## hep

### Company Organization



### Overview





#### 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

**Profit Center** 

|   |  |                                     |              | hep Holding                           |  |    |  |            |
|---|--|-------------------------------------|--------------|---------------------------------------|--|----|--|------------|
|   | Christian H  | amann (CEO) Thomas Tschirf          |              | schirf (CFO)                          | nirf (CFO) Georg von Eichendorff Strachwitz (C |    |  | witz (COO) |
|   | Strategy   | Human Resources                     | Finance & IT | Procurement                           | Legal  |    | GRC & ESG                                | Marketing  |
| L | Development  | Portfolio Management                |              |                                       |  | Co | onstruction Quality                      | Management |
|   |  | Development GEF<br>Christian Hamann | 2            | hep Investments<br>Heiko Szczodrowski | 5  | h  | ep Project De<br>Interim: Matthia        |            |
|   | hep Project Development USA<br>Interim: Julian Erfurth |                                     | A            |                                       |  | h  | ep Project Del<br>Julian Erf             |            |
|   |  | Development JAF<br>naki Yamada      |              |                                       |  |    | <b>ep Project De</b><br>hias Hamann / Sl |            |
|   |  | Development CAN                     | 1            |                                       |  |    |  |            |
|   |  | Development POI<br>en Position      |              |                                       |  |    |  |            |

#### **USA Management**

| hep Investments*         |            |             |               |
|--------------------------|------------|-------------|---------------|
| Heiko<br>Szczodrowski    | In<br>Burk | go<br>hardt | Open Position |
|                          | Vivek Sr   | inivasan    |               |
| Investment<br>Management |            | Asset       | : Management  |

| hep Holding USA                                 |              |                                    |       |                      |  |  |
|---|--------------|------------------------------------|-------|----------------------|--|--|
| Christian Hamann Thomas Tschirf Matthias Hamann |              |                                    |       | Eichendorff<br>hwitz |  |  |
| Julian Erfurth                                  |              |                                    |       |                      |  |  |
| Human Resources                                 | Finance & IT | Construction Quality<br>Management | Legal | Marketing            |  |  |
|   |              |                                    |       |                      |  |  |

| hep Project Development |               |  |  |
|-------------------------|---------------|--|--|
| Interim: Julian Erfurth |               |  |  |
| Distributed Generation  | Utility Scale |  |  |

| hep Projects Delivery |            |  |  |
|-----------------------|------------|--|--|
| Julian Erfurth        |            |  |  |
| Construction          | Operations |  |  |

<sup>\*</sup> Legal company structure yet to be established – also responsible for Canada

#### Japan Management

| her                      | Inve       | stmen   | ts*           |
|--------------------------|------------|---------|---------------|
| Heiko<br>Szczodrowski    | In<br>Burk |         | Open Position |
|                          | Hatice     | e Terzi |               |
| Investment<br>Management |            | Asset   | Management    |

| hep Holding Japan            |                |                                    |                                     |  |  |
|------------------------------|----------------|------------------------------------|-------------------------------------|--|--|
| Christian Hamann             | Thomas Tschirf | Matthias Hamann                    | Georg von Eichendorff<br>Strachwitz |  |  |
| Open Position                |                |                                    |                                     |  |  |
| Human Resources Finance & IT |                | Construction Quality<br>Management | [GRC & ESG]**                       |  |  |
| hep Project D                | evelopment     | hep Projec                         | ets Delivery                        |  |  |

# hep Project Development Yoshiaki Yamada Project Development Japan

## hep Projects Delivery Matthias Hamann & Shingo Kawamoto Project Delivery Japan

<sup>\*</sup> Legal company structure yet to be established

<sup>\*\*</sup> No official department, but functions have to be taken over by other personnel in Japan



### Overview Profit Center / Departments

| hep Holding / hep Holding USA    |                 |              |                  |       |                      |                     |
|----------------------------------|-----------------|--------------|------------------|-------|----------------------|---------------------|
|                                  |                 |              |                  |       |                      |                     |
| Strategy                         | Human Resources | Finance & IT | Procurement      | Legal | GRC & ESG            | Marketing           |
| Development Portfolio Management |                 |              | Central Departme | ents  | Construction Quality | <i>y</i> Management |

| hep Project Development USA  Utility Scale Distributed Generation  hep Project Development Germany  Project Development Germany  hep Project Development Japan |  |  |
|--|--|--|
| hep Project Development Germany  Project Development Germany  hep Project Development Japan  |  |  |
| Project Development Germany hep Project Development Japan  |  |  |
| hep Project Development Japan  |  |  |
| . ,  |  |  |
| 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<br>Management | Risk Management                       |  |  |  |
| Asset Funding            | Regulatory Reporting & Communications |  |  |  |
| Institutional Funding    | Retail Funding                        |  |  |  |
|                          |                                       |  |  |  |

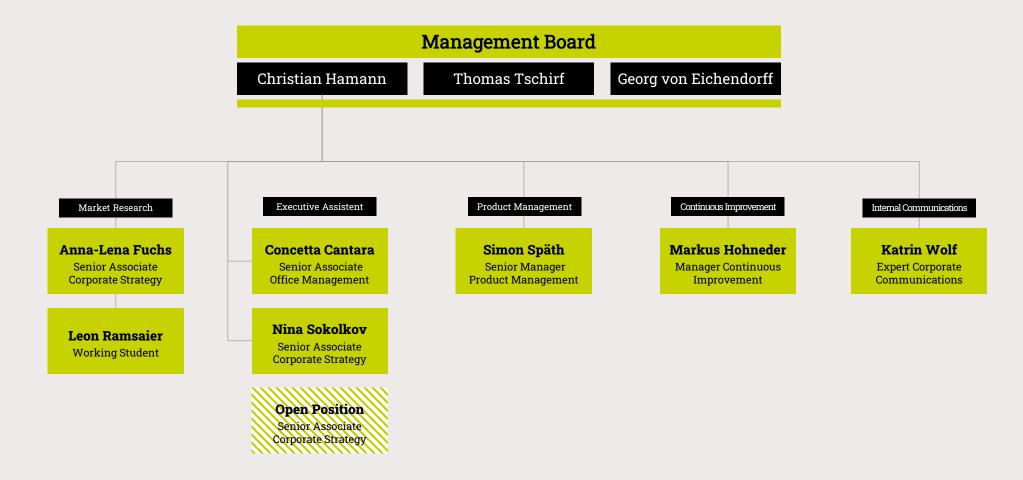
| hep Project Delivery         |  |  |  |
|------------------------------|--|--|--|
| hep Project Delivery Germany |  |  |  |
| Project Delivery Germany     |  |  |  |
| hep Project Delivery USA     |  |  |  |
| Construction Operations      |  |  |  |
| hep Project Delivery Japan   |  |  |  |
| Project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

## hep Holding

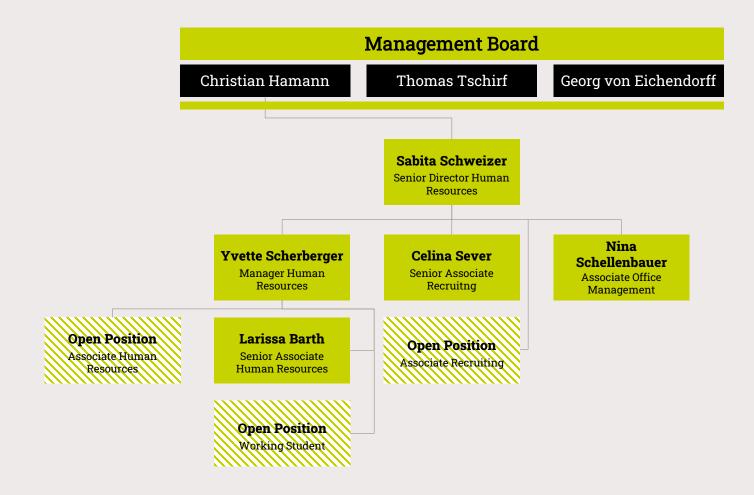




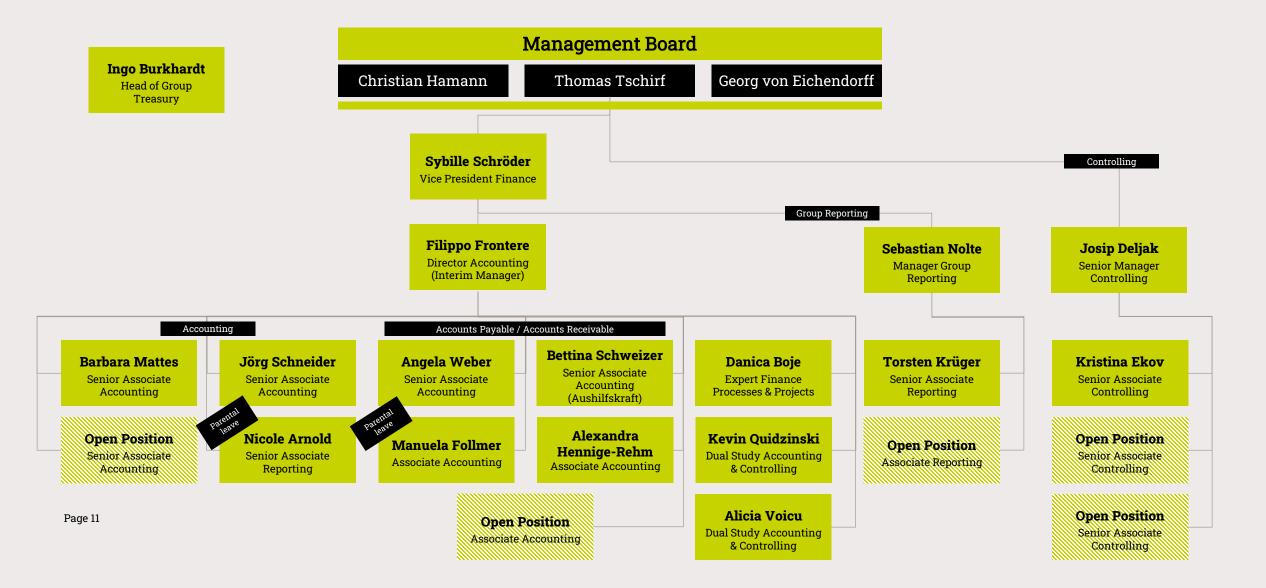
#### Strategy



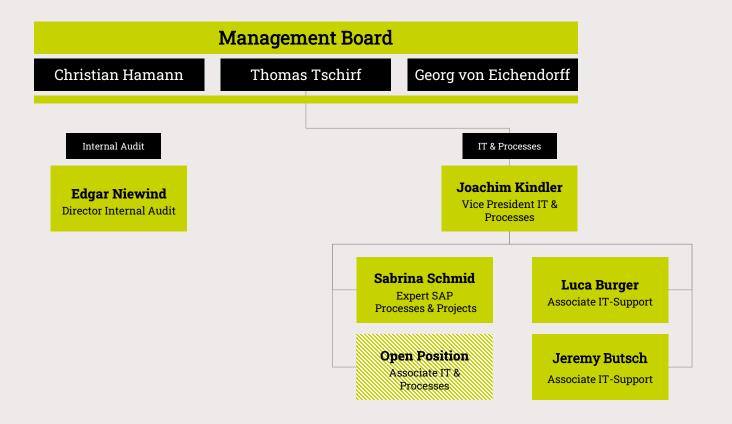
#### **Human Resources**



#### Finance & IT - Finance



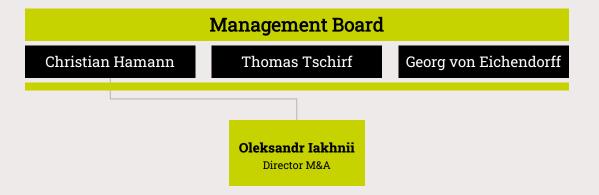
#### Finance & IT - IT & Processes + Internal Audit



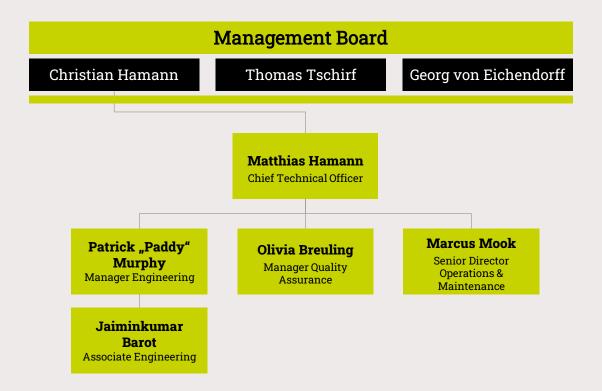
#### Procurement



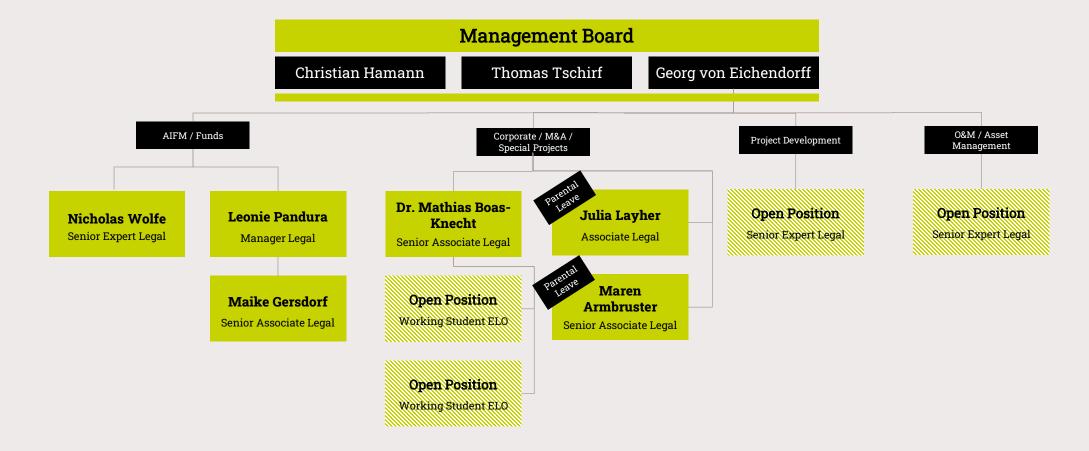
#### Development Portfolio Management



#### Construction Quality Management

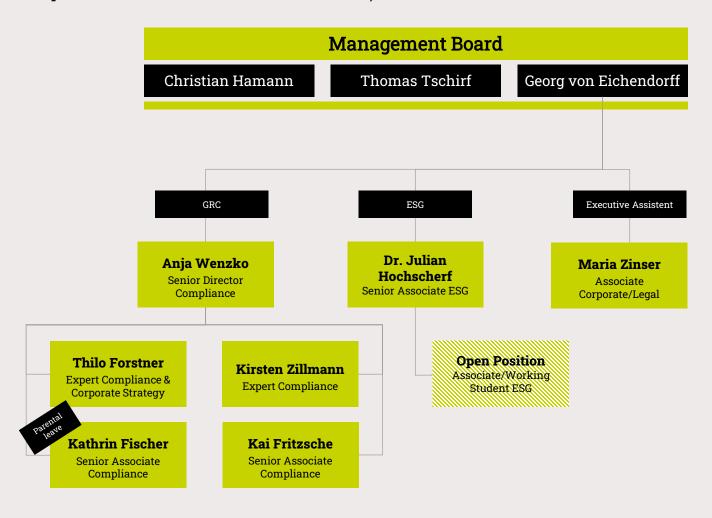


#### Legal



#### GRC & ESG

(Governance Risk Compliance & Environment Social Governance)



#### Marketing



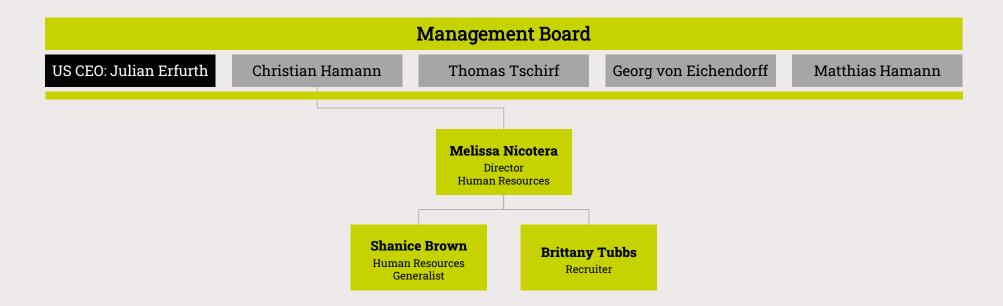
## hep Holding USA



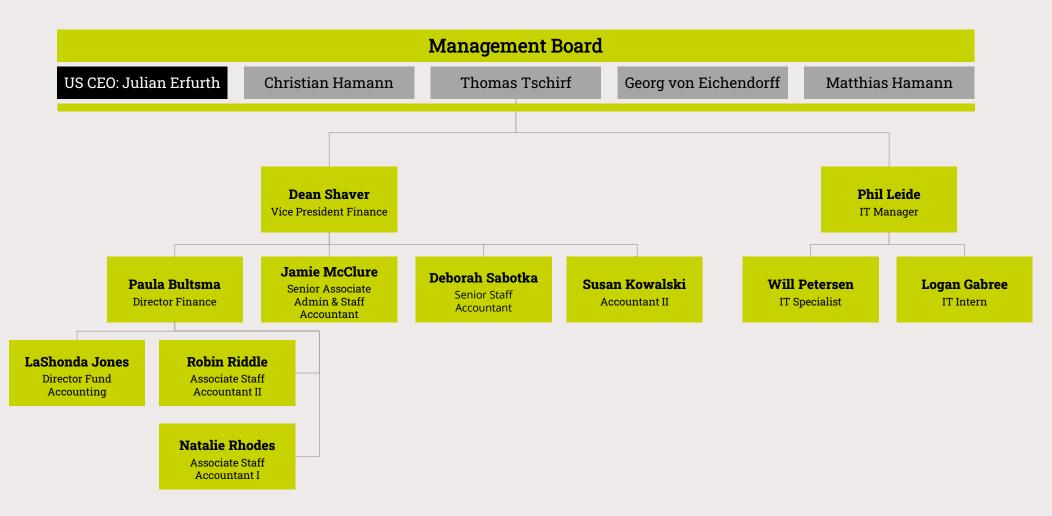
### CEO Office (USA)



#### Human Resources (USA)



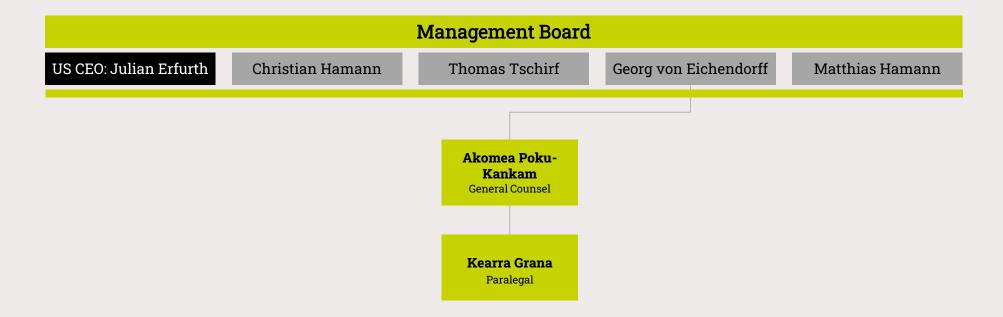
### Finance & IT (USA)



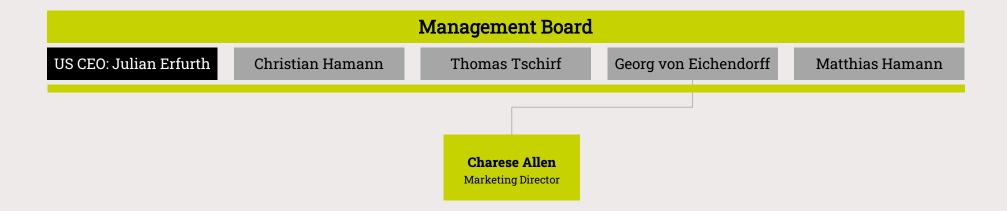
#### Construction Quality Management (USA)



### Legal (USA)



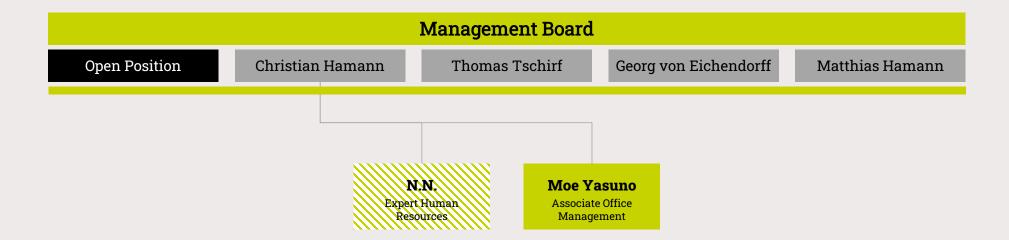
### Marketing (USA)



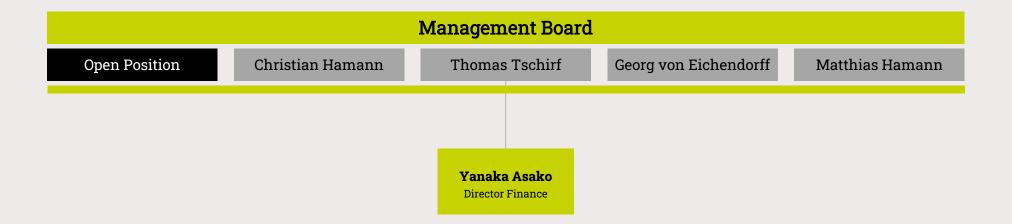
## hep Holding Japan



#### Human Resources (Japan)



### Finance & IT (Japan)



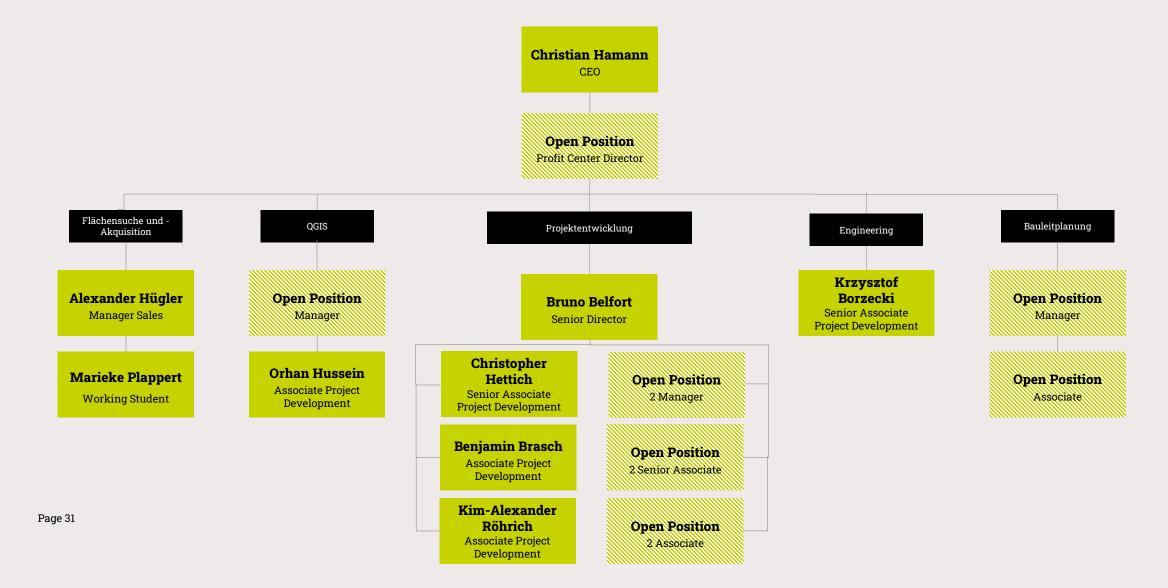
#### Construction Quality Management (Japan)



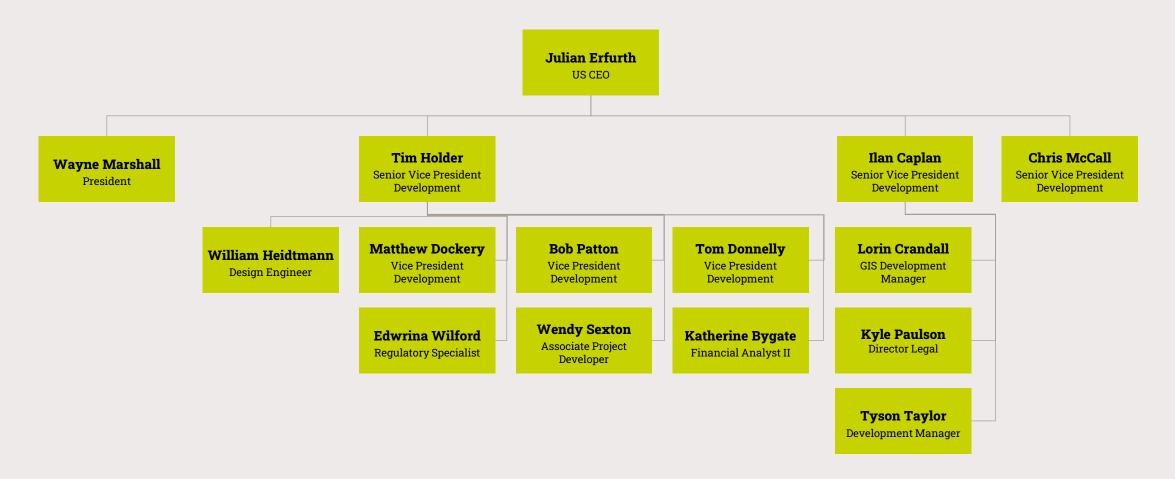
## hep Project Development



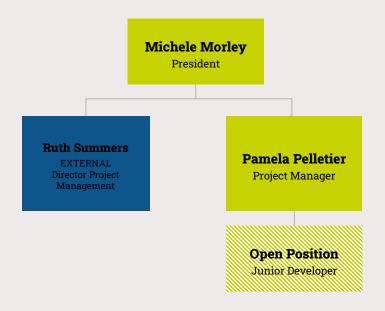
#### Project Development Germany



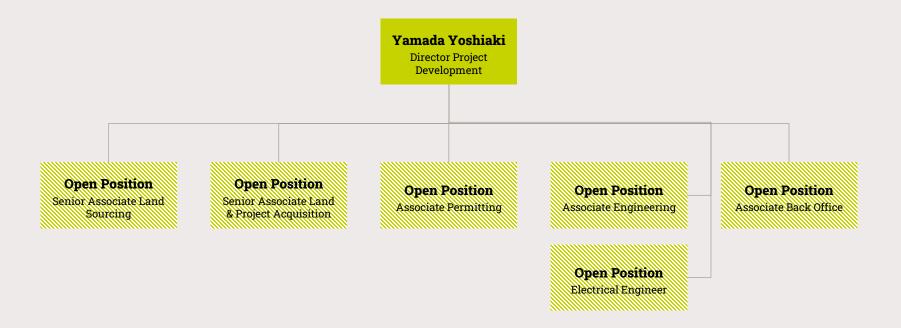
#### Project Development USA



#### Project Development Canada



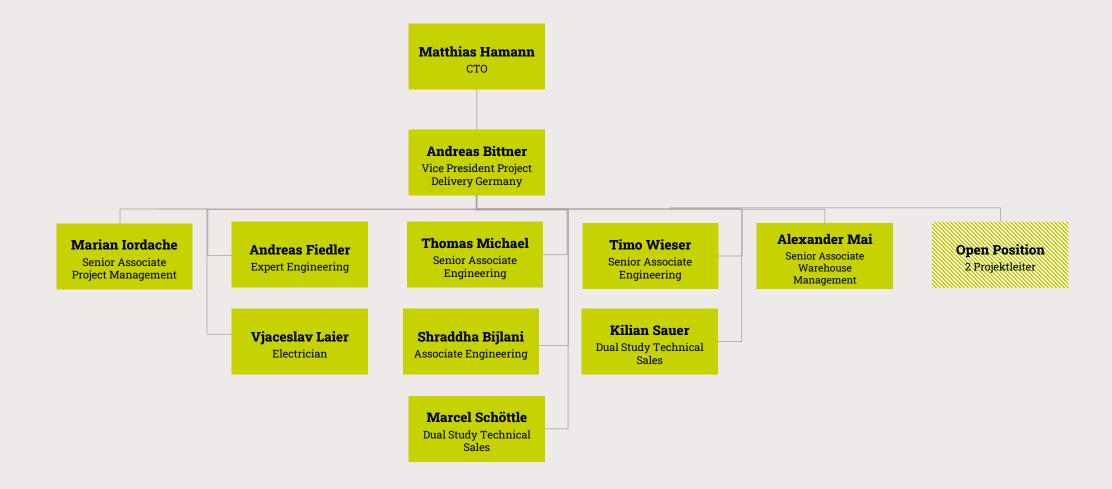
#### Project Development Japan



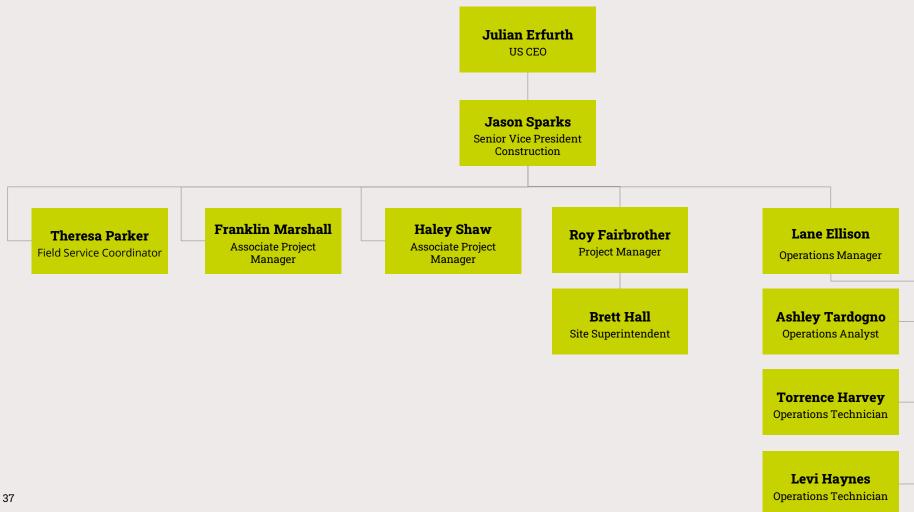
## hep Project Delivery



#### Project Delivery Germany



#### Project Delivery USA



#### Project Delivery Japan

