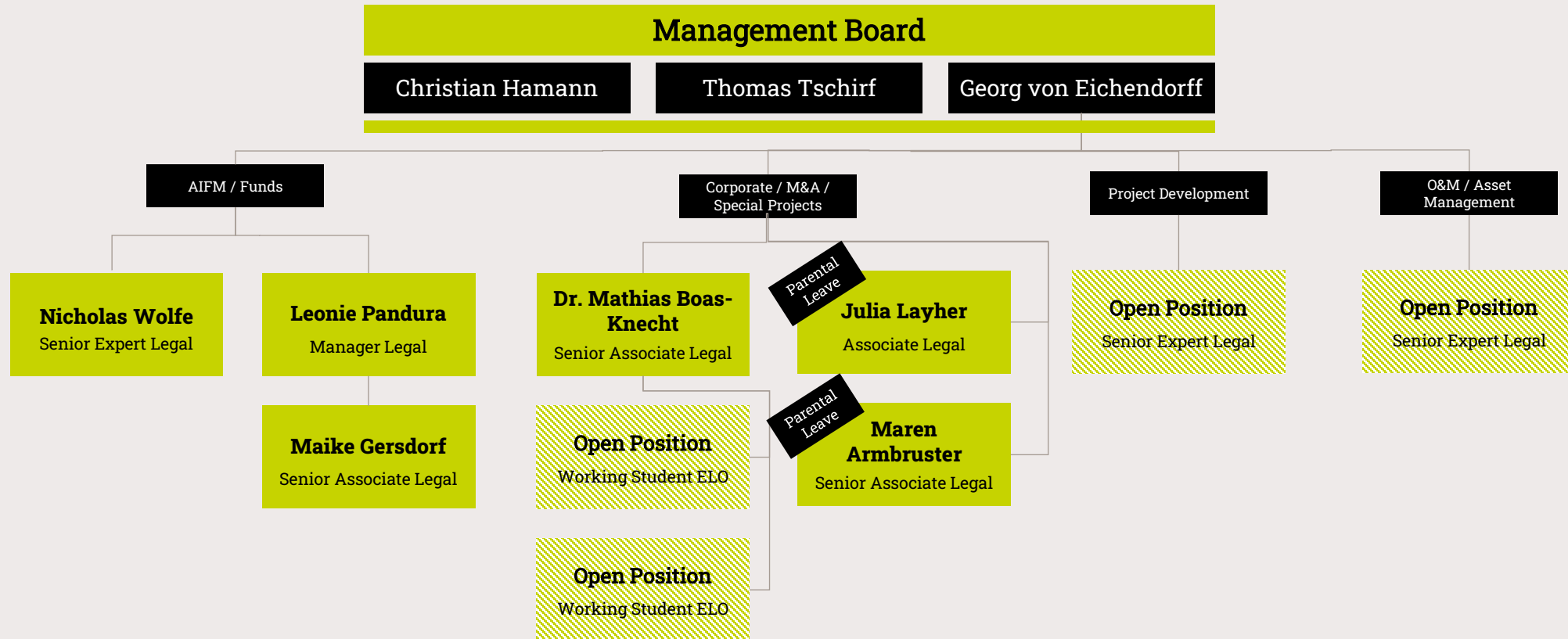
Development Portfolio Management



Construction Quality Management

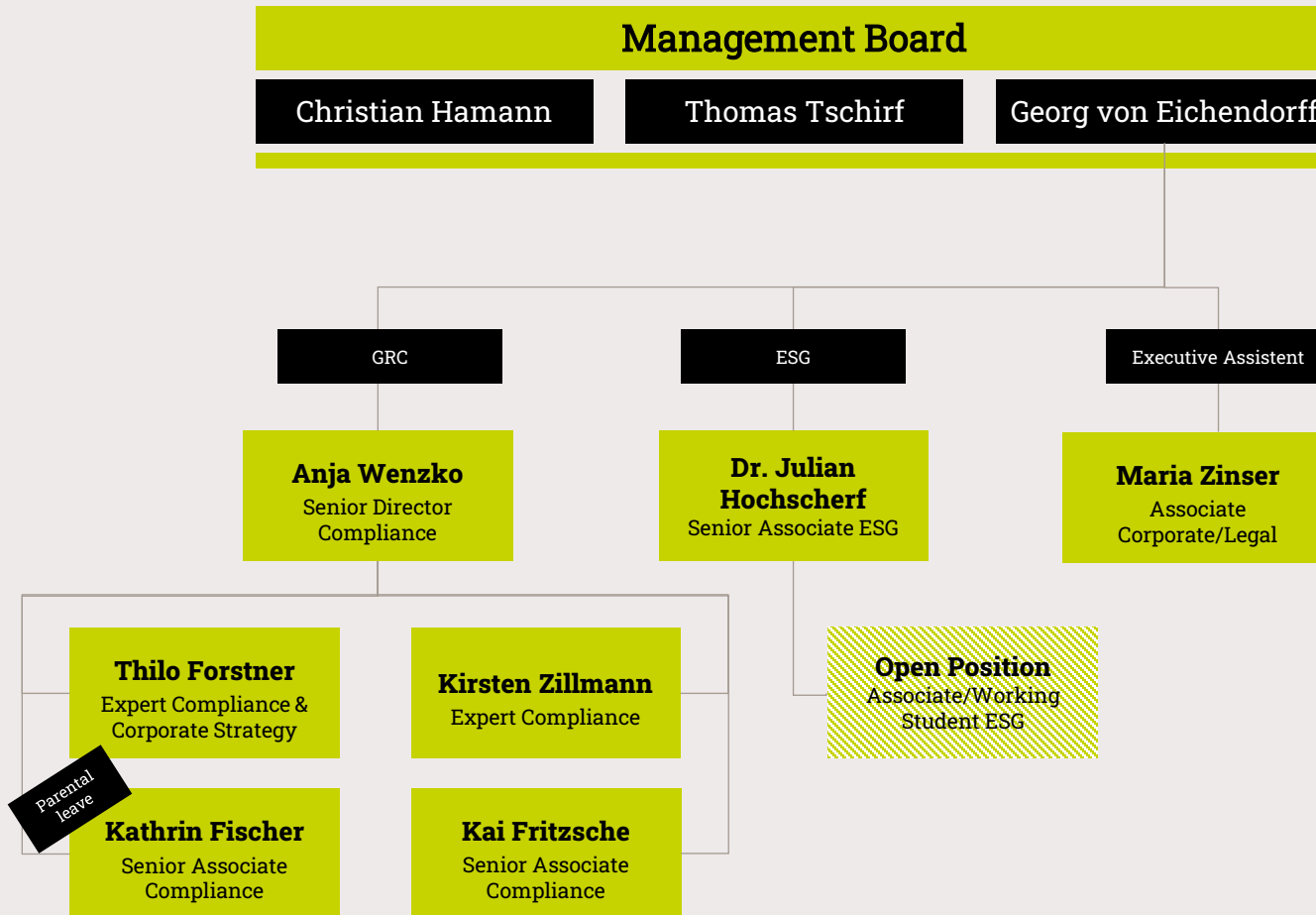


Legal

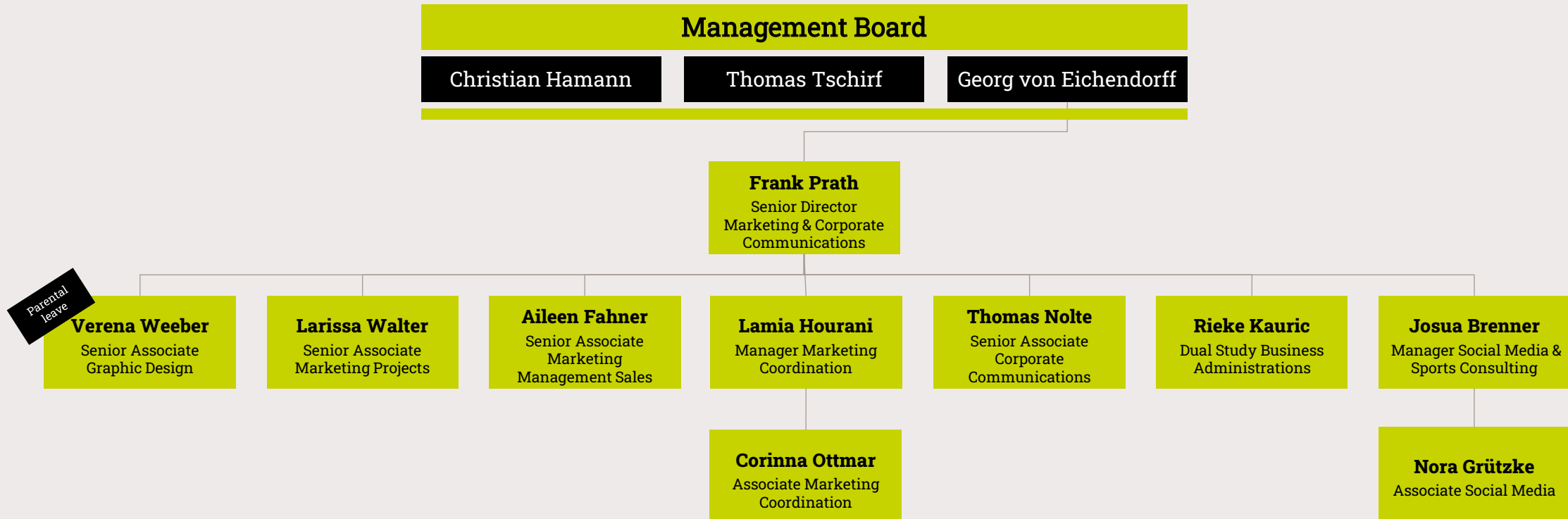


GRC & ESG

(Governance Risk Compliance & Environment Social Governance)



Marketing



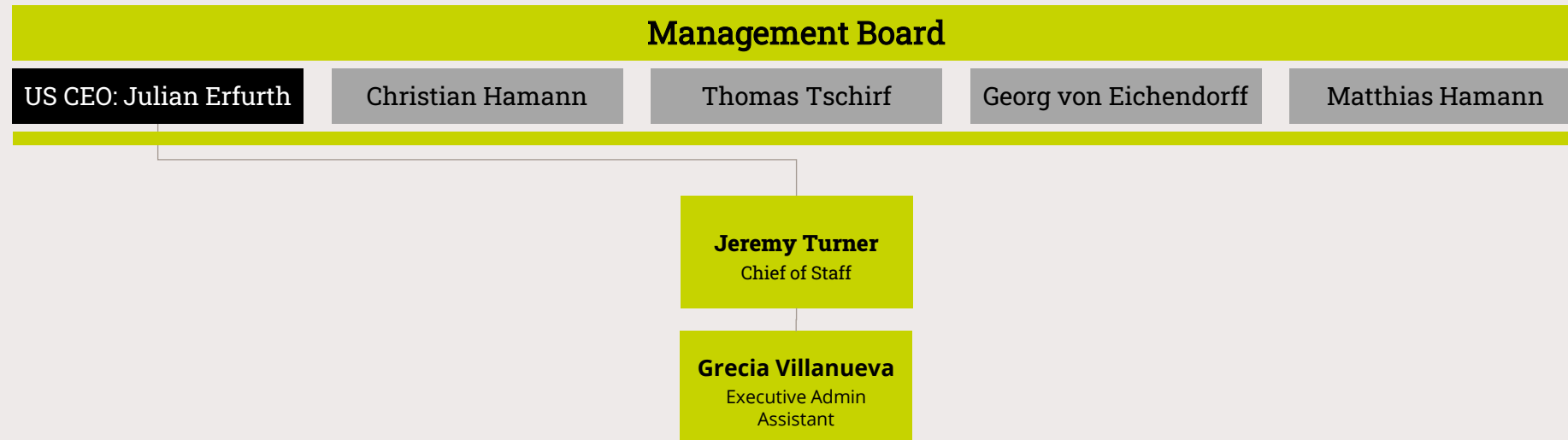
hep Holding USA



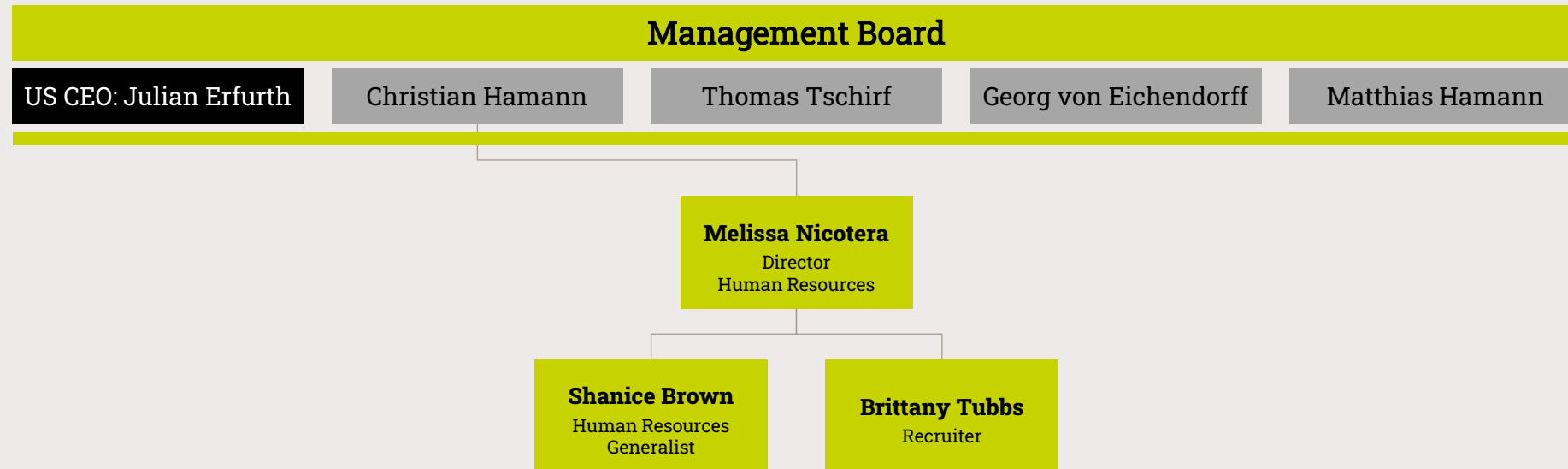
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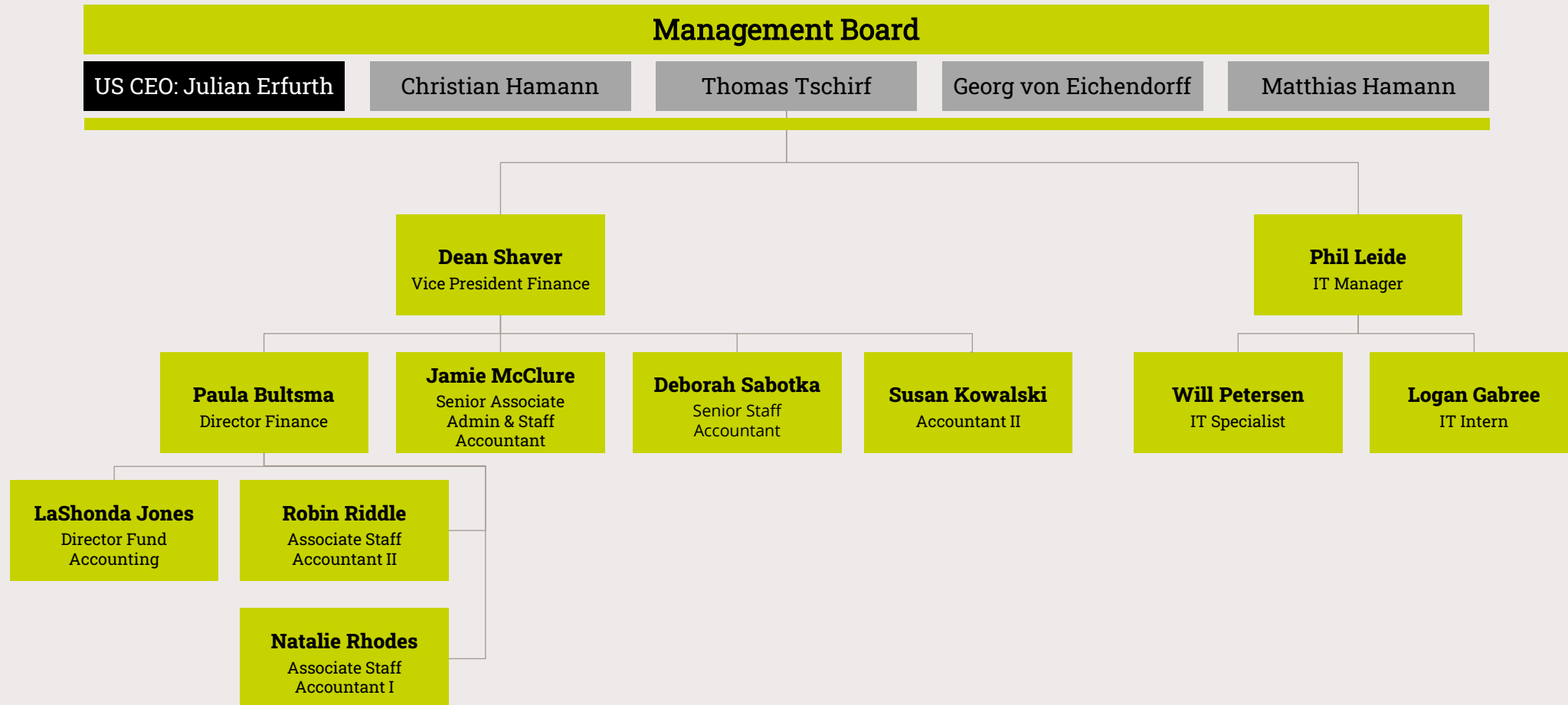
CEO Office (USA)



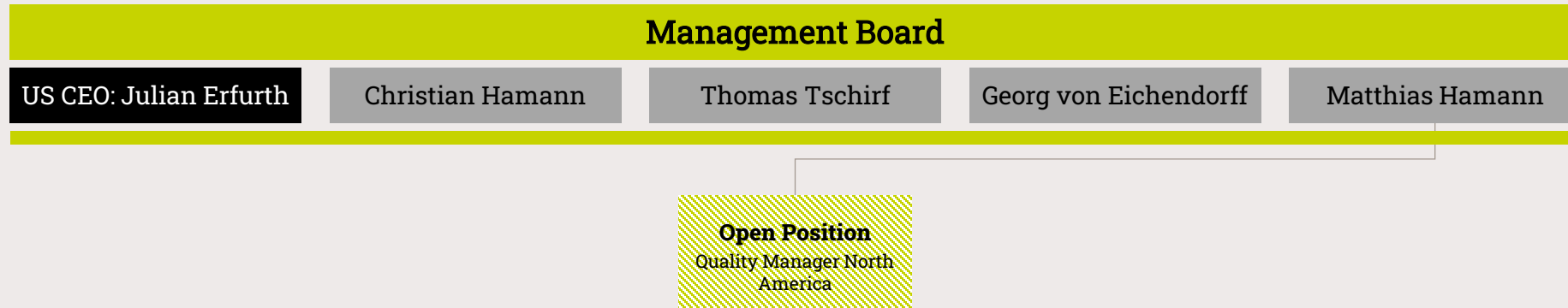
Human Resources (USA)



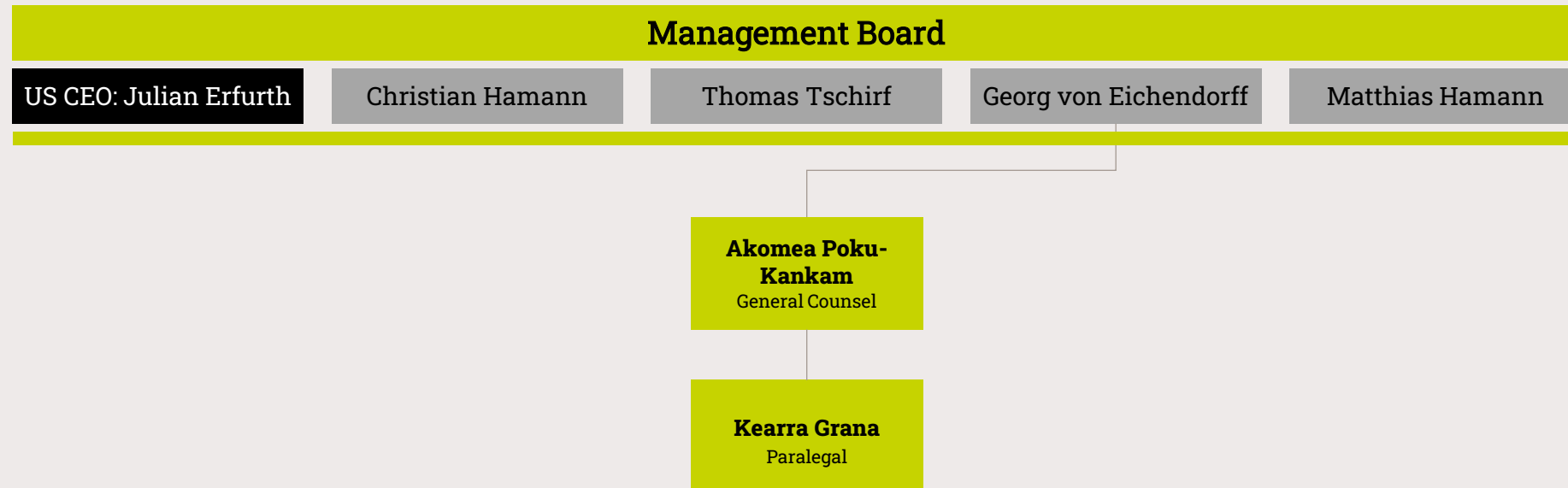
Finance & IT (USA)



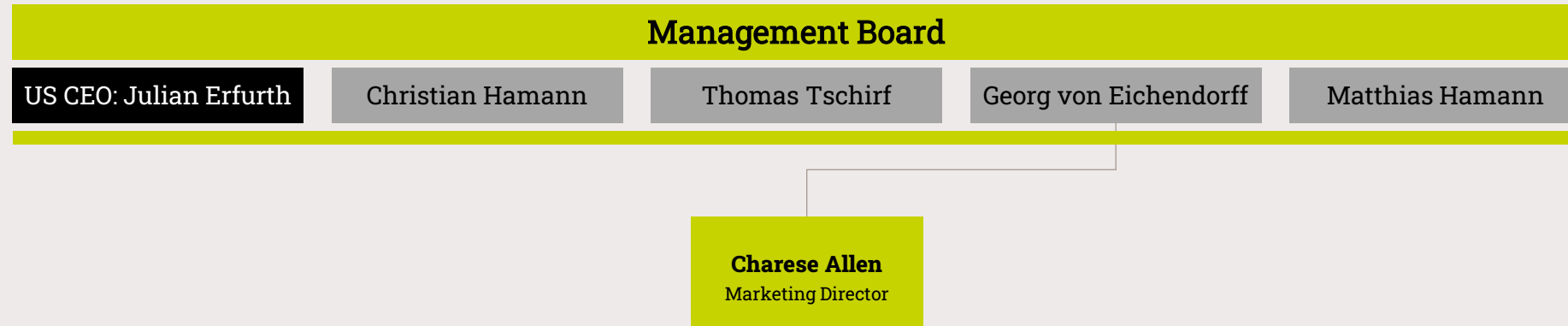
Construction Quality Management (USA)



Legal (USA)



Marketing (USA)



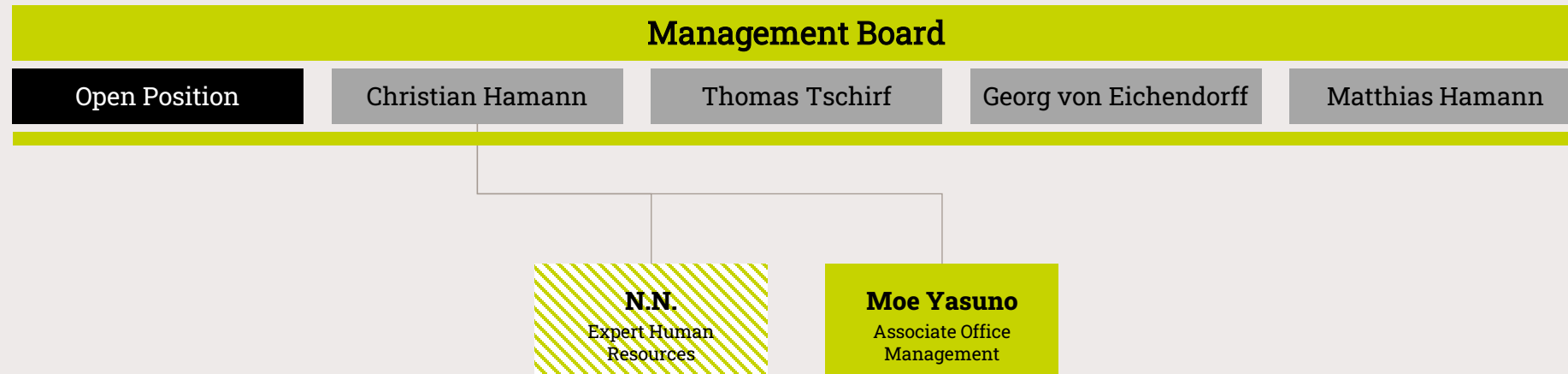
hep Holding Japan



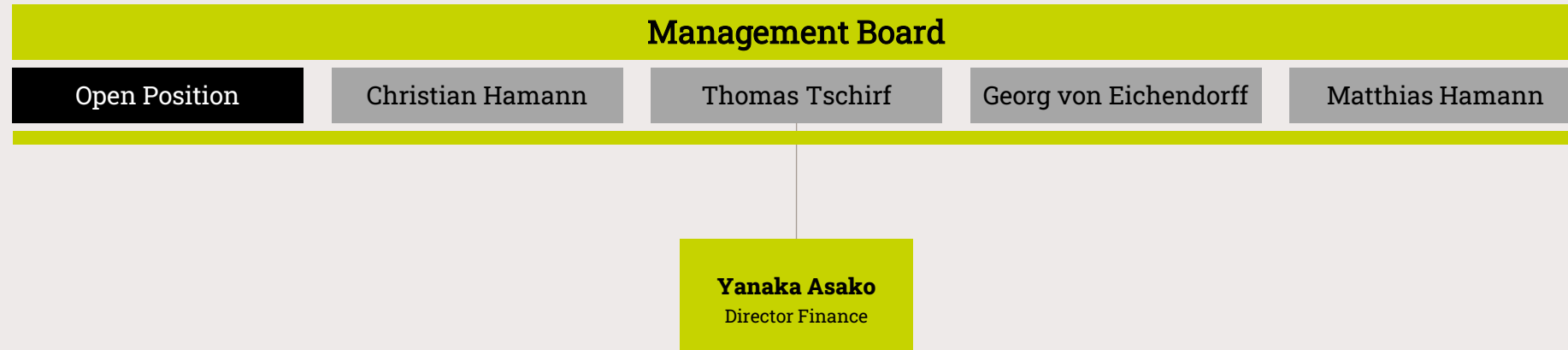
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Human Resources (Japan)



Finance & IT (Japan)



Construction Quality Management (Japan)

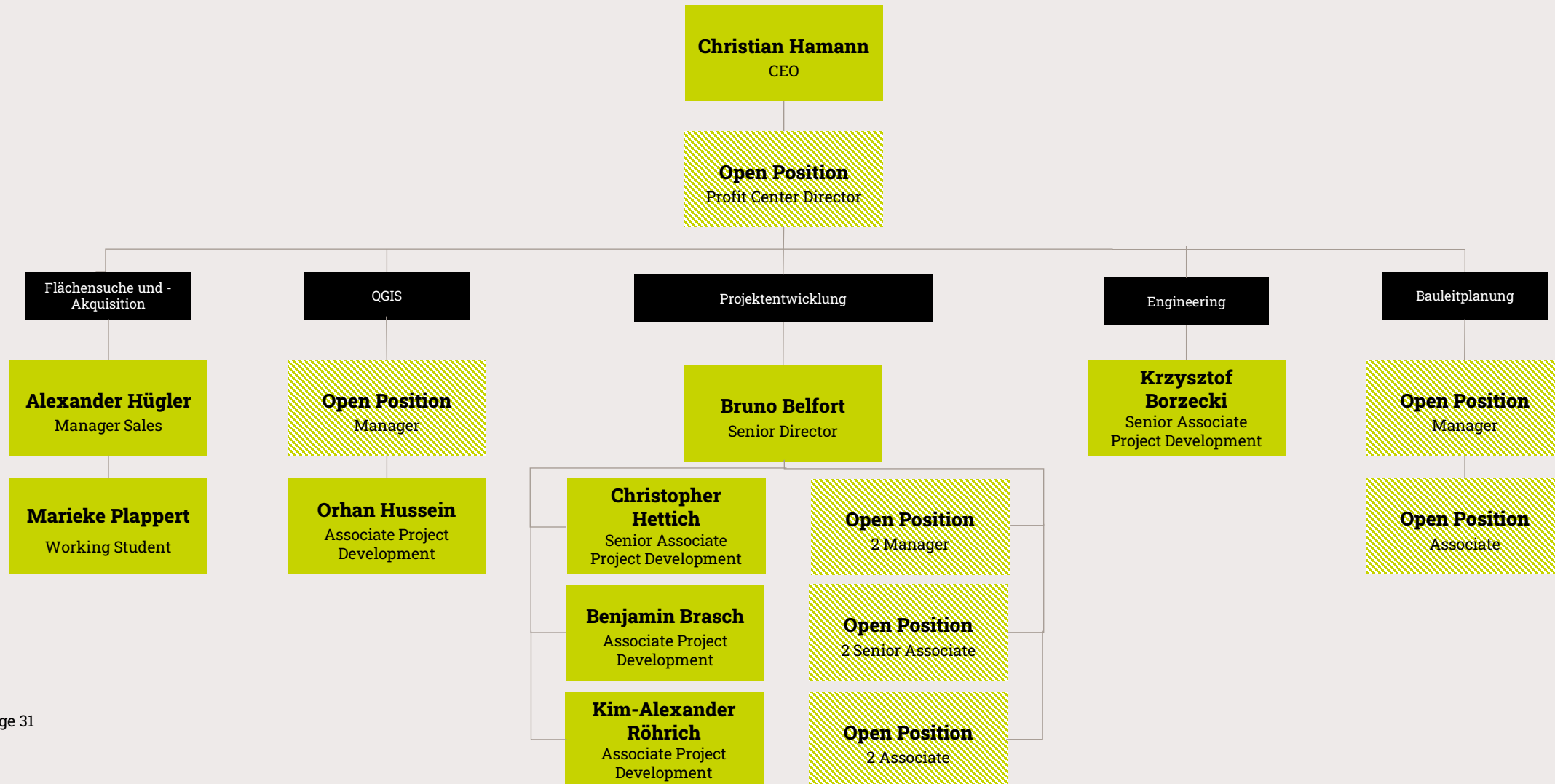


hep Project Development

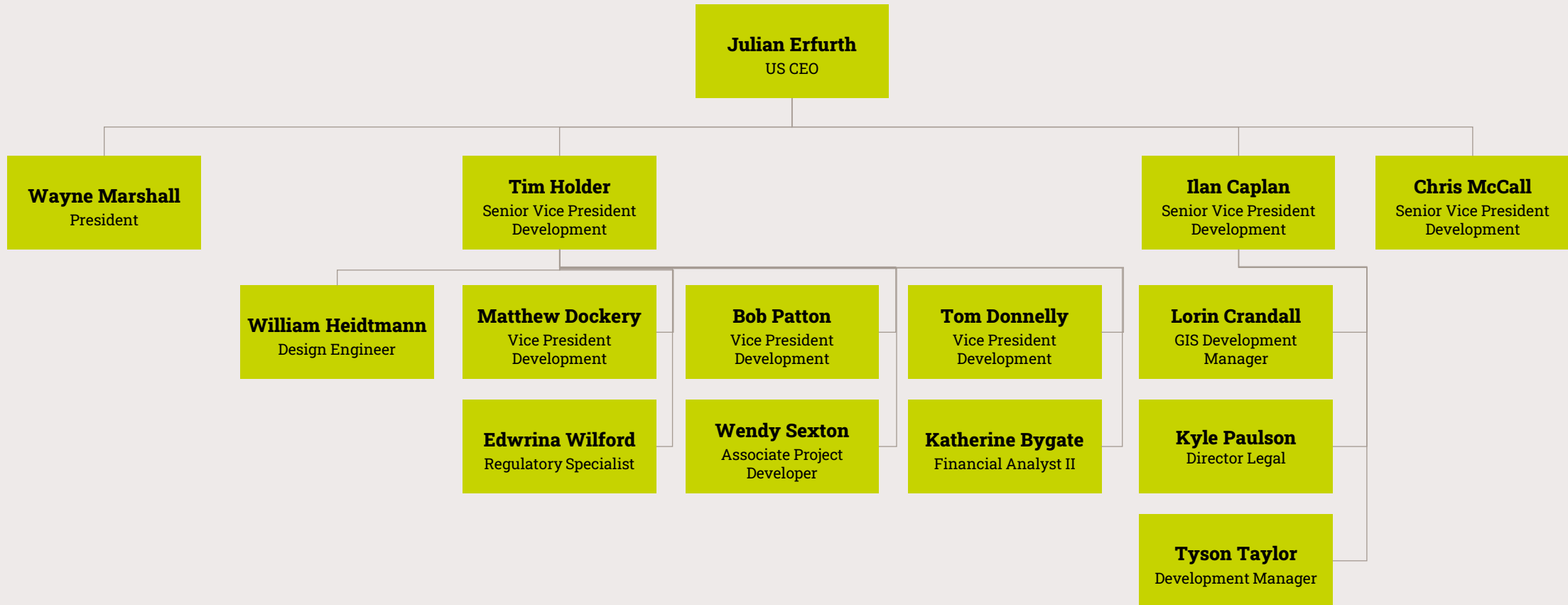


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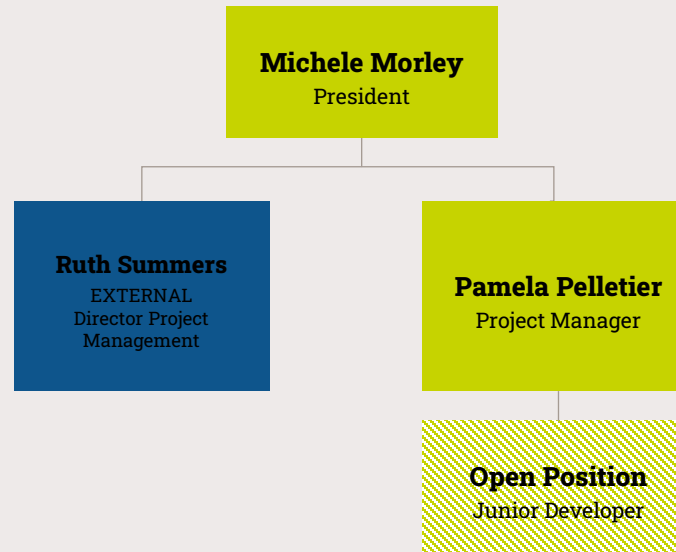
Project Development Germany



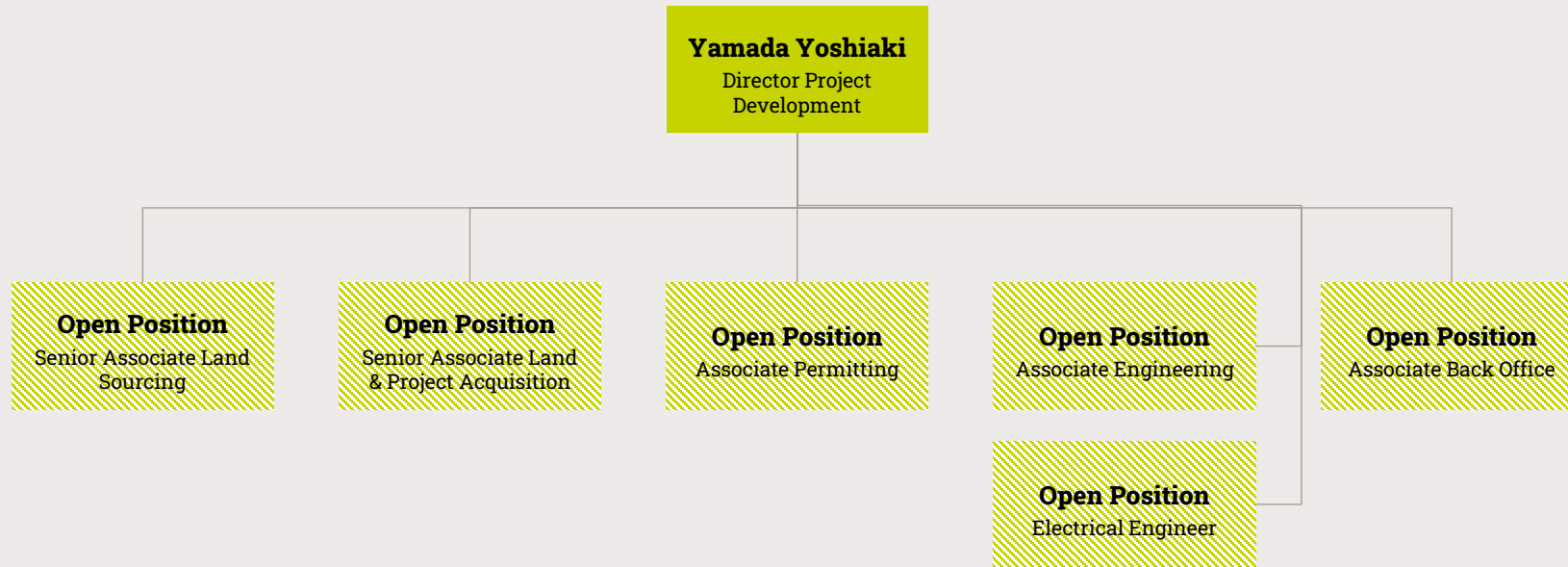
Project Development USA



Project Development Canada



Project Development Japan

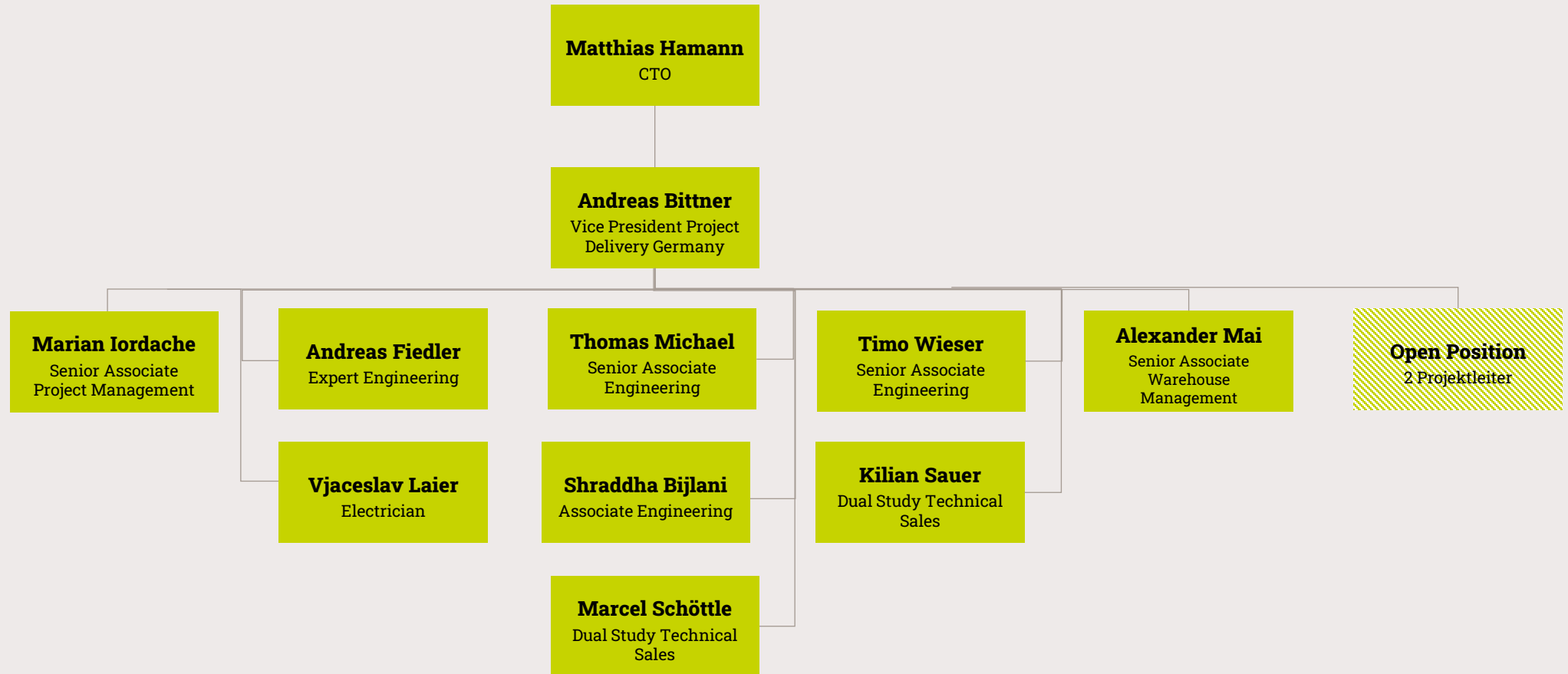


hep Project Delivery

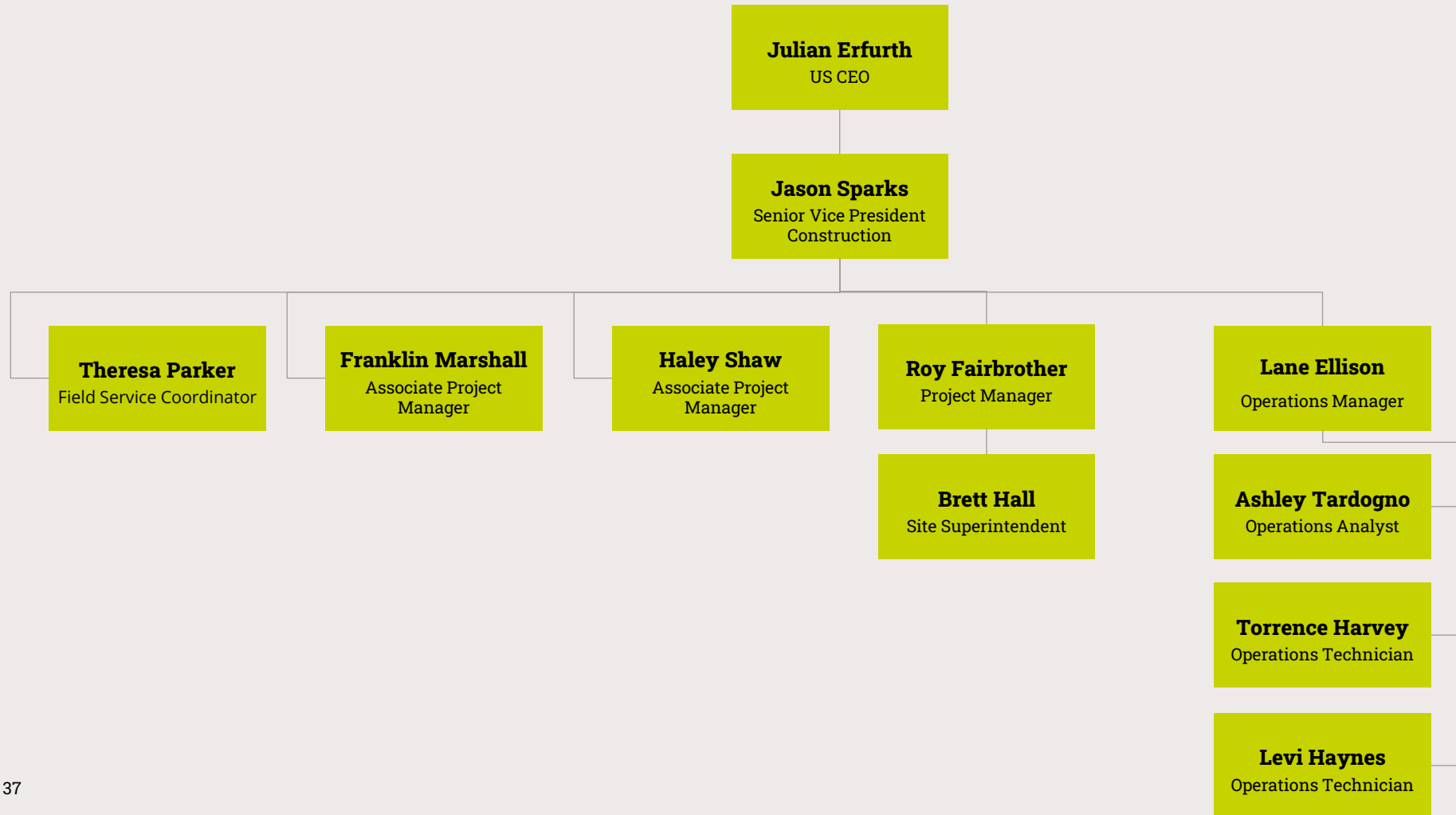


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Project Delivery Germany



Project Delivery USA



Project Delivery Japan

