

EMSLAND GROUP[®]
using nature to create

EMSLAND*News*

The magazine for business partners and employees

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Foreword

Dear business partners and employees,

At the time of writing the foreword for this issue of Emsland News, a terrible war is raging in the heart of Europe. Cities and villages are being destroyed; families torn apart; people killed. Unspeakable suffering is stretching across an entire country. It fills us with gratitude to see how strong the willingness to help is among colleagues within the company: Together, supported by agricultural providers, they have implemented various aid programs.

The consequences of the Russian war of aggression primarily impact the people in the affected regions. Beyond these, entire areas around the world that were previously considered reliable are beginning to falter. Take, for example, grain shipments from the Black Sea region: Their uncertain supply especially affects the poorest countries. Having already begun last year, the sharp rise in prices on the international commodity markets has been significantly exacerbated by developments since February.

Last but not least, there are the effects on a globally stable energy supply. Despite the enormous challenges, we, the Emsland Group, were able to fully utilize all production capacities. We also see ourselves well positioned for the future in this respect. We are continuing to work on optimizing our energy supply — especially against the backdrop of sustainability and the aim to reduce fossil fuel consumption.

The 2022 potato and pea crops were shaped by price developments on the international commodity markets and a very dry summer. Unfortunately, the drought will impact our raw material supply. As in other comparable years, all departments are diligently working with great flexibility to nevertheless meet all customer requirements.

This Emsland News issue shows that the Emsland Group, even (and especially) in challenging times, acts in the interest of customers, employees, and raw material suppliers. The strength of the company lies in its ability to flexibly react to changing conditions. It's all made possible by our team of professional, motivated employees with a great product portfolio.

We thank our customers, employees, and suppliers for their cooperation and wish them all the best moving forward. Enjoy reading this issue of Emsland News!



Excerpt from Our Investment and Modernization Projects

at All Locations of the Group of Companies



“WaltrAut“ Officially Starts Up Operations

With a total investment cost of over €33,000,000, the “WaltrAut” plant is the largest investment at the Emlichheim site and thus a demonstration of the company’s clear commitment to the location. The roller drying plant with autoclave, called “WaltrAut” for short, was delivered to production and officially commissioned on July 1, 2022, after six months of continuous test production in a 24/7 shift operation.

“The Engineering department is still working its way through testing activities. During the last weeks of the commissioning phase, new products were also produced on the plant for the first time, thereby providing us with new insights. Optimization work on a production plant of this scale never stops,” says

Florian Schmidt-Hickmann, Project Manager at the Emsland Group.

The “WaltrAut” is generally considered an organizational masterpiece by the entire project team since it was built during the coronavirus pandemic in only 13 months and included everything from construction, assembly to piping, as well as electrical and automation work. A working area of around 3,750 m² was created over five floors with each floor measuring 750 m² in size. Over 13,000 tons of concrete and 1,000 tons of structural steel were used in the construction. Using 6,000 meters of piping and over 60,000 meters of cable, 100 self-selected individual machines were assembled just like a jigsaw puzzle to form a fully comprehensive plant.

Cutting-edge products for technical applications such as for wallpaper paste, adhesive materials for products like gypsum and tiles, and flocculants for sewage treatment plants will be produced here in the future.

Each year, the starch from around 60,000 metric tons of potatoes will be processed into specialty products in the “WaltrAut” plant. The steam required for production is obtained in a CO₂-neutral manner from the neighboring waste wood and straw power plants.

The “WaltrAut” project marks the start of the Emvision 2030 target vision and signals the beginning of an investment offensive for the Emsland Group’s Derivatives departments.



New Emulsifying Station at the Emlichheim Plant

A project to create a dissolving station for mono- and diglycerides had to be initiated in spring 2022 due to external factors. At the same time, a project group spanning across multiple departments quickly developed ways to use new mono- and diglycerides, where to source them, and use them in process engineering through a new plant in the Derivatives Production department. The Research and Development department’s lab experiments led to palm-based emulsifier being simultaneously replaced by rapeseed oil emulsifier. In addition to the Purchasing department procuring new raw materials, the Engineering department and Emsland-Service GmbH were in charge of this project.

During the technical implementation, this initially included a conceptual design, detailed planning as well as the selection and procurement of the individual machines by the Engineering department. The complete design was carried out in-house and resulted in production documentation for Emsland Service GmbH. After the entire system was built and installed in Emsland Service GmbH’s workshop, the Engineering department put the emulsifier station back into operation with the help of on-site production and finally handed it over after production trials were validated. The project was successfully completed with a CE declaration, plant signage, and QR-readable component documentation for maintenance.

In the future, the semi-automatic emulsifier station will be able to indirectly heat media up to 65°C on an electrothermal basis, dissolve them, and dose them to a desired location. The plant was built with a skid-based structure to make it easy to relocate it in the future within the scope of Emvision 2030.

Optimization of Roller Mill Grinding System in Cloppenburg

The existing roller mill grinding system in the Cloppenburg plant was modified in June 2022. Aside from making some changes to the pipeline routing, a large roller mill machine was installed. The grinding capacity was able to be expanded from 2.7 to 6.5 tons/hour thanks to the relevant modifications. This was a major milestone that has many advantages:

- Reduction of energy costs
- Unlimited production lot sizes (fewer product changes = lower manufacturing costs)
- Reduced downtime in bagging
- High degree of flexibility in the production planning



Separate Incoming Goods Weighing Station at the Cloppenburg Location

The path to install a separate incoming goods weighing station at the Cloppenburg location was laid in January 2022. As a result, the gatehouse began being demolished in April 2022 before installing the new incoming goods weighing station and the OAS yard management system. This is the first step toward being able to quickly deliver potatoes to the Cloppenburg location. Further optimization measures were carried out at the receiving station in the north. This was also a major challenge because the corresponding modifications had to be carried out on a very tight schedule.



New Bagging Line – Part III: Modernization of Big Bag Filling

The new bagging line for 25 kg bags at the Wittingen location was commissioned at the end of January 2021. The second part of this project was realized at the end of July 2022 with the implementation of three new storage and mixing silos, meaning the new bagging line can now be used at full capacity.

The third phase is now planned for financial year 2022/23 and will be realized in summer 2023. It will make it possible for our granules to be filled into big bags more efficiently.

The following sketch shows one of the possible solutions for physical implementation in the future. The turntable shown in the top left will serve as the interface to existing conveyor technology.



New Evaporation Plant and Protein Dryer for the Extraction of Protein

Thanks to an investment of more than €16 million, the construction of a protein recovery and evaporation plant at the Wietzendorf location has been completed and has shifted into production operations.

The new plant will make it possible to increase protein yields thanks to efficient separation technology and the treatment of process water. Process wastewater that is generated is treated in the new evaporation plant, meaning that the costly and complex disposal of process water and fruit water is no longer necessary. The future production of PPL as a high-quality fertilizer increases the added value. The evaporation plant has a processing capacity of 90 m³ per hour and can reduce emissions (e.g. traffic or odor). Another advantage is that there is no longer any limit to the volume that can be processed.

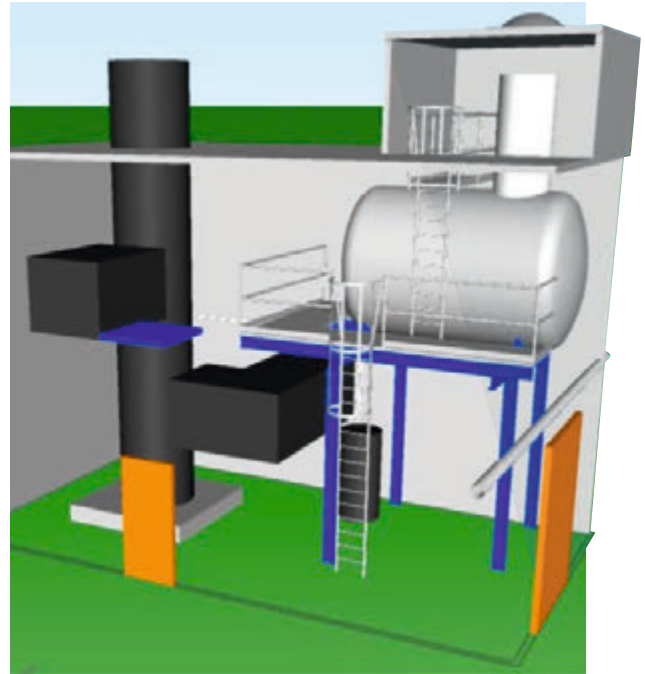
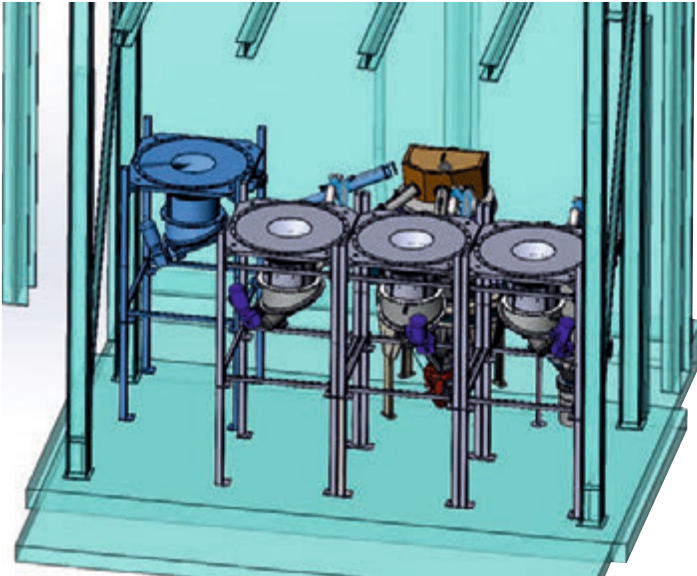
annually due to limited storage capacities for wastewater. The additional protein dryer innovation makes it possible to process a higher capacity of approx. 1.6 tons per hour.

reduction of 519 tons of CO₂ saved per year. That's not exactly a negligible amount in the background of increasing energy consumption prices and rising carbon taxes.

The following planning sketch shows the 3D design for the project currently being implemented.

New Dosing Equipment in the Production of Fish Food

In the Fish Feed Production division in Golßen, three dosing stations for premixes, monoammonium phosphate, and lysine and worth €280,000 were put into service in summer 2022. Raw material costs for these expensive products are saved thanks to precise dosing. It is extremely important for close-loop systems to prevent too much phosphorus from being dosed to maximize fish growth and minimize algae growth.



New Feedwater Tank for the Steam Boiler in Wittingen

A new feedwater tank is being implemented as part of the group's efforts to conserve energy. Up to 5% primary energy – or approx. 2,853,747 kWh of natural gas per year – can be saved by using one common feedwater tank for both steam boilers instead of two separate ones. At 182 grams of CO₂ per kWh of natural gas, this is equivalent to an annual carbon

Support for



The Russian attack on Ukraine in the form of a war of aggression and the resulting suffering continues to concern us all deeply. The Emsland Group does not want to stand idly by and has launched several initiatives in the past months.

Now more than 30 pallets of mashed potatoes from the Hagenow and Cloppenburg Plants have reached Ukraine from transport routes organized in various ways. Our apartments for craftsmen in Kyritz were renovated and made available to Ukrainian refugees.

As part of a fundraiser for the people in Ukraine, in which both the workforce and employer/owners took part, a total of €13,656.75 was donated. Together with the Erzeugergemeinschaft für Industriekartoffeln im Emsland und der Grafschaft Bentheim r.V., the Emsland Group not only doubled the amount to €27,313.50 but also initiated further aid shipments.

Millions of people still live in fear in Ukraine. The future is still unknown. This initiative shows cohesion, responsibility and commitment – values, that shape us as a company.

We would like to thank all employees for their support



Potato Breeding and Seed Propagation

At the heart of our process for sourcing quality raw materials is our cooperation with our suppliers for potato seeding and seed propagation.

Emsland Group products use potato varieties from German and Dutch providers, which help to assure a broad portfolio with a high quality and sustainable cultivation. As part of our support for our suppliers, as well as our drive to improve potato varieties in terms of resistance and maximize yield, we perform regular tests on our own trial areas of the fields using certified seed potatoes.

Through close collaboration and knowledge exchange, we help our suppliers to develop strategies to accommodate the unique cultivation needs for each potato variation. We test new varieties to not only improve quality and yield, but also focus on disease resistance, climate resistance (such as heat and drought), and low-input varieties for sustainable cultivation.

By partnering with our suppliers over the longer process of potato variety development and optimization, we assure high quality raw materials in our products while assisting suppliers to meet their goals all while minimizing the environmental impact.



General Meeting of the Affiliated Company Emsland-Stärke AG

Following the virtual General Meeting held last year online, the 19th Annual General Meeting of the Affiliated Company Emsland-Stärke AG took place this year once again at the Altes Gasthaus Kamp in Meppen. Accordingly, 197 preferred shareholders of the Emsland-Stärke AG affiliated company could gain an impression of the previous business year in person.

The General Meeting was led by Mr. Lambert Vette, Deputy Chairman of the Board. Mr. Vette began by presenting the report of the Supervisory Board for the 2020/21 business year.

Next, in the report of the Executive Board, Mr. Gerrit-Jan Wesselink discussed first the individual

At the end of the first part of the event, the General Meeting itself, the proposals for the appropriation of the net profit for the 2020/21 business year were accepted by a vote and the members of the Supervisory Board and Executive Board were granted discharge from liability.

In the second part of the event, the directors gave an overview of the trends in the current 2021/22 business year. First, alongside the budget targets and current earnings performance, Mr. Gerrit-Jan Wesselink (CEO) provided an overview of the investments and financing. In the campaign report that followed he discussed first the challenges posed by rising prices, and those of energy, fertilizer, and crop protection products in particular. After presenting



financial statement of the company and then the consolidated statement for the corporate group for the 2020/21 business year. He explained the trend in sales (a minus of 1.0%) and the EBIT margin, which was lower than in the previous years. The causes for this were, in particular, lower selling prices, higher amortization and higher outlays for energy. As in the previous years, the equity base of the Emsland Group continued to improve in the 2020/21 business year.

Another member of the Executive Board of Emsland-Stärke AG, Dr. Hausmann, reported on the current significant legal affairs of the Group.

the volume developments for potatoes he discussed the significantly higher payout prices for potatoes in the coming 2022/23 business year with which the cultivation was to be secured.

In the presentations that followed on the markets for Emsland-Stärke GmbH, Mr. Christian Kemper (CSO) then gave a comprehensive overview of native starches and derivatives on the basis of potatoes and peas. The counterpart to this then followed on the flake and granule market.

Finally, Mr. Stefan Hannemann (COO) reported on the Operations division. He discussed the extensive investments being made in the Emsland Group sites.

Particularly salient here is the reconstruction of the autoclave plant in Emlichheim, begun in the previous year.

The atmosphere at the event was very good overall and trust in the Supervisory Board, the Executive

Board and the management was evident. At the end of the 3-hour meeting, the participants could then enjoy a rich buffet while reviewing the content of the highly informative presentations in conversation and exchange.



Around 380 Farmers Attend “WaltrAut” Open House



On July 27, 2022, the Emsland Group held an open house to come see new processes in Emlichheim. 380 farmers from the local area were invited and attended and were able to gain an impression of the latest advancements.

In his welcoming speech, Managing Director Gerit-Jan Wesselink explained the company's current economic situation and the new investments made by the Emsland Group. The roller drying plant with autoclave, called “WaltrAut” for short, is not only an impressive building measuring approx. 34 meters in

height, but it is also the company's largest investment made at a total cost of €33,000,000.

Mr. Wesselink was particularly proud of the engineering work carried out in-house, noting the construction and installation time of only 13 months – a brilliant achievement pulled off during the coronavirus pandemic.

Martin Ter Glane's staff (Starch Plant Manager) and employees from the Engineering department led the guests in small groups through the new "WaltrAut" plant. During the tour, the participants learned about the state-of-the-art plant technology installed on a working area of 3,750 m². A special emphasis was placed on teaching them about how the company used its own know-how in the development of processes and the entire plant. Rollers and autoclaves were used during the tour to explain the processes to the participants. Up to 6,000 meters of piping and over 60,000 meters of cable connect the different individual machines and transform the plant into a highly complex production process. Afterwards, the Research and Development department demonstrated some practical examples of the products developed at the "WaltrAut" plant. The presentation focused on the application of wallpaper paste, tile adhesives, spray mortar, and other products.

In addition, employees of the Raw Materials Acquisition department provided a walkthrough of the new OAS weighing system using practical demonstrations. The new system will improve some things and lead to changes in the delivery process. The system will be put into first use this year in the plants in Cloppenburg and Emlichheim.



The Raw Materials department wrapped things up by presenting the possibilities of the new portal MyEmsland.

"The big advantage of the system is that you can see all the data about the delivery directly and digitally," said participant Dieter Kleene from Walchum. "So, there is no need for any more queries to be made to the Emsland Group's Raw Materials Acquisition department. On top of this, all data for the entire year is available in one overview."



Webinar: Special Coating for Home Delivery French Fries

On October 12, the Emsland Group presented a webinar on the topic of coatings at the Business Review Webinars portal.

The focus of the presentation by our experts from the Research & Development department was the potato-based coating **Embat® 11384**, which is particularly well suited for french fries, such as those used in home delivery. When applied with our **Embat® 11384** coating, french fries stay warm and crispy for longer, which is especially important if they still have to be delivered following preparation.

For a free view on demand of the webinar, please click on the following link:

<https://bit.ly/3x0jfQl>

Or contact us directly by mail:

pgeers@emsland-group.de



New Information Material for Technical Specialties and Animal Feed

A comprehensive range of information material, such as flyers and brochures, has been made available to the Wallpaper Paste, Paper Bag Adhesives, Glass Fiber Sizing, Construction Additives, and Animal Feed divisions. Everything you need to know about the Emsland Group's fields of application and solutions can be found here.

Readers are provided with information on product highlights and their many benefits in the individual technical applications, as well as a complete overview of the products we offer for the Pet Food and Livestock Feed industries.

This documents can be downloaded as a PDF in future on our new homepage, or a printed version can be requested by sending an email to pgeers@emsland-group.de.



Emsland Group at Several Trade Fairs in 2022



After being forced to take a break because of the coronavirus pandemic, we were able to use this year once again to interact with customers and trade fair attendees on a personal level. The Emsland Group used these opportunities to make a range of appearances at trade fairs in 2022,

kicking things off with the Plant-Based Foods and Proteins Summit Europe in the Netherlands from June 21 to 23. The Bridge2Food Summit series is now in its 20th year, and the Emsland Group was also on hand during the three days to share information about its latest innovations and research findings and expand its network in the area of plant-based product solutions. Our experts focused on plant-based protein solutions from peas, which under the **Empro®** range leads many future-oriented products.

Another two exciting trade fairs were held in July, and the Emsland Group was once again represented at them with a large booth. For many years now, the Emsland Group has used SnackEx to demonstrate its leading position in the one-stop shopping sector for starches, flakes, granules as well as proteins for snack products. Since the product launch in 2020, this also includes the waxy potato starches of the **Emwaxy®** range, which are based on amylopectin potatoes and offer many advantages in snack applications. The SnackEx exhibition was held this year in Hamburg, Germany.

In addition, the Emsland Group has already exhibited many times at the IFT in the USA. This year our local colleagues from Emsland America Inc. were in attendance with experts from Germany and presented the latest developments in proteins for meat alternatives or dairy products. An additional focus was placed on our dextrins and fibers which round off the extensive range of starches as well as potato flakes and granules.

Our colleagues from Emsland America Inc. attended two further events in the USA in September 2022. From September 8 to 9, the Emsland Group participated at the Plant-Based Expo in New York, where, as the name itself already suggests, everything revolves around plant-based products. It provided us with a great opportunity to present some of our plant-based product solutions to visitors. For example, we had our plant-based coffee whiteners with our pea protein isolate and nutrition bars with our potato dextrin as a binding agent on display. Our local experts were delighted to speak with visitors to the booth about the opportunities our plant-based ingredients can offer their applications. Another event we participated in was the IBIE – International Baking Industry Exposition. It took place from September 18 to 21 in Las Vegas and is considered the USA's leading trade fair for everything having to do with baked goods and bakery products. The Emsland Group showcased delicious vegan and gluten-free

baked goods at the baking trade fair. Our plant fibers, proteins, starches, and dextrins offer a wide set of unique features to improve end products. Our team was pleased to show visitors our new baking innovations for artisanal and industrial bakeries.

Food Ingredients Asia was held this year in both Indonesia and Thailand. This year, the Emsland Group exhibited in Thailand in October. The Asian market remains one of the most important markets with a lot of potential and enormous developments. In the future, our presence in this market will be expanded even more and our offer for existing as well as potential customers further optimized. Our local experts from Emsland Asia Food Application Co. Ltd. and the Emsland Group were able to answer questions on current topics in a professional manner and were pleased about the many visitors.

The Emsland Group also exhibited its latest innovations at this year's Gulfood Manufacturing in Dubai. Gulfood Manufacturing, which is considered the largest trade fair for the food industry in the Middle East, took place from November 8 to 10, 2022. The Emsland Group has been a guest at this show since 2009. The group of companies presented a wide variety of highlights from the areas of snacks, confectionery, baked goods, etc. in the "German Pavilion."

The year will be rounded off by the Food Ingredients Europe which now takes place on a yearly basis and will be held this year from December 6 to 8 in France. The Emsland Group showcased special highlights and new product developments on more than 60 square meters at booth number 4C84.

We would like to thank all the trade-fair goers who visited our booths around the world in 2022!

A new look for the Emsland Group's homepage

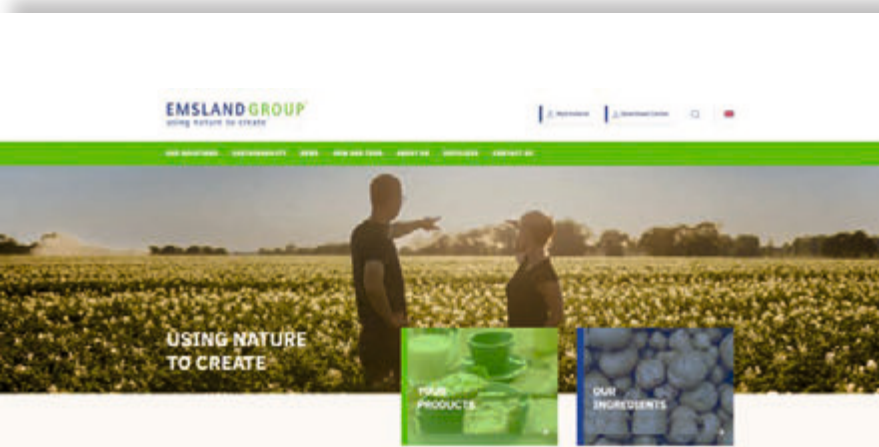
The website of the Emsland Group was revised and relaunched both in terms of content and design. The fresh and modern look resulted not least because of the current photo and video shootings that were taken at the Group's different plants.

Besides a new design, the website offers targeted and meaningful information on a variety of topics such as sustainability, the procurement of raw materials, and new job opportunities.

In particular, however, the section concerning our product solutions was reduced to the most essential information. Customers and potential customers may now download product data sheets or safety data sheets of our product highlights for the respective subsegments (e.g., extruded snacks). In addition, the new website offers a separate download center, where the user can download numerous documents, for example, our current innovation newsletter, sustainability reports, or the many certificates of our individual plants.

In the future, further direct access to our tool MyEmsland will also be possible, which will provide a lot of useful information for our customers and raw material suppliers.

Naturally, the URL remains the same:
www.emsland-group.com



15-year anniversary at the 3rd Latin American Meeting 2022



Emsland Group celebrated its 15-year collaboration with the Emsland Latin America team at the 3rd Latin American Meeting 2022, which took place in Buenos Aires, Argentina. The anniversary would have already taken place in 2020, but was postponed to 2022 due to Corona.

Christian Kemper (CSO), Dimitrios Mousios (Sales Director) and Florenz Rosen (Area Sales Manager) were present on behalf of Emsland Group. Furthermore, agencies, partners and customers from the region (Brazil, Chile, Uruguay, Colombia, Peru, Mexico) were also present in Buenos Aires.

There were many exciting topics to discuss during the three days' meeting. In addition to an overview of the history of the cooperation, there was also a review of the current fiscal year as well as an outlook into the coming fiscal year. During the presentations, challenges regarding the freight situation and other examples of current cost drivers, especially in the area of raw materials and energy, were analyzed. Examples of good managing practice — i.e. what worked well despite the challenges — included managing and communicating the increased freight rates between Customer Service and Logistics. By working in partnership, deliveries were secured, despite the cost increases.

Another important topic was the current situation on the raw materials market. In addition to the current challenges, Mr. Kemper emphasized the security of

supply from contract farming, which is guaranteed by the Emsland Group. However, it was also made clear here that cultivation has to contend with considerable additional costs. Ultimately, the customer must bear these costs. Nevertheless, the availability of raw material was considered a central point of the meeting, also for the attending partners from the region.

Additionally, the new WaltrAut machinery (roller drying plant with autoclave) was presented and mutual agreements were reached to hold further concrete talks on this topic during the Emsland Group Symposium in mid-June 2022.

The agencies who had attendants at the meeting also provided reviews and outlooks on the current situation in their local countries. For example, the team from Brazil described the market changes for local production of native potato starch and potato flakes. Opportunities in the region were identified, including the substitution of corn starches and the use of **Emfibre®** in the meat industry.

The three-day's event resulted in a constructive exchange of different market situations and a positive outlook for further cooperation between all participants. Emsland Group participants thank Emsland Latin America S.R.L. for the invitation and the great organization.

Important Exchanges at the Eighth Emsland Group Symposium



Also, the 8th edition of the international symposium was originally planned already in 2020, but the COVID-19 pandemic forced a postponement of our mandatory meeting with our globally active subsidiaries, agencies, and distributors to this year. However, the more than 100 participants were all the happier about the reunion.

While many colleagues have been distributing Emsland Group products in their region for decades, for some guests it was their first visit to the Group's symposium.

This year, the guests gathered in Lattrop, the Netherlands, at Landgoed de Holtweijde, for three days of exchanges during many interesting presentations and workshops.

The topics were multilayered: from strategic objectives to investments at the individual locations, and from current developments prompted by outside influences to new developments in the individual

product groups in the food sector and in technical applications, a lot of new input was presented and clearly illustrated in workshops.

A new addition were the panel discussions that were held with some of the agencies which had come to the symposium and participants from the Emsland Group – for example, around plant-based foods and how the current crises are affecting the respective markets.

The agency representatives were then bused to the main plant in Emlichheim, where the colleagues from the Research and Development department of the Emsland Group had prepared various workshops; here, product developments could be shown and discussed directly at the plants. In the food sector, corresponding workshops were offered on topics and product solutions for meat and dairy alternatives, confectionery, dextrins, and also **Emwaxy®** starches. Regarding the technical applications, the focus lay on building additives and adhesives—this in direct connection with the new WaltrAut plant (roller drying plant with autoclave).

It was not only the information events, however, that invited people to swap experiences; the evening events also provided plenty of opportunity for exciting conversations, whether at the joint dinner on the first evening or at the delicious barbecue on the second.

All in all, the eighth international symposium was a resounding success—both for the organizers of the Emsland Group and for the numerous participants, who headed home with a lot of valuable information picked up over the three days.



Our agency in South Africa - Crown Food Group

The Crown Food Group, with a rich heritage of more than 110 years, is a proud member of the Bidcorp Group. Bidcorp Group originated in South Africa and is today an international food distribution company listed on the JSE securities exchange, operating on five continents and employing over 28 000 people globally.



CROWN FOOD GROUP

We subscribe to a philosophy of transparency, accountability, integrity, excellence and innovation in all our business dealings and have earned an exemplary reputation in the international business arena. Our motto is “We’re here to help”.

Crown Food Group comprises of two manufacturing facilities with dry blends and wet sauces and both these facilities manufacture under our Food Safety Initiative, Microsafe®, which is underpinned by BRC, FSSC 22000 and many more accreditations. We have two Centres of Excellence with five pilot plants where we do our R&D, as well as capability days showcasing our expertise in developing bespoke customer solutions.

Crown Food Group has three trading arms namely:

- Crown National focussing on the meat industry with dry and wet blends for the meat manufacturing business from small butcheries to large manufacturing businesses. We also have a consumer-facing range of spice blends and sauces that is sold through all our market segments.
- Crown Ingredient Solutions servicing the food industry outside of meat with focus areas on the dairy, bakery, confectionery, culinary, canning, sauce manufacturing, convenience foods as well as flavour houses.
- Griffith Crown, a joint venture between Crown Food Group and Griffith Foods, servicing the QSR business. This includes the likes of KFC, Mc Donald’s, Nandos, Burger King, etc.

We are proud to represent many of the best international principals including Emsland Group. Crown Food Group has fifteen trading operations and twenty-three retail outlets throughout Africa and we are represented by distributors in the UK, Europe, Africa, Australia and New Zealand to name but a few.

We are looking forward to thrive for the next 110 years and be of service to our valued customers and loyal to our international principals.





New Head of Research and Development

In May 2022, I took over as Head of Research and Development from Henk Jaap Meijer. I would like to take this opportunity to briefly introduce myself and my background.

My name is Andre Heilemann. I am 30 years old and have my roots in the Emlichheim area.

After completing my academic studies in process engineering, I started at the Emsland Group in 2015. At first, I was employed as a process engineer and process optimizer in production. Later, I was involved in the reorganization of the Technology Department and took over the position as Project Manager. I was able to apply and improve my knowledge of the organization and structuring of project tasks in several projects concerning the construction and conversion of process engineering equipment in various plants of the Emsland Group. In 2021, I had the opportunity to set up a new Process Development Team in order to create a close link between the fields of technology and research.

As global crises seem to continue to mount, we are facing numerous challenges in regard to how to better position our company for the future. Here, R&D plays an important role in safeguarding the existing

product portfolio, developing new products, and optimizing processes. I will therefore start focusing on the following main topics:

- Optimization of process structures in R&D for better planning and management of requirements and resources
- Development of new protein products based on potato and pea using membrane technology
- Expansion of the range of applications for potato and pea fibers
- Increase the added value of by-products
- Creation of a toolbox for online training sessions

Furthermore, I would like to intensify the contact and communications between the departments, customers and partners involved in order to identify requirements at an early stage and derive a strategy, and do so in coordination with the management.

I am very grateful that I can now head a large and motivated team and I am looking forward to the future.

Research & Development Opportunities in Bangkok



The Asian markets continue to be among the fastest-growing markets in the world. For the Emsland Group, the region is one of the strongest in terms of sales, as many major customers there have been purchasing quality products from Emsland for many years.

Emsland Innovation Germany, which is located at the main plant in Emlichheim, has been the center of innovation at Emsland for many years now; however, Emsland Innovation Germany is now being joined by Emsland Innovation Asia in Bangkok. Application solutions will be developed here that are specifically for the Asian market.

The research and development departments in Emlichheim and Bangkok will work closely together in their work. Both sides are constantly exchanging information, as ideas and their implementation can sometimes have their origin here and sometimes there. Some projects are also worked on in parallel right from the start.

In the following interview, Ms. Puengwooth explains the work going on in Thailand:

When was the R&D facility in Bangkok established?

In 2013, we started to set up the office at the National Science and Technology Development Agency (NSTDA) – an agency of the Ministry of Higher Education, Science, Research and Innovation.

Why was the R&D facility created?

So that we could better support our sales teams in regard to food applications and food specific information for the APAC region. We are also in direct contact with our tapioca suppliers in Thailand and can send tapioca samples for testing to any customer upon request.

How large is the team working there?

There is an office manager, an application manager, and a product documentation specialist.

What is the R&D facility capable of doing?

Even though we are only a small laboratory, we have machine support for food applications such as Thermomix, ovens, food processors, electric fryers, ice cream makers, yogurt makers, etc. We also plan to expand our application capabilities in the future through the use of other equipment.

What types of products can be tested and developed at the facility? Have any products already been tested and developed there?

Products from the range of baked goods & fillings; soups & sauces; dry mixes such as instant beverages; meat products such as meat coatings, meatballs, sausages; instant noodles; dairy products such as vegan cheese, yogurt and ice cream; and traditional Asian products such as mochi and dim sum.

What unique opportunities does the R&D facility offer customers or the market?

We provide support by offering food-specific information, basic recipes, and instructions on the use of the basic products of the Emsland Group. Furthermore, depending on the requirements, we also offer workshops.

Does the Asian/Thai market have special, unique requirements?

Of course. The APAC market is showing a growing trend toward plant-based and healthy products. We

get feedback from our distribution partners concerning very special projects, e.g. vegan cheese, jam, confectionery, sauces, etc.

Do customers in this region need a special or unique type of support?

Yes, customers need our support. We first train them and then we help them achieve their goals.

DEVELOPMENT PROJECT: PECTIN SUBSTITUTE

Why are the goals of this project?

We want to prevent syneresis in jars of jam in certain environmental conditions. Another aspect is cost reduction.

What makes this project so interesting or important to customers and the market?

In Asian countries, jam is stored in jars at ambient temperatures of around 30°C. In the summer, these temperatures can reach 35–40°C. This results in syneresis and thus an unattractive appearance of the jam. Furthermore, jam is a commodity and a specialty product the main ingredients of which are sugar, pectin and fruit. As many already know, pectin is one of the most important ingredients for gelatinization. However, it is also expensive. Therefore, our products can also help reduce costs.

What advantages does this project offer customers?

Avoiding or eliminating syneresis as well as reducing costs.

What is the current status of the project?

We have been able to successfully develop this project on a laboratory scale and are able to recommend a basic formulation. One of our customers has already tried our starch in combination with pectin and got good results. Other customers are still testing it out. However, this project is still in its infancy and we need more feedback from our customers so that we can continue to improve the quality of the product and help them achieve their goals.

What are the next steps?

We are still in the development phase of this project. We first want to develop even better recipes and processes for our customers' production before moving on.

Can this be used in other areas of the world? (Does anything have to be changed?).

As far as I can see, it can also be used in other regions. But it is not that simple. To begin, we would need to know what specific type of jam these customers prefer and if customers have a problem

with jam in this particular region. The formulations and processes would be different in each country depending on the storage temperature of the jam.

DEVELOPMENT PROJECT:

TOMATO PASTE SUBSTITUTE

Why are the goals of this project?

The longer we store tomato sauce, the darker it becomes, even if it is still good and can be used. That's why we are exploring whether fibers could provide the necessary water-binding properties allowing for a more durable, attractive appearance.

What makes this project so interesting or important to customers and the market?

Tomato sauce has a limited number of uses worldwide: typically as a condiment or canned. The project would extend shelf life and keep products looking appetizing for a longer period of time. It would also be more cost effective.

What advantages does this project offer customers?

Products have a more stable appearance, as well as a longer shelf life. An added bonus is the corresponding cost savings.

What is the current status of the project?

This project is still in the early stages of testing and so we are still making compromises in regard to optics and reducing costs for tomato sauce.

What are the next steps?

We will continue to carry out tests on canned tomato sauce in order to eliminate the pungency that develops under high temperatures. The results will then have to be verified.

Can this be used in other areas of the world? (Does anything have to be changed?).

Definitely, it can be used outside of the APAC region if customers are having the same issues and wish to improve their products

DEVELOPMENT PROJECT: VEGAN CHEESE

Why are the goals of this project?

We have received numerous requests about vegan cheese. There is an increasing demand for plant-based alternatives and products that take animal welfare into consideration as well as health-conscious aspects. Not to mention the needs of flexitarians. Plant-based products are increasingly popular and accepted by consumers. That feedback that we have received from customers says that they want

vegan mozzarella cheese. In order to do so, we want to start developing this. There will be some challenges for our team.

What advantages does this project offer customers?

Consumers are looking for new vegan products to try, but they also want flavors and textures that are as close to the original as possible. Our products can be the right choice here, as they provide many similarities vis-a-vis real cheese, such as gelatinization, melting properties and elasticity.

What is the current status of the project?

The research and development of this in our laboratory has been successful so far and we are also able to recommend a basic formulation. However, we will continue on exploring and experimenting, as the concept of vegan cheese has a bright future.

What are the next steps?

We continue to face certain challenges, but we are committed to making progress with this project.

Can this be used in other areas of the world? (Does anything have to be changed?).

Of course. This application would work all over the world, not just in the APAC region, but anywhere people would like to try something new.

Membrane technology has a future

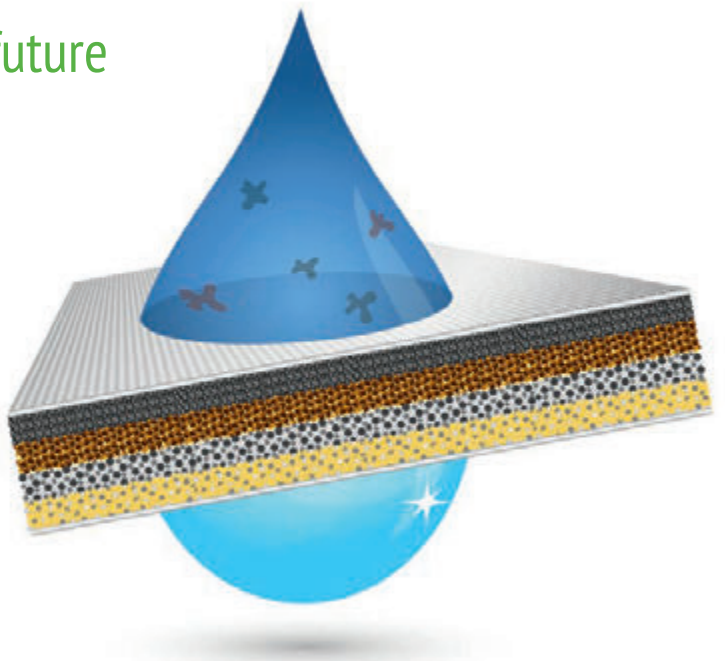
Membrane technology can be used to separate water from liquid sources. The process involves applying a high pressure on a membrane, which looks like a thin plastic film.

Emsland Group has been using membrane technology in its production for decades. At the moment, the technology is used predominantly in water treatment, where it has proved to be an effective solution.

For quite a while now, the Innovation division has been testing how to incorporate membrane filtration in other areas. We believe this technology offers

two main advantages:

1. The use of membranes requires significantly less energy than other technologies, resulting in a process that is more efficient and sustainable and reduces CO₂ emissions.
2. Membranes allow a process to operate effectively under milder conditions. This means that the process is gentler on our products.



Experiments are being carried out using various systems in the laboratory and pilot plant. These trials have come such a long way in the initial areas that a continuous operation test (similar to our production) is scheduled to take place in the coming months.

New investment for the production of wet extrudates on a laboratory scale

With the extension of the twin-shaft extruder by a cooling nozzle with a connected cooling unit, it is now possible to carry out tests with wet textures in the Innovation Center Emlichheim. The wet textures are particularly often used analogously in the field of meat, such as vegetable alternatives to shredded, pulled pork or chicken nuggets.

The connected cooling unit can reach any desired temperature in the shortest possible time with a thermal fluid of about 5°C to 95°C. After passing through the twin-screw extruder and the associated temperatures of up to 150°C, the product passes directly into the cooling nozzle.

Due to the effective jacket cooling from the outside to the inside to the core of the wet extrudate, a meat-like structure is produced as the final product.

In addition, there is the possibility to add colors and flavors to the dry substance (protein, starch). The first experiments have already been successfully carried out and tasted.

After this new acquisition, it is now possible to drive innovations in the direction of meat analogously with our products. It is also now possible to provide our customers with targeted support in this application, e.g. by working together on product optimization.



Optimization of TVPs - with **Emfibre®** KF 500

Textured Vegetarian Protein - TVPs are employed as a base product to create numerous meat alternatives to create a firm, meat-like mouthfeel.

Water Absorption

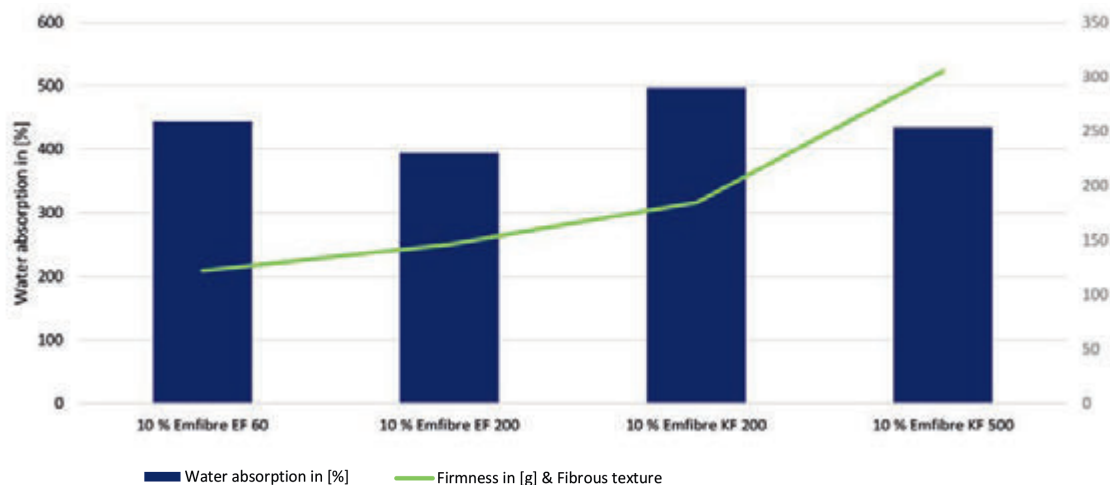


Figure: Water absorption and firmness of rehydrated TVPs with different **Emfibre®** products in the formulation.

For this to be possible, the TVPs used must have the following properties:

- Presence of a fibrous / meat-like texture
- A high water binding capacity in combination with the high stability of TVPs after rehydration – TVPs should be firm and fibrous, and not become mushy.

The use of **Emfibre®** products leads to an improvement of these properties. In particular, TVPs with **Emfibre® KF 500** that are used in recipe formulation are characterized by a particularly meat-like mouthfeel and have a very stable, firm texture with a high water binding capacity.

In addition, claims concerning fiber enrichment may be possible, but this must be checked on a country-specific basis.

Compostable packaging made from starches

The finite nature of fossil resources, microplastics in the oceans, and greenhouse gas issues are leading to a growing demand for renewable polymers that have a low carbon footprint.

Emsland Group contributes to this by supplying native potato and pea starch to companies producing compounds and granules for downstream industry. The bioplastics are then used to produce, among other things, biodegradable and compostable films and packaging.

Starch, as a renewable, plant-based resource, is part of our formula and helps us reduce our use of petroleum-based raw materials.

When used in this way, our starches are also certified for use in food-grade bags for a major German dis-counter and are demonstrably compostable pursuant to DIN EN 13432.

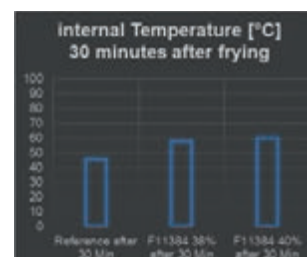
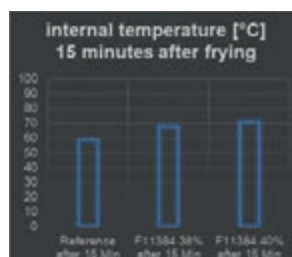
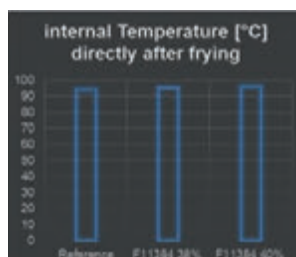


Embat® 11384 – Coating for home delivery French Fries

Due to the Corona pandemic in the last two years, and the associated lock downs, many restaurants / fast food restaurants had to offer their products for home delivery.

French fries in particular are not very suitable for this, as they quickly lose texture and temperature. For this reason, Emsland has developed a

coating for potato products which, compared to a standard product, has a longer temperature retention and the crispiness remains for at least 30 minutes.



Process development in the Potato Proteins division

The Emsland Group has been developing protein products for food use for over ten years. It has continuously developed and expanded the production capacities of pea-based protein products in the past few years.

Building on the knowledge gleaned from working with the raw material 'peas', it has now simultaneously started to develop a food protein with potatoes.

The goal is to further expand the product portfolio and meet the rising demand for functional proteins. Process steps are determined, technologies are evaluated and product samples are tested in collaboration with a large team composed of members from several departments in the company.

'Much progress – especially in research and development – has already been made in recent months thanks to the excellent commitment of team members', says Project Manager Andre Heilemann.

In comparison to other vegetable proteins on the market, native potato proteins stand out due to their distinct functional properties, such as their good foam- and gel-forming abilities. These properties enable animal products to be replaced in various applications. Potato proteins are also advantageous because allergens such as gluten or soy are not an issue.

At the same time, however, there are major process engineering challenges involved with obtaining a native functional potato protein and they require intensive process development work. This is mainly due to the process steps for separating unwanted ingredients and the high water content in the potato compared to other protein-rich raw materials.



Sensory Training in the area of Quality Assurance



Sensory analysis is playing an increasingly important role in the food industry. In addition to chemical, microbiological and physical methods, sensory tests are indispensable for product quality control.

In order to be able to continue to optimally implement sensory analysis in the area of quality assurance, a sensory training course was held for the employees of the QA Department in cooperation with the KIN Food Institute in Neumünster, Germany.

It included both theoretical and practical components.

In the practical part of the course, different flavor substances were tasted by the participants. Afterwards, it was determined that both the perception and the description of smells and tastes can vary greatly from person to person.



Health Day - Staff meeting - Company party



On July 28, 2022, it was that time again - Health Day, the staff meeting and the company party were all on the agenda.

The eventful day started with Health Day under the leadership of Katrin Neumann and the company's goal of zero accidents at 11 a.m. in Emlichheim. There were different stations on the company premises, at which the employees could actively familiarize themselves with the topics of health and safety. First aid knowledge was brushed up on at the German Red Cross station, employees could try to extinguish fires at the fire department station, mobility was measured at the AOK station and colleagues

could test their balance and multitasking at the installation "HochAchtung". As part of the in-house sports program, qualitrain, Kraftvoll was on-site to do various exercises and carry out analyses with the employees. The cafeteria team provided healthy snacks and tasty smoothies.

At 2 p.m., all of the Emlichheim Plant colleagues gathered together for the staff meeting. After the opening remarks by Works Council Chairman Alfred Weiden, both Plant Managers of Emsland-Stärke and Emsland Food, Martin ter Glane and Stefan Joppich, respectively reported on the current situation in the plants at the Emlichheim locations. In his speech,

Gerrit-Jan Wesselink, CEO and Spokesman of the Management, highlighted the work of the Logistics and Customer Service departments, which has accomplished a great deal in the last months in terms of shipments. Furthermore, Mr. Wesselink addressed the situation of high energy costs and price increases which will have significant future impacts on the market. In addition, he provided insight into the markets for starches as well as flakes and granules. For the workforce, there was good news in the form of financial support for these challenging times.

The day was then traditionally concluded with a company party. A sumptuous grill buffet, cool drinks and an ice cream stand awaited the employees on this occasion.

Thank you to all of the organizers and to the colleagues for participating!



“Prämierter Betrieb 2021” Award Granted for Exemplary Commitment to Occupational Health and Safety

The Emsland Group once again successfully participated in the awards process of the Berufsgenossenschaft für Nahrungsmittel und Gastgewerbe (Trade Association for the Food and Hospitality Industry, BNG) in 2021.

For our exemplary commitment to improving occupational health and safety in our company in a way that

goes above and beyond legal requirements, we were recognized by the BGN with a corresponding award.

As a group of companies, both Emsland-Stärke GmbH and Emsland Food GmbH were recognized. Both companies received a corresponding certificate as a sign of recognition.

During the awards process, prevention measures from the following areas that go beyond the minimum requirements prescribed by law were implemented:

- Occupational health and safety organisation
- Education and training
- Transport and traffic
- Occupational safety
- Health and ergonomics

We also participated in 2022.

The evaluation shall be performed in 2023.



Safety experts exchange experiences with the BGN



At the beginning of November, the Berufsgenossenschaft Nahrungsmittel und Gastgewerbe (Professional Association for Food and Hospitality – BGN) was a guest at the Emsland Group to exchange ideas with the Group's safety experts.

A total of 42 participants came together to exchange experiences; they were welcomed at the start by Stefan Hannemann, COO of the Emsland Group, Dr. Graulich of the BGN as well as Plant Manager Martin ter Glane. A brief presentation of the business was followed by an introduction of the participants with each of their personal expectations for the day. Subsequently the corresponding meeting parking lot was opened.

The participants then heard updates on the BGN from Dr. Graulich, for example, version zero, the vision of a world without work accidents or work-

related illnesses. Changes to occupational safety and health legislation were then presented and a presentation on the topic of tanks, silos and confined spaces was given.

In the afternoon, there was a tour of the company in two groups before the day was completed with an in-depth discussion on topics from the meeting parking lot. In his closing summary, Dr. Graulich commended the development of the company as well as the area of occupational safety and health and felt that the state of affairs is exemplary.

The Emsland Group thanks the BGN for its visit.

Sustainability Certification in accordance with Recognized ISCC Plus Standard

After joining the ISCC PLUS certification standard, it is now possible for the first ever to offer customers one standard when it comes to sustainable products.

The ISCC PLUS system with the “Chain of custody” option is designed for the entire supply chain based on the mass balance approach and considers the systems within a company as the primary distributor and processor as well as the number of participating raw material suppliers.

Criteria in the company deals with, for example, the management system, traceability, and mass balance.

Raw material suppliers are audited based, among other things, on compliance with regulations concerning environmental protection, climate change, good agricultural condition of land, the health of the planet and humans, as well as on as land use and changes thereof.



Silver Medal Awarded in Recognition of Sustainability Achievements

EcoVadis, an international platform for sustainability rankings, has once again audited the Emsland Group in terms of sustainability and corporate social responsibility (CSR). Based on a catalogue of questions, EcoVadis evaluated how responsibly we act in the areas of the environment, labor and human rights, ethics, and sustainable procurement.

The method is based on international sustainability standards and combines, among others, the requirements of the Global Reporting Initiative, the United

Nations Global Compact, and ISO 26000 (a guideline on social responsibility) into a comprehensive survey. More than 100,000 companies worldwide cooperate with EcoVadis and let the assessment service examine their value chain or share the result with their stakeholders.

As a participating company, Emsland-Stärke (Emlichheim plant) achieved a score of 62/100 and was awarded a silver EcoVadis medal for this achievement.



This result means that we have been able to continue last year's success and are among the top 26 percent of companies assessed by EcoVadis.

Practical Final Examinations for Chemical Lab Technicians



The Emsland Group in Emlichheim has been training chemical lab technicians for decades. Since 2003, the first and second parts of the practical final examinations have been regularly prepared by the Quality Assurance Department and also conducted in the laboratory of the Quality Assurance Department.

The focus of the first part of the final examination is on the “production of a preparation” and the “characterization of products”. An example of the former would be the “production of acetylsalicylic acid” and for the latter the “determination of the refractive index of salt solutions”. (see image)

In the second part of the final examination the focus, at least in recent years, has been on titrimetric and spectroscopic analyses. However, the production of a preparation at an elective level of qualification can also be covered there.

When performing the tasks, the examinees must not only work according to specific instructions, but also calculate dilutions or take into account impurities of substances in order to be able to complete the tasks as well as possible.

A log must also be prepared for each practical final examination, which is included in the evaluation.

Apprentices from both the Emsland Group and other companies took part in the examination. Their performance is assessed by external parties as well as by auditors from our Quality Assurance Department, who observed the work personally and evaluated the logs and data.

An example of a titrimetric analysis is an acid-base titration with titer determination (shown here as an image).





New Head of Raw Materials Acquisition

I took over as Head of Raw Materials Procurement in April 2022. I would like to take the opportunity to briefly introduce myself.

My name is Jan Schots, I am 52 years old, and I am originally from Osterwald. I live in Nordhorn with my wife and two children.

I grew up on a farm which my brother took over and runs. Farming was and still is my big passion. After graduating from high school, I completed vocational training to become a farmer and then I studied agricultural engineering at the University of Göttingen after finishing my compulsory military service.

Upon completion of my university studies, I started my career at Norddeutsche Bauernsiedlung – an architectural firm for farmers – where I was responsible for applying for investment grants for agricultural construction projects and invoicing them before I received an offer from the Volksbank in Grafschaft, Germany, to develop the Agricultural division.

I worked at the Volksbank in Grafschaft as the Division Manager and authorized signatory in charge of the bank's entire agricultural lending business for over 23 years. During this time, I experienced many crises and challenges in the agricultural sector.

The challenges facing agriculture were and still remain tremendous. Uncertainty is on the rise in light of the many crises. Predicting the market is virtually impossible. For us a factory, farmers are and will remain at the centre of our business model.

In my opinion, our company serves as a reliable partner for our farmers, especially in times of uncertainty like this. I think the Raw Material Security Program, which we currently have in place and launched in reaction to the major market disruptions caused by drought, war, and the coronavirus to harvests in 2022/23 in order to provide our farmers with support, clearly underlines how we understand partnership.

The central focus still remains on contract farming with farmers and providing them with advice on potatoes. We would like to further expand and optimize this focus in the future.

Works Meeting and a Family Celebration in Hagenow

In July, the 2022/23 campaign was launched at the Hagenow plant with internal training sessions and a works meeting.

About 150 employees and about 300 guests enjoyed the family celebration that took place afterwards. Our smaller guests jumped around in the bouncy castle, took part in a bungee run, and were amazed by the fire department. The raffle brought in over €300, which was subsequently donated to the Hagenow Youth Fire Department.

Plant tours were offered and attracted many guests who were very interested in seeing where all the action takes place. In addition to all of this, the whole afternoon was spent eating, playing and dancing.

We would like to take this opportunity to thank all our employees who made this such a special day.



Super election year at the Emsland Group

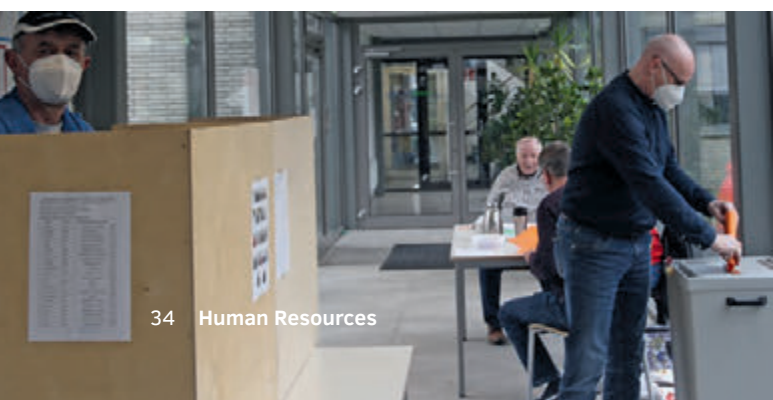
This year, multiple elections took place within the Group.

The elections started with the works council, including in Emlichheim, the main location, in mid-March. Accordingly, the colleagues at Emsland-Stärke and Emsland-Service were called upon to go vote. As a result, Works Council Chairman Alfred Weiden was confirmed and will remain Chairman of the Group Works Council. Together with Stephan Agnes (First Deputy Chairman / Emsland-Service), Guido Lindennau (Second Deputy Chairman / Hagenow Plant),

Carsten Soltwedel (Wietzendorf Plant), Reinhold Ostendorf (Cloppenburg Plant) and Yoshua Gielians (Emsland-Service), they represent the interests of Emsland Group employees for the next four years.

The election for the employee representatives for the Supervisory Board took place in May. Berthold Lammers and Manuel Schmidt were elected as employees on the Supervisory Board. Two further elections took place in November, one for the Representative for Employees with Disabilities (Chairman Armin Harms Ensink / Deputy: Jana Berlinke & Klaas Kaalmink) and the other for the Youth and Trainee Representative (not known at the editorial deadline). All elections also included the option of absentee voting.

We wish the elected colleagues much success in their future work.



Bachelor thesis passed with a 1.0

Jana Schnieders completed her bachelor's thesis and received a grade of 1.0. Her superb final thesis was titled *The Optimization of Energy used by Dryers in the Starch Industry*.

Her research took the energy supply of the so-called Drying 1 into consideration. Her work was spurred on not only by the current energy crisis and rising energy prices (especially natural gas), but also by the importance of sustainability.

Alternatives to the current supply of thermal through natural gas line burners were examined. These alternatives were compared and contrasted in various ways: Technical feasibility (utility analysis), economic viability, and sustainability/CO₂ savings.

As part of the profitability analysis, the exclusive use of 25 bar steam from the neighboring power plants was determined to be the most advantageous concept for the optimization of the drying plant due

to the highest internal rate of return. The results of this research should therefore be taken into consideration when designing such plants, whereby other plants and planned projects could nonetheless benefit from the expansion of a steam network.

We would like to thank Ms. Schnieders, who has been employed as a (junior) process engineer with a focus on energy at the Emsland Group since August 1, 2022, for her professional research. We look forward to working with her and seeing her expertise continue to grow. The results of the research will now be put into practice by Ms. Schneider, who will also supervise and implement the overall project.



Annual trainee gathering in Emlichheim



The trainees in their first year of apprenticeship from all business group locations gathered from November 1 to November 3, 2022, in Emlichheim and Nordhorn to get to know the Emsland Group and each other better.

The event kicked off with lunch together at the cafeteria of the main plant in Emlichheim. After a short welcoming address from Human Resources Manager Jan Lambers-Heerspink, it was time for a company tour. Afterward, everyone set off for Nordhorn, where the next two days and nights were spent. At a dinner with the trainees, colleagues from the JAV and the human resources department, there was plenty of room for questions and interesting discussions.

Trainees rounded out the evening in the bowling alley and on the soccer field.

The next day, a training on the topic of respectful communication was planned for them. With bowling, laser tag and an escape room, there was no shortage of fun. At the end of the day, everyone met again for a dinner together at Graftschafter Brauhaus.

On the third day, the time had come – everyone began their way home.

We would like to say thank you to all the trainees who were there and hope that you had a great time and a lot of fun!

5. Agriculture Day in Gumtow



In June 2022, the Kyritz plant of the Emsland Group was invited to the 5th “Agriculture Day” in Gumtow to the farm of the Teickner family. The day was organized by the Kreisbauernverband Prignitz e.V. and Agrar aktiv.

At the event, approximately 200 students were able to learn about agriculture and experience it first-hand. In addition to exhibitions on topics such as modern agricultural technology, modern crop protection, plant cultivation, life on and in the water, representatives from the Kyritz plant were on site showing off not only the possibilities of “potato refinement” but also the company as an attractive place for apprentices.

In addition to interesting presentations on starch production and refinement, freshly prepared fried potatoes from “Mecklenburger Küche” were served. The team was able to take advantage of the attention paid to the fried potatoes by the guests to introduce them to apprenticeships at Emsland.



Jubilee celebration for the seasoned veterans of Emlichheim

“From training to retirement” is not a rarity at the Emsland Group. Numerous colleagues could look back again this year on many years of service with the Emsland Group, in some cases up to 45 years of employment.

In his introductory speech for this year’s jubilee celebration, Managing Director Gerrit-Jan Wesselink highlighted the strong loyalty to the company and cohesion. The three managing directors, Gerrit-Jan Wesselink, Christian Kemper and Stefan Hannemann,

then presented certificates to the celebrators with many personal anecdotes and common memories.

In total, 27 colleagues were honored for 25/35 years of employment with the company.

A special honor went to colleagues Gerrit Zwartscholten (Emsland-Service) and Berthold “Locke” Reiners (Emsland-Stärke), who were honored for 45 years of service at the Emsland Group.



Cycle to Work

The “Cycle to work” campaign was carried out once again this year. From May to August 2022, participants hopped on their bikes for over four months to do something good for the climate as well as for their own health.

70 people took part in the campaign last year, but this year we hit 100 participants. 111 employees in total filled out their campaign calendars on a persistent basis and were entered into the draw if they rode their bike to work at least 20 times. Gift baskets and vouchers were up for grabs in the draw.

The following winners were drawn:

1st prize

Nico de Vries
Gift basket and shopping voucher worth €50

2nd prize

Madita Tallen
Gift basket and shopping voucher worth €30

3rd prize

Heino van der Veen
Gift basket and shopping voucher worth €20

4th prize

Jens Ballmann
Gift basket

5th prize

Günter Weggebakker
Gift basket

Congratulations to the five winners!



Emsland Service Celebrates Apprentice Graduation



Emsland Service GmbH celebrated four apprentices who have completed their training and will now begin as employees in the fields of industrial mechanics, electronics and mechatronics.

In the graduation ceremony, which was small-scale due to corona precautions, the new Emsland Service employees Alex Karpinski (Industrial Mechanic), Thomas van der Endt (Industrial Mechanic), Henk Luttermann (Electronics Technician) and Alexander Voet (Mechatronics Technician) were joined by trainer Herbert Ekelhoff, workshop managers Nikolai Matten and Daniel van Uelsen, chairman of the works council Stephan Agnes and the managing director of Emsland Service GmbH Dr. Martin Grüne. Training manager Uwe Plass was unfortunately absent due to illness.

In his welcome speech, Dr. Grüne talked about the custom of the “send-off speech” and that, in this case, it was great not to have to say goodbye to the trainees, but instead to celebrate them staying in the company. This graduation represents the first stones laid in the foundation of their time at the Emsland Group, and it is now up to the former apprentices to continue building their future at the company.

The Emsland Service trainers were particularly proud of their new colleagues. In addition to their constant helpfulness, reliability and commitment, the apprentices were also always ready for an unscheduled shift and even took part in a video competition, organized by the Osnabrück Chamber of Industry and Commerce, for which they were awarded third place. They were also praised for their commitment to assembly work at other Emsland Group locations, including Wittingen and Kyritz.

In addition to their professional commitment, the four colleagues also achieved above-average results with their final grades. In industrial mechanics, for example, they were ranked first and third in the county. The electronics technicians, ranked third, and mechatronics technicians, ranked sixth, also ended up with a high grade of 2 on their final papers.

All those who were present at the ceremony agreed, with these new additions to the team, Emsland Service GmbH has gained highly valued and skilled workers. Emsland Service is proud of these new colleagues and looks forward to continuing to work together.

Emsland Group looks to lighten the burden for young families

Employees now receive a monthly childcare subsidy

For those who wish to balance their careers and families, the Emsland Group is looking to help. Employees at all seven German locations now receive up to €85 per month, per child, for the childcare of their choosing.

“We believe in a healthy work-life balance. That is why it is important to us to make a financial contribution to help make it easier for young families,” said Jan Lambers-Heerspink, head of HR at the company headquarters in Emlichheim.

In contrast to the trend in some larger companies, the Emsland Group does not have a childcare facility of their own. Mr. Lambers-Heerspink explained, “With the increasing popularity of home-office, we often see that it is important to young families to have

their children in childcare near their homes, not necessarily near their place of employment.”

For those living and working in the Emlichheim location, which accounts for approximately 60% of all employees at the headquarters, the now eight childcare facilities more than satisfy the needs of the locals. “At our headquarters in Emlichheim, for example, there are many excellent childcare options in the town. So instead of starting our own endeavor, we want focus on easing the financial burden of childcare for our employees, and let them decide what care is right for their families.”



Sarah Veelders awarded the top grade as food technologist



The Industrie- und Handelskammer (Chamber of Industry and Commerce, IHK) Osnabrück-Emsland-Grafschaft Bentheim honored 43 trainees for attaining the best possible grade (“Very Good”) in their final examination.

IHK’s vice president Hendrik Kampmann thanked the family members of the trainees, training companies, trainers and teachers for their support.

We would like to congratulate Sarah Veelders for being awarded the top grade by the IHK Osnabrück-Emsland-Grafschaft Bentheim during her food technologist training at the Emsland Group.

28 Trainees begin at the Emsland Group



On August 1, 2022, we were once again able to welcome numerous trainees to the Emsland Group. A total of 28 young colleagues started their training at our sites, 16 of them at the headquarters in Emlichheim. In addition to a dual course of study, this year's apprenticeships include industrial clerks, warehouse logistics specialists, chemical technicians, chemical laboratory technicians, electronics technicians and mechatronics technicians.

Jan Lambers-Heerspink, Human Resources Manager of the Emsland Group, welcomed the new employees to their first training day. He provided an overview of the development of the Emsland Group and highlighted the many advantages and opportunities that the group of companies offers its trainees:

- A familiar working atmosphere in an international company
- Comprehensive support during the apprenticeship and up to the preparation for the exams
- A high rate of further employment
- A wide range of career and job opportunities
- A highly motivated team of trainers

Mr. Lambers-Heerspink emphasized that the culture of the Emsland Group is based on sustainability and a long-term approach. Employment of over 30 or 40 years is not uncommon in the company. He concluded introductory presentation with a quote from Benjamin Franklin, "Investing in knowledge still yields the best interest," and the message not to focus too much on short-term profit.

The agenda for the day also included an introduction to safety and company standards as well as getting to know the works council. Trainees enjoyed a lunch together with their future trainers before heading off to their respective departments.

We wish the trainees at all our locations a great start!

Emsland-Service comes first in this year's photo and video clip competition of the Chamber of Industry and Commerce (IHK)

The apprentices at Emsland-Service-GmbH had already come 3rd in last year's photo and video clip competition of the Industrial Employers' Federation and of the Osnabrück - Emsland - Grafschaft Bentheim Chamber of Industry and Commerce. Now that result has been topped and first prize was awarded to the dedicated apprentices in a special ceremony in Osnabrück.

The prize winners were Florian Egberink (project management, presenter and editing), Joss Hemme (participant, planning support), Fynn Geerds (participant), Marvin Kuiper (participant, steering of the drone) and Maarten Elferink (participant). In addition to training officer Uwe Plass, the participants were also supported by the back-office team of Lenny Budde, Leon Klok, Justin Nyhoff, Leon Wilde, Lukas Leferink, Rene Stroeve, Kai Klokke, Rene Klinge and Waqas Amjad.

A total of four apprenticeship professions were presented by audio-visual means – and at the same time, of course, the employer was showcased with a special pan shot by the drone. “The team also had the task of obtaining all the necessary permits on their own,” reports Plass.

For instance, the permission to film had to be agreed with Emsland-Stärke GmbH and the legal requirements checked. Who presents which profession, who writes the script, who says what – and all that in a maximum of three minutes. These were all the aspects that had to be considered. “That was a challenge that we almost met,” says Florian Egberink, smiling. Almost – because in actual fact the result was then ultimately 5:54 minutes long. However, its content was arguably so appealing that it convinced the jury.

We congratulate our apprentices on this great achievement!



Anniversaries

EMS-LAND-SERVICE
10 YEARS
Annika Geertjes
Erik Temme
Niklas Geertjes
Ingo Roling
Lars Stroot
Mattis Weiden
35 YEARS
Holger Klompemaker
45 YEARS
Gerrit Zwartscholten

EM-LICHHEIM
10 YEARS
Michael Völkerink
Boris Gaertner
Anne Warrink
Jens Ballmann
Ansgar Balzer
Ramona Wolters
Sandra Aubke
Jan Speulman
Dr. Karl Ludwig Woll
Christian Tieben
Nico Reins
Julia Eisenbraun
Sandra Weerning
Anne Oelen
Mirco Wiedenhöfft
Sabine Abt
Jakob Woltjes
Sandra Bleumer
André Brinkman
Hannah Thies
25 YEARS
Stefan Rogge
Jana Berlinke
Sven Oetjen
Uwe Peters
Klaus Wille
Jana Berlinke
Silke Wolters

35 YEARS
Martin Jahn
Sylvia Platje
Adri Kolenbrander
Anne Engbers
Peter Bergau
Heinz-Jürgen Pötter
Manfred Buntrock
Hartmut Reefmann
Gerhard Kaalmink
Günter Esschendam
Wolfgang Hindriksen
Alfons Jürgens
Dieter Koenders
Jürgen Weggebakker
Martin Oldekamp
Gerold Voet
Alfred Weiden
45 YEARS
Berthold Reiners

HAGENOW
25 YEARS
Ivon Glatz
Ronny Wüst
Jan Zschaubitz
Karin Marten
Annett Krüger
Petra Rapske
Mathias Fischer
35 YEARS
Jana Dahl
Heike Lamprecht
45 YEARS
Marlies Kaufert

CLOPPENBURG
10 YEARS
Melanie Lohmann
Ludger Burs
Waldemar Schmidt
Steffan Holstein
Eugen Kusmenko
Jens Schäge
Philipp Schuh
35 YEARS
Ottmar Pölchen

WIETZENDORF
25 YEARS
Paul Appelhans
Rolf Jonek
Lars Steen

WITTINGEN
10 YEARS
Hartmut Scheurich
Valeri Heckmann
Tanyel Jonas Tezcan

KYRITZ
10 YEARS
Thilo Kusch
25 YEARS
Jens Dressler
Andre Ruppert
Rainer Graß
Dietmar Bengsch
Ralf Ziemer
Frank Riedel
35 YEARS
Susanne Brunk
Wolfgang Schneider
45 YEARS
Karl-Heinz Seier
Günter Lemke

Recruitments

EMLICHHEIM		
Kim Niclas Greve	Production worker	01.04.2022
Kim Vennegeerts	Temporary help operating lab	01.06.2022
Jonas Albers	Controller	01.10.2022
Eike Arends	IT System Administrator	01.07.2022
Lena Burgert	Sales Administrator	01.02.2022
Thorsten Freitag	Production worker	19.09.2022
Ghukas Ghukasyan	Business Application Manager	01.06.2022
Patrick Griehl	Production worker	17.10.2022
Pia Jörissen	Annual intern Marketing	11.07.2022
Edip Korkmaz	Production worker	01.07.2022
Tobias Kramer	Production worker	01.03.2022
Mathias Lenz	Team Leader IT Operating	01.07.2022
Holger Masselink	Production worker	15.08.2022
Jana Oudehinkel	Sales Administrator	01.02.2022
Laura Rehmer	Logistics clerk	01.06.2022
Patric Ribeiro de Sousa	Production worker	01.03.2022
Jana Schnieders	Process Engineer	01.08.2022
Jan Schots	Department Manager Raw Materials Purchasing	01.04.2022
Marion Schwieters	Clerk Financial accounting	01.04.2022
Julia Strehl	Project Manager R&D	01.03.2022
Marco Vollbrecht	Production worker	16.11.2022
Guido Vrielmann	Purchaser	01.07.2022
Lukas Wilbrand	Business Application Manager	01.10.2022
WIETZENDORF		
Björn Ingenbleek	Logistician	01.03.2022
Manfred Ott	Logistician	01.03.2022
Pawel Sliwinski	Logistician	15.04.2022
Kevin Stritzek	Production worker	25.06.2022
Nathalie Holste	Lab technician	01.11.2022
KYRITZ		
René Lukas	Industrial mechanic	01.07.2022
Michel Marten	Production worker	01.06.2022
Ruzan Melikyan	Logistics clerk	16.02.2022
Reiner Nissen	Production worker	01.04.2022
Otto Raschke	Production worker	01.02.2022
Christian Schönfeld	Production worker	01.01.2022
Uwe Skiba	Production worker	16.02.2022
Roland Wettstaedt	Production worker	01.08.2022
Daniel Wiegert	Quality Management Representative	01.08.2022
EMSLAND-SERVICE		
Thorben Kieft	Electrician	01.08.2022
Christian Kotten	Industrial mechanic	01.11.2022
Marcel Paul	Industrial mechanic	01.11.2022
Dennis Potgeter	Industrial mechanic	01.09.2022
Marvin Weggebakker	Industrial mechanic	01.10.2022
Andre Majert	Logistician	01.11.2022

CLOPPENBURG		
Can Gevin	Production worker	01.03.2022
André Autrum	Production worker	15.05.2022
Leon Möller	Production worker	01.04.2022
Lukas Oltmann	Industrial mechanic	01.09.2022
Christos Psathas	Production worker	01.08.2022
Pavel Schmidtke	Production worker	01.04.2022
Alexander Wamboldt	Production worker	01.06.2022
Hendrik Wessel	Industrial mechanic	01.01.2022
Jens Hohendorf	Specialist for Occupational Safety	01.11.2022
Maike Nienaber	Lab technician	01.11.2022
WITTINGEN		
Chris Arnold	Electrician	01.01.2022
Nico Gaas	Production worker	16.04.2022
Nico Häntsch	Production worker	01.03.2022
Thomas Hohn	Production worker	01.02.2022
Holger Korte	Production worker	01.02.2022
Björn Thiele	Production worker	01.03.2022
HAGENOW		
Thomas Linow	Production worker	02.01.2022
Zain Al-Abidin Al Hussein	Production worker	01.08.2022
Abdalmotallib Alali Alabd	Production worker	01.04.2022
Wael Alhaj	Production worker	01.05.2022
Mohamad Alhaj Ibrahim	Production worker	15.08.2022
Khaled Almohamad	Production worker	01.04.2022
Jomaa Alnabo	Production worker	01.09.2022
Moaid Alsharif	Production worker	02.01.2022
Abdullah Alwaresch Aldakhil	Production worker	15.08.2022
Natalia Badarau	Production worker	08.08.2022
Ivan Baumtrog	Production worker	01.08.2022
Andre Berger	Production worker	01.09.2022
Rene Gerdelbracht	Technical manager	01.06.2022
Abdel Karim Ghezzawi	Production worker	01.03.2022
Jenna-Lee Henke	Production worker	01.11.2022
Angelique Klug	Production worker	01.08.2022
Sunchica Kolevski	Lab technician	29.08.2022
Dirk Kurtz	Production worker	01.08.2022
Klaudia Nicol Murawska	Production worker	01.11.2022
Wojciech Murawski	Logistician	01.08.2022
Maik Neper	Logistician	01.02.2022
Evelina Olaru	Production worker	16.08.2022
Uwe Rothe	Production worker	15.09.2022
Marcel Schütz	Production worker	01.08.2022
Julianna Vig	Production worker	26.01.2022

EMSLAND GROUP[®]

using nature to create

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