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PRESS RELEASE

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Hinicio Announces appointment of Hans-Werner Kulenkampff as New CEO

Patrick Maio, founder and current CEO of HINICIO, a leading global hydrogen consulting firm announced the appointment of Hans-Werner Kulenkampff as new CEO, with immediate effect. Kulenkampff is a chemical engineering graduate from Universidad de Concepcion in Chile. Before joining Hinicio, Hans led the smart energy systems team of Tractebel Engie in Chile. In 2018 he launched and chaired H2Chile, the Chilean hydrogen industry association. In 2020 he started up Hinicio in Chile and later became Head of Latin America for Hinicio. In 2024 Hans was appointed COO and finally the Board of Hinicio appointed him as CEO early 2025. Patrick Maio who will remain chairman and senior advisor reacted to Hans' appointment:

"This journey as entrepreneur and CEO of Hinicio started in March 2006. I look back with immense proud and I feel very privileged: we have opened offices in Brussels in 2006, in Paris in 2009, in Bogota in 2014, in Rotterdam in 2018, in Santiago de Chile in 2020 and in Washington DC in 2022. We supported more than 200 companies, delivered more than 900 projects, in 45 countries in 4 continents. In 2014 we started-up CertifHy together with our partners LBST, first as a research project financed by the European Union. 10 years later CertifHy was span off and late 2024 it was finally fully endorsed by the European Commission are a European certification scheme for low carbon hydrogen."

End 2022, Hinicio decided to join Vulcain Engineering Group backed by Ardian, Tikehau, EMZ and BPI to be able to support its corporate clients and project



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developers all along project development cycles: from early-stage business strategy to development and engineering, up to commissioning.

Patrick Maio added: "As most entrepreneurs know, one of the challenges we commonly face at some stage is to accept that what made us very successful in the past, does not necessarily make us as successful in the future, simply because the ingredients of leadership success evolve as organizations evolve, especially startups. Hans and I met five years ago in Brazil, and it took him just one breakfast meeting to convince me to launch of Hinicio in Chile. 5 years later and despite the COVID crisis in the middle of the journey, he demonstrated a fantastic leadership taking our Latin American team to nearly 50 people, cracking the Latin American market where we are now serving the most prestigious companies in the continent. Hans and the Team in Chile also successfully launched in the meantime Hinicio Digital, and ANDREA, our proprietary power-to-X modeling SaaS which we are now deploying globally full speed ahead.

All these achievements enabled Hinicio to receive the award of the best hydrogen industry service provider in Latin America in 2022 and again in 2024, as well as the best energy consulting firm award in 2023 in Colombia and an award from Reuters as a Global Hydrogen Consulting in 2023.

Reflecting on this Patrick Maio added: "Hans immensely contributed to these achievements, and I wish to thank and congratulate him to help me put Hinicio where it stands today. It's no surprise to me that last month Hans received a recognition with 25 years of history, naming him as a Top 100 Young leaders of Chile in 2024. We are blessed to have him, and I just want to wish him great success, to take the company to the next level, with the full support of Vulcain Group, our mother company."

Reflecting on his appointment, Hans Kulenkampff shared: "I am deeply honored and energized by the opportunity to lead Hinicio into this exciting new chapter. Our success is built on the dedication, talent, and passion of every team member. I am inspired by the remarkable work we do every day and look forward to continuing this journey together, driving innovation and delivering impactful solutions for our clients and partners."

For more information and to access a photo gallery, please review our full article here or contact: Nicole.Gutierrez@hinicio.com



About Hinicio:

Hinicio is a technical and strategic consulting firm specialized in hydrogen and its derivatives, sustainable mobility, and industry decarbonization. With over 900 projects in 45 countries, we advise governments, companies, and international organizations, including investment banks, multilateral entities, and venture capital firms across Europe, the Americas, Asia, Africa, and the Middle East.

Hinicio's services include the formulation of corporate and national strategies, the development of public policies, advisory for investment decisions, and the execution of studies and projects of high technological and economic complexity. Headquartered in Brussels, with offices in Paris, Rotterdam, Washington D.C., Santiago de Chile, and Bogota.

Hinicio has been part of the Vulcain Group since 2022.

