



## COMPANY

DISCLOSURE	OVERVIEW OF KEY INDICATORS OF THE GROUP		2021	2022	2023
	Receipt of milk raw material	MKG	788	827	860
<b>UG-MG</b>	Milk price payments	CENT/KG	35.44	53.82	40.55
<b>102-7</b>	Turnover	MEUR	766	1077	931
	Annual net profit	MEUR	6.74	7.62	12,32
<b>102-7</b>	Employees (until Dec 31)	TOTAL	790	832	845
<b>102-7</b>	Liabilities	MEUR	171	219	189
<b>UG-EK</b>	Equity ratio	PERCENT (%)	34.4	30.9	35.9
<b>102-7</b>	Balance sheet total	MEUR	297	359	344
<b>201-1</b>	Direct economic value generated	MEUR	768	1082	935
	Distributed economic value	MEUR	754	1114	906
	Retained economic value	MEUR	14	-32	28



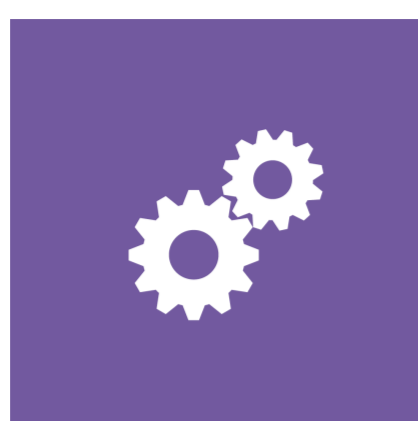
## PRODUCTS

DISCLOSURE	RAW MATERIAL AND MATERIAL INPUT (IN TONNES)		2021	2022	2023
<b>301-1</b>	<b>Agricultural and product related materials<sup>1</sup></b>				
	Dairy raw materials and semi-finished goods <sup>2</sup>		783,085	826,706	859,540
	of which raw milk		695,379	743,676	777,941
	of which cream		69,636	64,047	57,822
	of which skimmed milk and buttermilk concentrate		17,967	18,366	23,777
	of which skimmed milk/buttermilk/milk permeates		101	617	0
	Non-dairy raw materials and semi-finished goods <sup>2</sup>		32,624	37,147	36,728
	Packaging material (total)		3,834	4,252	3,996
<b>301-2</b>	Packaging material from recycled materials		47 %	42 %	42 %

<sup>1</sup>100 % of the quantities of the product-related procurement material groups have been considered as long as they were recorded in kg. No information is provided for adjuvant and process materials because the amount sourced have been considered to be negligible.

<sup>2</sup>New allocation of semi-finished goods from 2016

DISCLOSURE	PRODUCT SALES (IN TONNES)		2021	2022	2023
	Butter, butterfat, premix		50,060	48,894	48,984
	Cheese		31,801	30,830	33,017
	Milk powder		85,241	77,384	82,950
	Delicatessen, sweetened condensed milk		26,541	24,332	20,330
	Specialty products <sup>1</sup>		42,514	46,899	45,054
<b>102-7</b>	Total sales of main product groups		236,157	228,339	230,336



## PRODUCTION

DISCLOSURE	ENVIRONMENT & PRODUCTION ENERGY		2021	2022	2023
<b>302-1</b>	<b>Energy consumption within the organisation</b>				
	Gas purchased	KWH	243,554,787	253,292,689	<b>253,292,689</b>
	Electricity purchased	KWH	11,410,691	10,633,150	<b>10,633,150</b>
	Electricity sold	KWH	1,565,058	5,440,594	<b>5,440,594</b>
	Energy input <sup>1</sup>	KWH	253,400,420	258,485,245	<b>258,485,245</b>
<b>302-3</b>	<b>Energy intensity based on energy input</b>	KWH/KG	1.246	1.209	<b>1.209</b>
	of this gas	KWH/KG	1.197	1.184	<b>1.184</b>
	of this electricity	KWH/KG	0.048	0.024	<b>0.024</b>
	Production quantities for all Uelzena sites <sup>2</sup>	TONNES	203,399	213,886	<b>213,886</b>
<b>305-1</b> <b>305-2</b>	<b>Total direct and indirect greenhouse emissions</b>	TONNES	35,585	33,554	<b>37,247</b>
<b>305-4</b>	<b>Intensity of greenhouse gas emissions<sup>3</sup></b>	KG/KG	0.175	0.157	<b>0.182</b>
<b>305-5</b>	<b>Reduction of greenhouse gas emissions</b>				
	Referred to base year 2012	TONNES	-15,656	-17,687	<b>-13,994</b>
		RELATIVE	-30.6 %	-34.5 %	<b>-27.3 %</b>
	Referred to the production quantity in kg (intensity)	KG/KG	-0.118	-0.136	<b>-0.112</b>
		RELATIVE	-40.4 %	-46.5 %	<b>-38.1 %</b>

<sup>1</sup>Purchased energy minus sold energy; energy use without marginal consumption of heating oil

<sup>2</sup>Production quantities not consolidated but stated additively. The energy intensity based on energy input is higher than the energy intensity calculated based on consumption (energy input incl. own electricity x efficiency = energy consumption).

<sup>3</sup>CO2 emission referred to the production quantity in kg

DISCLOSURE	ENVIRONMENT & PRODUCTION WATER		2021	2022	2023
<b>303-3</b>	<b>Total water removal by source</b>				
	Water consumption, total	M <sup>3</sup>	1,189,964	1,151,713	<b>1,134,720</b>
	of this wells	M <sup>3</sup>	978,324	922,770	<b>900,782</b>
	of this municipal	M <sup>3</sup>	211,640	228,943	<b>233,938</b>
	Water consumption per tonne of product produced	M <sup>3</sup> / TONNE	5.85	5.38	<b>5.54</b>
<b>303-4</b>	<b>Waste water volume<sup>1</sup></b>	M <sup>3</sup>	840,766	797,361	<b>844,500</b>
	Waste water volume per tonne of product produced	M <sup>3</sup> / TONNE	4.13	3.73	<b>4.12</b>
	Waste water load in kg COD per tonne of product produced	KG / TONNE	8.15	10.00	<b>06.0096</b>
<b>303-5</b>	<b>Total water consumption</b>	M <sup>3</sup>	349,198	354,352	<b>290,220</b>
	Total water consumption per tonne of product produced	M <sup>3</sup> / TONNE	1.72	1.66	<b>1.42</b>

DISCLOSURE	ENVIRONMENT & PRODUCTION WASTE		2021	2022	2023
<b>306-2</b>	<b>Total weight of waste by type and method of disposal</b>				
	Total weight of waste	TONNES	1,318.67	1,635.13	<b>2,010.56</b>
	of that waste that is independent from the production quantity <sup>1</sup>	TONNES	36.31	127.53	<b>159.43</b>
	of that waste that is dependent on the production quantity	TONNES	1,282.36	1,507.6	<b>1,851.14</b>
	of this recyclable	TONNES	1,083.08	1,320.44	<b>1,664.53</b>
	of this not recyclable	TONNES	199.28	187.16	<b>186.61</b>
	percentage of recyclable waste	RELATIVE	84.5 %	87.6 %	<b>89.9 %</b>
	Total waste that is dependent on the production quantity per product produced	KG/TONNE	6.3	7.05	<b>9.03</b>

<sup>1</sup>Waste which is independent from the production quantity includes construction waste, garden waste and outdated files.



## EMPLOYEES

DISCLOSURE		2021	2022	2023
<b>102-7</b>	Total	790	832	845
	Female	236	250	250
	Male	554	582	595
<b>102-8-a</b>	Permanent employment	712	743	755
	Female	212	224	226
	Male	500	519	529
	Temporary employment	29	34	39
	Female	11	9	13
	Male	18	25	26
	Apprenticeship/internship	49	55	51
	Female	13	17	11
Male	36	38	40	
<b>102-8-c</b>	Full time	737	743	769
	Female	190	196	182
	Male	547	576	587
	Part time	53	60	76
	Female	46	53	68
	Male	7	7	8
<b>401-1-a</b>	Newly hired employees <sup>1 2 3</sup>	52	72	58
	Female	20	14	25
	Male	32	58	33
	of them aged less 30	17	25	20
	of them aged between 30 and 50	23	44	32
	of them aged over 50	12	3	6
<b>401-1-b</b>	Employee Turnover <sup>1 2 3</sup>	62	68	63
	Female	23	19	21
	Male	39	49	42
	of them aged less than 30	19	17	15
	of them aged between 30 and 50	17	27	25
	of them aged over 50	26	24	23
<b>403-9</b>	Number of fatalities as a result of work-related injury	0	0	0
	Rate of recordable work-related injuries <sup>4</sup>	30.50 %	24.94 %	43.86 %
<b>403-10</b>	Lost days per employee due to accidents or occupational diseases	0.65	0.66	0.84
<b>404-1</b>	Average hours per year per employee for training and further education	2.5	8.5	7.1
<b>UG-DA</b>	Average age of the staff in years	38.8	40.8	41.5
<b>UG-BZ</b>	Average period of employment in years	12.7	11.5	12.2

<sup>1</sup>Employee-related performance indicators refer to all employees and sites of the Uelzena Group. Headcount is known.

<sup>2</sup>Sites are located within Germany, therefore no breakdown by region.

<sup>3</sup>Apprentices and interns not included.

<sup>4</sup>LTIR (Loss Time Injury Rate) is a measure of the number of accidents with lost work time (1 day or more) per 1 million working hours. Data currently available for Uelzen site only.



## REGIONALE VERANTWORTUNG

DISCLOSURE		2021	2022	2023
<b>204-1</b>	<b>Proportion of regional suppliers in total material expenses</b>			
	Packaging material <sup>1</sup>	80 %	76 %	<b>77 %</b>
	Non-dairy raw materials <sup>2</sup> incl. semi-finished goods	65 %	50 %	<b>65 %</b>
	Dairy raw materials <sup>3</sup> incl. semi-finished goods	77 %	79 %	<b>83 %</b>
	<b>Total material expenses of the Uelzena Group</b>	76 %	76 %	<b>81 %</b>
	<b>Proportion of regional services in total service expenses</b>	17 %	18 %	<b>17 %</b>
<b>UG-RBM</b>	<b>Proportion of regionally procured milk raw materials</b>	94 %	95 %	<b>96 %</b>

<sup>1</sup>Regional supplier for packaging materials: Germany; headquarters of the supplier is decisive

<sup>2</sup>Regional supplier for non-dairy raw materials: Raw materials and semi-finished goods of suppliers headquartered in Germany

<sup>3</sup>Regional supplier for dairy raw materials: 150 km radius around production sites of the Uelzena Group