

EMSLAND GROUP[®]
using nature to create

EMSLAND*News*

The magazine for business partners and employees

Edition 2025/2026



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Foreword

Dear business partners and employees,

At the Emsland Group, we develop and produce high-quality products for our customers across many different markets. Our business partners and customers use these ingredients to create a wide variety of premium end products for consumers.

With this edition of Emsland News, we once again offer insights into what happens behind the scenes of our production and supply chains — from the people on the farms who produce our raw materials, to innovations and investments in production and logistics, to the teams who develop and market our products and those who ensure our safety. Even so, this issue can provide only a small glimpse of what so many people achieve together along our shared value chain. For this, we extend our sincere thanks.

The world continues to be shaped by unrest, wars, crises, and catastrophes, all of which affect our business as well. This year, our goal remains to contribute our very best to positioning ourselves strongly in this environment — for the benefit of everyone involved — so that 2026 will be a success, both professionally and personally, for our business partners and our employees.

Enjoy reading!





Regional Roots

Our Farmers in Focus

To truly understand the Emsland Group, you must look at where our story begins — in the fields and villages where generations of dedicated growers cultivate the raw materials that define who we are. Our collaboration with farmers in the regions around our production sites and beyond is far more than a supplier relationship. It forms the foundation of our entire value chain and stands for trust, reliability, and a shared conviction that agriculture, industry, and region belong together.

Agriculture, industry, and region belong together.

Values That Shape Us

Our raw materials are natural products, and everything we do starts with the work of these family farms. Many of them look back on decades of cooperation with the Emsland Group, often spanning several generations. They embody values that also shape our company: responsibility, a passion for high-quality food, respect for nature, and the pride that comes from being part of a shared purpose. The involvement of the next generation shows how deeply rooted these partnerships are — young people in rural communities are taking on responsibility, bringing fresh ideas, using modern communication, and connecting tradition with the future.

Young farmers are connecting tradition with the future.

Strong Partnerships – Yesterday, Today & Tomorrow

Whether large-scale agricultural enterprises or multifaceted family farms, all our partners share one goal: delivering high-quality raw materials we can rely on — potatoes for starch and food applications, plant-based ingredients for a growing world — cultivated sustainably in a natural environment that both demands and rewards responsibility.

At the same time, our farmers rely on us: fixed purchasing contracts, clear points of contact, short communication paths, and a partnership grounded in trust and fairness. This mutual loyalty has made our company strong for decades, and it remains essential in a changing world.

This mutual loyalty has made us strong for decades.





Emsland Stories: The Farmers Behind Our Success

To make this special relationship visible, we produced the video series “Emsland Stories” in 2025. The films place our farmers at the center, showing their everyday lives, their motivation, and the pride they take in contributing to a value chain that turns agricultural crops into high-quality foods and innovative technical solutions.

The short videos share personal memories, family traditions, and the handover of farms from one generation to the next. They also look ahead, addressing challenges while showing the strong sense of trust and togetherness that unites us. Our roots are not just history — they continue to grow with every season and every partnership.

The Emsland Stories will be released gradually across our communication channels. We invite you to watch these portraits and discover what truly defines our products:

Real people. Real connection. Real roots



Business & Investments

Setting the Course for a Strong Future

The year 2025 was shaped by major investments and forward-looking decisions across all our sites. We are modernizing facilities, expanding capacity, and building structures that combine efficiency, sustainability and long-term viability. Targeted investments in technology, infrastructure and processes strengthen future growth while underlining our responsibility to the region, the environment and our employees.

Every investment reflects our responsibility — to remain competitive while strengthening our regional roots.

Emlichheim: Leading the Transformation of Our Production

At our main site in Emlichheim, we are investing in a future-ready production landscape. Since autumn 2024, we have been constructing a new potato washing and grinding facility while keeping current operations running. Scheduled to start up in summer 2026, this facility represents the next generation of raw material processing.



A second major milestone is our fully automated logistics hall — the investment creates extensive storage capacity, modern conveyor technology, and entirely new infrastructure. It will significantly boost efficiency and workplace safety, while reducing emissions, internal transport, and reliance on external storage.

A further key element currently under construction is ROxy — part of Emvision 2030, our modernization and expansion project for starch production facilities announced in 2024. ROxy stands for Reaction Vessel Oxidation and is a state-of-the-art, in-house developed reaction vessel for producing specialty modified starches. It features automated controls, waste-heat recovery, and the latest safety and



efficiency standards. With commissioning planned for 2026, ROxy will help us meet rising demand for specialty starches and reinforce our position as a technological market leader.

Alongside these major initiatives, we are also upgrading essential plant infrastructure — including switchgear, dewatering systems, tanks, office space, and access roads — to ensure reliable, safe, and resource-efficient production across the board.



Strong Progress Across All Sites

Next to the investments at our headquarters in Emlichheim this year, we have also been optimizing our six other locations across northern Germany.

Wietzendorf:

EFFICIENCY AND SUPPLY SECURITY

New process-water storage and a modern silo-truck loading system improve efficiency, safety, and supply security.



Kyritz:

EXPANSION WITH A 40,000 TON STARCH SILO

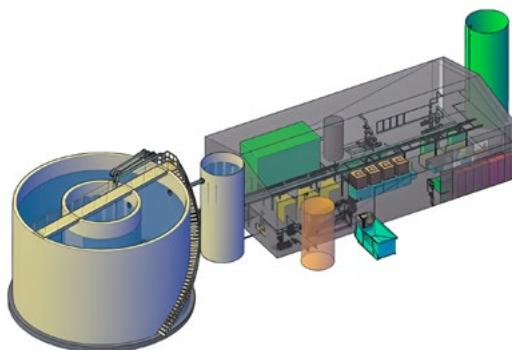
One of the largest construction projects in the company's history is taking shape: a 40,000-ton starch silo that increases our storage capacity, stabilizes processes, and makes an important contribution to sustainability through shorter routes, reduced transport, and lower material usage.



Golßen:

STABLE PROCESSING ALL YEAR

Golßen has commissioned a wastewater treatment plant to ensure year-round processing of potatoes and peas — crucial for stable campaigns.



Cloppenburg:

EFFICIENCY THROUGH MODERNIZATION

Cloppenburg completed modernization of its first production line and is developing a thermal-energy concept to recover heat, accompanied by a new water-treatment system that increases operational security and reduces hazardous substances.



Hagenow:

STATE-OF-THE-ART RETAIL PRODUCTION

Hagenow highlights our retail capability with a new production line for native puree that boosts capacity and automates packaging and logistics; improved potato storage further enhances quality and supply.



Wittingen:

AUTOMATION SUPPORTING THE WORKFORCE

Wittingen's new pallet warehouse and upgraded bagging line raise automation, product and workplace safety — and allow new shift models by eliminating night shifts.



Focused improvements at each site strengthen the entire Group.

Ready to Shape Tomorrow

Together, these projects reflect what the Emsland Group stands for: long-term thinking, responsible investment and a clear vision. Our plants are becoming more capable, our processes more efficient, and our products more innovative. Step by step we are future proofing our sites to shape tomorrow's markets sustainably, with technological leadership and strong regional roots.

We are building the future today — sustainably, powerfully and with clear purpose.

Global Market Leader – Worldwide Presence, Local Strength

The year 2025 highlights what it means to be a global market leader: international strength combined with local proximity. We are expanding our presence and building partnerships across all regions to support customers worldwide with

plant-based solutions that perform technically, act sustainably, and meet evolving market needs.

Our global strength is built on local expertise and strong partnerships.

Strategic Distribution Partnerships

New distribution partnerships are giving significant momentum to our global network. In India, **Uni-Bourne Food Ingredients** has enhanced customer closeness since early 2025 in one of the world's most dynamic food markets. For the European textile sector, **Pulcra Chemicals** now efficiently manages our technical specialties across Germany, the BeNeLux region, and Eastern Europe.

In Israel, **Dagal Ltd.** strengthens our presence through long-standing expertise and strong local integration.

Complementing these partnerships are new colleagues like Pankaj Lande in Dubai, who is reinforcing our activities in the Middle East.



Knowledge Sharing Across Borders

Sharing expertise is at the core of our approach. In 2025, two international webinars on dairy and confectionery applications brought teams and partners together to deepen technical know-how and optimize market positioning for our product solutions.

Our global reach is also visible at exhibitions worldwide. 2025, we attended many exciting events, including **ProSweets** in Cologne, **Gulfood** in Dubai, **Fi Asia** in Bangkok, **IFT** in Chicago, **Fi Europe** in Paris, **Bridge2Food** in the Hague, and **Green Week** in Berlin — just to name a few. At each event, we presented our growing portfolio of plant-based innovations, including (modified) starches, proteins, fibers, flakes, and granules — shaping applications in food, animal nutrition, and technical industries.

Innovation knows no borders — we bring global know-how to every region.





Strengthening International Presence

Our global reach continues to grow strategically. In 2025, a few of our daughter companies were highlighted in our communication:

- Asia-Pacific:** Our Singapore sales team and Bangkok application experts form a strong triangle with the Innovation Center in Emlichheim, translating global know-how into regional solutions. The Bangkok team develops applications tailored to local taste and texture preferences, from confectionery to snacks and bakery. A standout innovation is potato bread with Tom Yum filling, presented at Food Ingredients Asia — a perfect example of merging tradition, market insight, and technology creatively. Under Jillean Pangan, appointed Managing Director for Emsland Asia Pacific in 2025, the region continues to grow through close collaboration with Emlichheim, strategic guidance, and deep understanding of customer expectations.

- Turkey:** Emsland Nişasta has long been a trusted partner for the textile, food, and construction industries. With tailored finishing agents, a local blending facility, and modern logistics, the team delivers solutions perfectly aligned with sophisticated weaving processes. Growing markets in Egypt, Pakistan, and Southern Europe further strengthen our global textile footprint.

- North America:** Emsland America has established a logistics network combining flexibility, transparency, and customer proximity. With 15+ warehouse locations, numerous transfer points, modern tracking systems, and 24/7 support, the network ensures rapid delivery, stabilizes supply chains, and provides tailored solutions for one of the world's largest food markets.

We are shaping the future of plant-based innovation — one region at a time.

Global Growth, Regional Expertise

Together, these developments demonstrate what defines our global strength: a deep understanding of regional markets, strong international partnerships, technological expertise, and the courage to explore new paths. The Emsland Group is growing not only geographically but in its ability to respond to global challenges with intelligent, sustainable, and market-oriented solutions. As a global market leader, we are shaping not only the markets of today but also the future of plant-based innovation worldwide.



Innovation – Where Ideas Made an Impact

This year, the Emsland Group demonstrated how innovation is much more than research and development. Throughout the year, we focused on understanding customer needs, anticipating trends, and creating solutions that deliver. From plant-based food solutions and clean-label products to industrial applications shaping modern infrastructure, our work this year reflected the breadth and impact of our innovative approach.

Innovation begins with dialogue — and ends with solutions that truly make an impact.

Customer-Centered Product Development

Guided by close collaboration with our customers and led from the Innovation Center in Emlichheim, Germany, 2025 saw numerous product, application and research developments:

Plant-Based and Clean-Label Foods

- The **Empro® pea-protein range** expanded in applications, offering versatile, environmentally compelling solutions across multiple food segments.
- Our **Empure® clean-label range** continued its growth, enabling manufacturers to reduce E-numbers while maintaining texture, viscosity, and taste — reflecting rising consumer demand for transparent, natural ingredient lists.

Plant-Based Convenience and Specialty Products

- Our new vegan mozzarella and feta concepts, which combine waxy potato starch, modified pea starch, and proteins, successfully achieve authentic melt, texture, and mouthfeel — a rare accomplishment in the cheese alternatives market.
- We further developed plant-based products tailored to modern eating habits, including our gluten-free potato pasta concept made from over 99% potato ingredients, which delivers high nutritional value.
- In plant-based alternatives, our vegan Bolognese concept illustrates how starch, protein, and fiber expertise can create structured, nutritionally complete products that closely mimic traditional recipes.

- We have also extended our portfolio for plant-based jellies with **Emjet® LC 15**. This product allows manufacturers to use the same cooking conditions as with traditional gelatin-based jelly gums.

Industrial and Non-Food Innovations

- Starch-based components improve efficiency, sustainability, and performance in construction materials and fiberglass applications. The **Emglass® series**, developed in cooperation with RWTH Aachen, showcases a complete, market-focused approach for pre-sizing modern glass fibers to meet next-generation electronics requirements.
- Native potato and pea starches are used as the basis for compostable packaging, demonstrating the potential of plant-based raw materials beyond food.

Responding to Emerging Consumer Trends

- Responding to the growing demand for natural ingredients that deliver both visual appeal and process stability, we introduced **Empure® KF 1200**, the latest addition to our clean label potato flake portfolio. This coarse flake provides a brighter color and reliable functionality across snacks, mashed potatoes, gnocchi, baked goods, and even clean label, gluten-free breadings.
- Our work in 2025 also addressed growing take-away and air-fryer trends with coatings based on **Emdex® ESW** and an Adhesion Batter **Embat® Adhero**, which remain crispy under challenging conditions.
- In the snack sector, our approach called the “Healthy Potato Snack Toolbox” helps manufacturers efficiently create clean-label, lower-fat, and nutrient-enhanced snacks — by combining high-quality raw materials, technical expertise, and close collaboration.



Innovation Through Collaboration

Across all projects, the principle was clear: innovation emerges through collaboration. Our Innovation Center in Emlichheim, Germany, is where we turn ideas into real, plant-based solutions. Decades of expertise and state-of-the-art labs and pilot plants enable close collaboration with our customers to ensure solutions are innovative and add value.

**We make the future tangible —
together with our customers.**



Company Milestones

2025 was a year shaped by meaningful encounters — moments where collaboration, appreciation, and progress came together. It showed how deeply we are rooted in our regions and how strongly connected we are internationally.

Regional Presence in the Spotlight

Our Hagenow site enjoyed special attention in 2025: A film crew from the television program “NDR” was on-site to capture a behind-the-scenes look at modern potato refinement. Through dynamic

production shots and interviews, they displayed an authentic insight into how innovation and craftsmanship come together every day in our facility.

We were also honored to welcome District Administrator Stefan Sternberg, who engaged in open dialogue about regional development, sustainability, and our Echt vom Feld brand. With its rebranding and its clear focus on northern German raw materials, the brand stands for quality, transparency, and the strength of regional production.





Global Partnerships with Strong Foundations

Far from Germany, an important anniversary took place in Buenos Aires: **20 years of Emsland Latin America**. Representatives from Argentina, Brazil, Chile, Mexico, and several neighboring countries came together to reflect on shared milestones and discuss future innovations topics — from market growth to challenges like raw-material and energy costs. It was a powerful demonstration of the strength of partnerships that evolve together.

In Europe, we celebrated an equally impressive achievement: **40 years of working hand in hand with the Healy Group**. Since 1985, our companies have stood together for reliability, innovation, and shared market success — a rare achievement and testament to the strength of long-term trust.

2025 showed how far our network reaches and how strong our roots remain.

Sustainability, Health & Safety

Responsibility That Connects

For the Emsland Group, sustainability is not an add-on — it is a core part of our identity. Working with natural raw materials makes us acutely aware of how valuable — and vulnerable — the foundations of our operations are. That is why sustainability is a long-term commitment: to the environment, our employees, and the regions in which we operate.

The progress we achieved in 2025 demonstrates that this is not just talk — it is how we work every day.

Sustainability is a collective endeavor — it starts with us and extends across the entire value chain.



Driving Energy Transformation

Energy efficiency and climate-compatible production were key focus areas in 2025. Since 2022, a cross-departmental, cross-site Energy Team has been steering our sustainable transformation, implementing measures that reduce energy intensity as production grows.

We strengthened the Energy Team by appointing Axel Müller-Wennekers to lead the efforts. As an experienced energy expert, he is solely dedicated to leading this mission, ensuring we are ready for rapidly changing regulations, market mechanisms, and energy supply conditions. A milestone of the team was the conversion from gas to sustainable steam at our Emlichheim site, cutting around 7,000 tons of CO₂ annually. Our goals remain ambitious: sourcing 50% of energy from renewables by 2030 and reaching net-zero by 2045.

Collaboration amplifies impact. As part of the SME initiative EE-Industrie, we share knowledge and develop efficient approaches for the energy transition in collaboration with other companies. The 2025 network meeting in Emlichheim, attended by more than 80 participants, showed the momentum that can be achieved when expertise, experience, and community come together.



Transparency and Accountability

Transparency is central to our sustainability commitment. At the end of 2025 we released our Sustainability Report 2024/25, which highlights our progress and equips stakeholders with essential information for their climate strategies.

We also calculated, and released upon request, Product Carbon Footprints a year ahead of schedule. This allows for a detailed view of CO₂ impact from field to packaging and gives our customers an important basis for reducing their own carbon footprint along the value chain.



We measure our impact so that, together, we can make better decisions for the future.



Health and Safety: Protecting People Every Day

Protecting the environment is inseparable from protecting the people who make Emsland Group the Emsland Group what it is. Health and safety have long been embedded in our corporate culture, with measurable results. Since 2014, we have been recognized annually by the Professional Association for Food and Hospitality (BGN) as an "Awarded Company" for exceeding legal safety requirements.

We reinvest these awards directly into our employees through training, programs, and initiatives that raise awareness and build practical skills. Annual health days combine education with hands-on experience — from firefighting and heart attack detection to rollover simulators, driving safety, fitness, and relaxation tests. Consistently high participation reflects the value our employees place on these initiatives.



A strong safety culture also means preparedness for emergencies. In summer 2025, a large-scale exercise simulating a chemical accident brought together multiple fire brigades, rescue teams, and our own plant team. We were proud to receive the “Partner of the Fire Department” plaque, which showed that our commitment to such exercises was valued not only within our company, but beyond it as well.





Internally, we continue to build competency through specialized programs such as the fall-protection training and regular first-aid courses across all sites. Safety is not a one-off measure — it is an ongoing process, grounded in knowledge, experience, and responsibility.

Integrated Responsibility

Together, these initiatives create a comprehensive approach: sustainability, health, and safety form three interconnected pillars that secure long-term viability, protect people and resources, and build trust — both internally and externally. They define what the Emsland Group stands for: responsible, forward-looking, regionally rooted, and ready to respond to the challenges of the future.





Our Employees

Honoring the Past & Growing the Future

The Emsland Group would not be what it is today without the people who work here, and those who have worked here in the past. Behind our products, innovations, and growth are individuals who contribute experience, passion, and trust year after year.

This togetherness — rooted in respect, community, and genuine connection — has grown over decades into a culture that defines us.

Our history lives in the experiences and relationships that connect generations.





Connecting Generations

Strong bonds do not end on the last day of work. In 2025, around 150 former employees attended our retirees' gathering in Emlichheim — a day full of stories, familiar faces, and warm memories. It was a reminder of how closely our company remains connected to those who helped shape it.

Equally, our annual celebration of service anniversaries reflects the depth of loyalty within our workforce. This year, seven colleagues were recognized for 45 years with the company, 16 colleagues celebrated 35 years, and nine colleagues marked 25 years of service. The presence of two members of top management — Stefan Hannemann and Heike Roters — among the honorees made the occasion especially meaningful.

A complete overview of all anniversary celebrants can be found at the end of this magazine.



Developing Tomorrow's Leaders

Investing in people also means preparing future leaders. Our development program supports colleagues stepping into new responsibilities, strengthening social, methodological, and technical skills. By developing leadership from within, we ensure that our values and culture remain strong for the long term.

Everyday Community

Community lives in everyday moments — from summer festivals in Emlichheim and family days in Cloppenburg to after-work gatherings and soccer tournaments in Kyritz. The many events in 2025, where colleagues brought their families and enjoyed time together, strengthen the sense that the Emsland Group is a place where people belong.



Engagement also thrives in our initiatives. More than 130 employees took part in the “Bike to Work” challenge this year, together covering over 45,000 kilometers. Teams visited one another between sites to exchange knowledge. While young talents, like dual-study graduate Maite Neerken, were

recognized for their achievements and are shaping the company's future. Whether locally or at global events, our colleagues share expertise and represented the Emsland Group spirit everywhere they went in 2025.





Responsibility Beyond the Workplace

Taking responsibility extends beyond the factory gates. Our 2025 Christmas initiative, where apprentices baked waffles and collected donations for local children in need, is just one example of how naturally our employees contribute to society. Our employer branding strategy, "Grow with Us," reflects what we live internally: growth means creating an environment where everyone is seen, diversity is a collective strength, and people support one another to develop both professionally and personally.

With every new colleague and every shared experience, our unique culture grows — a culture that connects people and lays the foundation for everything we will achieve tomorrow.

Our employees are the heart of the Emsland Group.

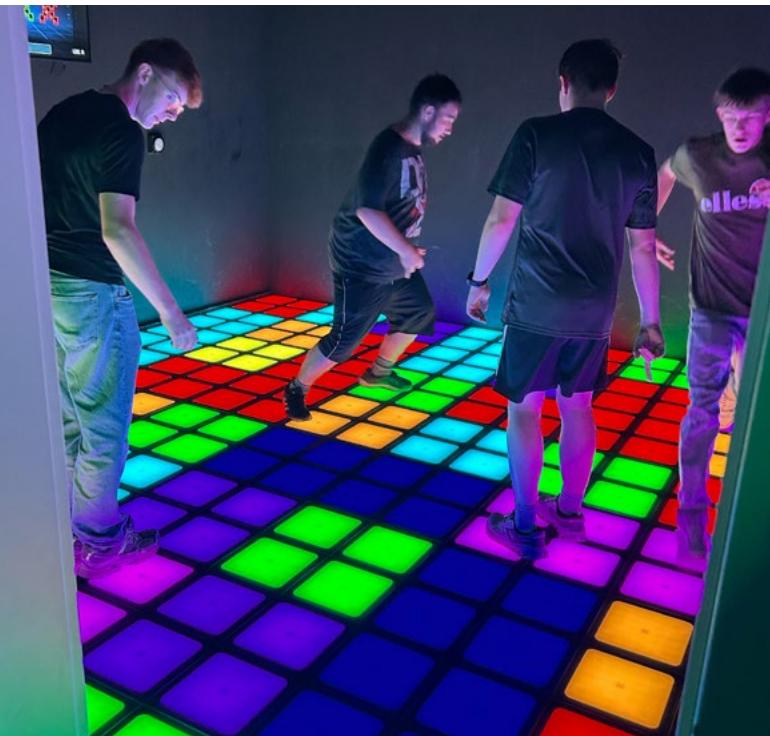


Our Apprentices & the Next Generation

The future of the Emsland Group is already taking shape — in our workshops, laboratories, offices, and production halls. Young people are beginning careers that offer more than a workplace: a space where curiosity is encouraged, teamwork is real, and growth is a shared promise.

Strong Foundations Across Seven Locations

Nearly 100 apprentices are currently training in twelve different professions — technical, commercial, scientific, and hands-on — at our locations in Emlichheim, Cloppenburg, Wietzendorf, Wittingen, Hagenow, Kyritz, and Golßen. Experienced mentors guide them from the very first day, opening doors to opportunities and knowledge.





A Culture of Belonging

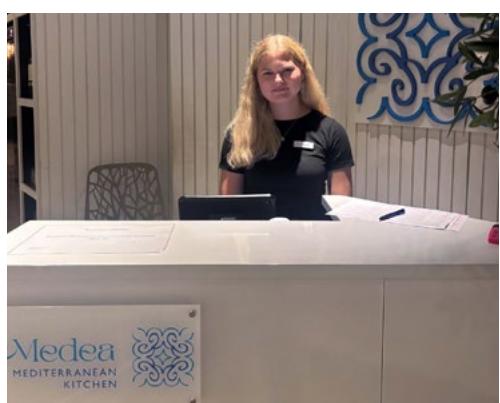
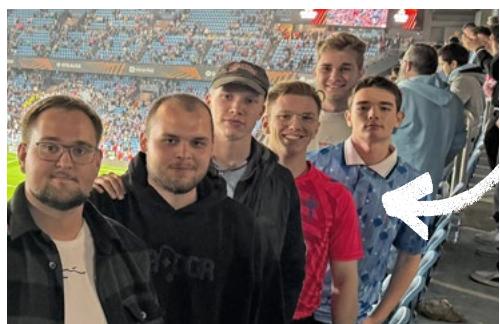
From the start, apprentices are welcomed into the Emsland Group core. Plant tours, cooking events, joint challenges, and meetings with apprentices from other sites help build connections that continue throughout the training. Even spontaneous initiatives, such as this year's tree-planting challenge that our apprentices volunteered for, contributed to a sense of responsibility and community

Success That Creates Opportunities

In 2025 alone, 15 apprentices successfully completed their programs in Emlichheim. For many, this marked the beginning of a long-term career and growing responsibility in production, engineering, labs, or administration. Others are pursuing further education while working for the Emsland Group. Some even become training ambassadors, visiting schools to pass on their knowledge and inspire the next generation.

Three of our apprentices, Lilly Kuipers, Sven Lücke, and Marie Sleefenboom, received special international assignments in Spain and Malta. They gained unique experiences that enriched them both personally and professionally — an experience that not only strengthens individual development but also broadens the horizons of our organization.

Careers don't just start here — they grow here.





Growing Through New Perspectives

Programs such as the Niedersachsen Technikum are equally popular, giving young women the chance to explore scientific career paths. Examples like Anna Wolterink and Kaya Langebroeker — who developed their own formulations in the laboratory while gaining experience in university — show how valuable this broader perspective can be, both for the participants and for us as a company.





Sparkling Curiosity Early

Many future apprentices first meet us long before they apply. Not only were our teams present at various recruiting events across Germany, we also opened up the doors of our facilities for special events to encourage young people to get to know our company firsthand. This year, those included school visits, hands-on workshops, career fairs, or at and our popular “Young Builders Day.” Whether climbing the silo tower, conducting lab experiments, or building mini-projects, young people experience firsthand how advanced, varied, and down-to-earth our work is. Genuine curiosity often starts with moments like these.





Investing in Tomorrow – Today

We continue to modernize our training environments and offer global career paths, individual support, and personal development programs. Our newly-defined “Grow with Us” employer branding campaign makes visible what we have practiced for years: real responsibility and real opportunity from day one.

Every apprentice and student represents energy, creativity, and new perspectives. With each new training cycle, our future grows — stronger, more diverse, and full of possibility.

Anniversaries

EMSLAND SERVICE	25 YEARS	CLOPPENBURG
10 YEARS	Sebastian Dykhuis	10 YEARS
Nils Hansmann	Günter Hilters	Matthias Griesmann
Andre Helweg	Petra Pophal	25 YEARS
Tom Nyman	Heike Roters	Eric Lübbers
25 YEARS	Sandra ten Brink	35 YEARS
Andreas Baschleben	Mareen Vette	Rüdiger Becker
Herbert Ekelhoff	35 YEARS	Waldemar Felker
Sven Hans	Erwin Ellen	Nikolai Holstein
35 YEARS	Volker Gennat	Otto Lanfermann
Hans-Gerd Lögers	Hartmut Gosink	Hans Josef Rammelfanger
45 YEARS	Stefan Hannemann	WIETZENDORF
Jochen Bauer	Arnd Holthuis	10 YEARS
Günter Hölters	Georg Klemp	Nicole Hindemith-Jürgen
Günter Weggebakker	Bernd Lübbes	Andreas Meyer
EMLICHHEIM	Heinrich Nykamp	25 YEARS
10 YEARS	Jörg Schepers	Holm Huth
Sascha Bekaan	Johann ten Cate	35 YEARS
Dennis Beniermann	Achim van der Veen	Thomas Bülow
Jesse Boekholt	Friedhilde Vedder	Jörg Lühr
Gerd Brill	Frank Weggebakker	WITTINGEN
Nico de Vries	Hartmut Züwerink	10 YEARS
Rudolf Drude	Herbert Zwartscholten	Andre Bayerle
Heiko Frommjohann	45 YEARS	Felix Schlörcke
Kirsten Hagedoorn	Bernhard Arens	Christian Schulze
Patrick Hansmann	Helmut Klompaker	Daniel Schulze
Andre Heilemann	Willi Kriwat	25 YEARS
Hartmut Hindriks	Gerhard Smemann	Hartmut Kögel
Jessica Jankowski	HAGENOW	35 YEARS
Lars Korte	10 YEARS	Karsten Bangemann
Henning Kwant	Marie Borkowski	KYRITZ
Andre Lügtenaar	Marlen Hentschel	10 YEARS
Doris Meppelink	Juliane Herms	Daniel Kobylka
Simon Niebuhr	Diana Lübbert	Guido Sippy
Tim Osseforth	Jana Meyer	Michel Speck
Markus Piaskowski	Stefan Zmudzinski	25 YEARS
Benedikt Recke	25 YEARS	Michel Hörster
Romy Reich	Jan Bullinger	Marco Keller
Andrea Reinink	Heiko-Klaus Ebert	Heike Lemm
Hermann Günter Tiebert	Kerstin Förster	35 YEARS
Nadja Vennegerts	Bianka Schön	Andreas Görn
Stefanie Wehrmann	45 YEARS	45 YEARS
Henning Wolbert	Heike Fietkau	Frank Holdorff
	Simone Panning	

Newcomers

EMSLAND SERVICE		
Chris Bloemendal	Industrial Mechanic	06.01.2025
Tom Elbert	Industrial Mechanic	15.02.2025
Chris Koelmann	Industrial Mechanic	01.10.2025
Dominik Krohmer	Warehouse & Inventoryr	01.02.2025
Justus Olthoff	Industrial Mechanic	01.03.2025
Jonas Reefmann	Construction Mechanic	01.04.2025
Joachim Schmidt	Industrial Mechanic	01.04.2025
EMLICHHEIM		
Michael Barkemeyer	Production Worker	01.03.2025
Marcel Beckmann	Process Engineer	01.04.2025
Luca Biester	Production Worker	01.08.2025
David Blank	Production Worker	01.05.2025
Nick Borgmann	Production Worker	01.12.2025
Erik Dewald	Production Worker	01.06.2025
Werner Bernhard Drees	Production Worker	01.08.2025
Viktor Freigang	Production Worker	01.06.2025
Liliane Freigang	Raw Materials Receiving Clerk	01.02.2025
Leon Georgs	Business Application Manager	01.03.2025
Ines Haase	Production Worker	01.07.2025
Christian Hackmann	IT Security Manager	01.02.2025
Stefan Helweg	System Administrator	01.09.2025
Jonas Hirsch	Process Engineer	01.04.2025
Volker Holthuis	Boiler Operator	01.06.2025
Kevin Holtkamp	SAP In-House Developer	01.10.2025
Nicolas Honekamp	Business Application Manager	01.11.2025
Viktoria Kaiser	Food Technologist	01.05.2025
Mateusz Tadeusz Kloosterman	Production Worker	01.08.2025
Rainer Kortmann	Raw Materials Receiving Clerk	01.04.2025
Marco Kronemeier	Business Application Manager	01.04.2025
Johannes Kuhlmann	Process Engineer	01.09.2025
Dustin Kwast	Production Worker	14.06.2025
Andreas Lonnemann	SAP In-House Consultant	01.11.2025
Xhuljano Marra	Production Worker	01.01.2025
Lars Menke	Logistics Employee	01.04.2025
Lisa Mensen	HR Specialist	01.01.2025
André Meyer	SAP In-House Consultant	01.08.2025
Malte Nykamp	SAP In-House Consultant	01.10.2025
Stephan Pötter	SAP Team Leader	01.01.2025
Michael Pötter	Process Engineer	01.09.2025
Jan Prinz	Production Worker	01.05.2025
Matteo Scalese	Production Worker	10.11.2025
Helena Schepers	Food Law Specialist	01.06.2025
Janis Niklas Schoemaker	Production Worker	01.09.2025
Britta Schulte	Product Manager	10.11.2025
Dina Stegeman	Mechanical Designer	01.02.2025
Hendrik Stegeman	Production Worker	01.10.2025
Nico Stegink	Production Worker	01.12.2025
Dennis Stroeve	Production Worker	01.02.2025
Daniel Stüvel	SAP In-House Consultant	01.11.2025

Muhammad Umar	Production Worker	01.03.2025
Jan Dirk van Leeuwen	Production Worker	01.02.2025
Silas Walkotte	IT Project Manager	01.09.2025
Julia Wilmes	Customer Service	01.04.2025
HAGENOW		
Muhammad Al Hussein	Production Worker	01.03.2025
Arut Bakhtavorian	Production Worker	01.03.2025
Matthias Becker	Production Worker	01.02.2025
Serghei Boianetchii	Production Worker	01.09.2025
Iwona Cwik	Production Worker	01.08.2025
Lianna Demirchian	Production Worker	01.08.2025
Matthias Glaser	Electronics Technician	01.07.2025
Patrick Hamer	Production Worker	01.09.2025
Tom Hentschel	Production Worker	01.01.2025
Silke Jaensch	Production Worker	01.01.2025
Dirk Kaiser	Logistics Employee	01.06.2025
Andreas Kischka	Production Worker	01.06.2025
Anja Müller	Production Worker	01.02.2025
Mohanad Nasra	Production Worker	01.03.2025
Steffen Schöne	Electronics Technician	01.04.2025
Kenny Stibbe	Head of Technical Department	01.06.2025
Victor Tcaci	Production Worker	01.09.2025
Jörn Tiede	Purchasing Agent	01.03.2025
Arman Weibert	Production Worker	01.02.2025

CLOPPENBURG		
Nikolai Cagaj	Production Worker	01.12.2025
Neela Lübbert	Raw Materials Receiving Clerk	15.01.2025
Gediminas Mat	Production Worker	01.04.2025
Dennis Theilmann-Koch	Department Head	01.05.2025
Patrik Webert	Industrial Mechanic	01.08.2025
WIETZENDORF		
David Behrens	Production Worker	01.08.2025
Luca-Leon Israel	Industrial Mechanic	17.11.2025
Michel Schmidt	Production Worker	01.03.2025
WITTINGEN		
Heinrich Bickel	Production Worker	01.09.2025
Dennis Binder	Laboratory Technician	01.08.2025
Hannes Quast	Industrial Mechanic	17.01.2025
Christian Thoms	Production Worker	01.05.2025
KYRITZ		
Tomasz Goraczkowski	Raw Materials Receiving Clerk	01.04.2025
Sabrina Hensel	Management Assistant	01.07.2025
Martin Labs	Production Worker	01.09.2025
Carmen Stadie	Laboratory Technician	01.08.2025

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