

EMSLAND GROUP[®]
using nature to create

EMSLAND *News*

The magazine for business partners and employees

Edition **2023/2024**



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Foreword

Dear business partners and employees,

The Emsland Group was able to close the 2022/23 financial year with a good result, despite ongoing global crises and conflicts. We are grateful to our business partners and employees, without whom this would not have been possible.

However, a positive year-end result is not a goal in itself; it is part of the foundation that is needed to ensure that the company can continue to fulfill its tasks in the future. As the Emsland Group, we want to continue to meet the increasing customer requirements, in the desired quantity and quality, and support our customers in their business development.

In addition, the good partnership-based cooperation with raw material suppliers, suppliers and business partners should be continuously developed. And last

but not least, it is the company's task to offer our employees a high-quality workplace that helps them to lead a fulfilling life.

This Emsland News provides an insight into various areas of the company. The extreme weather conditions in 2023 and the effects on the area of raw material procurement are described in detail. Other stories cover developments in the product and sales area, and various articles relate to human resources.

We would like to take this opportunity to thank our customers, employees and suppliers once again for the successful cooperation and wish them all the best for the future. We hope you enjoy reading this edition of the Emsland News!



Emsland Group Attended Exhibitions Worldwide



Our innovative plant-based solutions were presented at events in locations including the USA, Thailand, the Netherlands, UAE and Germany.

This year, the Emsland Group participated in exhibitions in many countries around the world. These events provide a platform to showcase our latest innovations and applications through real-time demonstrations, taste testing or informational displays. Our sales and marketing team as well as the application specialists in R&D use the opportunity to have valuable in-person interactions with customers, agents, representatives, collaborators, media outlets, and countless other stakeholders. Additionally, useful observations on market trends and competitor activities are also collected, which can help with the positioning of Emsland Group products and new innovation development.

In Europe, we exhibited at trade fairs in the food industry including **Bridge2Food**, which took place in The Hague in 2023 and focused on plant-based proteins, and **Anuga** in Cologne, where we presented the new Mecklenburger Kartoffelveredlung GmbH brand “Echt vom Feld” or “Genuine from the Field”.

Our colleagues from the U.S. visited the **IFT** (Institute of Food Technologists) in Chicago where they

presented our plant-based innovations and offered mashed potatoes and vegan ice cream for tasting. We also had a stand at **Snaxpo** in Orlando, which takes place every two years and specializes exclusively in the snacks market segment. Additionally, we attended the **Pet Food Forum** in Kansas City, where we provided information about our pet food products.

Together with our colleagues from Emsland Group Middle East, we once again exhibited at **Gulfood Manufacturing** in Dubai. This is the largest trade fair for the food industry in the Middle East. In the German Pavilion, we presented various highlights from our broad product portfolio.

To get in touch with stakeholders in the Asian market, we attended **Food ingredients Asia** in Thailand. Our regional experts from Thailand and Singapore, together with colleagues from Germany, welcomed numerous interested parties to our stand and held valuable discussions.



The year ended with **Food ingredients Europe** in Frankfurt. We presented the Emsland Group and our products on an over 180m² booth. One highlight was



the live cooking at the stand where visitors could taste a vegan cheese sandwich, an instant Bolognese snack with texturized vegetable proteins as a meat substitute, gluten-free pasta with a vegan parmesan pesto, instant pudding and gluten-free vegan jellies.

We are delighted with the successful trade fair appearances and would like to thank all our new partners and customers for their trust!



Fresh Wind from the North

Mecklenburger Kartoffelveredlung GmbH, a company of the Emsland Group, presented a completely new national brand concept at Anuga Trade Fair 2023.

With this major step, the Mecklenburg company wants to completely revitalize its range of dried potato products and, in addition to a fresh, modern design, focus more strongly on reflecting its own corporate culture. From the results of market research, it became clear that customers want regional products, which ideally come directly from the farmer. The Emsland Group has a unique position here, as the potatoes come from the farmers who also own the processing factories. The added value thus begins in the field and remains with the farmer until the finished product. This also explains the brand name “Echt vom Feld” (“Genuine from the Field”), which, according to Christian Kemper, Managing Director for Sales and Marketing at the Emsland Group, accurately describes the story behind the products in only a few words. The new concept was well received by retailers and sparked interest from visitors who viewed it at the event.



Emsland Group Partners with Alinda Velco S.A. Group

The Emsland Group announces a new distribution partnership with Alinda Velco S.A. Group in order to serve our customers in the region of Greece, Cyprus, Bulgaria and Romania.

As of 1 January, 2024, Alinda Velco S.A. Group, takes over the distribution of Emsland Group products in the region of Greece, Cyprus, Bulgaria and Romania for the food sector. We are confident that this transition will not only maintain, but also

build upon, the solid foundation laid by our previous agency.

With the Alinda Velco S.A. Group we are convinced that we have found a partner who can support our customer base in this region by providing not only efficient logistic and market development support, but also further strengthening our commitment to delivering high-quality products and excellent service.



BGN-Awarded Company

In 2022, we once again successfully participated in the award procedure of the Employer's Liability Insurance Association for the Food and Hospitality Industry, also known as the "BGN."



The BGN awarded the Emsland Group a bonus for our exemplary commitment to improving occupational health and safety in our company beyond the legal requirements.

Prevention measures in the following areas were implemented as part of the award process:

- Occupational health and safety organization
- Training and further education
- Transport and traffic
- Occupational safety
- Health and ergonomics

Investment in Potato Washing and Grinding Station

Once the potatoes leave the warehouse and pass through the stone catcher, they are pumped into the potato washer. Here they are washed in a large washing drum and then fed into a potato bunker. From there, they are conveyed to the grinders by screw conveyors. The resulting pulp flows into a container and then passes a magnet and filter unit. In the next step, the pulp passes through a sand cyclone before leaving the potato washing and grinding station and passing through the decanter, where the starch-fiber fraction is separated from the fruit water.

Plant technology in Kyritz location gets an update

The old building of the potato washing and grinding station in Kyritz was ageing. The statics and plant technology were very outdated and would have had to be repaired at great expense — therefore, it was decided to build a completely new one. Demolition began at the end of 2022 with the dismantling of the sheet metal cladding. Once this first step was complete, things moved quickly — two large demolition excavators made the old building disappear in no time. At the end of January, the soil was excavated and a week later the new construction began. The foundation was laid and the first concrete pillars were soon in place. The prefabricated concrete parts were gradually placed on top of each other so that the new building was already clearly visible in March and the potato container could be lifted into the interior of the building.

In May, the contractors and colleagues from Emsland-Stärke in Kyritz celebrated the completion of the foundational structure.



The potato washing and the indoor crane were then installed, the roof was sealed and the floor was coated. This was followed by the installation of the electrical systems and machines as well as the pipeline construction and initial checks until the new potato washing and grinding station went into operation in August 2023.

Many thanks to all the hard-working employees!







Drying Facility and Milling Plant for Fibres in Full Operation



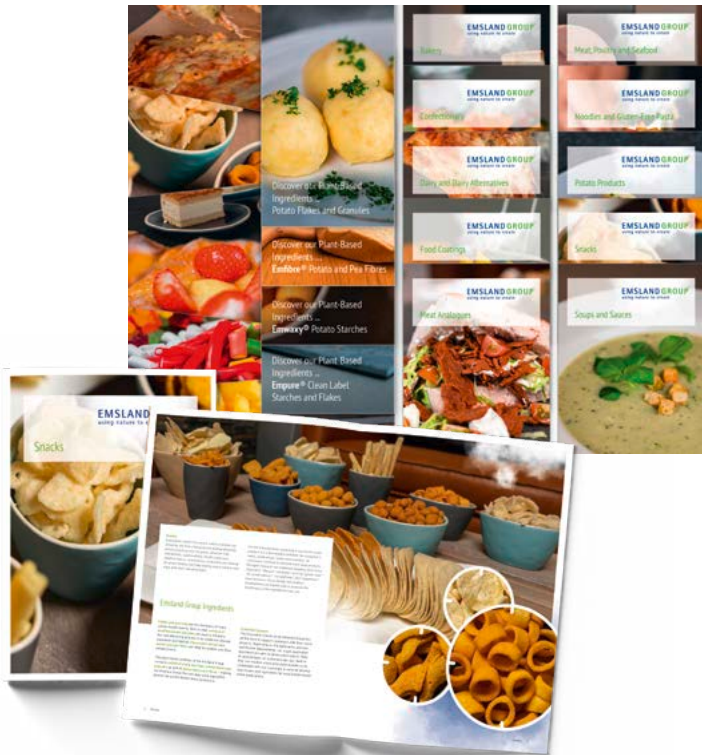
Food fibre investment in Golßen doubles capacity

Potato and pea fibres are dietary fibres that are widely known for their use in many applications such as meat, meat analogues and bakery applications. The addition of food fibres has become more and more important in modern diets as various studies show that, especially western diets, do not contain enough dietary fibre. Therefore, the Emsland Group has invested in their food fibre capacity at their German production site in Golßen. A new dryer has been installed that has led to a doubling of food grade pea and potato fibre capacity at the Golßen plant. Next to the dryer, new milling equipment has also been installed that allows for the production of very fine fibres. The new facilities were running smoothly throughout 2023, with more than 3,000 tons of potato and pea fibres being produced and sold to 37 countries worldwide.

The Emsland Group portfolio consists of potato and pea fibres with different particle size under the brand name **Emfibre®** (see overview below). **Emfibre® EF 60** is a fine, light-colored pea fibre that is very suitable for fibre enrichment of food products such as snacks, pasta and bakery products. Its relatively low water-binding ability means it can be used in high dosages to facilitate the possibility of a dietary fibre claim. It is also suitable for injected meat applications.

Emfibre® Products	Pea fibre		Potato fibre	
	Emfibre®EF 60	Emfibre®EF 200	Emfibre®KF 200	Emfibre®KF 500
				
Water binding capacity	1:5	1:8	1:16	1:18 %
Particle size	Fine	Medium	Medium	Coarse
Applications	Bakery, dairy, Snacks and meat products (injection possible)	Bakery and meat/(-analogue) products	Bakery and meat/(-analogue) products	Meat/(-analogue) products

Brochure and Flyer Update



The Emsland Group brochures and flyers for the food segments were updated at the end of 2023.

An extensive update took place throughout the brochures for the main food market segments in which our products are applicable: Bakery, Confectionery, Dairy & Dairy Alternatives, Food Coatings, Meat Analogues, Meat, Poultry & Seafood, Noodles & Gluten-Free Pasta, Potato Products, Snacks, and Soups & Sauces. The material was revised to provide a uniform structure to the content so that customers and colleagues can more easily find the relevant information, and to more accurately represent the Emsland Group's current offerings and applications. Additionally, the product flyers were updated to highlight our products for the food industry, with more detailed information on their characteristics and applications. We hope the new material proves a useful resource for colleagues and agents during customer interactions.

Collaboration at the Healy Workshop



Cindy Semeijn, Head of Marketing & Business Development, and Heidrun Lambers, Team Leader Application Food, participated in the Texturizing Workshop at the Healy Group.

Our colleagues were invited to speak and share their expertise. Dr. Cindy Semeijn and Heidrun Lambers discussed building and improving texture in food &

drink and demonstrated the use of our products in various applications.

In preparation for the workshop, colleagues from the Healy Group visited the Innovation Center in Emlichheim and conducted exciting application tests which demonstrated a promising collaboration.

Procurement of Raw Materials – Update & Outlook

Jan Schots, Head of Raw Materials Purchasing, discusses the current challenges and the path to a sustainable supply.

The last two cultivation years have been unexpectedly challenging, albeit in different ways. While 2022 was characterized by drought and lower yields for our farmers, extreme rainfall in 2023 led to a significant impairment of the harvest and the quality of the potatoes. Many farmers had to contend with crop failures, fungal infestation and extreme harvest conditions.

The demand for potatoes, especially from the French fries industry, is increasing. Stock in particular will become scarce, as the weather conditions make the storage of potatoes difficult and expensive. Added to this are factors such as inflation and legal requirements that present farmers with a multitude of challenges and lead to a competition for potatoes and acreage.

Despite these challenges, the potato is and remains the basis for our business model. Therefore, retaining and attracting farmers will be the central topic of raw material procurement in the coming years.

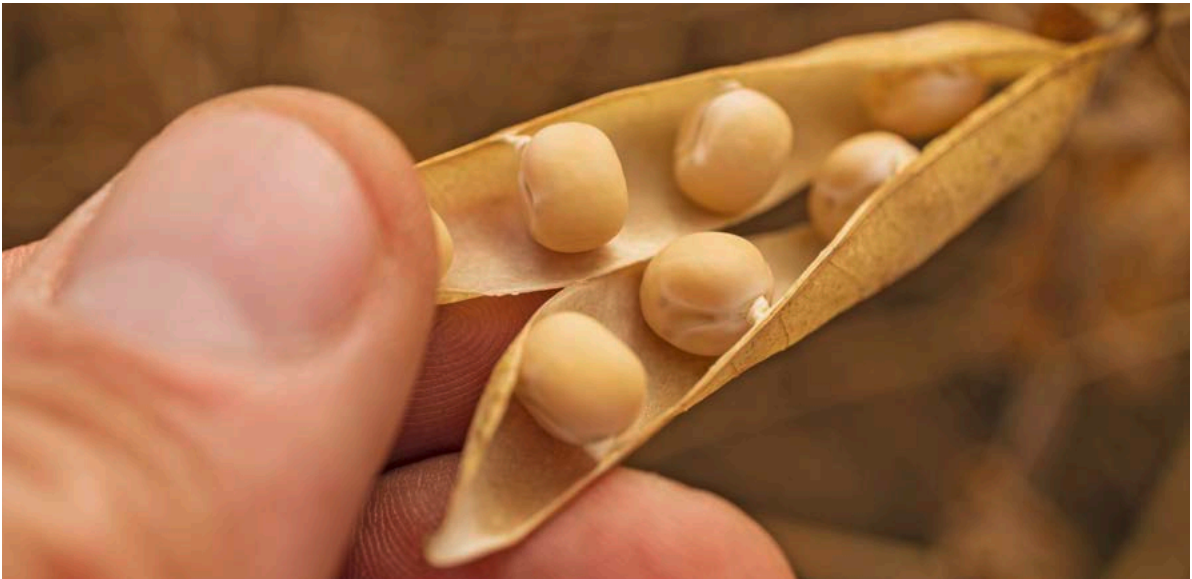
Maintaining relationships with our already established agricultural partners is one of the most important tasks. Whether by supporting cultivation efforts through the breeding of disease-resistant potato varieties or facilitating the harvesting process by testing new loading technology such as the “Kartoffelmaus”.

With new developments, we also want to optimize the exchange of information and processes. Our weighing systems throughout Germany have been updated, the myEmsland app was introduced, and the new office building at our headquarters in Emlichheim is under construction and is expected to be completed by autumn 2024.

We will continue to work closely with our partners to ensure a positive future and a sustainable supply of our most important raw material.



Yellow Peas – A Valuable Source for Plant-Based Protein



In the December edition of EIWIT, a Dutch food-agro magazine focusing on the protein transition, Jan Schots and Klaas Wijnholds from the Raw Material department explained why yellow peas have become an important material for the Emsland Group.

Yellow pea processing at the Emsland Group started in 2001 in the period of January-August when no potatoes are available for processing and the factories were not used. Pea starch was mainly sold in Asia for noodles and in the paper industry, and pea protein in the feed and fish feed industry. Nowadays around 150,000 MT of yellow peas are processed in our factories in Emlichheim and Golßen — (modified) pea starch is a specialty ingredient in many other food and industrial segments, such as confectionary, vegan cheese and textile sizing.

Initiated by the Innovation Center of the Emsland Group, the pea protein developed from a non-functional ingredient to a high value food ingredient with good solubility, emulsification properties and gelling properties. This so-called pea protein isolate has turned out to be a valuable protein source for applications such as protein shakes and bars and has also become an important ingredient for facilitating the development of meat analogues and dairy alternatives. In these applications pea protein replaces animal proteins and is therefore contributing to the protein transition as a sustainable choice. Next to

the functional characteristics, pea protein is popular because it is not an allergen and it contains a good balance of amino acids.

Currently, the largest part of yellow peas is obtained from traders, however the Emsland Group has the intention to grow the pea area with contracted farmers. Klaas Wijnholds explains why peas are an excellent crop to grow in Germany or the Netherlands, stating that our climate is ideal for cultivating peas and the growing season is relatively short, making it an ideal crop for crop rotation. Next to that, the fertilization costs are relatively low because peas belong to the family of legumes, meaning that they are able to use nitrogen from the air and store it in the soil.

Another reason why the Emsland Group stimulates contracted pea cultivation is the ability to control the chain, as explained by Jan Schots. By contracted farming, a better monitoring on the use of fertilizers and other active substances is possible and it also helps to prevent contamination of peas with other crops such as soy or lupine, which can lead to allergen contamination of the pea protein.

The complete article can be read in the 2023 December issue of EIWIT.

Innovation in the Loading of Starch Potatoes



With the new machine, farmers can expand the scope of potato cultivation without having to invest in additional storage capacity.

The “Kartoffelmaus 5” potato loader was developed by the company ROPA to increase efficiency and profitability in starch potato logistics. Two of these new potato loaders have been in use since Summer 2020, one of them at the Emsland Group in Kyritz — with promising results. At the end of 2023, the machine was also tested at approximately 15 farms

in the Grafschaft Bentheim and Emsland regions. Local farmers were invited to see the machine in action during the tests.

Emsland Group colleague Holger Hanke is supervising the use of the potato loader at the Kyritz site, while colleagues Doris Meppelink and Florian Kubiacyk are leading the test run of the potato loader in the Emlichheim area.



If the trials are successful, the machine will then be offered as a service to our contract farmers to simplify the loading of the raw material. Further advantages of the potato loader are savings in working time, equalization of work peaks, elimination

of set-up times, cleaning of the potato, lower dirt values, cost savings and gentle loading.

The farmers who have already been able to test the potato loader are delighted, with one of our partners noting: "It's something unique here in the region!"



The myEmsland App is Live

The new app for our raw material suppliers is designed to be an extension of the myEmsland portal.

myEmsland is a business partner portal that our customers and raw material suppliers can use to access information at their leisure. In the portal, our partners can, for example, access documents, view orders or print out delivery cards. The myEmsland app is an extension of this portal, aimed at our raw material suppliers, and intended to improve communication between suppliers and the Emsland Group. The app enables easy access to the existing myEmsland portal and notifies users when new delivery authorizations, purchase certificates, credit notes, news, or personal messages are available.

We encourage all raw materials suppliers to download the myEmsland app from the Google Play Store or the Apple App Store today!



Science Based Targets Initiative

The Emsland Group commits to developing science-based emissions targets over the next two years.

The Emsland Group has joined the Science Based Targets initiative and is committed to developing science-based emissions targets over the next two years in order to achieve the 1.5 degree and net-zero 2050 climate targets. Our aim is to achieve the second target even before this deadline.



The SBTi provides a comprehensive guide on how companies can develop and submit their emissions targets. It also includes information on the respective criteria that must be adhered to when developing the targets so that they can be verified as “science-based”.

With our commitment to the SBTi, we are sending a clear signal for climate protection. The Emsland Group can be found on the SBTi website alongside all other companies that have also made a commitment or already have validated targets.



New Sustainability Report

Our highly anticipated 2023 Sustainability Report has been released.

By publishing this report, we aim to provide customers, suppliers and employees, as well as members of the public living near production sites and farmlands, with a transparent insight into our efforts to promote sustainable practices throughout our value chain.

By developing and promoting products that are in line with the latest sustainability trends, we aim to help drive global trends towards more environmentally friendly and sustainable options for the industries we serve.

To read the report, visit our website and click on “Sustainability” in the menu bar, or scan the QR code.



The Eteam – Powering Into the Future



The cross-departmental Emsland Group energy team is developing supply solutions for tomorrow.

Professionals from the Engineering, Purchasing, R&D and Controlling departments have been part of the cross-departmental energy team since Summer 2022. Their task is to develop strategic recommendations.

Renewable Energies for Sustainable Security of Supply

The energy team develops strategic recommendations for objectives such as replacing fossil fuels with alternatives and reducing dependencies on external supply. These recommendations can then be implemented in the production plants.

Full Steam Ahead to Move Away from Gas

In Emlichheim, three dryers have been converted from gas to sustainable steam. The idea was developed in September 2021, and the first dryers went into operation in January 2022. This saves almost 7,000 metric tons of CO₂e per year.

Identifying the Best Technologies for the Future

All technologies available on the market that could be suitable for reliably supplying the production plants with energy are being considered and evaluated.



Vegan Confectionary

Gelatin alternative for gums and jellies

Vegan confectionary, such as gelatin-free gums and jellies, is a very popular consumer segment. The amount of new product launches in the confectionary segment that contain a vegetarian, vegan or plant-based claim has almost doubled over the past 5 years, whereas the sub segment “gums and jellies” has seen even more growth, from 205 to 485 product launches per year*. The challenge for vegan gums and jellies is to find alternatives for gelatin with textures that match the demand of the producers and also fit in their manufacturing process.

The Emsland Group has developed a range of gelatin alternative products for confectionary applications, allowing our customers to produce vegan gums and jellies. **Emden® ET 50** has a relatively high process viscosity and is developed for high shear continuous cooking systems. Due to its low process viscosity,

Emden® ET 15 is a versatile product that can be used for a variety of cooking systems such as batch processes and continuous cooking systems. Next to the advantage of having a plant-based origin, these products also provide an improved temperature stability compared to jellies containing gelatin. This results in jellies that do not melt when exposed to elevated temperatures.

Emden® ET 15 and **50** can also be used as gelatin replacement in other confectionary, such as vegan marshmallows and extruded confectionary.

The range of products for vegan confectionary is now extended with **Emjel® ET 50** — a cold-water functional gelatin replacer with strong elastic gelling properties. This product works excellent as a sugar paste binder in fillings for extruded confectionary.

**Data from Innova Market Insight*



Sustainability in the Textile Industry



Emsland Group has accomplished ZDHC level 3

Sustainability is an important topic in the textile industry and customers are looking more and more for sustainable solutions. An important achievement of the Emsland Group that helps our customers making the right sustainable choices is that it has recently accomplished level 3 registration of the ZDHC Program. This accounts for all Emsland Group products for textile sizing and printing.

The ZDHC Program supports the implementation of sustainable chemistry and best practices in the textile, leather and footwear industries to protect consumers, workers and the environment.

Our listed products can be found on the website of ZDHC.

Emsize E18, a sustainable option for sizing of synthetic yarns.

Another important sustainability topic in the textile industry is to replace oil-based chemicals, such as polyvinyl acetate (PVA), in yarn sizing. However, especially for synthetic yarns or a blend of synthetic yarns and cotton, it is challenging to find a more sustainable alternative.

Due to the high amylose content, pea starch has excellent film building and adhesion properties and therefore is a very suitable raw material for sustainable sizing agents that can be used for synthetic yarns and combination of synthetic yarns and cotton. Emsize E18 can replace up to 100 % of PVA in a cost competitive 1:1 ratio* and is therefore an excellent sustainable choice for yarn sizing.

**Depending on recipe and price of PVA*



Family Festival 2023

More than 1,400 visitors celebrated the Family Festival at the Emsland Group for the first time on July 26, 2023.

A day full of games, fun and good food! The relatives and children of our employees had the chance to gain an insight into the Emsland Group and, above all, to enjoy themselves and spend a great day on the premises in Emlichheim. Around 400 visitors arrived in the morning. This number was more than doubled in the afternoon, a total of around 1,000 visitors celebrated the family day in Emlichheim.

Both the morning and the afternoon started with an official welcome by the managing directors Stefan Hannemann and Christian Kemper. Afterwards, everyone was able to join the varied and wide-ranging program and get to know the Emsland Group better in a familiar and festive setting.

Children could let off steam on bouncy castles and a bungee trampoline, enjoy refreshment at a paddle boat station and have a cool design put on their face at the children's face painting session.

At the same time, guided tours of the WaltrAut, the new factory producing products for adhesives and building additives, the Innovation Center and the



wastewater treatment plant also took place throughout the day. A special highlight was the pathway railroad. Families were able to explore the entire site in a comfortable and entertaining way. During the tour, the tour guides not only provided interesting information, but also ensured a good atmosphere with short singing performances.

There was also a photo booth where many families had their photo taken, which they could take home as souvenir.



When there is so much to see and explore, there are of course also hungry people. Visitors could choose from a wide range of foods from various food trucks. From suckling pig from the grill to fresh fish, classic snack specialties or falafel — there was something for everyone. Of course, ice cream as dessert was not to be missed.

In addition, all visitors received a ticket for the big raffle, which took place the following day at the company party. This gave them a chance to win great prizes. These ranged from vouchers to technical equipment to an e-scooter or a Weber grill.

The family festival was a great success! We would like to thank all families and especially the colleagues who organized this great day!



Flying High at Emsland Food GmbH in Hagenow and Wittingen

13 employees were newly trained as aerial work platform operators at the Hagenow plant and 18 employees at the Wittingen plant.

After all colleagues had passed the demanding theoretical part with two written exams, the practical training on the aerial work platforms was a challenge.

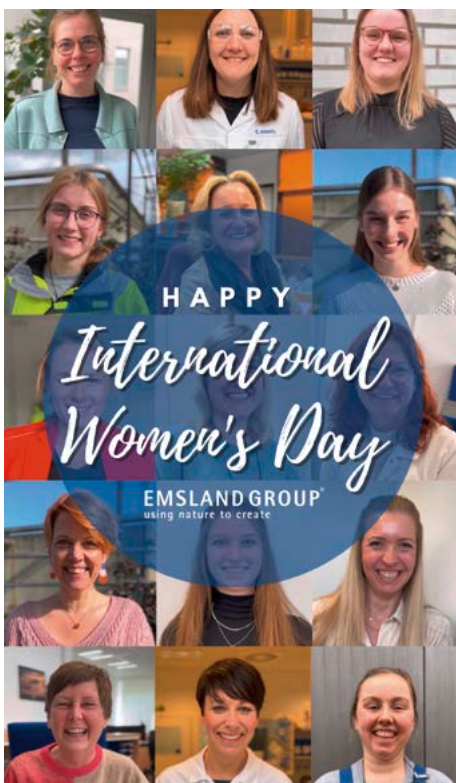
At the end of the day, everyone was happy when trainer Jens Hohendorf, an occupational safety specialist, announced that everyone had passed their training.



In the future, forklift truck drivers, crane operators and aerial work platform operators will be trained in-house at the sites. This not only saves costs for external providers, but also allows us to shorten training times.



We are delighted about this opportunity and wish all future trainees and their trainers lots of fun and success!



International Women's Day

The Emsland Group was proud to celebrate the day on March 8.

Colleagues volunteered to participate in a video that was shared on social media to show support for including, valuing and empowering women in the workplace.

When we inspire others to understand and value women's inclusion, we forge a better world. And when women themselves are inspired to be included, there's a sense of belonging, relevance and empowerment.

Source: International Women's Day Organization

Health Day at Work

In cooperation with the German Red Cross and a number of other institutions, Emsland Group locations dedicated a day to employee health.

In Emlichheim, the German Red Cross, the AOK Niedersachsen, Kraftvoll Fitness Studio, BGN and the Emsland Group Canteen helped host a variety of emergency- and health- centered activities. Despite the less than ideal weather, the company party was a hit and enjoyed by the local colleagues.

At the Wittingen plant, the topics of focus included alcohol and drugs in road traffic and dangerous

situations involving fire. Thanks to the local police, the exciting and educational stations included an intoxicated goggles course, a rollover simulator, fire extinguishing and a reaction test. It was an exciting and instructive day with helpful insights.

In Wietzendorf, in cooperation with the AOK Niedersachsen, a back check was carried out and information on the subject of stress prevention was presented.

Colleagues from Kyritz refreshed their knowledge



Health Day in Emlichheim



Health Day in Cloppenburg



Health Day in Wittingen



Health Day in Wietendorf

at a first-aid training course and a workshop on addiction was offered to trainees in cooperation with the AOK.

A health day was also held in Cloppenburg. The Cloppenburg traffic police provided a driving simulator, seatbelt sled and rollover simulator and the companies Ronell and Brill actively supported with advice on hearing protection and safety shoes. The AOK offered a stress test, a gait analysis and a lung function test. A trainee project was also presented in the form of a smoothie bike. A blender could be powered by pedalling on a stationary bike, resulting in a fruit and vegetable smoothie. The action-packed day was rounded off with a delicious buffet and homemade ice cream. Employees were able to collect points at the activity stands and take part in a prize draw by completing at least three

activities. The prizes included vouchers for various sports activities, fruit baskets, sports equipment, and a wellness weekend. At the end of the day, plant manager André Brinkman and occupational safety specialist Jens Hohendorf presented the Cloppenburg road safety organization with a donation cheque for €2000 for road safety projects.

All the plants have once again organized great events. We look forward to continuing this tradition in future years as well.



First aid training in Kyritz



Bike to Work 2023



A total of 115 colleagues took part in the annual “Bike to Work” challenge.

From May to August, employees at our Emlichheim location were encouraged to participate in the “Bike to Work” challenge by filling out calendars to track how often they cycle to work. Those who cycled to work at least 20 times over the summer were entered into a drawing for the chance to win prizes.

Congratulations to this year’s winners: Lars Stroot, Sven Hans, Mareike Paul, Hartmut Bisschop and Andre Lügtenaar.

The campaign is not only about the prizes, however. Replacing the use of a car with a bike makes a positive contribution to not only the environment, but also to individual health and well-being.

A big thank you to all participants and organizers!

Retirement Ceremony & Celebration

At the end of the year, we celebrated the retirement of 15 colleagues in Emlichheim.

The newly retired employees, including their partners and superiors, were invited to Altes Landhaus Buddenberg restaurant. In addition to a delicious meal, there was also a ceremonial presentation of a gift in conjunction with a few personal anecdotes about each former employee.

We would like to thank you for your many years of commitment and hope that you had a great time at

the Emsland Group. We look forward to seeing you again in the future at our retiree reunions.

This year’s retiree reunion took place last July. More than 100 pensioners gathered at the Emlichheim plant. After a welcome from the management, there was an overview of current company developments over coffee and cake followed by a plant tour. The evening ended with dinner and the sharing of many memories of old times.



Works Council Meeting in Emlichheim



Every four years, the works councils of all sites meet — this year's meeting was on 1 June 2023.

The council elections took place in 2022, so the works councils from the various plants gathered in Emlichheim to get to know each other better.

On the first day, the colleagues discussed current topics and, in particular, the collective bargaining

negotiations. The Emsland Group management also reported on the company's current situation.

On the agenda for the second day was a tour of the Emlichheim plant, where colleagues from the external plants were able to gain exciting impressions.

All in all, it was a very successful event with important insights for the future cooperation of the works councils.



Emsland-Stärke GmbH vs. Emsland-Service-GmbH Football Match

The legendary football match took place once again in Emlichheim.

The team from the Emsland-Stärke was finally able to win the trophy back after many years, with a decisive 8:0 victory. After the game, both teams met in the clubhouse to enjoy food and drinks together. Special thanks to the organizers, participants and spectators who made it a great team-centered event.



Emsland Service Trainee Graduation



The Emsland Service GmbH celebrated the successful completion of training of five former apprentices who will now become colleagues.

After two and a half years of training in the company, Leon Wilde (Industrial Mechanic), Rene Klinge (Electronics Technician), Florian Egberink, Lenny Budde and Marvin Kuiper (Mechatronics Technicians) were given a warm send-off by workshop managers Maik Hessels and Daniel van Uelsen, training manager Uwe Plass, works council chairman Stephan Agnes and managing director of Emsland-Service-GmbH Dr. Martin Grüne.

Together they reviewed the training in the form of speeches and personal anecdotes. With the graduation, the first foundation stone had been laid and now it is in the hands of the former trainees to build upon them. Whether in the form of further training, a degree or work on construction sites — the Emsland Group offers such trainees many opportunities for further development, emphasized Dr. Martin Grüne.

A special highlight of the apprenticeship was the participation in the video clip competition of the IHK and IAV, in which the former apprentices made a short film about their apprenticeship on their own initiative, for which they were awarded 1st place.

The trainers are particularly proud of their new colleagues, praising the eagerness, commitment and motivation of the young men. The positive personal impression is also reflected in the results of the training. All of them did extremely well and the three Mechatronics Technicians were rewarded with a further training scholarship because they achieved at least 87 % score. Florian Egberink is even one of the three best in the district with 93 % and a grade of “very good”. Emsland Service is delighted to have these young men as colleagues.

Join the Team!

Recruiting events across the Emsland Group

The Emsland Group is constantly on the lookout for new talents. For this reason, many apprenticeship and job fairs, as well as schools and universities, were visited in the regions where our plants are located.

Going out and into the communities is a great way to make direct contact with current and future talents. Our locations across Germany use these opportunities to present the diverse jobs available at

the Emsland Group and create awareness about the extensive training and development opportunities we offer.



Scan the QR Code to view Emsland Group's current job openings and apprenticeship opportunities.

Vocational orientation at Emlicheim secondary school



Oldenburger Münsterland job fair



Emlicheim secondary school fair



Day of the companies, Carl-Diercke-Schule Kyritz



Arbeitswelten Nordhorn



SV Meppen training fair



Practical career guidance Wiethornschule Hankensbüttel



Trainee fair Work & Life Bad Fallingbommel



Job Start Fair Neuruppin



Fair Marienschule Cloppenburg



Career Street event, Homburgschule Neustadt



New Apprentices at the Emsland Group for 2023



22 new apprentices were welcomed across our 7 locations

The new colleagues are supporting us as industrial clerks, chemical laboratory technicians, chemical technicians, mechatronics technicians, industrial mechanics, electronics technicians, food technology specialists and office management assistants.

In addition to the official welcome at the respective locations on August 1, an apprentice meeting was held with all new trainees in November 2023. The apprentices spent two days in Emlichheim and Nordhorn together with the training managers and the youth and trainee representatives (JAV). They

were welcomed by Managing Director Gerrit-Jan Wesslink, who spoke about his personal career at the Emsland Group and encouraged the new employees to make the most of their opportunities and grow together as a team.

The team spirit was immediately strengthened during the joint activities in Nordhorn. Everyone had a lot of fun cooking in the Ekelhoff Cooking Lounge, bowling, playing mini golf and laser tag, and getting to know each other better.

We wish everyone a great apprenticeship and all the best for your future at the Emsland Group!



Apprenticeship Day

More than 35 interested students accepted our invitation and visited the Emsland Group in Emlichheim to learn more about the training opportunities.

After an official welcome by CEO Gerrit-Jan Wesselink and Human Resources Manager Jan Lambers-Heerspink, the participants were divided into five groups to visit various stations. The students learned about the apprenticed professions of industrial mechanic, electronics technician, chemical laboratory technician, chemical technician and warehouse logistics specialist and were also allowed to test their skills in various areas by performing practical tasks themselves. For example, they drove forklifts, carried out a chemical titration, measured the density of a starch slurry, made an extension cord or a key chain. The day ended with a delicious buffet, an exciting raffle and an optional tour of the company.

We hope that the students had an exciting time with us and that we will soon be able to add some new talents to our team!



Annual Exercise of the Cloppenburg Fire Department at the Emsland Group



Two operational scenarios were created under real conditions in order to evaluate the Cloppenburg Fire Department's abilities.

A total of ten emergency vehicles and over 40 comrades from the Cloppenburg fire department were involved. The fire is on the first floor of the industrial building. Human lives are in danger. Four people are missing. The fire department is able to fight the fire, rescue three people from the upper floor and recover an unconscious person from the first floor. Suddenly, another incident occurs. A panicked employee reports a colleague missing in the supply tunnel. The comrades fight their way through an extremely narrow, warm and filled tunnel to the trapped person. With extreme caution, they are able to free the person successfully.

What sounds like a real incident was fortunately only an operational exercise!

The idea for implementing the annual exercise of the Cloppenburg fire department at Emsland Food GmbH came from Jens Hohendorf, occupational safety specialist and himself a member of the fire department. Together with city fire chief Horst Lade and group leaders Clemens Kenkel and Oliver Karg, the exercise was planned and organized for months — of course under strict secrecy.



Two operational scenarios were created under real conditions in order to evaluate the Cloppenburg Fire Department's ability to deal with both the operational command and the processing of the tasks set. At the same time, of course, the technical and organizational fire protection of the Emsland Group could be put to the test and the interaction of both parties could be improved.

Special thanks go to the plant manager from Cloppenburg, André Brinkman, who supported the initiative from the start. This exciting and spectacular day ended with a joint debriefing and refreshments. "It was a complete success — everyone was more than satisfied," emphasizes Jens Hohendorf.



Preschool in the Research Lab

Children from the local daycare visited the Innovation Center in Emlichheim for a hands-on discovery adventure.

In the summer, we welcomed some very young guests; the so-called Schukis from the Regenbogen St. Joseph daycare center in Emlichheim visited the Emsland Group.



Together with food technologist Jakob Woltjes, the children immersed themselves in the world of sweets and were able to see how jellies are made. They were also able to make a mold with their own hands and taste a giant gummy bear. All their senses were fully engaged — seeing, hearing, smelling, touching and tasting.

Finally, we went to the canteen, where our little guests refueled and processed all their impressions from the exciting day.

Hard-Working little Builders

The second Little Builders' Day took place on our factory premises in Kyritz last summer.

All six daycare centers in Kyritz accepted our invitation to Little Builders' Day and delighted not only us, but also our craftsmen.

Equipped with uniform T-shirts, work gloves and construction helmets, the children were able to learn about bricklaying, roofing and paving work and try it out for themselves. Operating the mini excavator was great fun and the two stations with the water sprayers provided refreshment on the warm summer day.

We would like to thank the companies KHS GmbH, Seeger Bau GmbH, Flöter Rohrreinigung + Tiefbau, Neubrandenburger Feuerschutz Lange GmbH, master roofer Matthias Kuska and Hoch- und Tiefbaugesellschaft Wittstock GmbH for their fantastic efforts on helping to make this day a success.



At the end, all the young builders were treated to lunch and ice cream — thanks to Erika Voit from Wilhelmssgrille and Kevin Krieger from the Gelateria D'Oro ice cream parlor in Wusterhausen.

Developing Young Talents

The Emsland Group supports local sports teams and future prospects.

Through the financial support of sports teams that have national visibility, we have been able to connect with young talents and welcome them to the Emlichheim plant for a day.

The B-Juniors of HSG Nordhorn-Lingen and the U16 Juniors of SV Meppen 1912 accepted our invitation and visited the Emlichheim site in 2023. The boys got to know the Emsland Group products and the extensive company premises, while gaining an impression of the opportunities and possibilities as an apprentice or employee at the Emsland Group.

We look forward to the regular exchange and, as a partner, would like to promote not only sport, but also the education and professional future of young talent.



Future Day at the Emsland Group



More than 50 children visit the Emsland Group in Emlichheim and Kyritz.

The nationally recognized “Future Day” in Germany is intended to give schoolchildren insight into the working world in various professions.

37 children got to know the company in Emlichheim and visited various departments such as the labora-

tory, the electrical workshop and the metalworking shop. They ended the day together in the canteen with fries and currywurst.

In Kyritz, 13 pupils took advantage of the Future Day invitation. The children received an overview about the company and potential internships before heading out for a tour of the various departments. The group ended the visit with lunch together.

Tomorrow's Talents

Throughout the summer and early fall, several locations received visits from local school classes.

Students in Year 8 at the Edith-Stein-Realschule in Emlichheim visited our headquarters to experience a day in the life of an Emsland Group employee. The students received an introduction presentation to the company and then went on a tour of the plant. At the end of the visit, the group enjoyed lunch together in the company canteen.

Out of the school routine and into the world of work — that was the motto for Year 9 pupils at IGS Wittingen. The group received a behind the scenes look into our Wittingen plant. They visited several departments, including logistics, production, the electrical workshop, the metalworking shop and the laboratory. Some students also participated in hands-on tasks and demonstrations.



Year 9 pupils from the Gymnasium an der Vechte grammar school in Emlichheim visited our headquarters as part of their project week. The students learned about what we produce at the Emsland Group and got a closer look at our processes during a tour of the company.

We hope that through engagement with local schools we have piqued the students' interest and that we receive many internship applications in the future.



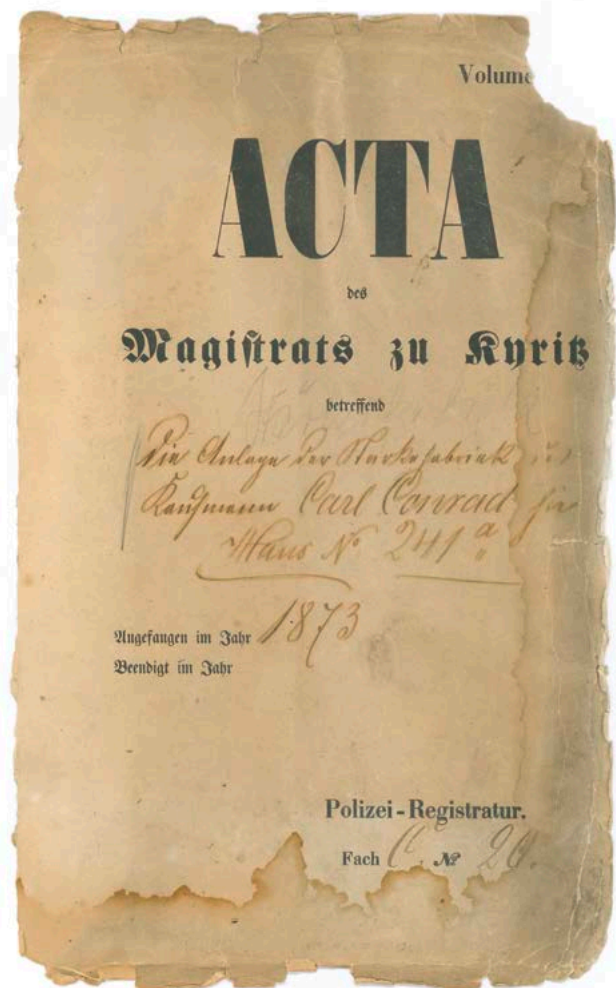
150 Years Starch Factory in Kyritz

Colleagues and their families gathered in August to celebrate.

The Kyritz starch factory was founded in 1873 by the Kyritz merchant Carl Conrad. At that time, employees at the factory produced potato flour, potato starch, dextrose, syrup, couleur, gum and dextrin. Over the years, capacities were increased, the factory was expanded, huge investments were made, celebrations were held but also the odd misfortune was lamented. The starch factory had both good and bad times. In 1991, Emsland-Stärke GmbH Emlichheim took over Kyritzer Stärke GmbH as a subsidiary. This was a major step for the continued existence of the starch industry at the Kyritz site. Since then, extensive renovations have been carried out in parts of the plant. For example, a new warehouse, an evaporation plant and a protein plant, a PPL warehouse with three tanks, a dextrin



plant and a new potato washing plant in 2023 were built. Despite varying conditions, a potato campaign was carried out every year. With a starch refining proportion of approx. 60 %, a large proportion of the native potato starch is now converted into high-quality modified potato starch, which are also the basic material for the production of starch blends products at the plant. Furthermore, valuable components of the potato, such as fibres in wet

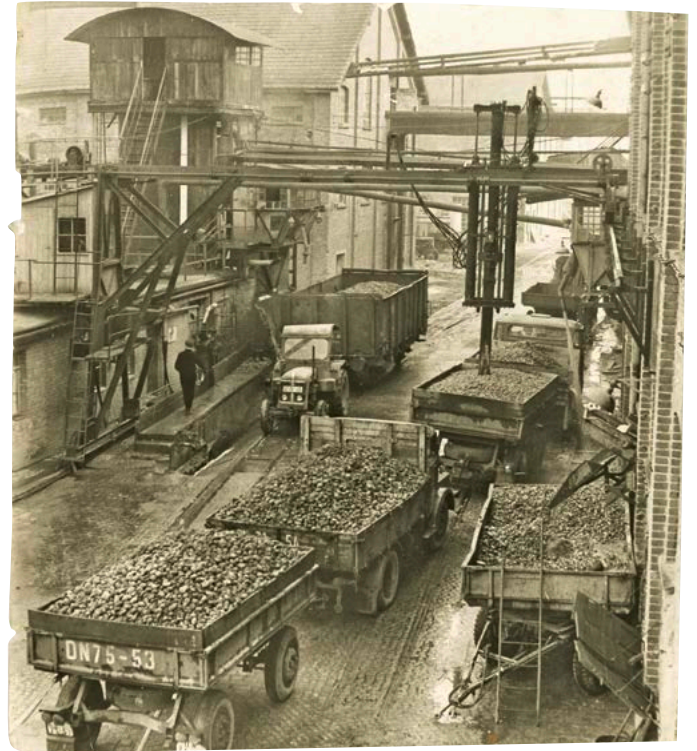


and dry form, are obtained and fruit and process water are used for agricultural purposes due to their fertilizing value.

The Kyritz plant has developed into an important location for the production of starch processing products for the Emsland Group food industry customers worldwide.

On August 9, colleagues and their families gathered for the anniversary celebration in Pritzwalker Straße. After an official welcome, the group received a plant tour including a visit to the new potato washing facility. This was followed by a delicious buffet before the real celebration began with live music.

At the anniversary celebration, we refrained from gifts. Instead, our guests had the opportunity to donate. In total, we were able to collect an incredible € 6,780 with this campaign, which we handed over to Stephan Michelis, Managing Director of Prignitz-Ruppiner Hospizgesellschaft mbH and Nora Görke, Mayor of the town of Kyritz for the “pump track” project. A very big thank you to all the donors involved for this fantastic result.





60 Years of Wittingen Plant

Colleagues of Emsland Food in Wittingen gathered in the summer to celebrate.

Our plant in Wittingen celebrated its 60th anniversary. The plant was built in 1962 by C.H. Knorr Nahrungsmittelfabriken and has been part of the Emsland Group since April 2000. The wide range of applications and excellent properties of potato granules for the food industry were already recognized in Wittingen in the 1970s, setting the course for successful development.

On July 1, all colleagues from Wittingen gathered for the anniversary celebration at the Biogut Bauck in Bad Bodenteich. Starting at noon, attendees were introduced to the philosophy of organic farming over bratwurst and fresh cake from the wood-fired oven. Colleagues then went on an animal safari where they saw prairie bison, camels, yaks, water buffalo, wolves and many more animals up close. After a short break, attendees were invited to participate in an archery lesson. In the evening, there was another real highlight — a large BBQ with premium steaks from





the organic farm. Colleagues were also able to try dry-aged steaks, which have the longest maturation period in Europe. With good food and drinks, the group spent a few pleasant hours together until the bus arrived to take everyone back to Wittingen.

Many thanks for this great party and hopefully many more years of Emsland Food Wittingen!



Thank You for Your Many Years of Loyalty



Employee Anniversaries — Something to Celebrate!

25 colleagues from Emlichheim were once again invited to the Alte Landhaus Buddenberg together with their managers and partners to celebrate their anniversary with the Emsland Group. Managing Director Gerrit-Jan Wesselink welcomed all those present and expressed his thanks for the employees' many years of loyalty. The management — Gerrit-Jan Wesselink, Christian Kemper and Stefan Hannemann — then presented the certificates to the employees celebrating their anniversaries, accompanied by personal anecdotes. Special acknowledgements

were given to the colleagues who have been at the Emsland Group for 45 years; Alfred Koers, Hans Jürgen Engbers, Harald Ettner, Hermann Orant and Frieda Meppelink.

After the honors, everyone could enjoy a buffet and reminisced about their first days at the Emsland Group.

Thank you for your many years of loyalty and commitment — these are the cornerstones of our company's success!

Anniversaries

EMSLAND-SERVICE
10 YEARS
Eckhard Fleßner
Marvin Huisken
Joshua Nyman
Joachim Slood
Christian Tallen
Carsten Zelle
35 YEARS
Günter Klokkers

EMLICHHEIM
10 YEARS
Heike Ameloh
Roswitha Assen
Christiane Baxmann
Erik Beenen
Ann-Cathrin Berning
Hanna Menger
David Rüb
Henry-Gero Schepers
Jannik Scholte-Eekhoff
Ellen-Simone Stroeve
Annika van der Veen
Florian Wolter
25 YEARS
Sylvia Bos
Martina Boukamp
Gerold Breukelman
Christian Kemper
Sarah Kotten
Johann Kroezen
Gerold Tallen

35 YEARS
Alwin Hans (EF Emlichheim)
Matthias Kramer (EF Emlichheim)
Ansgar Back
Jürgen Blümel
Michael Brinkmann
Holger Geerds
Helmut Klok
Bernhard Lammers
Hindrik Jan Lübberink
Jochen Schoo
Werner Spangemacher

45 YEARS
Hans Jürgen Engbers
Harald Ettner
Alfred Koers
Frieda Meppelink

HAGENOW
25 YEARS
Nicole Grabbert
Kathi Schröder
Kerstin Ulrich
Ramona Wolf
35 YEARS
Ramona Jäger
45 YEARS
Anke Redetzky

GOLSSEN
25 YEARS
Uwe Hackel
30 YEARS
Iris Matho
35 YEARS
Lutz Schlichting
45 YEARS
Tilo Guttke

CLOPPENBURG
10 YEARS
Eugen Braulik
Alexander Genschel
Oleg Korovkin
35 YEARS
Heinrich Büssing
Ewald Dedden
Joachim Frost
Michael Rassel
Thomas Schmidt

WIETZENDORF
25 YEARS
Thomas Hergenröther

WITTINGEN
10 YEARS
Stefan Horey
Patrick Lorenz

KYRITZ
10 YEARS
Leon Jeschke
Thomas Kalien
Michael Peter
25 YEARS
Silke Graß
Anette Rau
Jana Teiche
Kai Vogt
35 YEARS
Rüdiger Hanke
45 YEARS
Olaf Modrack

Recruitments

EMLICHHEIM		
Daniel Freigang	Production Worker	01.02.2023
Nisar Ahmed	Production Worker	01.10.2023
Tim Alers	Production Worker	01.08.2023
Robin Assen	Production Worker	24.11.2023
André Beuker	IT Security Manager	01.06.2023
Aron Borker	Process Technician	01.07.2023
Chris Egbers	Production Worker	15.09.2023
Justin René Egbers	Production Worker	01.11.2023
Johannes Egberts	Production Worker	01.06.2023
Stefan Eichhorst	Production Worker	01.05.2023
Hartmut Everink	Production Worker	01.10.2023
René Gelschefarth	Production Worker	01.04.2023
Jörg Gosink	Production Worker	09.10.2023
Magdalene Ikpi	Research Laboratory Technician	01.09.2023
David Kerperin	Laboratory technician	01.02.2023
Thorsten Klompmaker	Production Worker	01.10.2023
Carl Philip Kluske	Production Worker	01.11.2023
Dennis Kötting	Production Worker	01.03.2023
Raphael Lammers	Business Application Manager	01.11.2023
Paul Langius	Production Worker	01.07.2023
Dirk Lübben	IT Service Manager	01.12.2023
Maik Lübbers	Production Worker	01.01.2023

Marten Meyer	Process Technologist	21.12.2023
Klemens Peuyn	Controller	01.07.2023
Maik Prinz	Production Worker	10.07.2023
Daniel Werner Rasfeld	Production Worker	01.11.2023
Thomas Rehring	Production Worker	01.06.2023
Dieter Schwengler	Production Worker	01.01.2023
Julian Simke	Team Lead	01.10.2023
Lena Toomsen	Customer Service	01.04.2023
Helena Weggebakker	Raw Material Procurement	01.04.2023
Ralf Weßling	Production Worker	01.07.2023
Timo Wischnewski	Production Worker	01.04.2023
Julian Wissing	Production Assistant	01.12.2023
Maren Wösten	Project Manager	01.12.2023
WIETZENDORF		
Daniel Koschmann	Logistics	11.04.2023
Schirin Michalski	Logistics	01.09.2023
KYRITZ		
Franziska Kuball	Logistics Manager	01.12.2023
Daniel Melz	Production Worker	01.08.2023
Thomas Nitsche-Beutz	Logistics	01.07.2023

EMSLAND-SERVICE		
André Arends	Project Manager	01.08.2023
Stephanie Jung	Administrator	15.06.2023
Max Langius	Industrial Mechanic	01.09.2023
Heinz-Jürgen Ramaker	Warehouse Specialist	01.11.2023
Hendrik Schipper	Industrial Mechanic	01.11.2023
Celina Völkerink	Administrator	01.03.2023

GOLSSEN		
Michael Rothe	Occupational Safety Specialist	01.04.2023
Ralf Bütow	Production Worker	01.04.2023
Christiane Weise	Laboratory Technician	01.05.2023
Daniel Hagen	Production Worker	01.09.2023
Niclas Mann	Student Trainee	01.09.2023
Andreas Krolzig	Production Worker	01.10.2023
Anja Friedrich	Financial Bookkeeping	01.11.2023

CLOPPENBURG		
Seyses Ali	Production Worker	01.03.2023
Wladimir Brak	Production Worker	01.08.2023
Alexander Devjanin	Production Worker	01.01.2023
Wasam Kortan Koto	Raw Materials Acquisition	01.10.2023
Tobias Lautenschläger	Production Worker	01.04.2023
Denis Makarenko	Production Worker	01.08.2023
Alexander Martens	Production Worker	15.04.2023
Johannes Nagel-Held	Process Technician	01.11.2023

Viktor Stefan	Production Worker	01.08.2023
Kakhaber Stefan	Production Worker	01.01.2023

WITTINGEN		
Peter Nahser	Logistics	01.04.2023
Maria Magdalena Pieper	Laboratory Technician	01.08.2023
Nikos Walotys	Production Worker	01.02.2023

HAGENOW		
Ebrahim Al Jaouni	Production Worker	01.09.2023
Mohammad Saeed Alawar	Production Worker	01.04.2023
Ibrahim Alharbe	Production Worker	01.09.2023
Khalil Alshadaideh	Production Worker	01.04.2023
Björn Dahl	Deputy Shift Supervisor	01.09.2023
Olaf Dinger	Logistics	01.04.2023
Christian Fimm	Mechatronics Coordinator	01.01.2023
Andreas Kunze	Plant Manager	01.12.2023
Andre Reupke	Metal Fabrication Specialist	01.07.2023
Roman Schmidt	Electrician	01.01.2023
Michael Schüler	Production Worker	02.10.2023
Anja Schulz	Production Worker	01.01.2023
Tobias Senitz	Production Worker	01.04.2023
Ecaterina Silnic	Production Worker	01.12.2023
Marcel Tiede	Production Worker	01.02.2023
Theresa Timm	Production Worker	01.10.2023

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using nature to create

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