

➤ "If you don't change anything, nothing will change!"

Sparky Anderson

AdobeStock 321528641

Dear readers,

Our annual spring newsletter is back. In this edition, we look back on the last two difficult years we have overcome. The Corona crisis and the uncertain political situation in the wind energy sector have not made it easy for us.

RTS Wind's ambition is to continue to develop and grow and to reach our goal of implementing the global energy transition. The personal commitment of every one of our employees is valued and irreplaceable. I am extremely thankful, and impressed with how much drive and perseverance each of you give every day. So, I would like to take the opportunity to thank each and every one of you.

I too, am also very emotionally caught up in the tragic situation happening in Ukraine. I wish the people of Ukraine, including some of our own employees, that their suffering will soon be averted and that a solution will be found. As an organization we stand with Ukraine and will work to support them.

I would like to welcome our new CEO Marvin Benker to the Executive Board and look forward to working with him.



And now I hope you enjoy reading our RTS Newsletter!

Yours



Ivo Lippe
CEO RTS Wind AG

These topics await you:

Bee project starts soon!

Our contribution to the preservation of biodiversity in the Bremen area

[Page 2](#)



Becoming a service technician via an educational institution

bfw Bremerhaven

[Page 6](#)



Onshore Projects

From pure construction to "fire brigade"

[Page 7](#)



New appointments at RTS headquarters

At the beginning of 2022, two central positions
at RTS headquarters have changed:



Marvin Benker - CEO

The head of the rotor blade department has been
appointed to the board of directors and will manage
the company together with Ivo Lippe.



Kristin Schmidt - Educational Officer

Since 2022, Kristin Schmidt (Marketing) has been
responsible for all commercial trainees at RTS
headquarters.

**Congratulations! We wish them a good start and
much success in their new roles.**

Refer a friend and be rewarded

500€



Employees recruit employees We reward your commitment!

Tell your friends about RTS, if they apply and
get the role, you will be awarded €500!

Important: If someone applies based on your
recommendation, your name must be
included in the cover letter of the application!
You must also sign and submit our „code of
conduct“ document.
If there are any questions about this, please
contact your manager.

If an employment contract is concluded and
successfully exists for more than 12 weeks,
the payment of the bonus will be triggered by
us with your next salary.

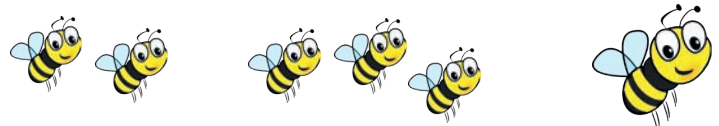
Please send applications to this e-mail:
bewerbung@rts-wind.de



Our bee project Spring 2022

As you will have seen in the RTS Christmas post, the bees
won the environmental project vote. Now, we are taking
over the sponsorship of two bee colonies for the next two
years. Our bees will arrive in Spring and a bee keeper will
look after and care for the two colonies! We look forward
tasting some of their delicious honey at the end of the year.

**Bee knowledge: A bee colony consists of 40,000 to 80,000
bees, all of which have a specific function or task. Most
are female worker bees, plus several hundred male drones
and a queen bee. A honey bee lives for around 35 days.**



Recertification audit successful!

In January we had our annual refresher audit for the ISO
certificates 9001 and 45001 at DEKRA. For this, an auditor
comes to our offices for a week and undertakes thorough
checks to see if we apply the quality standards through-
out our every day work.

We are very pleased to have successfully passed the audit
again this year and would like to thank our colleagues
who were involved and made this result possible with
their careful work in compliance.

Briefly explained: Our certificates

ISO 45001: Provides guidance on
holistic and risk-based occupational
health and safety. The standard is
characterised by its simple and quick implementa-
tion, which can be applied in all sectors.

ISO 9001: Considered a universal talent and at the same
time the origin of all quality standards. It ensures a con-
sistently high product or service quality and thus forms
the basis for effective quality management.

Who would like to know more:
www.dekra.de



Commitment to the environment: What can I do?

Timo Lohmann, Site Manager

In my private environment I pay attention to:

- ››› Waste separation
- ››› I keep energy costs low (water/electricity consumption)
- ››› I prefer to buy food packaged in paper instead of plastic
- ››› I buy meat products exclusively from the local butcher
- ››› At home I have a bee friendly meadow in the front garden
- ››› I don't buy fish any more (cue: Seaspiracy on Netflix)
- ››› I drive my car in the city in eco mode



„Nature is fading“
A scetch from HR Specialist
Vanessa Memmert

Alexa Bohlen, HR Trainee

I am currently creating a so-called "capsule wardrobe", which is a seasonally assembled wardrobe of a low number of basics and favourite pieces that can be easily combined with each other. This way I buy less new clothes and save resources and have more money for pieces that are made from environmentally friendly materials!



Chiara Hähner, HR Trainee

In my everyday life, I try to create as little waste as possible through the Zero Waste method. I make sure to shop plastic-free, use reusable or refillable items such as washable cotton pads, solid shampoo and refillable cleaning products etc. I also integrate many seasonal products and eat exclusively vegetarian/vegan food to contribute to environmental protection and animal welfare.

Ronny Beulecke, Installation Lead

On the subject of sustainability, I have been cultivating a 2-hectare wildflower meadow on our land for several years now, which has remained untouched ever since and provides a shelter, habitat and breeding ground for many species of animals and insects, habitat and breeding ground for many species of animals and insects.

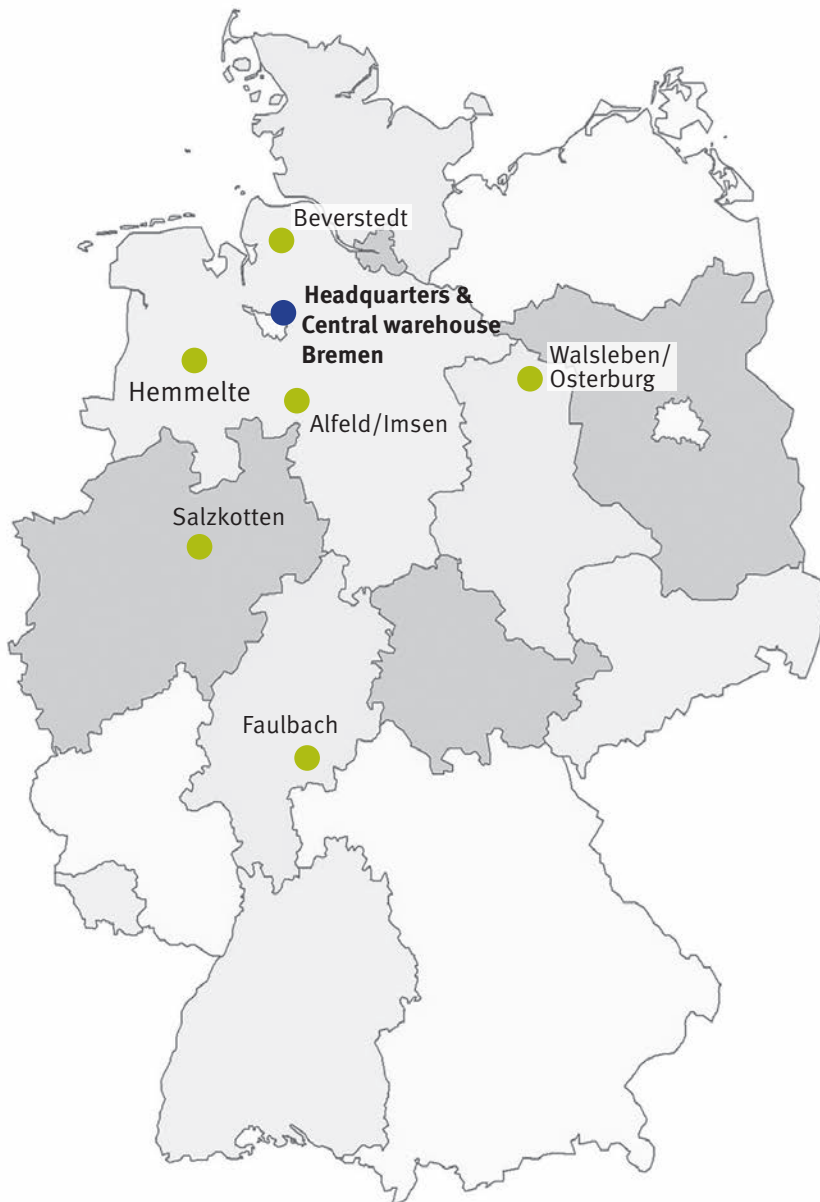


Kristin Schmidt, Marketing

I cycle as often as I can and went on my first cycling-only holiday last summer. In our garden we have installed a bird bath, nesting facilities and insect-friendly corners and niches. I deliberately plant the balcony and flower beds in a bee-friendly way every summer.

I am a member of the "Bund für Umwelt und Naturschutz e.V." (BUND) and support some organisations that plant new trees.

I also try and reduce my plastic usage as much as I possibly can.



Our bases in Germany

Service Department

We have six service bases spread across Germany. The bases are located in northern, central and eastern Germany and serve as a base station for our service teams for their assignments in the wind farms located around the stations.

This is where the technicians meet at the beginning of the week, equip the service vehicle and start their working week.

Equipment, tools and consumables are stored in the service stations. Each base has a base manager who is responsible for ensuring that the base is fully stocked.

The stations have the advantage that the teams have a contact point in the region where they are working. Not everything has to be brought and coordinated from the central warehouse in Bremen. There is one address to which something can be sent or supplies fetched.

Malik Coban

Technical employee
Service Department



The RTS central warehouse Überseestadt has a new face

Some have already met him: Marc Blum has been responsible for our central contact point for protective equipment, tools and consumables since the beginning of February. The 24-year-old from Oldenburg has already gained a few years of experience working in the warehouse and is looking forward to his field of responsibility.

You can reach him by phone:

+49 (0) 152 / 563 214 24

Delivery and collection times: 9-15 h (Mon. - Fri.)

Or after prior arrangement!



10 years RTS

Interview with Christian Hinz on his company anniversary

Christian Hinz has been with RTS since 2011. This means that the trained mechanic has experienced almost the entire development of RTS "live". I met him for a coffee to find out what he has experienced during this time.

How did you get started in wind energy?

I started with the training to become a wind turbine service technician onshore/offshore in Bremerhaven at BFW. The training was extensive and exciting, especially the training on fire fighting, helicopter crash and rescue in the water, which we did in Elsflath at the Maritime Competence Centre. The fire situation was simulated very real with smoke development, darkness and everything that goes with it. Even the evacuation from the helicopter, which really went under water in a swimming pool, with swell, lightning and thunder, felt very real. After the training, I was assigned to start at RTS in the rotor blade service in the East Frisia area.

Did you stay there?

No, I was only in rotor blade service for a few weeks, after which I installed ENERCON wind turbines and then went into grid connection. I worked with turbine types E82 to E126. The E-126 (ENERCON's largest wind turbine) was a real experience, the nacelle at the top was as big as a two-storey house and all the components were just huge. The largest transportable crane in Europe was used to install it, which was quite impressive!

I did a little detour into tower construction and technical management (monitoring) of wind farms, then my assignments in service & maintenance started. I was in several projects with different customers. Until then, I had always worked in temporary employment. RTS was also a pure temporary employment agency until 2013.

With the establishment of the works contract departments, I then joined Stefan Wolf (Service Department Manager) in a service technician team and have since been deployed all over Germany around our service stations. We have wind turbines under contract for whose fixed maintenance cycle we are responsible.

Have you never been offshore?

Offshore was never my thing. I know it's very popular, but I always preferred to work onshore.

You've certainly experienced quite a lot, haven't you?

Definitely! I've travelled a lot in Germany, Belgium and the Netherlands and got to know many different companies in the industry. I have colleagues from all over the world, which I also like, especially when you sit together after work.

The weather is always a big topic. Sure, we are exposed to the weather, every day. In winter, we have to deal with snow and ice and low temperatures. The wind at the top of the turbines is a different story than down on the ground. You can really freeze there. In summer, the nacelles at the top heat up to 40 degrees. Every move becomes a challenge. On top of that, we always have to keep a 100 % eye on safety at work. At a height of over 100 metres, any mistake or carelessness can have fatal consequences.

You are compensated by the magnificent views. Sunrises and sunsets, weather phenomena, light moods, views of mountains, lakes and the sea ... you never get tired of it. Once we drove up the outside of the tower in the fog with visibility below 5 metres. You practically drove into nothing, just fog everywhere. It was a bizarre situation.

10 years of RTS, that's something!

What else can you think of?

I still really enjoy working in wind energy. I am glad that I was able to experience the beginnings of the energy turnaround in Germany and the development of RTS Wind AG right from the start. Despite all the "turbulence" that comes with the dynamic topic of wind energy, I have always had a nice team, both in the office and among the technicians, and friendly superiors at RTS.

I say thank you for 10 years of RTS!

I'm glad you're here and that we found the time for this interview!

Kristin Schmidt,
Marketing

Becoming a wind specialist

An article by Vanessa Memmert

"Becoming" is not an arrival, a "finished state" or a finish line that one crosses at some point. Rather, "becoming" is a process of continuous self-development. It is precisely this forward movement that is often ensured in the wind energy sector by training providers who add a further qualification "on top" of the completed craft training and thus make it possible to enter the wind energy sector.

RTS works with a number of training providers and training centres that are spread all over Germany. Shortly before Christmas, I was able to get to know the Berufsbildungswerk Bremerhaven (bfb), which I visited together with my colleague Thomas Güttler. It offers a wide range of courses, including in the field of electrics and mechanics: This holds interesting possibilities for people in vocational reorientation.

The courses offered are AZAV-certified and can therefore be financed by external cost units such as the Federal Employment Agency or the Vocational Training Service of the German Armed Forces.

The institution offers two important training opportunities for the wind industry, especially with the two qualifications **„Specialist for the construction of onshore/offshore wind turbines“** and **„Service technician (HKW) for wind turbines, onshore/offshore“**.



While the assembly specialists are trained in the correct use of hydraulic tools, the basics of electrical engineering and ladder systems and prepared to work on the assembly of wind turbines, the prospective service technicians receive fundamental knowledge to be able to carry out repair, maintenance and overhaul work. This includes, among other things, the modules Mechanical Engineering I-III, business basics, but of course also technical communication and legal basics in wind energy.

Also worth mentioning is the training with regard to occupational safety: the safety training courses according to GWO standards, which are essential for working on wind turbines, are also covered. When you hold such a certificate in your hands, you have already climbed the first step of the „wind energy career ladder“.

The service technicians also receive a chamber certificate upon graduation, making them a valuable member of the applicant pools in the wind industry. Not only the participants themselves benefit from the bfb, but also companies operating in the wind energy sector are pleased to have qualified, well-trained personnel at a time when there is a shortage of skilled workers.

For me as a new colleague in the Personnel Solutions team, it was an important day in Bremerhaven. I now know what opportunities educational institutions offer and can incorporate this into my work and advise interested parties accordingly. Many thanks also to the bfb team for the friendly reception and the informative day.



Vanessa Memmert
HR Specialist Personnel Solutions
vanessa.memmert@rts-wind.de

Dear employee! Do you know someone who would like to get into wind energy? We will take the time to weigh up the possibilities together. If a new employee is recruited for RTS on the basis of your recommendation, a bonus of € 500 is waiting for you! For more information, please contact us.



Sebastian Kuhnke,
Technical coordinator

Patricia Balysz,
HR Specialist

Torsten Hartmann,
Management

Jörg Beckmann,
Project Manager

Mirja Firnhaber-Warncke,
Team Assistance

We are the "fire brigade" for our customers.

Torsten Hartmann and Sebastian Kuhnke report on the latest developments of their Onshore Projects department in wind energy.

The „Onshore Projects“ department, formerly the "Construction" department, has undergone an enormous transformation in the last 5 years: 7 years ago, it was set up to build onshore wind turbines on a work contract basis. Unfortunately, political developments have not been in favour of this plan. Hardly any turbines were built, the order situation became worse and worse. For department head Torsten Hartmann, this was by no means a reason to give up.

Together with his team, Torsten Hartmann has completely changed the direction of the department and used the team's expertise to become kind of a „fire brigade“ for our customers from the wind industry. If, for example, certain parts need to be replaced on a turbine, an update needs to be made or lighting needs to be retrofitted (BNK), our customers are happy to turn to the department.



Torsten Hartmann:

„Our expertise lies in the fact that we can understand, organise and carry out a wide variety of projects. Plant construction was „Lego“ for adults: a job that essentially always remains the same. Today we have highly specialised teams that become more and more skilled with the changing projects. The variety makes our teams much more satisfied in their job and gives them a long-term perspective. For our clients, these teams are becoming more and more interesting and the demand is constantly growing.“

Staff wanted!

Over the years, the department has won more and more projects, built up new teams and can also well imagine operating abroad in the future. This is precisely why the department continues to need new staff. The goal is to increase the number of teams by 1/3 this year.

So if you know someone, remember our employee referral campaign, where you get a bonus of €500 if a new employee joins RTS through your recommendation.

Sebastian Kuhnke

He started building ENERCON wind turbines in 2014. RTS was in the process of moving away from pure temporary employment and additionally entering the project business.

In May 2015, Torsten Hartmann and Sebastian Kuhnke both had their start in the Brunsbüttel project: Sebastian as a fitter after a short RTS break and Torsten Hartmann as the new department manager of the "Construction" project department. Many joint projects followed in the next few years: in turbine construction, in concrete tower refurbishment and in wind turbine service. Sebastian became team leader in 2018 and gained a lot of experience over the years in the organisation and implementation of a wide variety of wind energy projects and in the coordination of teams. It is precisely this experience that makes him a valuable link between the construction site and the office today.

From mechanic to coordinator

As the number of projects increased over time, it became more and more important to have experienced staff with us who are familiar with both the technical work in the projects and the coordination of the work, tool planning and testing, and route planning.

This is exactly what the technical coordinator has been doing for some time now, working both in the office and in planning, as well as out on the construction sites.

Sebastian's motto:

"Assembly only works where the team also works!"

„The team was always good.“ He emphasises again. We are happy to have him with us!



The rope access technicians Steven & Ricardo: A piece of RTS history

Both are 37 years old and have been very good friends for over 20 years. Steven Heinrich is a trained metalworker and welder. He got the idea that industrial climbing could be something for him through façade construction. He also infected Ricardo Hadjebar, who worked as an educator, with this idea. Together they both started in offshore wind energy.

The special thing about this well-coordinated team is that they have been involved in the development of the rotor blade division at RTS since 2014: Marvin Benker, who took over the management of the new rotor blade project department in October 2013, brought in the first orders and the rope team Steven and Ricardo carried them out at the wind farm.

This may not sound very exciting at first, but in reality it was a huge challenge for everyone. The task was to place RTS Wind AG on the market as a service provider in the rotor blade sector. Above all, the trust of the customers had to be won, and this can only be achieved through successfully completed orders and the resulting follow-up orders. The situation demanded a high degree of commitment, flexibility and quality awareness from everyone involved, and they delivered.



**2014 Start at
RTS Wind GmbH
in Austria**

The teams of the rotor blade project department started in 2014 from our RTS office in Austria. Here, the two FISAT Level 3 climbers worked for almost two years, carrying out customer orders and training new rope access technicians bit by bit.

It was not until the third year (2017) that the rotor blade unit in Austria was so well established that the team of two could return to Germany to work from here.

The diversity of jobs in the wind farms fascinates both of them

Gluing, nacelle and tower cleaning, corrosion protection, surface work, floodlighting inspection, platform inspection, lightning protection measurement, mounting and dismounting of blade components, repairs and much more. All of this is work that is carried out on the wind turbine „from the rope“. And this is only a small excerpt of the manual and mechanical work performed by the rope access technicians.

A great help here is the „rope moped“ which works with an electronic winch and can be used to abseil down and - more importantly - climb up the tower. This saves a lot of time and energy and is now used as standard at RTS.

Ricardo Hadjebar



"The cool thing about the job is that I can use my head every day to move the company forward.

There is no routine and you don't know what challenge is waiting the next week. That's why I'm still 100% involved today."

The assignments take place all over Europe, a fact that both Steven and Ricardo appreciate, because they like to travel internationally.

The rope scooter makes everyday work much easier!





Steven Heinrich

"For me it is not unusual to travel a few thousand kilometres a week across Europe ... I can also fabulously combine my curiosity to travel to other countries

(everyone knows them) with the necessary flexibility as a rope access technician ... It's really a great fit! It also happens that at the end of the year I look at the speedometer of my company car and there are already 150.000 km there. But it is precisely these moments that remind me of the many experiences and impressions I am able to experience through my job."

Our team is like family

"The cooperation between the office and the technicians runs optimally in our department," the two say. "It almost feels like family," confirms project manager Bilal Kaldirim, who switched to the rotor blade division after completing his commercial training (2016).

Over the course of the last eight years, a clear distribution of tasks has emerged: Ricardo is learning new colleagues in the rope and would like to go deeper into the area of HSE management/PSA testing in the future. Steven is involved in site and team coordination, especially keeping an eye on the time and budget plan and also training the rope access technicians on the "rope moped".

A good perspective for both of them and for RTS, because the bigger the department gets and the more teams are created, the more know-how is needed.



Technicians needed!

"We like to take lateral entrants who have the right attitude for the job and fit well into the team. We don't mind training the newcomers ourselves. That's what works best for us!" emphasises Bilal Kaldirim and points

out again that the department is always happy to receive recommendations from employees and that the bonus programme "Employees recruit employees" then also takes effect. (Newsletter page 2)

RTS Wind acquires a stake in Ventus Energy

As of this month, RTS Wind has acquired a majority stake in the high-voltage grid specialist. Through the investment, RTS will expand its capabilities in the fast-growing renewable energy market.

Ken Ritson, Managing Director of Ventus Energy:

"With this partnership, we have an opportunity to accelerate the growth of our business in a sustainable way, in addition to providing an excellent environment for entrepreneurial leadership. We are determined to play our part in helping to shape the energy market for future generations and are delighted to be partnering with RTS on this journey. In the coming months we have committed to work closely with RTS to align our strategic objectives with a focus on new high value, wrapped solutions."(...)

Ventus Energy offer a substantial service portfolio across high voltage networks which includes quality cable jointing, efficient operations, maintenance and optimisation and intelligent asset management. Both RTS' and Ventus' clients will be able to benefit from a wider range of products and services from each of the two companies' broad portfolios.



WE EXIST TO MAKE OFFSHORE WIND ENERGY SUSTAINABLE, SAFE, & EFFICIENT

We are high voltage network engineers using specialist people and systems to influence positive change in the renewable energy sector. Our goal is to create a safer, more sustainable world through intelligent offshore windfarm operations.

Our services across high voltage networks include:

- >>> Quality Cable Jointing
- >>> Efficient Operations
- >>> Maintenance & Optimisation
- >>> Intelligent Asset Management



Aren't we all in the same boat?

Hello, I am Vanessa,

part of the Personnel Solutions, Onshore department since November 2021. I am excited to be able to be a member of a really very dynamic team and even though I am new, I have a clear picture of the person I want to be here at work.

Through the experiences of my previous professional life, I have taken with me that the A&O of personnel management is to work in a structured way, but above all, to have direct contact and communication with my staff. If I want to manage staff, I have to deal with questions like: "What are my staff's demands on me" and "What does my staff do on a daily basis."

In my eyes, it is therefore essential to actively go out, visit a construction site and climb up the wind turbines to see under what conditions my staff works, what equipment

they have to deal with and are there problems that hinder daily business (e.g. weather conditions or delivery bottlenecks)?

Experience shows that this not only ensures a good work result on my part, but also a pleasant relationship between me and my staff. I think that when everyone sees and respects each other's work, it increases the general motivation and ideally leads to a better result.

To sum it up, "We all have the same goal and we should work together as a team towards it."

Unforgettable! Last month I was on a wind turbine for the first time!



Congratulations on winning a prize at the ENERCON 2021 photo competition, Kevin!

For years, our employee and service centre manager Kevin Thum has regularly provided us with new pictures from his daily work at the wind farms. We are therefore all the more pleased that he was one of the winners in the ENERCON photo competition at the end of last year. The shot is really something special!

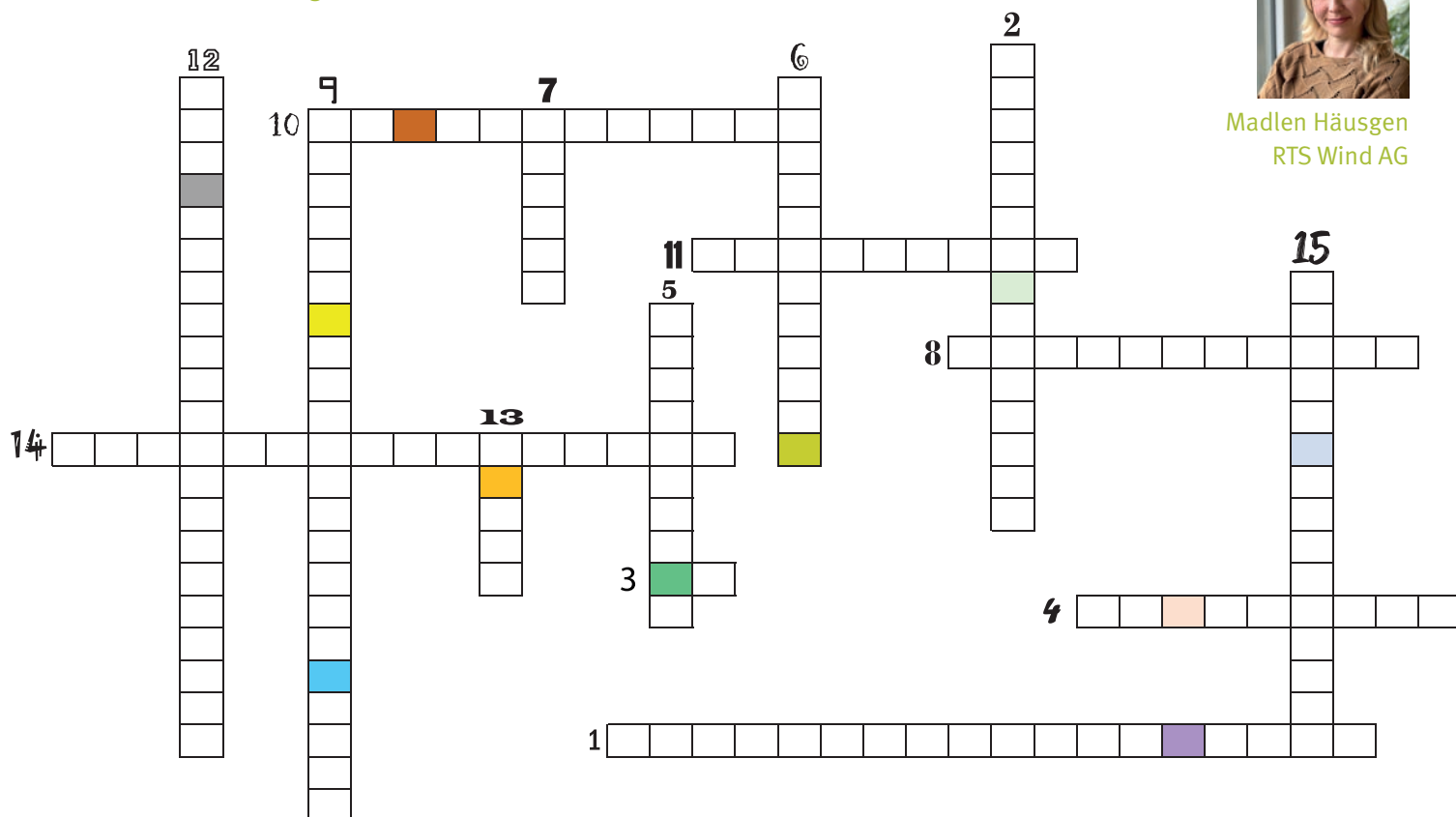


Famous films are wanted here

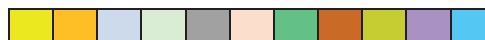
Find the German or English film titles



Madlen Häusgen
RTS Wind AG



LÖSUNGSWORT

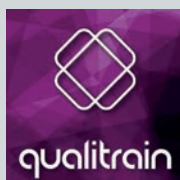


- | | | |
|------------------------------|-------------------------------|---|
| 1. Übernatürliche Tätigkeit | 6. Schmutziges Musikvergnügen | 11. Personenschützer |
| 2. Meister des Schmuckstücks | 7. Eisalter | 12. Melodie des Ablebens |
| 3. persönliches Fürwort | 8. Hübsche Frau | 13. Zeichen |
| 4. Beschwörung | 9. kein Wort von Jungtieren | 14. Existenz eines männlichen Vornamens |
| 5. Duftölgemisch | 10. Farbe eines Meerestieres | 15. Aus der Luft davon getragen |

Take your chance for more fitness!

"Qualitrain" corporate fitness offers you more than 5.000 sports and health memberships throughout Germany. By registering via RTS, you are part of the network. And all that for a financial contribution of 20 euros/month.

Registration:
Please send an e-mail to:
lohnbuchhaltung@rts-wind.de



Is your studio there?

Online search for
Postcode here:
www.qualitrain.net



Newsletter

You are not an RTS employee but would like to receive our newsletter regularly and free of charge by post? Then please contact our marketing department (Kristin Schmidt)!

E-Mail: kristin.schmidt@rts-wind.de



Congratulations on passing the exam, Patricia!

Patricia Balysz successfully completed her training as a personnel services clerk in January and will strengthen the Onshore Projects department with immediate effect. We are very pleased that she is staying in the RTS team and wish her a good start!

Photo: Patricia Balysz (left) with our new educational officer Kristin Schmidt (right)



**Our trainees
2022 / from left
to right: Natalja,
Chiara, Alexa,
Julian**

Our trainee team 2022 Welcome Alexa and Julian!

Since the beginning of the year, two new apprentices have been strengthening the team at the Bremen headquarters. Alexa Bohlen is in her 1st year of apprenticeship and starts her training in the Personnel Solutions department (Onshore). Julian Stern is already in his 2nd year of apprenticeship and has only changed companies and starts in the offshore department. Last week, we had our apprentice kick-off with get-to-know-you games, lunch together and then the apprentices solved an online escape room together.

New faces at RTS Wind AG

Welcome!



Vanessa Memmert
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Julian Stern
Apprentice at RTS Headquarters
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Alexa Bohlen
Apprentice at RTS Headquarters
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Marc Blum
Überseestadt central warehouse
marc.blum@rts-wind.de

*We welcome all new employees in
the areas of: Rotor Blade, Onshore
and Offshore, Personnel Solutions
and Service!*

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For reasons of better readability, the language forms male, female and diverse (m/f/d) are not used simultaneously. All personal terms apply equally to all genders.

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