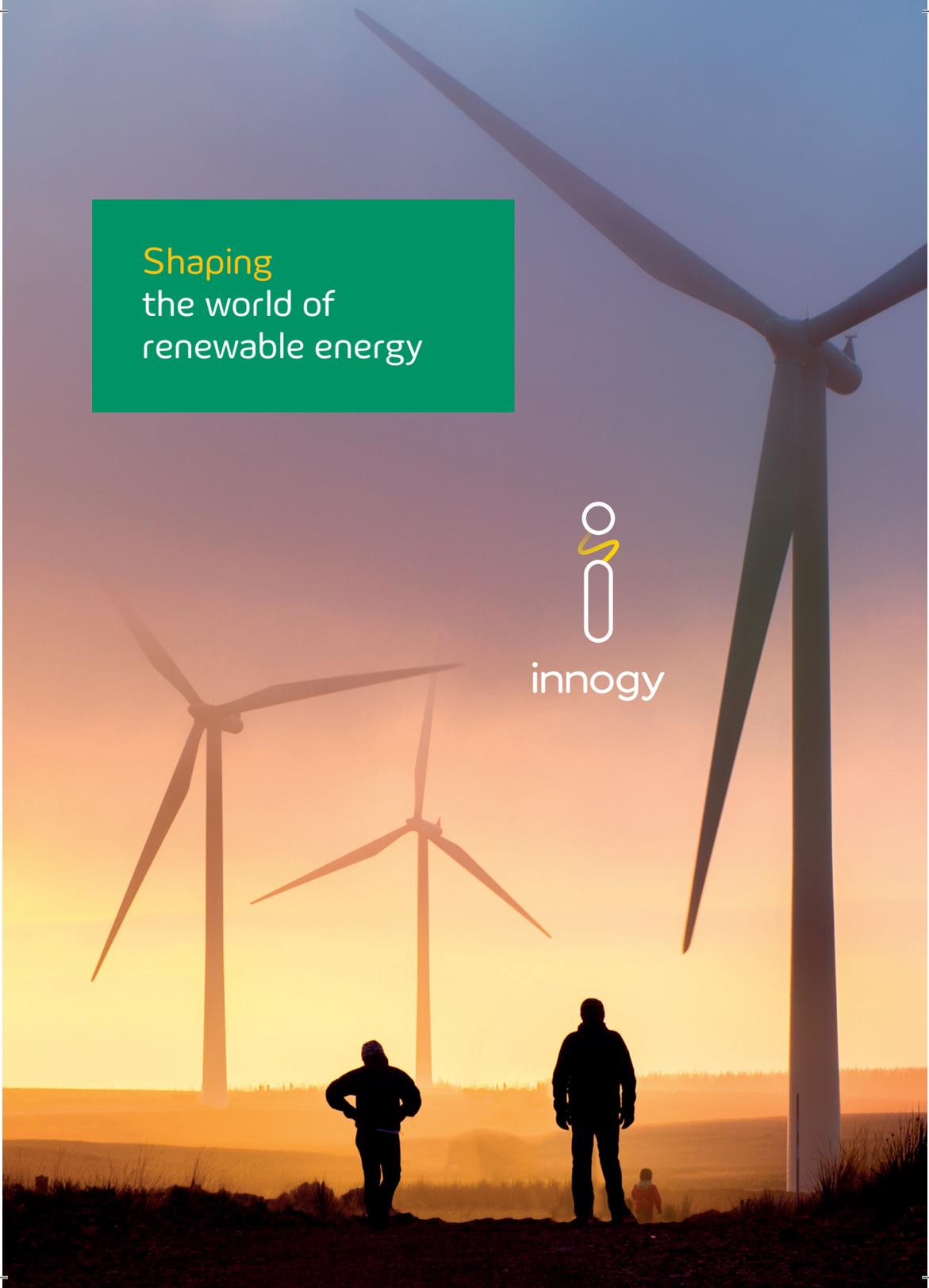


Shaping
the world of
renewable energy



innogy





innogy: Shaping the world of renewable energy

innogy SE is a pioneering energy leader, growing globally and helping shape our renewables world.

With its three business divisions, Grid & Infrastructure, Retail and Renewables, innogy addresses the requirements of a modern, decarbonised, decentralised and digital energy world.

We plan, build and operate plants in order to generate power and extract energy from renewable sources. Our portfolio includes wind and hydro power plants and solar, while exploring innovations and opportunities across new and expanding technologies, including battery storage.

Our aim is to expand renewables globally, both on our own and with partners, investing in new and expanding markets around the world from Europe to Asia, and from the US to Australia.

#PIONIERGEIST

An exciting business in a growing industry

Globally, innogy employs over 42,000 staff in offices around the world, with many of our UK and European colleagues working across continents to support our exciting growth plans.



More than a third of employees in innogy's Renewables division are based in the UK, and work closely with our teams in Germany every day.

The UK is innogy's second largest operational market for renewable energy and central to our continued growth plans. Over the past five years in the UK, we've worked both independently and with partners to

put in place over £4 billion of new renewable energy infrastructure. Our development pipeline is around 3GW, with an investment potential of a further £4 billion.



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Our corporate culture

innogy is not looking for employees – but for pioneers.

We see ourselves as pioneers for the energy supply of the future. Our goal is to achieve a sustainable energy system that leaves an environment worth living in for future generations, and with renewable energy at its heart. We've already achieved a lot, but still have big plans for the future.

Our people have a passion for energy. You love building up projects from conception to delivery; problems don't stop you, but are the fuel that drives you; you think outside the box and come up with unusual solutions.

Sound like you? If so, we want you on our team!

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We've already achieved a lot, but
still have big plans for the future.



Our working environment

#PIONIERGEIST is our watch word – it roughly translates as “Pioneer Spirit”

In order to encourage and nurture #PIONIERGEIST, innogy provides a great working environment, guided by our employees’ needs and offering opportunities to balance work and life.

Flexible working

Every team and every project is unique. Therefore, our working surroundings are just as flexible and adaptable. Our open working environment inspires and leaves plenty of space for creativity.

Working autonomously

Our employees decide when they start and finish work. You’ll decide at what time of the day you work most efficiently and what’s best you, your family, hobbies and job.

Mobile working

Whether you prefer being fully contactable at your home office, or working on the way to your job to make good use of your travel time, at innogy you’ll work wherever suits you best. It’s the result that counts, not the time you spend in the office!

“Ideation”

At innogy we believe that everyone is creative. Therefore, we create an environment that makes it possible for everyone to put their own ideas forward.



Need more convincing?

We also offer a great package of individual benefits to our employees. Here's a sample:

- 25 days annual leave
+ Bank Holidays
- Up to 15% pension
- Life insurance
- Family medical care
- Childcare vouchers
- Cycle to work
- Eye Test/Flu Jab Vouchers
- Discount scheme
- Gym and physio on site
- Subsidised canteen

... and free tea and coffee!



Our opportunities

New Talents Programme

Here at innogy we want to work with the brightest minds, people who can drive our everyday business forward in this exciting, fast-paced industry.

Our 'New Talents' Programme aims to achieve exactly this. Launched in December 2017, the initiative aimed to find 10 bright new talents who were prepared to join the business and hit the ground running. After tough rounds of interviews and assessments, we appointed six new recruits in the UK and four in Hamburg. 'New Talents' is different to a graduate scheme as it doesn't have a set rotation of business areas for each individual. If you find the perfect role for both you and the business on day one, then that's where you can stay. If, however, it's not working, then the programme is flexible enough for you to move to a different area that works better for everyone.

Apprenticeships

In 2012, innogy established a bespoke apprentice programme, designed by wind turbine specialists to train the best young engineers into expert technicians to support our fleet of onshore and offshore wind farms. Thanks to the high level of training, and the attitude of our young hopefuls, our apprentices are considered some of the best in the business, with highly transferable skills sought after by the industry.

While primarily based in North Wales, we now have plans to expand to the east coast of the UK. Stay in touch with our latest opportunities through our jobs website.





Enjoying the experience

Cassie Greenhill has a background in Environmental Science and Sustainable Agriculture and joined our New Talents team in December 2017. She is now part of the offshore consents team, liaising with the Galloper Wind Farm base in Harwich.

“I was attracted to the renewables industry as my university course had a strong emphasis on renewables and covered climate change. I was attracted to innogy in particular as the advert seemed quite open.

Everyone at the interview spoke enthusiastically about the company and seemed really nice. I’m really enjoying it and getting a lot of support from the team. It is as much of a learning process for them as it is for us.”

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Spotlight

Q Tell me about your education and early career?

Even as a child I was technically minded. It was thanks to an inspiring conversation with a woman from the Centre for Alternative Technology that I took an Engineering Design and Appropriate Technology degree at Warwick University. The renewables industry didn't really exist in 1987, so I was driven more by wanting to do something useful to help developing countries, while looking after our plant. A year in Zimbabwe making and testing water powered pumps for small scale irrigation cemented my attraction to water power and began a 25 year career in hydropower. As a result, my early career was working for hydro turbine suppliers Gilbert Gilkes and Gordon and GE Hydro, focusing on the hydraulic control systems.

Q How did you join innogy?

I joined innogy in 2003 as an Engineer at the Ferrybridge workshops, and soon made links with our internal hydro teams. Thanks to the connection I made within the business, and following a move to Scotland, I stepped into the Projects team as a Project Manager.

I managed the construction of two new hydro schemes and then progressed to Team Manager, taking on responsibility for the development of new opportunities in an increasingly difficult market.

I am now Head of Hydro UK with responsibilities for over 80MW of generation at 23 power stations, as well as an active development pipeline of new projects. We have around 45 UK based staff and my job is to empower these staff to do their very best.



Mary Drury is
Head of Hydro UK
at innogy

Expand your horizons

innogy is a large and diverse business, involved in the development, construction and operation of onshore and offshore wind farms, hydro power plants and solar. We are always looking out for new and emerging renewables technologies.

Engineering is important to many of the roles in our business, but there is also huge scope for so many other skill sets to thrive as part of our pioneering style.

Just some of the many roles we support are:

- Human Resources
- Media and Public Relations
- Stakeholder and Community Relations
- Public Affairs
- Economics and Investment
- Social Media
- Project Management
- Health & Safety

- IT and Computer Services
- Event Management
- Procurement
- Training
- Science
- Environment and Ecology
- Planning
- Mapping and GIS

If you want to see the latest jobs on offer at innogy, check our website.

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We are working on future-oriented technologies for the energy world of tomorrow.



Innovation

Our employees are researching and developing innovative products and services in many areas of the company.

In the innogy Innovation Hub alone, we have more than 130 in-house and third-party experts working on the business models of the future. We also cooperate internationally with start-up companies, and for this purpose we

have our own innovation teams in place in the start-up scene in Silicon Valley, Tel Aviv, London and Berlin. innogy invests in highly promising new companies around the world, and has initiated a €130 million investment programme for that very purpose via innogy corporate ventures GmbH.



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Engineering

Pioneering projects

Königshovener Höhe wind farm shows what we mean by pioneering work: a modern wind farm with 21 turbines has been created where once lignite was mined. It is jointly operated by the town of Bedburg and innogy.

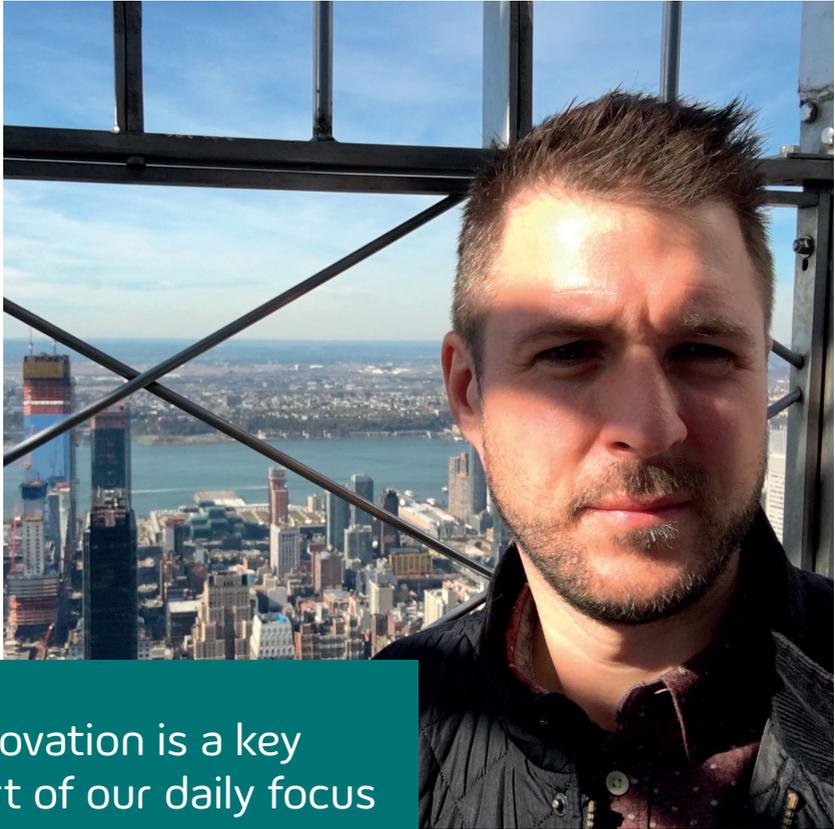


Onshore pioneers

Brechfa Forest West, innogy's 57.4MW onshore wind farm near Carmarthen, Wales, was inaugurated in August 2018 and was the first onshore wind farm in the UK to successfully navigate tough and rigorous new planning regulations. The project was pioneered by innogy Wales, onshore developer, Bethan Edwards, and required the establishment of a whole new way of consulting and consenting within local communities. A perfect pioneer!



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Innovation is a key part of our daily focus

Nick Sherlock, Head of Offshore Engineering (UK), is one of our pioneers, leading a team of engineers seeking innovation in the delivery of our renewables projects.

“Within the engineering team, we have a wide range of technical disciplines and backgrounds all working together to deliver our projects.

The nature of the environment means there are constant technical challenges and new topics to address, from the permitting phase to hand-over, to

operations and eventually decommissioning. Offshore wind is a maturing industry. However, the pressure for cost reductions, site variability, and an increasingly global reach means that innovation is a key part of our daily focus where we find better ways to design, install and operate our projects.”

So, what now?

Now you've got an idea of how much we value great people, we hope you're tempted to find out more.

You can find out lots more from our website, including more details about the company, our values, and the opportunities on offer.

Go to:

iam.innogy.com/en/about-innogy/working-at-innogy

You can see the latest jobs in the UK on our microsite:

www.innogyjobsuk.com/

Finally, we post lots of information, job adverts and courses coming up on our LinkedIn company page and also on Twitter.

Check us out and keep in touch

- [linkedin.com/company/innogy-renewables-uk/](https://www.linkedin.com/company/innogy-renewables-uk/)
- [@innogy_uk](https://twitter.com/innogy_uk)

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We look forward to hearing
from you!



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