MOLKEREI AMMERLAND

Farsighted responsibility

Sustainability report 2022/2023

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The 2022/2023 sustainability report represents the seventh time we have outlined our understanding of corporate responsibility and provided comprehensive and transparent information on the progress and goals of our sustainability management.

This report is aimed at our stakeholders, which include our milk producers and employees, our customers (retail and industry) and end consumers, suppliers, associations, non-governmental organizations, politicians, banks, our regional environment, and all other interested groups.

Since we started reporting in 2011, we have always aligned ourselves with the Global Reporting Initiative (GRI) standards. This report was prepared with reference to the GRI Standards. An overview of the reported standards can be found in the GRI content index. Each page features a navigation bar at the bottom.

This sustainability report was originally written in German. In case of any discrepancies between the English and the German versions, the German version shall prevail.

Foreword

Dear Reader,

When it comes to corporate responsibility, one thing has become apparent in recent years: Sustainability is more than ever a key factor in business activities and a fundamental requirement for long-term success and acceptance. Several developments illustrate this fact. Foremost among them are the growing number of regulatory requirements. Even in situations where we are not directly affected by legislation, we still feel the effects because we are part of the supply chain. Sustainability is also increasingly at the forefront of discussions with banks – a development that our cooperative members are also aware of. And from exchanges with our business partners, we have determined that the market is placing a greater emphasis on sustainability, which in turn is leading to a corresponding set of requirements.

We at Molkerei Ammerland believe we are well prepared for this major change and the greater importance attached to sustainability. One reason for this is, for example, our years of reporting experience, on which we can build in order to meet future reporting requirements. We first published a report on our efforts in this area as early as at the beginning of 2013. Since then, we have regularly reported on the progress we are making in our efforts to produce and process milk more sustainably. With this, our seventh sustainability report, we once again provide a detailed account of what we have accomplished in the past two years.

In economic terms, we, as a dairy, together with our dairy producers, successfully held our own once again despite a challenging environment during the reporting period. In particular, we were once again successful in achieving above-average milk prices for our members. This is all the more important given that the economic aspects of sustainability are often overshadowed by animal welfare or environmental concerns. In this context, adequate funding is essential to ensure that our farmers are able to develop their businesses and equip them for the future.

Molkerei Ammerland continues to be a growing company. Sustainable economic activity plays a key role in the required development of our production sites. For example: To ensure that we can continue to process the raw milk produced by our cooperative members in the best possible way in the future, we are currently expanding our production capacity by building a third drying tower at our Wiefelstede-Dringenburg site. To this

end, we are implementing a new and forward-looking energy concept. By using high-temperature heat pumps, we are converting a large share of our energy-intensive drying processes to electricity, which will significantly reduce our gas consumption in the future.

Sustainability also means paying particular and constant attention to the effects on the climate. Within this context, we also established an annual carbon footprint calculation for raw milk during the reporting period. Our dairy producers use our digital supplier information system for this calculation. Going by the data collected so far, we have jointly succeeded in gradually increasing the participation rate in addition to awareness of this key issue.

Our decision to join the Science Based Targets Initiative (SBTi) at the beginning of 2023 was an important step in this direction. By participating in this initiative, we are committed to setting science-based targets for reducing our greenhouse gas emissions at various levels, in line with the latest findings on climate change. This step underscores our commitment to operating our business responsibly and reducing our impact on the climate.

While we have already achieved a great deal on our journey so far, we are also aware that there is still a lot to be done. However, looking back makes me confident that, together, our cooperative will succeed in overcoming the challenges that lie ahead of us.

We warmly invite you to learn more about the sustainable development of Molkerei Ammerland in our current sustainability report. We are always happy to receive any suggestions, tips, or feedback you may have.

Ralf Hinrichs, Managing Director
Molkerei Ammerland eG
Wiefelstede-Dringenburg, October 2024

Brief portrait

Molkerei Ammerland is one of northern Germany's oldest dairy cooperatives. We trace our roots back to 1885. Today, we are among Europe's largest and most advanced dairy operations. Our products from the Ammerland region are prized throughout Germany and internationally for their superior quality. All figures are based on December 31, 2023 as the reference date.

Milk suppliers

Molkerei Ammerland has **1,957** active suppliers. As members of the cooperative, they are the sole **owners** of the company. They are all located within a radius of about 80 kilometers of our two plants in Wiefelstede-Dringenburg and Oldenburg.

Governing bodies

The governing bodies of our cooperative are the **general meeting**, the **Board of Management** and the **Supervisory Board**. The Board of Management and Supervisory Board are composed exclusively of dairy producers, who work on a voluntary basis.

General meeting

Members exercise their rights at the general meeting, convened each year. Regardless of their size, **each member has one vote**. The members of the Board of Management and the Supervisory Board, among others, are elected at the general meeting.

Board of Management

The Board of Management **runs the cooperative**, runs its operations and reports regularly to the Supervisory Board. It appoints permanent staff to manage its operations. The Board of Management comprises **9 members**.

Supervisory Board

The Supervisory Board **oversees the decisions** made by the Board of Management. It discusses matters of central importance, such as the principles of business policy, with the Board of Management. The Supervisory Board comprises **21 members**.

Allocation of funds

Taking into account expenditures such as operating costs, investments and provisions, the funds generated accrue in their entirety to the members. The **milk price** paid to producers is set monthly by the Board of Management.

For the members of the Board of Management and Supervisory Board, see also pages 28/29 of the 2023 annual report (German only).

Volume of milk processed

in million kg

2,379.1

Production volumes in t

206,568

27,574

80,870

210,867

Product portfolio

cheese, butter, milk and whey powder, concentrates, cream, fresh milk, buttermilk, and UHT milk

A total of **around 100** product varieties during the reporting period

Milk transportation

48 milk tankers operated by our subsidiary AMT Ammerländer Milchtransport GmbH transport the raw milk from farms to production sites.

Segments

Production of dairy products for **grocery retailers**, **wholesalers**, and **industry**

Brand

Regional and worldwide sales via our own **Ammerländer** brand since 2001

Turnover
in million EUR

1,595.2

Milk price paid to producers
4.0 % fat, 3.4 % protein, in ct/kg, net[1]

45.47

Locations

Wiefelstede-Dringenburg
(headquarters and production site)
Oldenburg
(production site)
Westerstede and **Brinkum** in East Frisia
(warehouses)

Employees

550[2]

of whom **166** female and **384** male,
including **23** apprentices

Certifications

Numerous certifications attest to the stringent **quality policy** at all levels:

Food Safety System Certification (FSSC) 22000,
IFS (International Featured Standard Food, higher level),
VLOG standard (without genetic engineering),
EU organic/Bioland, PRO WEIDELAND, Q+S feed,
halal and kosher certification.

Export

About **50 %** exports
to over **70** countries

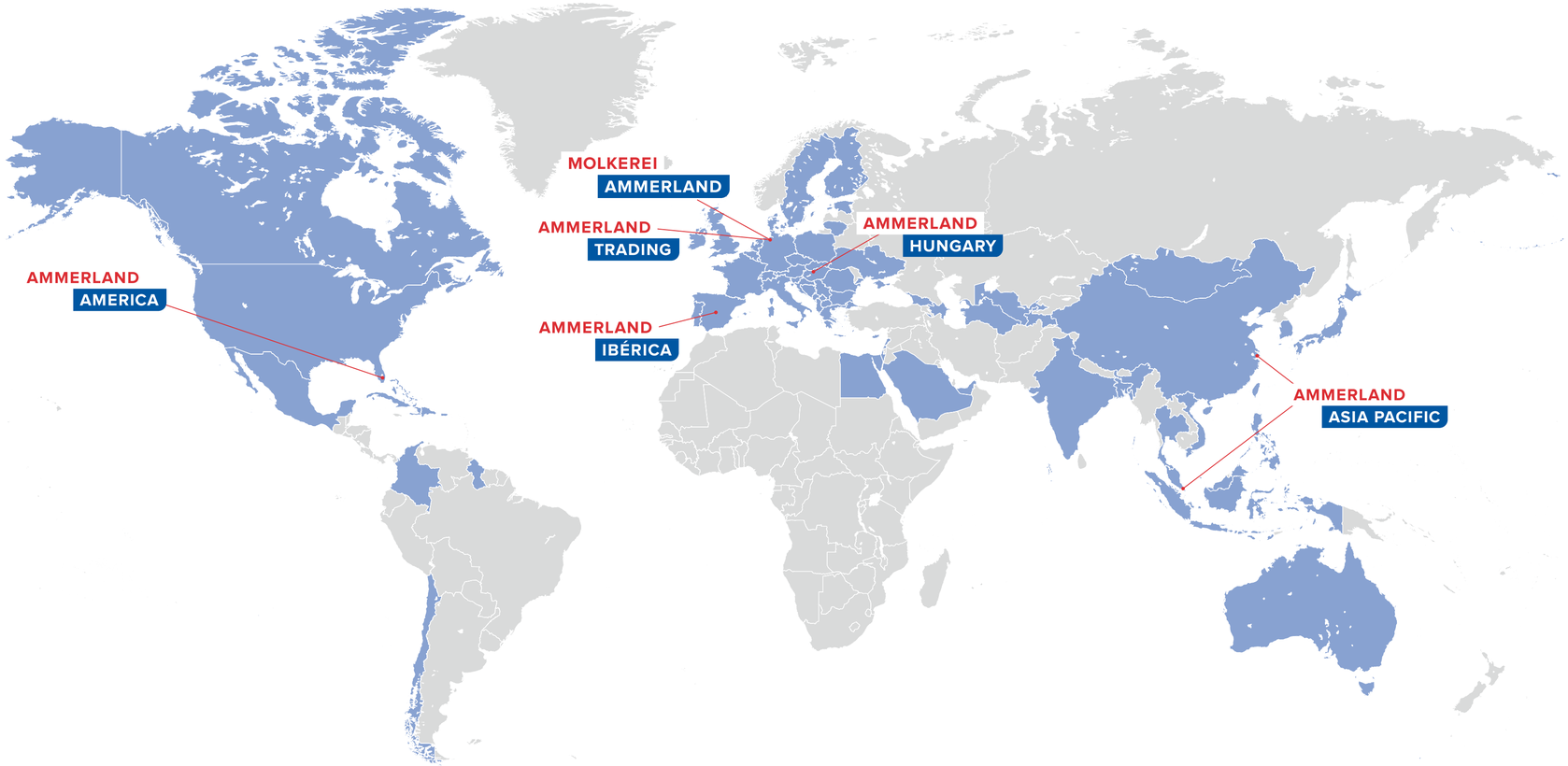
4 international sales subsidiaries:
Ammerland Hungary Kft. (Hungary),
Ammerland Iberica S.L.U. (Spain),
Ammerland Asia Pacific Pte. Ltd. (Singapore, China),
Ammerland America Corp. (USA)

Ammerland Trading GmbH makes it possible
for the sales subsidiaries to market the full range
of dairy products

[1] arithmetic mean
[2] Key employee indicators are calculated using the headcount method

Our locations and sales countries

Albania
Australia
Austria
Azerbaijan
Bahamas
Bangladesh
Belgium
Bosnia-Herzegovina
Bulgaria
Canada
Chile
China
Colombia
Croatia
Cuba
Cyprus
Czech Republic
Denmark
Dominican Republic
Egypt
Estonia
Finland
France
Georgia
Germany
Greece
Guyana
Haiti
Hungary
India
Indonesia
Ireland
Israel
Italy
Japan
Kosovo
Lebanon
Lithuania
Luxembourg
Malaysia
Maldives
Malta
Mexico
Mongolia
Montenegro
Netherlands
North Macedonia
Philippines
Poland
Portugal
Puerto Rico
Romania
Saudi Arabia
Serbia
Singapore
Slovakia
Slovenia
South Africa
Spain
Sweden
Switzerland
Taiwan
Tajikistan
Thailand
Turkmenistan
Ukraine
United Arab Emirates
United Kingdom
USA
Uzbekistan
Vietnam



Countries in which we are represented by sales subsidiaries are highlighted in **blue**

General Disclosures

The organization and its reporting practices

2-1 Organizational details
Molkerei Ammerland eG is one of northern Germany's oldest dairy cooperatives. We had an average of 1,957 active milk suppliers in 2023. They are the owners of the company. The Board of Management and Supervisory Board of our cooperative are composed exclusively of dairy producers working on a voluntary basis (see also brief portrait). Molkerei Ammerland operates at four locations in Germany: Wiefelstede-Dringenburg (headquarters and production site), Oldenburg (production site), and Westerstede and Brinkum in East Frisia (both warehouse sites). Internationally, we are represented by four subsidiaries: Ammerland Hungary Kft. (Budapest), Ammerland Asia Pacific Pte. Ltd. (Singapore and Beijing), Ammerland Ibérica S. L. U. (Madrid), and Ammerland America Corporation (Miami). Ammerland Trading GmbH, which is based at the Wiefelstede-Dringenburg site, supports the work of our international subsidiaries. The subsidiaries AMT Ammerländer Milchtransport GmbH and Ammerland Service & Logistik GmbH also have their headquarters in Wiefelstede-Dringenburg.

2-2 Entities included in the organization's sustainability reporting
The content and key indicators set out in this report relate to Molkerei Ammerland eG. Subsidiaries are not considered in this report. Any exceptions are designated accordingly. The publicly accessible financial information presented in the 2023 annual report (German only) also relates to Molkerei Ammerland eG.

2-3 Reporting period, frequency and contact point
The reporting period of this report runs from January 1, 2022, until December 31, 2023. Beyond that, information on relevant developments and measures up to the editorial deadline, in June 2024, is also included. The sustainability report of Molkerei Ammerland is published every two years. For the reporting period 2022/2023, the German version was published on October 14 2024.

The contact point for questions regarding the report or general questions on sustainability at Molkerei Ammerland is: Benjamin Dietrich, Head of Sustainability, nachhaltigkeit@molkerei-ammerland.de.

2-4 Restatements of information
There are no significant restatements of information.

2-5 External assurance
No external audit was performed for this sustainbility report.

Activities and workers

2-6 Activities, value chain and other business relationships
Molkerei Ammerland is a dairy processing company. In 2023, Molkerei Ammerland processed 2,379.1 million kilograms of raw milk into high-quality dairy products. Turnover came to 1,595.2 million euros for the 2023 fiscal year, for further information, please see the 2023 annual report (German only).

Molkerei Ammerland processes regionally produced raw milk at the Wiefelstede-Dringenburg and Oldenburg production sites, producing sliced cheese, butter, milk and whey powder, concentrates, cream, fresh milk, buttermilk, and UHT milk. There were about 100 product varieties in this reporting period. Information on production volumes during the reporting period can be found in the key indicator table.

We also produce fresh milk, UHT milk, butter, and various types of cheese from pasture milk according to the PRO WEIDELAND standard. The coastal regions where we operate, which boast a high percentage of permanent pasture, offer optimum conditions for pasture farming. Protecting these landscapes is the focus of PRO WEIDELAND, which aims to strengthen the cultural landscape in all its many dimensions. Grazing cows on pastureland has beneficial effects on the animals' health and welfare, but that's not all. It also promotes biodiversity because pastures are an important habitat for many plants and animals. At the same time, they also capture large amounts of carbon. About half of our 1,957 active farmers produce pasture milk; the total for 2023 was 920.1 million kilograms (2022: 889 million kilograms). Molkerei Ammerland has been producing pasture milk products according to PRO WEIDELAND's specifications since 2017. The volume of milk produced with this certification has more than doubled since then.

In addition, we produce fresh milk, UHT milk and butter from organic milk produced according to the specifications of Bioland e. V. (German only). In September 2017, we became the first large producer in Lower Saxony to begin processing organic milk produced according to the specifications of Bioland. An association for organic agriculture in Germany, Bioland e.V. is recognized by consumers and upholds high standards. Its philosophy is based on the

seven Bioland principles for the agriculture of the future: ensuring a circular economy; promoting soil fertility; keeping animals humanely; producing nutritious food; promoting biodiversity; preserving natural resources; and helping to give people a future worth living. In 2023, a total of 50.3 million kilograms (2022: 40.2 million kilograms) of raw milk was produced according to the Bioland standard. We have also been producing fresh and UHT milk from raw milk that meets the requirements of Naturland e. V., an organic agriculture association, since the beginning of 2024.

The dairy products produced by Molkerei Ammerland have customers worldwide, in over 70 countries. Exports account for about 50 percent of our products. Our four international subsidiaries, based in Hungary, Spain, Singapore, China, and the U.S., help to market our products across the globe (see 2-1 Organizational details). For an overview of our locations and the countries where our products are marketed, please see the brief portrait. We also market our products regionally and worldwide under our private label Ammerländer (German only).

Our almost 2,000 milk suppliers are the most important link in the value chain. Located within a radius of about 80 kilometers around our two plants, the Wiefelstede-Dringenburg and Oldenburg locations, they produce the only raw material that Molkerei Ammerland processes: raw milk. The nearly 50 milk tankers operated by our subsidiary AMT Ammerländer Milchtransport GmbH are responsible for transporting the milk to the production sites. These tankers collect milk from farms 24 hours a day. Strict separation between conventionally produced milk, pasture milk, and organic milk is already observed at this point. Appropriate route planning practices ensure that this process can take place efficiently and with minimum impact on resources. The raw milk is delivered separately according to the production method (conventional, pasture, organic) and then passes through the production lines separately as well. The processing and production of the goods also require packaging, additional and auxiliary substances like cultures and enzymes, cleaning agents and disinfectants, and other materials that we source from external suppliers (for more details see key indicators). Our dairy products are either sold in the food retail trade or (wholesale) trade or used as ingredients by customers in industry processed to make other foods or feeds. Some of the goods are placed in interim storage at the Brinkum site. At the end of 2023, Molkerei Ammerland acquired a warehouse in Westerstede, Lower Saxony. This location is to be used in the future to store packaging materials, as well as UHT milk and powdered products.

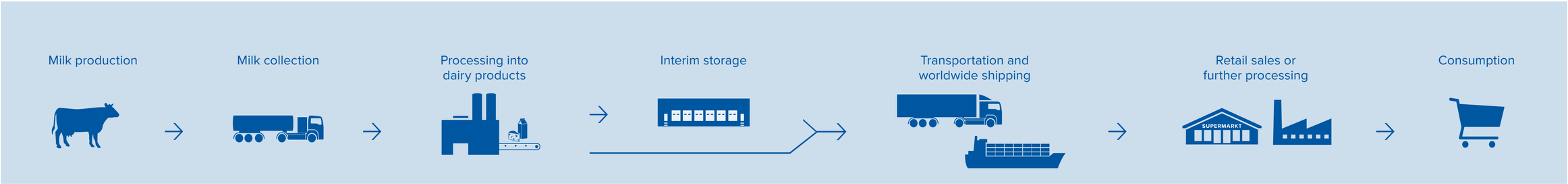
2-7 Employees

As of December 31, 2023, Molkerei Ammerland eG had 550 employees (166 female, 384 male). The number of employees increased during the reporting period as a result of the expansion of Molkerei Ammerland in 2022 and 2023. The employee headcount is not subject to any major fluctuations during the year. For additional information, e.g. on full-time and part-time employees, please see the key indicator table. Key indicators are established by the HR department using a software program designed for this purpose and relate to December 31 as the reference date in each case. The key employee indicators are calculated using the headcount method.

Omission: No reporting according to fixed-term and unlimited-term employment contracts. All employees on fixed-term contracts are typically hired when their contracts expire. Determining these employee figures separately would require disproportionate time and effort. All of the dairy's locations are in Germany. This means a breakdown by region is not relevant.

2-8 Workers who are not employees

Molkerei Ammerland employs a small number of temporary and contract workers in order to be able to react flexibly to peak order volumes. Additional details can be found in the key indicator table. The relatively sharp increase in the deployment of contract workers in 2023 compared to 2022 is attributable to several factors, including a general increase in production, temporary production peaks and renovation work at our sites.



Governance

2-9 Governance structure and composition
Within Molkerei Ammerland, operational responsibility for the topic of sustainability rests with the **Managing Director**, who in turn reports to the **Board of Management**, the highest decision-making body. It decides on strategic and policy-making matters, and, like the **Supervisory Board**, consists exclusively of dairy producers who work on a voluntary basis. Additional details on the cooperative's governing bodies can be found in the brief portrait and the articles of association (German only). The members of the Board of Management and Supervisory Board can be found on pages 28 and 29 of the 2023 annual report (German only).

The members of the Board of Management and Supervisory Board regularly addressed sustainability issues during the reporting period. One of the main topics discussed was climate management. In March 2023, the Board of Management and Supervisory Board deliberated on the development of climate goals in connection with the Science Based Targets Initiative (SBTi). The outcome of this was that in April 2023, Molkerei Ammerland officially signed up to the SBTi and set about developing corresponding goals.

Responsibility for operational management rests with the **Head of Sustainability** of Molkerei Ammerland, who reports directly to the Managing Director as part of close, regular dialogue. The Head of Sustainability acts as a point of contact and driver for this topic and supports the change in our corporate culture, for example by making suggestions to the management regarding directions of sustainable development. In his day-to-day activities, he works closely with various areas such as the dairy producer advisory, sales, and project management teams. He also represents the dairy in industry initiatives in this field, and is responsible for sustainability reporting.

Almost **all areas of the company** have some contact with the topic of sustainability. For example, the production team works to ensure that the raw milk is processed with as little environmental impact as possible. Energy and water management, among other tasks, is located in the project management department. Sales works with partners from the industry and the retail sector to develop shared sustainability initiatives. The dairy producer advisory team supports our milk suppliers in close, ongoing dialogue as they increasingly gear their operations toward sustainability. Sustainability aspects relating to employees are handled by HR.

Strategy, policies and practices

2-22 Statement on sustainable development strategy
The foreword by Ralf Hinrichs, Managing Director of Molkerei Ammerland, is available here.

2-23 Policy commitments
Our Code of Conduct sets out the fundamental values and principles that guide Molkerei Ammerland. The code defines our core commitment to responsible business conduct and includes a clear commitment to protecting human rights in accordance with the United Nations Universal Declaration of Human Rights. The Code of Conduct is available on our website. Our employees also have access to it via our internal MIA (employee information system Ammerland) platform. The code contains rules of conduct and clear guidelines on issues such as competition, preventing corruption and avoiding conflicts of interest. Our expectations of our suppliers include not only high levels of quality, dependability, and flexibility, but also ethical conduct based on compliance with the law and geared toward the principles laid out in our Code of Conduct. The Board of Management of Molkerei Ammerland is responsible for adopting the Code of Conduct. An amended version was adopted in May 2024.

The guidelines of the Code of Conduct are supplemented by our our sustainability mission statement, in which we pledge to be good stewards of people, animals, and the environment. It defines sustainability as a dynamic process of learning, action, and further development. This approach is firmly rooted in our strategy and Corporate Policy and is also reflected in our milk delivery regulations. Our milk producers take these requirements into account in their day-to-day work, thereby actively supporting the realization of our sustainability mission statement. This relates to aspects such as species-appropriate keeping and feeding conditions for animals, general animal welfare, and energy-efficient business operations.

Within our environmental policy, we pursue a two-pronged strategic approach. First, we support improvements in our milk suppliers' agricultural production systems – both to protect the environment and to ensure the social and economic well-being of the members of our ooperative. Second, we are committed within our organization to efficient production methods that reduce environmental impact at every stage of production. We pay special attention to using water (GRI 303: Water and Effluents) and energy sparingly (GRI 302: Energy), lowering the loads of pollutants in our wastewater, minimizing waste (GRI 306: Waste), reducing emissions (GRI 305: Emissions), and making increasing use of more environmentally friendly packaging (GRI 301: Materials).

To support sustainable milk production, Molkerei Ammerland has been participating in the QM Dairy Sustainability Tool (German only) since 2017. The tool was developed by the research community and industry experts (Thünen Institute, QM-Milch e.V., Projektbüro Land und Markt) with the involvement of relevant stakeholders from the dairy supply chain. This tool is based on a list of questions used to collect data on nearly 90 scientific criteria from the areas of economics, ecology, social aspects, and animal welfare. The goal is to gain a detailed picture of sustainability performance on the individual farms and visualize strengths and areas where there are still reserves as well. The results allow us to set concrete objectives for our cooperative and forge ahead with the overarching process of continuous improvement. A selection of the results from the most recent survey (conducted in the second half of 2021) of our dairy producers can be found in the 2020/2021 sustainability report (starting on

page 35). The Sustainability Tool has been undergoing a process of content-related and organizational development since the end of 2023, in which Molkerei Ammerland is actively involved.

We teamed up with Landesvereinigung der Milchwirtschaft e.V., the state association for the dairy industry, and other dairies in the state of Lower Saxony to create the **Dairy Climate Platform** (Klimaplattform Milch) (German only) in 2021. The key goal here is to apply a standardized methodology to calculating the carbon footprint of raw milk. The centerpiece is the online-based Agrar-Klimacheck calculation tool, which is based on the well-known TEKLa calculator. Dairy producers can use the calculation tool to determine their raw milk's carbon footprint. The carbon footprint calculation system is undergoing further development as part of a collaboration between the dairy industry in Lower Saxony and the Chamber of Agriculture of Lower Saxony. Another component of the collaboration is developing and implementing consultancy services for dairy producers with regard to climate-efficient milk production.

2-24 Embedding policy commitments
All employees of Molkerei Ammerland have to comply with the principles laid out in our Code of Conduct. This results directly from laws, company regulations, corporate policy and the guidelines and guiding principles directly associated with these as well as being a secondary obligation in employment contracts. Ethical conduct is a firmly established part of our management and is not limited to the documentation of processes. All members of the management take their responsibility as role model in the implementation of the set out principles very seriously. They are available for any questions or comments regarding the Code of Conduct, as is the legal department. Every Molkerei Ammerland employee can contact their direct superior or the management in case of any concerns or when noticing an alleged violation of the Code of Conduct. In addition, we regularly provide training on the contents of the Code of Conduct, especially to sales employees, in order to instruct them on legally compliant conduct.

2-26 Mechanisms for seeking advice and raising concerns
Concerns about misconduct or legal violations affecting our cooperative, the well-being of employees or our business partners can be reported via the Molkerei Ammerland whistleblower protection system. The procedure is outlined in chapter 11 of our Code of Conduct.

2-27 Compliance with laws and regulations
Molkerei Ammerland is committed to complying with all applicable laws, regulations and guidelines, which are directly or indirectly connected to our business. There were no cases of non-compliance with laws or regulations during the reporting period and no fines were imposed on Molkerei Ammerland.

2-28 Membership associations
Molkerei Ammerland maintains extensive dialogue with its stakeholder groups. One key element of our stakeholder dialogue is membership in associations and interest groups. This section lists our most important memberships:

Arbeitgeberverband Agrar, Genossenschaften, Ernährung Niedersachsen e.V. (AGE): With over 500 members, AGE is one of the major associations in Lower Saxony. It represents the interests of the food and agriculture sector and advises member companies on all matters relating to labor and employment law, works constitution law, and social law. Molkerei Ammerland is represented by a member of the association's board.

Deutscher Raiffeisenverband e.V. (DRV): DRV is an umbrella association representing the interests of cooperatives and cooperative businesses in the German agriculture and food sector at the national, European, and international levels in dealings with policymakers, administrative bodies, business partners, and the general public.

Fachverband der Milchwirtschaftler in Niedersachsen und Sachsen-Anhalt e.V.: This association is dedicated to the development of professions in the dairy industry. It represents the interests of the dairy industry on matters of vocational training and continuing education. Molkerei Ammerland is a supporting member. Klaus Rohlfing, Head of HR at Molkerei Ammerland, is a member of the association's board.

Genossenschaftsverband Weser-Ems e.V.: Genossenschaftsverband Weser-Ems represents the interests of its member companies as one of six regional associations under the umbrella of Deutscher Genossenschafts- und Raiffeisenverband. It is a statutory auditing and cooperative advising association.

Grünlandzentrum Niedersachsen/Bremen e. V.: This nonprofit organization brings together the fields of agriculture, trade, and industry along with research, administration, and public policy to develop forward-looking solutions for pastureland regions with an eye to achieving more-sustainable economic growth, defusing the competition for land, and preserving the area's specific cultural landscape. We are a transfer partner of Grünlandzentrum Niedersachsen/Bremen and support the PRO WEIDELAND label (2-6 Activities, value chain and other business relationships).

Landesvereinigung der Milchwirtschaft Niedersachsen e. V. (LVN): LVN represents the interests of all associations and organizations that are involved in the dairy industry in Lower Saxony, whether through production, processing, retail, or consumption. Molkerei Ammerland is represented in LVN through Genossenschaftsverband Weser-Ems e. V.

Milchindustrie-Verband e. V. (MIV): MIV is the umbrella organization for the German dairy industry. The association acts as a representative of the industry's interests and a service provider at the regional, national, European, and international levels. Ralf Hinrichs, Managing Director of Molkerei Ammerland, is a member of the board of MIV. In addition, representatives of the dairy are involved in various working groups.

Sustainable Agriculture Initiative (SAI) Platform: The SAI Platform is a global initiative in support of sustainable agriculture within the value chain for food and drinks. Its work focuses on harmonizing and implementing sustainable activities in the area of agricultural production. Molkerei Ammerland participates in the SAI Platform Dairy Working Group.

Sedex (Supplier Ethical Data Exchange): Molkerei Ammerland joined the internationally recognized database platform Sedex in 2012. This platform's mission is to help improve transparency in the long-term social commitment and involvement of businesses along the supply chain through the sharing of data in the areas of labor standards, health and safety, business ethics, and environment. As part of Sedex, SMETA audits (Sedex Members Ethical Trade Audit) take place at regular intervals at our Wiefelstede-Dringenburg plant. The last successful audit took place in November 2022, the next audit is planned for the fourth quarter of 2025.

Stakeholder engagement

2-29 Approach to stakeholder engagement
The following are currently among our most important stakeholder groups: Our dairy producers and employees, suppliers, customers (within Germany and internationally), consumers, the regional environment, the German Federation/Communes, NGOs, industry associations, and banks. We view dialogue and cooperation as key elements in jointly developing and implementing solutions to meet the challenges of doing business sustainably. With that in mind, we are involved in various initiatives at the regional, national, and international levels and in organizations that are committed to sustainable development (2-23 Policy commitments, 2-28 Membership associations).

Our working climate, which is characterized by trust and confidence, tolerance and constructive dialogue, forms the basis for our relations with our **employees**. Our managers' doors are always open, and they are always available to their employees for questions, suggestions, criticism, or issues, either in personal discussions or at team meetings. We also hold employee performance reviews with the employees of the dairy. In mid-2023, we launched the "employee information system Ammerland" (**MIA**) to enhance internal communications. **MIA** is available as an app and a web version. Among other things, the internal information platform can be used to access important dates and news.

We stay in touch with our nearly 2,000 **milk producers** through various channels. In the annual district meetings, which are spread around the entire area where we source our milk, and at the general meeting alike, Molkerei Ammerland provides information on the cooperative's economic situation and on developments in the field of sustainability. Our producer advising activities focus on topics such as raw milk quality and feeding of livestock along with operational development from the sustainability standpoint and responsible use of resources. In addition to our monthly Milchinfo information sheet since 2018, we have also been making use of digital forms of communication through our supplier information system Ammerland, or **LISA** for short. At the beginning of 2023,

we started offering our dairy producers the opportunity to learn more about specific topics and expand their knowledge through a series of online seminars. We addressed various issues related to sustainable and successful business management (organizing work tasks, managing employees, saving energy, minimizing the use of antibiotics) at events held by external speakers. Based on the positive response from the participants, we held the event again at the beginning of 2024.

Our sales team is in regular, close contact with our **customers**. We take the opportunity for personal dialogue at trade fairs, such as the Anuga event, which is held every two years. We also engage in joint sustainability initiatives with partners from around the industry and the retail sector.

2-30 Collective bargaining agreements
All employees of Molkerei Ammerland eG are covered by collective bargaining. In keeping with the agreements reached between the employers' association and the Gewerkschaft Nahrung-Genuss-Gaststätten (NGG) trade union, we pay all employees a uniform collectively agreed wage.

Material Topics

3-1 Process to determine material topics
The topics of the report arise from our materiality analysis. The basis is a list of 22 topics that we believe are crucial to sustainability management, as they are where Molkerei Ammerland has the biggest economic, environmental, and social impact and also give rise to opportunities to exert a concrete influence. The topics are grouped together into six action fields: corporate management, milk production, production and products, employees, the environment, and society. Topics were identified based on various sources, including general standards (such as the GRI Standards), industry-specific frameworks (such as the Dairy Sustainability Framework), studies, and market analyses.

To be able to take our stakeholders' expectations into account, we conducted another online survey at the beginning of 2022 after 2020. We invited nearly 90 representatives of stakeholder groups to rate the importance of the topics we had identified and to provide us with additional information. Representatives of the following groups were involved in the process: Employees, customers (national and international retailers, wholesalers and industry), suppliers (for example, in the packaging industry), industry associations and organizations, science and research, government/administration and agricultural interest groups. With their responses (response rate: 60 percent), our stakeholders confirmed that we had brought up the right topics.

To determine the contents of this report, we also compared the results of our materiality analysis with the topics covered by GRI Sector Standard "GRI 13: Agriculture, Aquaculture and Fishing 2022". Please refer to the overview of the main topics in disclosure 3-2 for the relevant topic standards. The sector standard reference numbers can also be found in the GRI content index.

3-2 List of material topics
The material topics arise from our materiality analysis (see 3-1 Process to determine material topics). They are summarized in the following table.

Topic	Derived GRI standards
Corporate management	
Integrity and compliance: Compliance with all applicable laws, regulations, and guidelines that are directly or indirectly associated with the business activities of Molkerei Ammerland.	• GRI 205: Anti-corruption / GRI 13.26: Anti-corruption • GRI 206: Anti-competitive Behavior / GRI 13.25: Anti-competitive Behavior
Dialogue with stakeholders: Ongoing dialogue with Molkerei Ammerland's stakeholder groups on topics relating to sustainability.	• 2-29: Approach to stakeholder engagement
Responsible purchasing: Aspects relating to sustainability in the supply chain are considered when sourcing materials.	• GRI 204: Procurement Practices • GRI 308: Supplier Environmental Assessment
Regional development: Molkerei Ammerland's contribution to economic development within the area where it sources milk (= radius of about 80 kilometers around our Wiefelstede-Dringenburg and Oldenburg sites), e.g., as an employer or by taking regional suppliers into account.	• GRI 202: Market Presence • GRI 204: Procurement Practices
Milk production	
Milk price: Payment of a stable, above-average milk price to Molkerei Ammerland's milk producers.	• GRI 201: Economic Performance / GRI 13.22: Economic Inclusion
Information on the milk market: Transparency regarding developments on the milk market for dairy producers through provision of appropriate information.	• 2-29 Approach to stakeholder engagement
Milk producer advising: Consideration of sustainability-related aspects, including responsible use of resources, in the advice we provide for producers.	• 2-29 Approach to stakeholder engagement
Animal welfare: Consideration of animal welfare factors during milk production.	• 2-29 Approach to stakeholder engagement • GRI 13.11: Animal Health and Welfare

Topic	Derived GRI standards
Production and products	
Product quality: Production of high-quality, safe dairy products.	• GRI 416: Customer Health and Safety / GRI 13.23: Supply Chain Traceability • GRI 418: Customer Privacy
Added value concepts: Accommodation of rising demand for responsibly produced products through added value concepts, e.g., products made from pasture milk and organic milk products.	• GRI 417: Marketing and Labeling
Guarantee of origin/regional focus: Production of products from milk produced in the same region (i.e., milk from within a radius of about 80 kilometers around the dairy's two locations).	• GRI 301: Materials
A high-performance partner: Reliability, flexibility, and excellent service in our work with customers.	• GRI 201: Economic Performance
Product information (consumer protection): Compliance with the requirements of food law and product labeling in keeping with the legal specifications.	• GRI 417: Marketing and Labeling
Employees	
Job security: Provision of secure jobs for employees.	• GRI 401: Employment • GRI 201: Economic Performance
Corporate culture: Dealing with each other in a spirit of appreciation and respect, working climate characterized by trust and confidence, tolerance and constructive dialogue.	• GRI 402: Labor/Management Relations • GRI 405: Diversity and Equal Opportunity / GRI 13.15: Non-discrimination and Equal Opportunity • GRI 406: Non-discrimination / GRI 13.15: Non-discrimination and Equal Opportunity • GRI 407: Freedom of Association and Collective Bargaining / GRI 13.18: Freedom of Association and Collective Bargaining
Working conditions: Design of attractive jobs, e.g., through interesting tasks, good pay, and opportunities for further development.	• GRI 404: Training and Education • GRI 401: Employment
Health and occupational safety: Creation of a work environment where occupational safety and employee health are top priorities.	• GRI 403: Occupational Health and Safety / GRI 13.19: Occupational Health and Safety

Topic	Derived GRI standards
Environment	
Greenhouse gas emissions in milk production: Collection of information on greenhouse gas emissions and tapping into potential for reductions.	• GRI 305: Emissions / GRI 13.1: Emissions
Permanent grassland (at farms): Maintain and preserve pasture and grassland through pasture farming, which promotes habitats for plants and animals.	• GRI 304: Biodiversity / GRI 13.3: Biodiversity
Energy (in production): Optimized use of energy in working and production processes. This also lowers emissions.	• GRI 302: Energy • GRI 305: Emissions / GRI 13.1: Emissions
Packaging: Use of sustainable packaging alternatives for the Ammerländer brand product range.	• GRI 301: Materials
Water and Effluents: Optimizing the consumption of water in operating and manufacturing processes and lowering pollutant loads in waste water.	• GRI 303: Water and Effluents / GRI 13.7: Water and Effluents
Waste: Minimizing waste at all stages of manufacturing.	• GRI 306: Waste / GRI 13.8: Waste
Society	
Social engagement: Support for social projects and organizations, presence at and support for regional events, in the catchment area of the dairy locations.	• GRI 202: Market Presence • GRI 405: Diversity and Equal Opportunity

Sector and topic standards

Material topics

Economic

GRI 201: Economic Performance

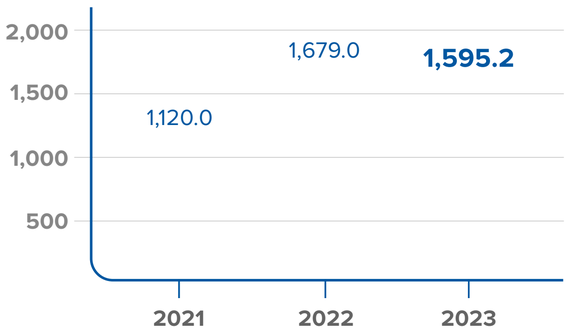
GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland is one of northern Germany's oldest dairy cooperatives. We trace our roots back to 1885. Today, we are among Europe's largest and most advanced dairy operations (brief portrait). We produce high-quality dairy products for our customers from the wholesale and industrial sectors. Regionality is a key principle for our company. The farms that supply our raw milk are all located within a radius of 80 kilometers around our locations in Wiefelstede-Dringenburg und Oldenburg.

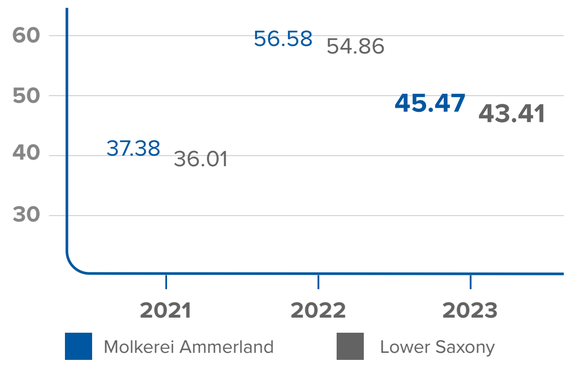
Thanks to its diversified customer structure and national and international distribution channels, Molkerei Ammerland has a solid economic footing. An additional key factor in our success is our excellent working relationships with business partners. Commitment and a focus on excellent service are integral elements of everything we do. Thanks to low turnover and high staff continuity, our customers have typically known their contact persons for years. A high level of mutual trust has developed over the course of long-lasting business relationships.

One of our cooperative's main concerns is maintaining a stable, good milk price for producers, which also helps make it possible for our members to operate sustainably. As a result, achieving a milk price for producers that is above the average, at least regionally, is a top priority at Molkerei Ammerland. During this reporting period, it was again above the average for the state of Lower Saxony at all times.

201-1 Direct economic value generated and distributed
Please consult the following graphics for information on trends in turnover and milk prices. As a result of significantly higher sales prices, the key indicators reached record levels in the exceptionally strong year of 2022. Falling prices led to a drop in turnover and milk price paid to producers in 2023.

Also see the profit and loss statement on page 23 of the 2023 annual report (German only).





GRI 202: Market Presence

GRI 3: Material Topics 2021 | 3-3 Management of material topics
The Molkerei Ammerland success story depends on our people. Here at Molkerei Ammerland, everyone shares in the responsibility for achieving the company's goals, along with the ongoing sustainable development of the cooperative. Especially in a rural region like the Ammerland area, it is important for our dairy operation to be an attractive employer. To cover our needs for skilled workers, we train a significant portion of our future employees ourselves (GRI 404: Training and Education). Molkerei Ammerland is an important employer in the region, a fact that is also apparent from where our employees live. About 90 percent live in the same radius where we source our milk, meaning within 80 kilometers of our locations in Wiefelstede-Dringenburg and Oldenburg. More than 40 percent commute 20 kilometers or less (round-trip).

Molkerei Ammerland's contribution to regional development goes beyond its role as an employer. In the catchment area of our locations, we support social projects and attend or support events. The results of our most recent survey, conducted as part of the Dairy Sustainability Tool, demonstrate that our milk suppliers are also committed

and actively engage in communication with the public. Almost one in three farms invites visitors at regular intervals and give guests a window on how a dairy farm works. Beyond that, our dairy producers help to strengthen social cohesion in the local area through their volunteer activities. Nearly two-thirds of those who work full-time at the farm are involved in volunteering in addition to their work, either in related fields or outside agriculture.

202-1 Ratios of standard entry level wage by gender compared to local minimum wage
In keeping with the agreements reached between the employers' association and the Food, Beverages and Catering Industry Trade Union (Gewerkschaft Nahrung-Genuss-Gaststätten, NGG), we pay a uniform collectively agreed wage that is above the minimum wage stipulated by law. All of our employees receive the same employer-provided benefits. We do not differentiate between full-time or part-time employees, those on fixed-term contracts, or male and female employees.

202-2 Proportion of senior management hired from the local community
Without exception, the managers of Molkerei Ammerland come from the area around our plants in Wiefelstede-Dringenburg and Oldenburg (meaning they are all local to northwestern Germany).

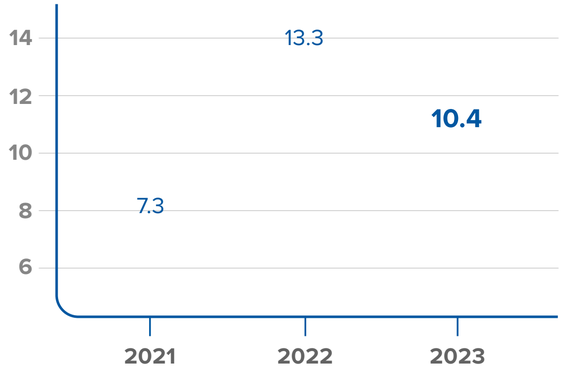
GRI 204: Procurement Practices

GRI 3: Material Topics 2021 | 3-3 Management of material topics
The only raw material processed at Molkerei Ammerland is raw milk. To produce drinking milk and milk products, however, we do need other supplies. These range from packaging, cleaning agents, and disinfectants to additional and auxiliary substances like cultures and enzymes. We also source the materials we need to operate our machines and equipment. Packaging is the largest source of external purchases. We also work closely with our suppliers on projects aimed at reducing material or using alternative packaging that is more sustainable, for example (GRI 301: Materials).

Our criteria for purchasing products and services include more than just quality and price. We also take care to ensure our providers have an environmental and/or energy management system, have established a code of conduct, and follow recognized social and sustainability standards. All of Molkerei Ammerland's suppliers respect the rights of their employees as a basic principle. We also urge them to take recognized codes or standards (such as a code of conduct, BSCI, or ISO 26000) into account and communicate our own Code of Conduct. Around two thirds of our suppliers have implemented their own code of conduct.

The Molkerei Ammerland purchasing team evaluates suppliers of existing items in detail twice a year. These assessments concentrate on factors including the quality of the services provided. Another evaluation takes place every three years, focusing in particular on sustainability aspects. This also includes the principles set out in the Base Code of the Ethical Trading Initiative (ETI), for example, along with acknowledgment of these principles by our suppliers. With the aim of consistently improving the quality of our own greenhouse gas inventory and basing it on primary data, during the reporting period, we began to survey the carbon footprint of the goods we purchase among our suppliers. We will continue to pursue this in the future, as well as developing a risk analysis based on sustainability issues within our supply chain.

204-1 Proportion of spending on local suppliers
Molkerei Ammerland procures goods from 56 providers. The purchasing volume of items in stock stood at nearly 45 million euros in 2023 and about 38 million euros in 2022. If possible and reasonable in economic terms, we rely on regional companies. In 2023, about 10 percent of our turnover was attributable to suppliers located within a radius of about 80 kilometers around our production sites.



This figure relates solely to suppliers other than milk suppliers. Our cooperative members' farms are all located within a radius of about 80 kilometers around our two plants, which are located in Wiefelstede-Dringenburg and Oldenburg.

[3] "Regional" means within a radius of 80 kilometers from our production sites in Wiefelstede-Dringenburg and Oldenburg

GRI 205: Anti-corruption

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland has a Code of Conduct and complies with all laws and regulations relevant to it. This fundamental stance is rooted in our values as a cooperative and forms the basis of our corporate policy. We undergo an annual audit of legal compliance and strict adherence to ethical principles by Genossenschaftsverband Weser-Ems e. V. (Weser-Ems Cooperative Association) at the end of the fiscal year.

We firmly reject all forms of corruption. Gifts and perquisites associated with business activity that are geared toward personal benefit and lie outside the legal rules are strictly prohibited. These principles are also set down in our Code of Conduct. The rules listed there are binding for all employees. Beyond that, we apply the "four eyes principle" to all contracts signed. We have also established signing rules for specific values so there are clear responsibilities for legal transactions.

205-2 Communication and training about anti-corruption policies and procedures
Our principles and guidelines for preventing corruption are set out in our Code of Conduct. We refer all new employees to the Code of Conduct, which can be accessed on our website and in MIA (employee information system Ammerland). We regularly train our sales staff on the subject matter relevant to their area of work. We regularly ask our suppliers of existing items about their sustainability practices and make them aware of our Code of Conduct.

205-3 Confirmed incidents of corruption and actions taken
There were no corruption incidents at Molkerei Ammerland during this reporting period.

GRI 206: Anti-competitive Behavior

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Credibility and transparency are among the bedrock principles of our corporate policies. Molkerei Ammerland's business practices are founded on care, integrity, honesty, and fairness. We work with our customers in a spirit of openness and value them as partners, treating them with respect, transparency, and objectivity. Our company's strategy is geared toward strengthening its competitiveness in the long term to the benefit of all members of the cooperative. We support free, authentic competition as a central element of our approach to the market economy. Our dealings with competitors are always unbiased, fair, and in keeping with applicable laws. We aim to win customers over through efficiency, performance, product safety, and quality. These principles are also described in our Code of Conduct, which is binding on all employees of Molkerei Ammerland.

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
There were no proceedings concerning anticompetitive behavior or violations of antitrust or monopoly law against Molkerei Ammerland during this reporting period.

Environmental

GRI 301: Materials

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Safeguarding the ecosystem, protecting the climate, and good stewardship of natural resources are all key priorities for our dairy. We pursue a two-pronged strategic approach in our environmental policies. First, we support improvements in the agricultural production systems used by our milk suppliers in order to protect the environment while also ensuring the social and economic welfare of our cooperative's members. At the same time, we are committed to efficient and resource-conserving production methods at every level.

The only **raw material** we process is raw milk. The milk is produced by our nearly 2,000 milk suppliers, all located within a radius of about 80 kilometers of our two plants in Wiefelstede-Dringenburg and Oldenburg. To respond to changes in consumer buying habits and rising demand for responsibly produced products, Molkerei Ammerland relies on concepts for adding value. We create added value for our consumers and farmers, for example, by producing products made from pasture milk according to the PRO WEIDELAND standard or from organic milk according to the specifications of Bioland e. V. and Naturland e. V.

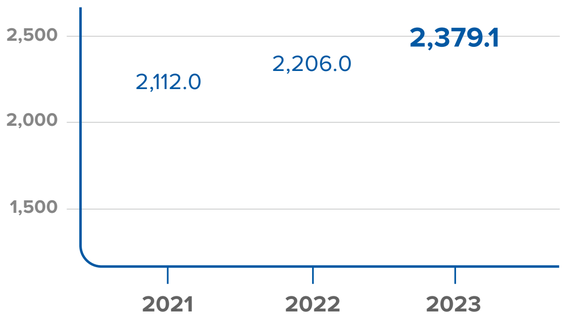
Most of the products made by Molkerei Ammerland require **packaging**. The only exceptions are liquid shipping of milk, cream, buttermilk, whey, and concentrates, which takes place by tanker, and transportation of whey powder, which is handled by silo vehicles. This means the number of packages required does not always rise in proportion to the volume of milk processed. Instead, it depends on the way the milk is used and the desired packaging

Except for loose goods, we exclusively use single-use packaging for all our products. Our beverage cartons are made of paper produced using responsible forestry practices. All beverage packaging used by Molkerei Ammerland, both for its own brand and for private label products, is FSC-certified. However, not all private label packages indicate this FSC certification, as not all customers want this information to be included.

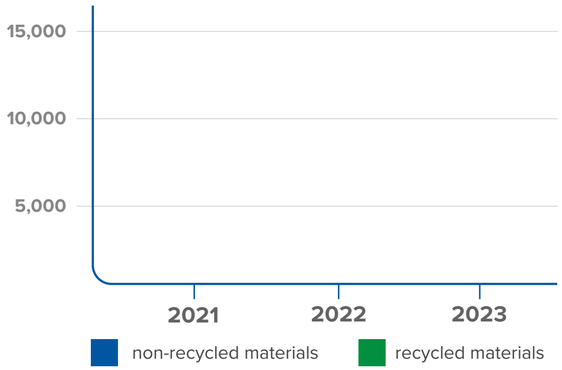
We are registered in the LUCID Packaging Register in line with the German Packaging Act. Packaging that we place in circulation is licensed under affiliated dual systems and the quantities are reported to the Packaging Register Central Agency. In this reporting period, the total weight of licensed packaging came to 9,971 tons. This volume includes packaging that we place in circulation through our Ammerländer brand and private labels sold by food retailers and wholesalers in Germany. Our customers are increasingly making arrangements for licensing of packaging under a dual system. This has reduced the amount of packaging licensed by us.

Together with our suppliers, we are steadily increasing the use of **packaging that is more sustainable**. One of the areas we focused on during the reporting period was outer packaging. For example, in 2023 we improved the packaging in which we sell blocks of butter (40 x 250 g). Instead of a completely sealed outer packaging, we use a box that does not have a lid but openings on the side for easier removal of the product at the point of sale. This enables us to reduce the amount of material used by almost 40 percent. Another example involves the boxes for our cheese loaves (4 x 3 kg). We have been using a cardboard box that consists of only three layers of paper instead of the previous five since mid-2022. This redesign has allowed us to save almost 40 percent of the cardboard used for each box. In addition, we started reducing the amount of material used in cheese bags for loaf products in 2023. In some cases, we are already using bags with a film thickness and weight that has been reduced by just under 16 percent. In cooperation with our packaging suppliers, we are pursuing the goal of using thinner cheese bags for all suitable products by the end of 2024.

301-1 Materials used by weight or volume
During this reporting period, the volume of milk processed rose, increasing by 4.5 percent from 2021 to 2022 and another 7.8 percent from 2022 to 2023. This development is attributable to increases in milk production at our cooperative members' farms and the addition of new milk suppliers. The higher production volumes also drove increases in the demand for packaging materials during this reporting period.



For further information on the milk volume, please see the key indicator table.



301-3 Recycled input materials used
Food laws prohibit the use of recycled or reclaimed materials in primary packaging with direct product contact in order to prevent undesirable substances from leaching into foods. For outer packaging – which is not subject to the same restrictions – we try to use as much recycled material as possible. Since the market determines what we produce, however, and because our customers often have very specific expectations for the nature of our packaging, our influence on the amount of material used is only an indirect one. This means the recycling rate fluctuates. The share of recycled materials of the packaging materials accounted for 39.9 percent in 2023 (2022 37.1 percent).

Statements regarding this indicator can only refer to the packaging materials used, since Molkerei Ammerland produces foods exclusively. It is not possible to recycle or reclaim our products.

GRI 302: Energy

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Processing of milk requires relatively large amounts of energy. Since it is part of our philosophy to always keep a close eye on the environmental impact of our business activities, we have pledged to reduce our energy consumption on a long-term basis and boost our energy efficiency. We have practiced systematic **energy management** since 2009 and first earned certification under DIN EN ISO 50001 in 2012, followed since then by regular recertification.

Molkerei Ammerland's production activities use not only electricity, but also natural gas as a primary source of energy for generating heat and steam. Production of milk powder is especially energy-intensive. The goal of our **energy policy** is to achieve continuous improvement in energy performance. To reach our targets, we use energy-efficient products and services wherever economically reasonable, and we provide the resources needed to do so. As part of our energy policy, we are pursuing the strategic goal of ensuring that our total energy requirements increase at a lower rate than the volume of raw milk processed. We met this goal during the reporting period.

Energy efficiency teams at both production sites support the energy management officer of Molkerei Ammerland. Team members meet regularly to plan and implement energy conservation measures. We hold required training activities annually to inform our employees of current developments relating to the energy management system and of measures that have already been taken, as well as those that will be taken in the future. We also urge our employees to contribute their own suggestions for improvements. In the relevant areas of production, we inform the staff individually of possible ways to conserve energy. For example, our employees learn how they can operate machines using less energy.

Nearly fifty milk tankers operated by our subsidiary AMT Ammerländer Milchtransport GmbH are available to **transport raw milk** from our producers' farms to our two production sites, which are located in Wiefelstede-Dringenburg and Oldenburg. To keep diesel fuel consumption as low as possible, we provide our drivers with regular training on energy-conserving driving. We also use telematics systems and optimize route planning on an ongoing basis. In 2023, our vehicles averaged 1.38 liters of diesel used (2022: 1.38) per metric ton of raw milk.

302-1 Energy consumption within the organization
As Molkerei Ammerland is growing, total consumption of energy was up during the reporting period. In 2023, we processed 12.3 percent more milk than in 2021, while our energy consumption increased by approximately 5.5 percent over the same period.

302-3 Energy intensity
In the reporting period, energy consumption in relation to the volume of milk processed fell slightly.

302-4 Reduction of energy consumption
We continued to work on optimizing energy-saving potentials during the reporting period. For example, by further optimizing processes, increasing the efficiency of equipment and implementing more efficient technology in various production areas at our sites, we saved over 900,000 kWh of energy in 2022.

We are currently focusing on using **heat pump technology** in drying processes in the future. Molkerei

Energy consumption in total and in relation to volume of milk processed

	Unit	2021	2022	2023
Energy consumption	kWh	279,445,650[4]	282,077,265	294,696,140
	kWh/kg vMm[5]	0.1323[4]	0.1279	0.1239
of which electricity	kWh	86,788,335[4]	91,270,588	97,963,573
	kWh/kg vMm	0.0411[4]	0.0414	0.0412
of which natural gas	kWh	192,657,315	190,806,677	196,732,567
	kWh/kg vMm	0.0912	0.0865	0.0827

[4] This figure differs from the one stated in the 2020/2021 sustainability report due to a subsequent data correction
[5] vMm = volume of milk processed

Ammerland's production activities use not only electricity, but also natural gas as a primary source of energy for generating heat and steam. The production of powder products is especially energy-intensive. To ensure that we can continue to process the raw milk produced by our cooperative members in the best possible way in the future, we are currently expanding our production capacities by building a third drying tower at our Wiefelstede-Dringenburg site. In this context, Molkerei Ammerland is pursuing a novel and future-oriented energy concept whereby processes are converted to electricity and operated by high-temperature heat pumps. Compared to conventional technology, the new spray dryer can save approximately two-thirds of gas consumption. The new drying tower is scheduled to become operational in the first half of 2025.

An additional initiative involves logistics. In 2023, we built a **CNG filling station** at our site in Wiefelstede-Dringenburg, which went into operation at the beginning of 2024. We purchase biomethane under corresponding supply contracts to fuel milk tankers and other trucks operated by our subsidiary AMT Ammerländer Milchtransport GmbH. The first vehicles had been successfully converted from diesel to gas by the beginning of 2024, and the entire fleet will be gradually converted in the years ahead.

We replaced a large share of our internal vehicle fleet with **electric cars** during the reporting period. In this context, 20 electric charging stations have been in operation at our Wiefelstede-Dringenburg site since mid-2023, for use in charging both our own fleet and our employees' private vehicles.

GRI 303: Water and Effluents

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Water is a universal means of production for Molkerei Ammerland. Our water management system helps us use this precious resource sparingly and realize potential for further reducing the volume of wastewater produced. During the reporting period, we added a number of new parameters to our monitoring system. All of the values measured are evaluated centrally. We plan to continue to expand the system so that we can optimize our water consumption even further based on even more precise evaluations.

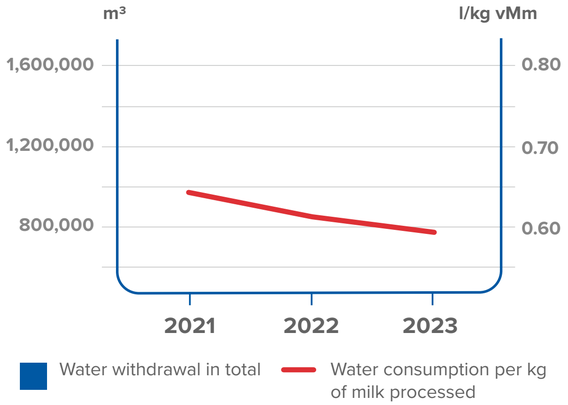
303-1 Interactions with water as a shared resource
As a business that processes milk, we use water in particular for cooling, heating, cleaning, rinsing cheese curds, and generating steam. We receive our water from the regional supply and pump it from our own wells. The majority of our water comes from the municipal supply.

Water is essential for cleaning purposes when producing dairy products. Our added value concepts require strict separation of products (for example, pasture milk is kept separate from conventionally produced raw milk). This requires additional equipment cleanings between production processes, driving up our consumption of water. By shortening individual rinsing steps, optimizing cleaning cycles, and using process water for pre-rinses, we are continuously working to lower our consumption of water. The wastewater generated when we clean our process lines consists of rinsing water with product residue, along with cleaning agents and disinfectants. At the Oldenburg and Brinkum sites, wastewater is discharged into the public sewer network. The plant in Wiefelstede-Dringenburg has its own process water treatment facility. The only wastewater discharged into the public sewer here is from the plumbing system.

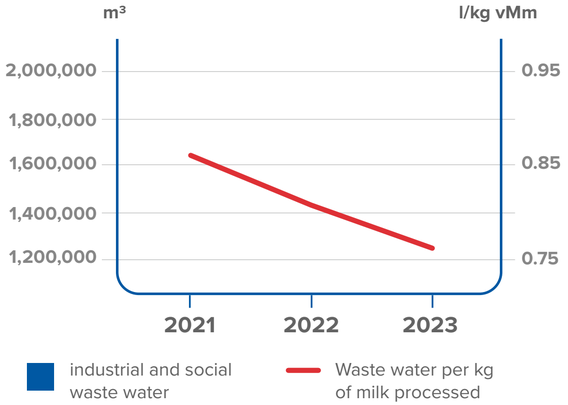
303-2 Management of water discharge-related impacts
Discharging of wastewater is monitored on an ongoing basis and meets the specifications of laws and regulations. In 2022 and 2023, the quality of the wastewater discharged exceeded regulatory requirements, which led to a reduction of the fees charged during this period.

303-3 Water withdrawal
Owing to the fact that our dairy grew during the reporting period, absolute water consumption in 2023 was slightly higher than in 2021. In terms of the quantity of milk processed, however, consumption in 2023 was more than 7 percent lower than in 2021.

303-4 Water discharge
Despite significant growth in the reporting period, the absolute volume of wastewater in 2023 is similar to 2021. In relation to the volume of milk processed, we managed to reduce the volume of wastewater – the figure was down some ten percent in 2023 compared to 2021.



For further information on water consumption, please see the key indicator table.



GRI 304: Biodiversity

GRI 3: Material Topics 2021 | 3-3 Management of material topics
An unspoiled natural world is the basis for functioning agriculture, and thus for our products as well. Good stewardship of the ecosystem is a top priority for us. We are a transfer partner of Grünlandzentrum Niedersachsen/Bremen e. V. (2-28 Membership associations) and support the protection and conservation of grassland. Pasture farming has a positive effect on biodiversity in these environments. For example, animals kept on pastures create certain patterns in the vegetation structure that shape many insect species' habitats.

We continued and steadily expanded the "Ammerländer Bienenschmaus" campaign, which was launched in 2019 to improve habitat for insects by sowing wildflower seeds. Our focus during the reporting period was on intensifying the involvement of our dairy producers. We used **LISA**, our digital supplier information system Ammerland, to encourage farmers to participate in the initiative on their own land. The total area covered by wildflower meadows, both on our dairy producers' land and on our own land, has grown continuously: Starting at 250 hectares in 2022, increasing to 300 hectares in 2023, and reaching over 400 hectares by mid-2024.

As the results of our latest survey conducted as part of the Dairy Sustainability Tool between July and December 2021 demonstrate, our dairy producers are committed to a range of activities that promote diversity in nature. Nearly one in four farms participates in contractually funded measures to protect the environment and nature, and 95 percent take measures to support flora and fauna. These include not only building dry and stone walls, but also insect houses, perches for birds of prey, nest boxes, and mowing that disrupts wild animals as little as possible. Two-thirds of our dairy producers engage in conservation measures involving their own landscape elements or those of third parties.

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
The locations of Molkerei Ammerland are not located in protected areas. They are not adjacent to protected areas or to areas of high biodiversity value that are not designated as protected areas.

GRI 305: Emissions

GRI 3: Material Topics 2021 | 3-3 Management of material topics
In its production processes, Molkerei Ammerland is careful to use energy sparingly and reduce emissions. In the reporting period, we continued to record our greenhouse gas (GHG) emissions as part of our **corporate carbon footprint**. The calculation is based on the principles of ISO standard 14067 and the Greenhouse Gas Protocol. We used emissions factors from Footprint Expert, a footprint software program certified by the UK-based Carbon Trust, to determine our corporate emissions. The value chain that we analyzed for these emissions factors was based on the cradle-to-grave approach, which takes both direct and indirect (upstream and downstream) emission sources into account.

Molkerei Ammerland signed up to the **Science Based Targets Initiative (SBTi)** in April 2023. The SBTi is a joint initiative of several leading organizations in the field of climate protection, such as the United Nations Global Compact and the World Wide Fund for Nature (WWF). By participating in this initiative, we are committed to setting science-based targets for reducing our greenhouse gas emissions in line with the latest findings on climate change. This step underscores our commitment to operating our business responsibly and reducing our impact on the climate.

305-1 Direct (Scope 1) GHG emissions
Factors in scope 1 emissions include not only consumption of natural gas and diesel fuel (for milk tankers and company cars), but also the use of heating oil. Because Molkerei Ammerland is growing and energy consumption is increasing as a result, scope 1 CO_2 emissions were up during the reporting period. The overall figure for 2023 stood at 61,534 t CO_2-e.

We have already introduced a range of measures to reduce future emissions, including heat pump technology for drying and converting our vehicle fleet (302-4 Reduction of energy consumption).

305-2 Energy indirect (Scope 2) GHG emissions
Scope 2 encompasses indirect emissions from purchased energy. At Molkerei Ammerland, the only relevant form of energy in this category is electricity. The GHG emissions resulting from electricity consumption based on the market-oriented approach initially increased in the reporting period and fell slightly below the 2021 level in 2023.

CO_2 emissions Scope 1 and 2

	Unit	2021	2022	2023
CO_2 emissions Scope 1	t CO_2-e	59,432[6]	59,387	61,534
CO_2 emissions Scope 2	t CO_2-e	41,715[7]	44,054	40,683

Note on the above table: Scope 1 includes emissions from natural gas consumption (Wiefelstede-Dringenburg, Oldenburg and Brinkum sites), diesel consumption by milk tankers, refrigerated vehicles (in each case, the AMT Ammerländer Milchtransport GmbH subsidiary) and cars (Molkerei Ammerland eG) and heating oil consumption (Wiefelstede-Dringenburg site). Scope 2 includes emissions from electricity consumption (Wiefelstede-Dringenburg, Oldenburg and Brinkum sites). For the calculation of Scope 2 emissions for the year 2023, the same emission factor as for 2022 was provisionally applied because an emission factor was not available for 2023 by the publication deadline.

[6] This figure differs from the one stated in the 2020/2021 sustainability report due to a subsequent data correction
[7] This figure differs from the one stated in the 2020/2021 sustainability report due to a subsequent adjustment of the calculation method

305-3 Other indirect (Scope 3) GHG emissions
Among dairy processing companies, by far the largest share of GHG emissions is attributable to indirect emissions caused by the company's activities. Within this field, raw milk production on the farms is responsible for the largest share. We have been using our digital supplier information system Ammerland (**LISA** for short) to determine annual **carbon footprints at the individual farm level** since 2022. The Agrar-Klimacheck tool based on the well-known TEKLa calculator, enables our dairy producers to calculate the carbon footprint of their raw milk independently. This simultaneously provides them with an overview of the various ways in which they can reduce their carbon footprint. Carbon footprint calculation became more established across our cooperative in 2023. Around 55 percent of our dairy producers have calculated their carbon footprint. In the most recent survey, conducted in early 2024, the participation rate increased further to more than 60 percent.

In addition to steadily increasing the participation rate, more work is needed on other aspects of the carbon footprint calculation process. To increase the meaningfulness of the results, the reliability of the carbon footprints needs to be improved step by step and the calculation methodology developed accordingly. In addition, we also need customized advisory services for our dairy producers so that they can take more targeted steps to reduce the carbon footprint of their raw milk within the means at their disposal. With this in mind, we teamed up with Landesvereinigung der Milchwirtschaft e.V., the state association for the dairy industry, and other dairies in the state of Lower Saxony to create the Dairy Climate Platform (Klimaplattform Milch). In addition, Molkerei Ammerland was one of the initiators of a long-term cooperation between the dairy industry in Lower Saxony and the Lower Saxony Chamber of Agriculture to help tackle the issues mentioned.

Peatland farm
Large parts Lower Saxony' peatlands are located in the area where Molkerei Ammerland sources its milk. This means that many of our cooperative members farm on carbon-rich soils. In particular, dairy farming is the most important source of agricultural income for many family farms located along the coastal region's peatlands. Given that, scientifically and politically, peatland renaturation is one of the key measures employed to reduce greenhouse gas emissions, many of the farmers affected are faced with the pressing question as to the future viability of their farms.

As a cooperative, Molkerei Ammerland is committed to actively representing the interests of its members with regard to this key issue for the future. In line with its mission, Molkerei Ammerland strives to provide its members with a good outlook for continuing milk production at peatland locations. Since 2023, Molkerei Ammerland has been working together with Grünlandzentrum Niedersachsen/Bremen on designing a peatland farm, with the aim of investigating how agricultural production on peat soils can be aligned with climate protection requirements. Operating under the name "GreenMoor", the peatland farm began working in April 2024. The farm is located on the premises of a member of Molkerei Ammerland in the Wesermarsch region. The project, which is coordinated by the Grünlandzentrum and is scheduled to run for four years, is funded by the Lower Saxony Ministry of Food, Agriculture and Consumer Protection. Besides Molkerei Ammerland, other partners from the research community and industry are supporting the project.

GRI 306: Waste

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland's goal is to do business efficiently and conserve resources at every stage of production – and that also includes minimizing waste. In order to optimize and reduce the amount of waste we produce, we made targeted improvements to our management system during the reporting period. In particular, recording and documenting how waste is handled within the organization has helped to improve the quality of the data. For the next reporting period, we have set ourselves the goal of identifying ways in which waste can be eliminated and reduced in individual departments. Raising awareness and training employees plays a key role in achieving this.

In addition, we aim to make optimal use of raw milk as a raw material in order to minimize food waste while complying with legal requirements. Our aim is to achieve maximum utilization of by-products and semi-finished products. For example, if some batches of cheese do not meet the contractually agreed shelf life, they can be sold for processing into grated or processed cheese, depending on their composition.

Waste volumes

	Unit	2021	2022	2023
Waste for disposal	t	12,443.1	11,155.5	14,369.2
of which non-hazardous waste	t	12,390.7	11,108.7	14,343.1
of which recyclables	t	439.2	282.5	393.3
household waste	t	355,7	421,1	449,0
other non-hazardous waste	t	11,595.8	10,405.2	13,500.8
of which hazardous waste	t	52.4	46.8	26.1
of which oils and lubricants	t	3.3	3.7	2.5
other hazardous waste	t	49.1	43.1	23.7

306-1 Waste generation and significant waste-related impacts
Wastewater generated during cleaning of process lines accounts for the largest volume of waste produced by Molkerei Ammerland. At our Wiefelstede-Dringenburg site, we treat this wastewater using our own process water treatment facility (GRI 303: Water and Effluents). In terms of volume, recyclables and household waste are also major contributors.

306-2 Management of significant wasterelated impacts
We began to set up a waste monitoring system during the reporting period. A corresponding data management system is currently being developed and is intended to create more transparency regarding the volume of waste in the future, so that waste can be better accounted for and reduced further.

306-3 Waste generated
Waste disposal is handled exclusively through qualified specialized companies. The waste generated is shown in the table on the previous page organized by type, for the period from 2021 to 2023. While the amount of waste was reduced in the period from 2021 to 2022, it increased from 2022 to 2023. The increased volume of household waste during the reporting period is associated with the end of the coronavirus pandemic, because more of our administrative staff were back in the office and fewer were working from home. Molkerei Ammerland operates a process water treatment facility on the grounds of its plant in Wiefelstede-Dringenburg. The increase in volume of other non-hazardous waste in the form of sewage sludge in 2023 is mainly due to the expansion of production at the site resulting from the higher volume of milk processed. The decline in other hazardous waste from 2022 to 2023 is attributable to the cleaning of tanks at the process water treatment facility in 2022. Thanks to the optimization of machinery and equipment at the Wiefelstede-Dringenburg plant, the amount of oil and lubricant waste decreased from 2022 to 2023.

GRI 308: Supplier Environmental Assessment

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland currently procures goods from 56 providers. These range from packaging, cleaning agents, and disinfectants to additional and auxiliary substances like cultures and enzymes. We also source the materials we need to operate our machines and equipment. The majority of our purchases from external suppliers, some 80 percent by purchase value, fall within the packaging segment. Sustainability criteria are part of our selection and assessment of suppliers. Because of this, we check whether a supplier has an environmental and/or energy management system, has established a code of conduct, and follows recognized social standards and sustainability standards. In addition, we urge our suppliers to take recognized codes or standards (such as a code of conduct, BSCI, ISO 26000) into account.

308-1 New suppliers that were screened using environmental criteria
All new suppliers provided information on whether they have an environmental and energy management system during this reporting period. More than half of our 56 suppliers have an environmental and/or energy management system.

Social

GRI 401: Employment

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Our employees, people with skill and expertise but also feelings and emotions, are the key to our success. Molkerei Ammerland's consistently positive development would be impossible without them. To maintain their passionate commitment to our cooperative's interests and concerns, our company's employees need to feel comfortable on the job, just like they need opportunities for personal and professional grown. With the goal of remaining an attractive employer, we keep the topics that are relevant to our employees front and center in everything we do. We want our people to have a secure job with us that offers them a pleasant working climate, interesting tasks, good pay, and recognition, along with an environment that puts occupational safety and health first as priorities.

To be able to continue our successful course, we want to retain our employees and, if necessary, strengthen the workforce by adding more specialists. The dairy cultivates a family-like atmosphere, with flat hierarchies and close connections, as a special incentive. We also practice human resources management geared toward different stages of life. That means we work with our individual employees to identify solutions within the range of options available to meet their personal needs at different stages of life. To help our employees achieve optimum work-life balance, we have created options for lexible working hours. Rather than using standard models, we work with individual employees to craft solutions for them. About 10 percent of employees at Molkerei Ammerland work part-time. We also keep an eye on the work-life balance for our staff so that we can offer appropriate solutions where possible when there is a need, while not losing sight of the realities of business.

The HR department – which is where everything relating to personnel planning, recruitment, staff development, management, and administration comes together – bears primary responsibility for matters concerning our employees. However, personnel management is not just a task for one department. Within our organization, it is shaped by all of the leading people. That means all executive staff are involved, along with the executive management. Together, they work to make sure our leadership principles and the focus on employees arising from our company policies are implemented.

401-1 New employee hires and employee turnover
Our growth is also reflected in the increase in the Ammerland team, which grew during the reporting period and now totals 550 employees (2022: 511, 2021: 510) at Molkerei Ammerland eG. Key indicators for employees are determined using the headcount method. The average tenure of employees at Molkerei Ammerland is eleven years. Employee turnover stood at 0.8 percent in 2022 and 1.8 percent in 2023. These low figures are a reflection of how satisfied our team is. We firmly believe this is also an important result of our corporate policies and culture.

Omission: A breakdown by region is not relevant because all locations are in Germany. Owing to the low employee turnover, differentiating by age group and gender is viewed as being immaterial.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees
All of our employees receive the same employer-provided benefits. We do not differentiate between full-time and part-time employees or those on fixed-term contracts. In order to be able to respond flexi-

	Unit	2021	2022	2023
Number of new hires		18	36	69
New hire percentage	%	3.5	7.0	12.5
of which female		6	12	26
male		12	24	43
of which under 30 years	%	50.0	55.6	59.4
30 to 50 years	%	50.0	30.6	33.3
over 50 years	%	0	13.9	7.2
Employee turnover (number)		3	4	10
Turnover rate	%	0.6	0.8	1.8

bly to peaks in orders, we sometimes rely on temporary workers. When we do so, we are careful to make sure these workers are fully integrated into life within the organization during their time with us. They receive the same pay and employer-provided benefits as permanent employees, and wear the same work clothing.

GRI 402: Labor/Management Relations

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Here at Molkerei Ammerland, everyone – employees and cooperative members alike – shares in the responsibility for achieving the company's goals, along with the ongoing sustainable development of the cooperative. A solid community and a strong sense of cohesion are especially important to us. In line with this view, cooperative behavior and interpersonal relations characterized by respect, dignity, and equal opportunity are key aspects of the operating and working climate at the dairy. Our managers' doors are always open. They are always available to their employees for questions, suggestions, criticism, or issues.

A works council was instituted in the mid-1970s to represent our employees' interests within the scope of the legal specifications. The company works together with the people and bodies representing our employees in a spirit of mutual trust and confidence. Constructive discussions are held with an eye to balancing everyone's interests in a way that is productive for all sides. Since 2010, we have also had a representative for young people and apprentices (JAV), which is responsible for junior employees aged 18 or under and apprentices aged 25 or under, alongside the works council.

402-1 Minimum notice periods regarding operational changes
We comply with the legal deadlines for notification of operational changes. Notices are typically provided in person or via postings made by the company management or works council. Since 2023, this has also been done digitally via the internal MIA platform (employee information system Ammerland).

GRI 403: Occupational Health and Safety

GRI 3: Material Topics 2021 | 3-3 Management of material topics
At Molkerei Ammerland, our employees' health and a safe, secure working environment are the top priority. We make every effort to protect our employees from injury due to accidents and from work-related ill health and other harmful influences. Our working conditions meet all the legal requirements, reflect the state of the art, and are continuously evolved.

One occupational safety specialist and 13 safety officers – 11 for the Wiefelstede-Dringenburg plant, and two for the location in Oldenburg – help us identify and document accident and health risks, eliminate defects where identified, and develop effective preventive measures. We train people in first aid so that we are well prepared for emergencies. Across all of our locations, we have 88 people trained in first aid (about 15 percent of all employees) who are ready to step in and help.

Molkerei Ammerland's Occupational Safety Committee meets at least four times a year to coordinate tasks and discuss current topics, among other activities. These meetings are attended by the deputy Managing Director, the HR department, the hazardous materials officer, the safety officer, the works council, the company physician, and one occupational safety specialist.

403-1 Occupational health and safety management system
We continuously monitor the entire working environment with regard to occupational safety and health. When expanding production or plant operations or introducing new technologies, we regularly consult the employers' liability insurance association for the food and hospitality industries (Berufsgenossenschaft Nahrungsmittel und Gastgewerbe (BGN)) and seek their advice on occupational safety. As part of its bonus program, the BGN has confirmed every year since 2015 that the occupational safety and health measures we have in place exceed the minimum statutory requirements. Our measures include a relatively high number of trained first responders and a company integration management program that regularly and successfully reintegrates employees into the workplace after a long-term illness or if they have health-related restrictions.

403-2 Hazard identification, risk assessment, and incident investigation
We identify and assess potential risks in the workplace systematically. To do this, we use the risk catalog published by the Federal Institute for Occupational Safety and Health. We have established a process for preparing risk assessments, which also includes implementing suitable protective measures and corresponding responsibilities. Site inspections with regard to occupational safety are carried out regularly in all relevant areas of the dairy. If an occupational accident occurs despite all our prevention measures, we analyze the cause systematically and, if possible, use it to identify actions we can take to prevent recurrence.

403-3 Occupational health services
All newly hired employees are required to undergo an initial medical examination performed by our company physician. Depending on the individual employee's role, follow-up examinations are performed at regular intervals. The company physician writes an activity report each year and attends the meetings of the Occupational Safety Committee. Dialogue also takes place as needed on all issues concerning employee health. For instance, the company physician provided important advice during the coronavirus pandemic.

403-4 Worker participation, consultation, and communication on occupational health and safety
Employees and department managers actively participate in preparing risk assessments. For example, we hold training sessions that encourage employees to report potential risks or hazardous situations so that remedial action can be taken. Representatives of the works council also attend the meetings of the Occupational Safety Committee.

403-5 Worker training on occupational health and safety
We conduct regular training activities in the areas of occupational safety and health. All employees attend mandatory training each year, which includes a check of whether they have learned and retained the information on occupational safety. Depending on their fields of activity, there is additional mandatory training on aspects such as working in an oxygen-reduced atmosphere and rescues, including self-rescues, at height. In addition, we regularly train all employees on how to use fire extinguishers and, in cooperation with partners such as the German Red Cross, we offer annual basic and refresher courses for first responders.

403-6 Promotion of worker health
In the area of personal protective equipment, we also offer individual solutions for our employees, such as allowances for specially made hearing protection or different widths of safety shoes for optimum fit. To improve ergonomic working conditions, employees who work at a desk are provided with adjustable-height desks.

We installed a modern smoking cabin at our Wiefelstede-Dringenburg site at the end of 2023. A multi-level filter system collects smoke-filled air, filters out all harmful gases and particles, before returning the cleaned, purified air to its original location. This eliminates the health risks associated with passive smoking and unpleasant odors.

To raise awareness of the importance of physical activity, we offer our employees the option to lease a company bike. In addition, Molkerei Ammerland supports company sports activities associated with running and soccer, for example, by covering registration fees for running events or the costs of team equipment, such as jerseys. Our cafeteria at the Wiefelstede-Dringenburg site serves fresh and varied lunches to employees there, with the dairy subsidizing the price. We also provide hot and cold beverages at no cost. For example, water dispensers are available in the production and administration areas.

403-9 Work-related injuries
The number of work-related accidents reported in 2022 and 2023 increased compared to 2021. It should be noted that 2021 was an exceptional year owing to the coronavirus pandemic. The number of work-related accidents during the reporting period is below the long-term average. We investigate the causes of each individual accident and, where appropriate, take the necessary organizational and/or technical measures.

	Unit	2021	2022	2023
Occupational accidents	–	19	27	39
Days lost (per 100 employees)	–	13.4	14.0	20.2
Injury rate (injuries per 100 employees)	–	3.9	5.8	8.0
Number of work-related deaths	–	0	0	0

Omission: A breakdown by region is not relevant because all locations are in Germany. No breakdown by gender, as there are no gender-specific potential risks.

GRI 404: Training and Education

GRI 3: Material Topics 2021 | 3-3 Management of material topics
With demographic change and a shortage of skilled workers looming over Germany, **vocational training** is highly important to Molkerei Ammerland. Especially in rural areas, companies have a hard time meeting their need for skilled workers. With this in mind, we train a large portion of our future employees ourselves. Our apprentices get to know the requirements relating to sustainability in the dairy industry in detail within our organization and receive full gear for their future tasks. In this way, we offer career prospects for young people in our home region.

Apprentices and trainees make up about 4.5 percent of the workforce at Molkerei Ammerland eG at present. Owing to an increasing demand for workers, the number of apprentices has risen slightly compared to the last reporting period. At Molkerei Ammerland, we train dairy technologists, dairy laboratory technicians, industrial clerks, electronics technicians for automation technology, food technology specialists, industrial mechanics, professional drivers, warehouse specialists and IT specialists for system integration. Moreover, we made it possible to complete a dual degree program in business informatics during the reporting period.

We support our apprentices in a variety of ways, for example by covering the cost of course materials, helping them prepare for exams (including by holding practical exams on our premises), but also by providing subsidized public transportation tickets and fuel vouchers. As a matter of course, our apprentices are given responsibility early on so they learn to work independently and on their own responsibility. We promote dialog among our junior employees through a recently adopted mentoring

	Unit	2021	2022	2023
per commercial employee	Ø h	26	28	28
per technical employee	Ø h	26	30	31

	Unit	2021	2022	2023
Employees with regular performance reviews	%	14.7	20.7	22.2
of which commercial employees	%	42.7	42.5	42.6
technical employees	%	57.3	57.5	57.4
female	%	46.7	30.2	32.3
male	%	53.3	69.8	67.7

concept and regular trainee meetings. In 2022, we received our fourth consecutive special award from the Oldenburg chamber of commerce and industry in recognition of our outstanding contributions to vocational training.

We actively approach potential candidates to get young people interested in careers at our dairy. We maintain close contact with schools in our region, provide internships for students, take part in career guidance events at local schools and regularly attend job fairs. We also run our own initiatives to give young people a better understanding of our dairy and its cooperative culture. After we were forced to take a break from 2020 to 2022 due to the coronavirus pandemic, we resumed events in 2023 aimed specifically at children and adolescents. While our Future Day is aimed primarily at 10- to 15-year-olds, our Apprentice Day focuses on young people who are about to finish school so that we can inform them about different career options.

Continuing education allows our employees to meet the ever-rising and changing requirements that apply in their fields. Training activities not only expand on the knowledge present within the company, but also have a positive effect on our appeal as an employer. Continuing and professional education for our workforce is a key priority within our personnel management practices. For this reason, we encourage our employees to approach the HR department with specific requests for individual further training. This can be for topics related to their job or for personal development.

All of our employees regularly attend mandatory training in the areas of hygiene/the HACCP concept, occupational health and safety, and energy management. We will also be addressing the subject of data protection more closely in the future. Driven by the coronavirus pandemic, we conduct most of our training online and intend to make greater use of the opportunities offered by this medium in the future, for example by presenting content using video sequences. In light of the increasing relevance of IT security, in 2023, we worked with external support to train all employees for the first time in how to use IT systems securely, and to raise their awareness of the issue. Depending on their tasks, specific groups of employees undergo additional mandatory training in areas such as forklift operators. We solicit evaluations from internal and external participants in continuing education and analyze this feedback with the aim of further improving the success of our training efforts.

404-1 Average hours of training per year per employee
The average hours of training per employee has held steady at a high level for years. For details, please see the table left.

Omission: Training and continuing education is provided exclusively according to subject-specific aspects, so it is independent of gender. As a result, no gender breakdown is provided here.

404-3 Percentage of employees receiving regular performance and career development reviews
To determine the key indicators in the table left we take into account personal discussions with employees, which include staff appraisals and probationary period reviews. During the reporting period, we increased the percentage of employees who participated in a performance review.

GRI 405: Diversity and Equal Opportunity

GRI 3: Material Topics 2021 | 3-3 Management of material topics
The working climate at Molkerei Ammerland is characterized by trust and confidence, tolerance, and constructive dialogue. All employees have the same opportunities for training and advancement, regardless of their gender, origin, and social circumstances. All of them are urged to deal with each other fairly and with respect and appreciation. This approach is rooted in both our Code of Conduct and the management principles of Molkerei Ammerland. These principles express how we view ourselves and what values shape how we treat each other. From the executive management to executive staff and down the line to each and every employee, everyone is called upon to work to make sure these guiding ideas are to be lived and put into practice within the company.

Inclusion is another important area in which our Ammerländer brand is involved in society. During the reporting period, we continued our partnership with Werder Bremen and also jointly organized an inclusion game day over the past two seasons. In addition, we sponsor the inclusion live radio broad-

cast that provides accessible coverage of the club's home games. Since September 2022, we have also been a supporter of the Bundesliga club's "Spielraum" concept, which aims to counteract the lack of exercise among disadvantaged children and young people, among other things. In addition, we support Special Olympics Bremen, which organizes and promotes sports competitions for people with intellectual disabilities. We also assist colleagues with disabilities within the organization. In 2023, for instance, we had seven employees with severe disabilities on our payroll.

	Unit	2021	2022	2023
Percentage of management positions held by women	%	37.3	39.2	39.6
Employee age structure				
under 30 years	%	24.7	20.4	23.1
30 to 50 years	%	46.7	48.3	47.6
over 50 years	%	28.6	31.3	29.3
Percentage of women	%	31.4	30.3	30.2
Supervisory Board age structure				
under 30 years	%	0	0	4.8
30 to 50 years	%	42.9	52.4	47.6
over 50 years	%	57.1	47.6	47.6
Percentage of women	%	4.8	4.8	4.8
Board of Management age structure				
under 30 years	%	0	0	0
30 to 50 years	%	22.2	33.3	22.2
over 50 years	%	77.8	66.6	77.8
Percentage of women	%	0	0	0

405-1 Diversity of governance bodies and employees
For information on the percentage of women and the age structure, please see the following table.

Omission: Aside from gender and age group, no further diversity indicators are relevant to Molkerei Ammerland.

405-2 Ratio of basic salary and remuneration of women to men
In keeping with the statutory provisions and collective agreements, Molkerei Ammerland pays its employees fair and competitive wages and salaries, regardless of gender.

GRI 406: Non-discrimination

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland does not tolerate unequal treatment in any form whatsoever. We are committed to actively combating all forms of discrimination and prejudice. We do not tolerate any form of discrimination against employees and business partners on the basis of age, gender, skin color, physical appearance, ethnic background, disability, sexual identity or orientation, religion, political or philosophical views, or involvement in a trade union. This is also a fundamental requirement set down in our Code of Conduct.

406-1 Incidents of discrimination and corrective actions taken
No incidents of discrimination during this reporting period.

GRI 407: Freedom of Association and Collective Bargaining

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland respects freedom of association and the right to collective bargaining without limitations. A works council was instituted in the mid-1970s to represent our employees' interests within the scope of the legal specifications. We reach collective agreements for all employees and do not differentiate by gender, in line with the principle of equal treatment. In keeping with the agreements reached between the employers' association and the employers' association and the Food, Beverages and Catering Industry Trade Union (Gewerkschaft Nahrung-Genuss-Gaststatten, NGG), we pay a uniform collectively agreed wage.

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
No incidents or indications thereof during this reporting period.

GRI 416: Customer Health and Safety

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland's products are produced to the highest standards of quality. To go above and beyond the fundamental requirements of food law, we have established an extensive quality management system. Numerous certifications attest to our stringent quality policies at all levels: Food Safety System Certification (FSSC) 22000, IFS (International Featured Standard Food, higher level), VLOG standard (without genetic engineering), EU organic/Bioland, PRO WEIDELAND, and Q+S feed, as well as halal and kosher certification. All products from our dairy are labeled in accordance with the legal requirements and are subject to official food monitoring.

From milk production through to the end product, extensive sampling and testing processes take place on specified schedules to ensure compliance with the relevant quality parameters. We also ensure 100 percent track and trace backward and forward capability through extensive documentation. When our subsidiary Ammerländer Milchtransport GmbH (AMT) collects raw milk from our dairy producers' farms every day, not only is the exact quantity of milk automatically recorded, but, in addition, samples are taken at each farm to document the milk's composition, bacterial count, cell count and freezing point. The GPS systems installed in the fleet ensure that collection data such as location and time is recorded and matched. We also utilize auxiliary materials and supplies such as packaging, cleaning agents, cultures and enzymes in the manufacture of our products. All purchasing documents for these materials are also systematically recorded. Traceability is regularly checked both as part of external audits and via internal test runs.

At our production sites, we analyze the milk and all products made from it in our own labs. Accredited external laboratories (like LUFA Nord-West) also perform regular checks to confirm, among other things, that the products are marketable in terms of their chemical, microbiological, and sensory qualities, as well as the declaration.

Our products garnered numerous DLG (German Agricultural Society) awards in the 2022/2023 reporting period alone: 41 gold, and ten silver. This underscores that we meet the stringent standards of quality that we set for ourselves and our suppliers. To ensure the utmost in food safety, we rely on the hazard analysis and critical control points (HACCP) concept, which has proven its value internationally. The system serves to identify, assess, and control risks stemming from foods.

416-1 Assessment of the health and safety impacts of product and service categories
Molkerei Ammerland sets the highest possible standards of quality for the production process, all products produced, and the entire supply chain, as described above.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
No incidents of non-compliance with regulations and/or voluntary rules of conduct concerning the health and safety impacts of products during this reporting period.

GRI 417: Marketing and Labeling

GRI 3: Material Topics 2021 | 3-3 Management of material topics
Molkerei Ammerland takes meticulous care to ensure that the entire product range meets all requirements under food law. Our products are labeled in accordance with the legal specifications. The accuracy of the labeling information is ensured through internal and external marketability tests, official food monitoring activities, and the certification of our quality management system.

Molkerei Ammerland is meeting rising demand for responsibly and ecologically produced products with added value concepts. Added value is created, for example, when we process pasture milk or organic milk from cows that do not receive any genetically modified feed. Products from our national Ammerländer pasture milk range carry the PRO WEIDELAND label. This label guarantees that consumers who buy these products are supporting pasture farming, animal welfare, and the preservation of grassland. Organic milk from Molkerei Ammerland is produced and processed in line with the requirements of Bioland e. V. (German only). Ammerländer organic products carry this farming association's seal. As part of our brand communication efforts, we reach out to consumers about our added value concepts and their advantages, providing information on product packaging, in annual media campaigns on the Ammerländer website (German only), and on social media.

We added information on our livestock farming practices to our packaging in 2022. Products in our pasture milk range carry the seal for farming level 3 ("outdoor climate"), while organic products are labeled with the level 4 symbol ("premium"). Initiative Tierwohl, an animal welfare organization, developed this four-level system (German only) at the instigation of grocery retailers with the aim of giving consumers better guidance on how livestock is farmed.

We view transparency as an important quality feature, not just within the production process, but also in communications. We are happy to hear from our customers by mail, e-mail, phone, and social media (Facebook, Instagram) with any questions, suggestions, or complaints they may have. We process all inquiries as quickly as possible. This typically takes us three days. The sales and quality management teams deal directly with product complaints. We analyze the complaints received every month, including with an eye to the volumes concerned and the costs incurred. We use the insights gleaned from this process to fur-

ther optimize production, logistics, and quality assurance processes.

417-1 Requirements for product and service information and labeling
The information provided about our products and product labeling fulfills all relevant legal specifications. This is confirmed time and again through regular external marketability tests. In general, there are no rules on specific disposal information for the foods we produce. If our products are sold in countries with mandatory labeling requirements for the recycling of the packaging materials used, we implement these in accordance with the specifications.

417-2 Incidents of non-compliance concerning product and service information and labeling
No incidents of non-compliance with regulations and/or voluntary rules of conduct concerning product information and/or labeling.

417-3 Incidents of non-compliance concerning marketing communications
No incidents of non-compliance with regulations and/or voluntary rules of conduct concerning marketing communications, including advertising, promotion of sales, and sponsoring.

GRI 418: Customer Privacy

GRI 3: Material Topics 2021 | 3-3 Management of material topics
We collect customer data exclusively for the intended purpose agreed upon with the customer, for example in the case of sweepstakes or complaints. Under no circumstances do we share this information with third parties. We follow all of the requirements of the EU General Data Protection Regulation (GDPR) and have put them in place in guidelines and specifications that apply within the organization.

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
No substantiated complaints concerning breaches of customer privacy and no cases of leaks, theft, or loss of customer data during this reporting period.

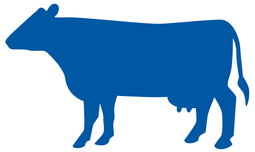
Animal welfare

GRI 13.11: Animal health and welfare

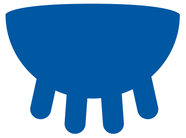
GRI 3: Material Topics 2021 | 3-3 Management of material topics
Our cooperative members and we at Molkerei Ammerland regard the health and well-being of the cattle on our dairy producers' farms to be our top priority. Our milk delivery regulations state that animals must be raised in a humane way and that Section 2 of the German Animal Welfare Act must be complied with. All Molkerei Ammerland dairy producers are obliged to participate in the **QM-Milch standard** (National standard for milk production). A large percentage of the standard's analysis criteria (German only) relates to animal health and welfare. An external certification body carries out inspections on our cooperative's farms every three years. If specific criteria are not fully met, the inspections are held more frequently, i.e., every 18 months. Our dairy producers receive on-site advice from internal or external experts on a random basis and when abnormalities in milk quality are detected.

Dairy Sustainability Tool
Animal welfare is also a central component of the **QM Dairy Sustainability Tool** (German only), an initiative in which Molkerei Ammerland has been involved from the outset. This tool is based on a list of questions used to collect data on nearly 90 scientific criteria from the areas of economics, ecology, social aspects, and animal welfare. The goal is to gain a detailed picture of sustainability performance on the individual farms and visualize strengths and areas where there are still reserves as well. The results allow us to set concrete objectives for our cooperative and forge ahead with the overarching process of continuous improvement. Additionally, each farm can use an individual analysis to see where their strengths and potential areas of development lie. The most recent survey conducted as part of the Dairy Sustainability Tool occurred between July and December 2021 (response rate of 60 percent). An extract of the results relevant to animal welfare can be seen in the box on the right.

Additional key results on the topic of animal welfare and from the areas of economy, ecology, and social aspects can be found in the corresponding fact sheet on the Dairy Sustainability Tool.



The predominant type of housing is loose housing: **97 %** of cows are housed in **freestall barns** with enough space for walking, eating and lying down.



87 % of farms use **antibiotics** for udder infections on an **individual animal basis** and in a **targeted manner**. An anti-biogram is usually performed prior to each treatment to ensure efficacy and to rule out resistance.

On **53 %** of the farms, a **veterinarian** or other consultant with a focus on animal health assists with preventive health care and herd management through regular visits.

On a further **38 %** of farms, a corresponding expert is consulted **as needed**.

Pasture milk
About half of our farmers produce **pasture milk** according to the PRO WEIDELAND standard. Grazing cows on pastureland has beneficial effects on the animals' health and welfare, but that's not all. It also promotes biodiversity because pastures are an important habitat for many plants and animals. The PRO WEIDELAND criteria resulted from a broad-based, consensus-seeking process involving numerous stakeholders. These include, among other things, a minimum grazing period of 120 days per year, with at least six hours of grazing per day, the provision of at least 2,000 m^2 of permanent grassland per dairy cow, GMO-free fodder and participation in the animal health monitoring program. Adherence to the criteria is ensured by external, accredited certification bodies on the farms.

Organic milk
In September 2017, we became the first large producer in Lower Saxony to begin processing **organic milk** produced according to the specifications of Bioland e. V. (German only). An association for organic agriculture in Germany, Bioland e.V. is recognized by consumers and upholds high standards. Its philosophy is based on the seven Bioland principles for the agriculture of the future. As of the end of 2023, almost 65 of our dairy producers were producing milk according to the Bioland standard. We have also been processing raw milk from our dairy producers that meets the requirements of Naturland e. V., an organic agriculture association, since the beginning of 2024.

Knowledge transfer
On the basis of the previous results of the survey conducted as part of the Dairy Sustainability Tool, we organized a series of **online seminars** for our dairy producers at the beginning of 2023 and 2024. To raise awareness of specific topics, external experts used their presentations to share their practical knowledge. One of the main topics focused on antibiotics and specific approaches and strategies for reducing their use in the treatment of livestock.

We also organized **practical workshops on the topic of udder health** during the 2022/2023 reporting period. Working in small groups, milk suppliers learned how to evaluate key milk inspection figures with regard to udder health, how to develop individual strategies for selective drying off and how to carry out targeted mastitis therapy using a rapid test system.

Milk testing
Molkerei Ammerland has been supporting monthly milk testing to support animal health and the comprehensive documentation of animal welfare indicators for many years now. An independent inspector visits eleven times a year to observe the daily milking and take individual milk samples from all the animals. Testing at an accredited laboratory and subsequent benchmarking provides more than 85 percent of our milk suppliers with important guidance when monitoring the health of their herds.

Key indicators

Finance	Unit	2021	2022	2023	GRI disclosures
Turnover	Million EUR	1,120.0	1,679.0	1,595.2	**2-6, 201-1**
of which cheese	Million EUR	661.4	1,024.4	1,012.3	
butter	Million EUR	92.2	152.0	144.8	
fresh products	Million EUR	89.0	106.7	160.2	
powder	Million EUR	113.2	135.6	101.8	
other	Million EUR	164.2	260.3	176.1	

Milk production and product	Unit	2021	2022	2023	GRI disclosures
Volume of milk processed	Million kg	2,112.0	2,206.0	2,379.1	**301-1**
of which pasture milk	Million kg	874.7	889.0	920.1	
organic milk	Million kg	35.8	40.2	50.3	
Production volume	t	788,671	795,789	735,719	**2-6**
of which cheese	t	172,882	182,435	206,568	
butter	t	21,694	22,383	27,574	
fresh products	t	166,390	156,254	210,867	
powder	t	81,444	79,918	80,870	
liquid shipping	t	346,261	354,799	209,840	
Milk price paid to producers (4.0 % fat, 3.4 % protein)	ct/kg, net	37.38	56.58	45.47	
Number of active milk suppliers (annual average)		1,936	1,941	1,957	

Milk production and product	Unit	2021	2022	2023	GRI disclosures
Number of suppliers		56	56	56	
of which for packaging		30	36	34	
for additional and auxiliary substances		8	7	8	
for cleaning agents and disinfectants		10	7	7	
other		8	7	6	
Percentage of turnover attributable to regional suppliers[8]	%	7.3	13.3	10.4	**204-1**

Employees	Unit	2021	2022	2023	GRI disclosures
Total		510	511	550	**2-7**
of which apprentices/trainees		19	15	23	
Vocational training rate	%	3.7	2.9	4.2	
of which female		160	155	166	**2-7**
male		350	356	384	**2-7**
of which technical employees		357	365	398	
commercial employees		102	105	113	
of which full-time		461	455	489	**2-7**
of which female	%	25.4	23.3	23.3	**2-7**
of which part-time		49	56	61	**2-7**
of which female	%	87.8	87.5	85.2	**2-7**
of which temporary workers		3	6	36	**2-8**
Employees covered by collective agreements	%	100	100	100	**2-30**

[8] "Regional" means within a radius of 80 kilometers from our production sites in Wiefelstede-Dringenburg and Oldenburg

Employees	Unit	2021	2022	2023	GRI disclosures
Number of new hires		18	36	69	**401-1**
New hire percentage	%	3.5	7.0	12.5	
of which female		6	12	26	
male		12	24	43	
of which under 30 years	%	50.0	55.6	59.4	
30 to 50 years	%	50.0	30.6	33.3	
over 50 years	%	0	13.9	7.2	
Employee turnover (number)		3	4	10	**401-1**
Staff turnover rate	%	0.6	0.8	1.8	**401-1**
Diversity					**405-1**
Percentage of management positions held by women	%	37.3	39.2	39.6	
Employee age structure					
under 30 years	%	24.7	20.4	23.1	
30 to 50 years	%	46.7	48.3	47.6	
over 50 years	%	28.6	31.3	29.3	
Percentage of women	%	31.4	30.3	30.2	
Supervisory Board age structure					
under 30 years	%	0	0	4.8	
30 to 50 years	%	42.9	52.4	47.6	
over 50 years	%	57.1	47.6	47.6	
Percentage of women	%	4.8	4.8	4.8	
Board of Management age structure					
under 30 years	%	0	0	0	
30 to 50 years	%	22.2	33.3	22.2	
over 50 years	%	77.8	66.6	77.8	
Percentage of women	%	0	0	0	

[9] This figure differs from the one stated in the 2020/2021 sustainability report due to a subsequent data correction
[10] vMm = volume of milk processed
[11] Subsidiary AMT Ammerländer Milchtransport GmbH

Employees	Unit	2021	2022	2023	GRI disclosures
Hours of training provided					**404-1**
per commercial employee	Ø h	26	28	28	
per technical employee	Ø h	26	30	31	
Employees with regular performance reviews[6]	%	14.7	20.7	22.2	**404-3**
among commercial employees	%	42.7	42.5	42.6	
technical employees	%	57.3	57.5	57.4	
female	%	46.7	30.2	32.3	
male	%	53.3	69.8	67.7	
Occupational health and safety					
Occupational accidents		19	27	39	**403-9**
Days lost (per 100 employees)		13.4	14.0	20.2	**403-9**
Injury rate (injuries per 100 employees)		3.9	5.8	8.0	**403-9**
Number of work-related deaths		0	0	0	**403-9**

Environment	Unit	2021	2022	2023	GRI disclosures
Energy consumption	kWh	279,445,650[9]	282,077,265	294,696,140	**302-1**
	kWh/kg vMm[10]	0.1323[9]	0.1279	0.1239	**302-3**
of which electricity	kWh	86,788,335[9]	91,270,588	97,963,573	**302-1**
	kWh/kg vMm	0.0411[9]	0.0414	0.0412	**302-3**
natural gas	kWh	192,657,315	190,806,677	196,732,567	**302-1**
	kWh/kg vMm	0.0912	0.0865	0.0827	**302-3**
Diesel consumption					
Milk tankers[11]	l	2,898,519	3,020,873	3,218,859	
	l/t milk	1.40	1.38	1.38	
Refrigerated delivery vehicles[10]	l	216,574	208,273	234,063	
Cars	l	27,576	34,777	42,912	

Environment	Unit	2021	2022	2023	GRI disclosures
CO_2 emissions[12]					
Scope 1	t CO_2-e	59,432[13]	59,387	61,534	**305-1**
Scope 2	t CO_2-e	41,715[14]	44,054	40,683	**305-2**
Water and wastewater					
Water consumption	m^3	1,363,754	1,346,999	1,421,194	**303-1**
	l/kg vMm	0.6457	0.6106	0.5974	
of which municipal water	m^3	816,104	794,626	857,773	**303-1**
	l/kg vMm	0.3864	0.3602	0.3605	
well water	m^3	547,650	552,373	563,421	**303-1**
	l/kg vMm	0.2593	0.2504	0.2368	
Wastewater	m^3	1,801,161	1,773,589	1,806,315	**306-1**
	l/kg vMm	0.8528	0.8039	0.7592	
Waste for disposal	t	12,443.1	11,155.5	14,369.2	**306-3**
of which non-hazardous waste	t	12,390.7	11,108.7	14,343.1	
of which recyclables	t	439.2	282.5	393.3	
household waste	t	355.7	421.1	449.0	
other non-hazardous waste	t	11,595.8	10,405.2	13,500.8	
of which hazardous waste	t	52.4	46.8	26.1	
of which oils and lubricants	t	3.3	3.7	2.5	
other hazardous waste	t	49.1	43.1	23.7	
Packaging materials	t	11,760.3	11,471.3	13,699.4	**301-1**
of which recycling materials	%	35.3	37.1	39.9	**301-3**

Environment	Unit	2021	2022	2023	GRI disclosures
Expenditures and investments aimed at environmental protection	EUR	7,084,868	7,919,023	8,823,300	
of which waste management	EUR	1,098,215	979,478	1,916,265	
wastewater management	EUR	3,755,682	5,147,480	5,758,583	
noise and vibration protection	EUR	382	382	382	
clean air	EUR	54,818	45,434	25,915	
climate protection	EUR	1,889,390	1,442,208	709,763	
species and landscape conservation	EUR	14,451	14,451	14,451	
increasing energy efficiency and energy conservation measures	EUR	201,049	217,964	360,095	
preventing and lowering emissions	EUR	70,881	71,626	35,708	
software	EUR	–	–	2,048	
Investments in fixed assets	EUR	50,636	53,972	53,972	

12) Scope 1 includes emissions from natural gas consumption (Wiefelstede-Dringenburg, Oldenburg and Brinkum sites), diesel consumption by milk tankers, refrigerated vehicles (in each case, the AMT Ammerländer Milchtransport GmbH subsidiary) and cars (Molkerei Ammerland eG) and heating oil consumption (Wiefelstede-Dringenburg site). Scope 2 includes emissions from electricity consumption (Wiefelstede-Dringenburg, Oldenburg and Brinkum sites). For the calculation of Scope 2 emissions for the year 2023, the same emission factor as for 2022 was provisionally applied because an emission factor was not available for 2023 by the publication deadline.

13) This figure differs from the one stated in the 2020/2021 sustainability report due to a subsequent data correction

14) This figure differs from the one stated in the 2020/2021 sustainability report due to a subsequent subsequent adjustment of the calculation method

Goals

Molkerei Ammerland views sustainable business as a continuous process that we pursue systematically. To achieve continuous improvement, we have defined specific goals for each of our six action fields. We will report on our progress toward these goals in the course of further sustainability reports. The most important goals and their status are shown in the table below.

Goal reached | Interim results achieved, work continues | In implementation | New goal

Goals	Measures	Deadline	Status	
Corporate management				
Further expand sustainability management	Further develop internal structures to collect information and work on sustainability-related topics	ongoing	Ongoing interdepartmental collaboration between sustainability management and, among others, dairy producer advisory, sales, purchasing and project management; involvement of the Board of Management as the decision-making body for key strategic decisions	
Expand on dialogue with stakeholders	Strengthen and stabilize dialogue on sustainability-related topics	ongoing	Support for external initiatives such as PRO WEIDELAND; active participation in the Dairy Sustainability Tool innovation process for ongoing development of content and organization; support for the “GreenMoor” research project; ongoing dialog with customers on sustainability issues	
Further strategic develop of climate management	Development of science-based targets for the reduction of greenhouse gas emissions	2025	Signing up to the Science Based Targets Initiative (SBTi) in April 2023, developing targets for validation by the SBTi	
Milk production				
Achieve a stable milk price paid to producers	Achievement of a milk price paid to producers that is above average, at least at the regional level	ongoing	The milk price paid to producers was above the average for the state of Lower Saxony in 2022 and 2023 (201-1 Direct economic value generated and distributed)	
Support sustainable milk production	Transfer of knowledge with regard to sustainable and successful management	ongoing	Among other things, organization of a series of online seminars with external experts on a range of topics; cooperation with the Chamber of Agriculture of Lower Saxony on the “Dairy Climate Platform” (Klimaplattform Milch) to develop and implement advisory services	
	Calculations of carbon footprints at our milk producers’ farms	ongoing	Annual comprehensive survey, steady increase in the participation rate (305-3 Other indirect (Scope 3) GHG emission)	
	Research on climate protection for carbon-rich soils	ongoing	Supporting the “GreenMoor” project on agricultural production on peat soils (305-3 Other indirect (Scope 3) GHG emissions)	
Enhance value creation for the raw milk processed	Continue and expand the pasture milk and organic milk program in cooperation with the milk producers	ongoing	Volumes of pasture milk and organic milk processed increased during the reporting period (key indicators)	

Goals	Measures	Deadline	Status	
Production and products				
Serve demand for sustainably produced products	Adjust product range according to the requirements of customers of Molkerei Ammerland	ongoing	Introduction of milk products made from pasture milk and organic milk: Since the beginning of 2024, production of cheese products in compliance with farming level 3, as well as fresh and UHT milk for food retailers in accordance with Naturland standards, Ammerländer Weidekäse cheese pieces launched in fall 2023	✓
Make production more sustainable	Converting the production of powder products to electricity	2025	Use of high-temperature heat pumps in the third drying tower at the Wiefelstede-Dringenburg site, scheduled to commence operation in the first half of 2025 (302-4 Reduction of energy consumption)	☆
Support sustainability in the supply chain	Increased focus on sustainability in purchasing	ongoing	Start surveying the carbon footprint of purchased goods during the reporting period; scheduled: Structure of a risk analysis based on sustainability issues	...
Employees				
Further develop internal communications	Introduction of a digital employee information system Ammerland (**MIA**)	2022/2023	In mid-2023, the “employee information system Ammerland” (**MIA**) was rolled out as an app and in a web version	✓
Train employees	Keep vocational training rate at Molkerei Ammerland eG at 10 percent on an ongoing basis	ongoing	As of mid-2024, the percentage of apprentices at Molkerei Ammerland eG stands at approximately 4.5 percent, which is slightly higher than in the previous reporting period	...
	Continuation of measures to appeal to potential apprentices	ongoing	Future and Trainee Day held in 2023 (GRI 404: Training and Education)	...
Expand continuing education	Developing training management and improving teaching methods	2025/2026	Implementation has started	☆
Promote occupational safety and health	Maintain existing level of occupational safety	ongoing	Renewed successful participation in the bonus program of the employers’ liability insurance association for the food and hospitality industries (Berufsgenossenschaft Nahrungsmittel und Gastgewerbe (BGN)) (GRI 403: Occupational Health and Safety)	✓
	Structure and introduction of an occupational safety management system	2025/2026	Implementation in preparation	☆

Goals	Measures	Deadline	Status	
Environment				
Boost energy efficiency	Enhance energy efficiency in production of milk products	ongoing	Energy consumption rose less sharply than the volume of raw milk processed during the reporting period (302-1 Energy consumption within the organization)	
Systematically control water use and waste	Implementation of management systems for the areas of water and waste	ongoing	Implementation progressed during reporting period (GRI 303: Water and Effluents, GRI 306: Waste)	
Implement sustainable transportation	Conversion of the Ammerländer Milchtransport GmbH (AMT) fleet	ongoing	CNG filling station commenced operation in early 2024; deployment of the first gas-powered vehicles that can be refueled using biomethane (302-4 Reduction of energy consumption)	
Increase use of sustainable packaging	Optimization of packaging in collaboration with suppliers, taking environmental aspects into account	ongoing	Implementation and introduction of optimized packaging during the reporting period (GRI 301: Materials)	
Preserve and promote pasture landscapes	Continue cooperation with Grünlandzentrum to promote the positive effects of pasture farming on animal and plant species	ongoing	Ongoing transfer partnership with Grünlandzentrum Niedersachsen/Bremen and support for PRO WEIDELAND (2-28 Membership associations)	
Society				
Support community well-being	Support projects and measures in the areas of sustainable landscape development, education, family, culture, and development aid	ongoing	Examples from the reporting period: Continuation of the partnership with Werder Bremen on a range of projects, support of Special Olympics Bremen (GRI 405: Diversity and Equal Opportunity), continuation of the "Ammerländer Bienenschmaus" initiative (GRI 304: Biodiversity), support of the "Frisches Frühstück" initiative	

Sustainable Development Goals

This overview shows how we are contributing to various United Nations Sustainable Development Goals (SDGs).

Goals		Contributions
2 ZERO HUNGER	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	• Participation in the Dairy Sustainability Tool for step-by-step advances toward more sustainable milk production • Production of pasture milk in accordance with the PRO-WEIDELAND standard and organic milk in accordance with the Bioland e. V. (German only) and Naturland e. V. standards • Support for the Frisches Frühstück (Fresh Breakfast) initiative to raise awareness of healthy breakfast habits among preschoolers
4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	• Support for next-generation talent: vocational training rate of about 4.5 percent at Molkerei Ammerland eG • Just over one in four farms that belong to our cooperative has apprentices or interns, and 2 percent support or employ at least one person with special needs or a disability
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	• Firmly rooted principle of equal treatment of all employees • 40 percent of management employees are women
6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	• Water consciousness: Reduction of the amount of waste water in relation to the amount of milk processed
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	• Future use of heat pump technology in the drying process • Just over half of our dairy producers generate renewable energy or are involved in generation

Goals		Contributions
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	• Stable, above-average milk price paid to producers • Strategic investments and dynamic development of Molkerei Ammerland • Continuous increases in the equity base as a key element in maintaining the cooperative's independence
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	• Processing of milk from a radius of 80 kilometers around the dairy • Production of products made from pasture milk and organic milk • Use of recycled materials and FSC-certified cardboard for packaging • Use of sustainable drinking milk packages
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	• Joining the Science Based Targets Initiative (SBTi), developing science-based reduction targets • Calculation of carbon footprints on the farms of our cooperative • Construction of a CNG filling station for biomethane use
15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	• Transfer partnership with Grünlandzentrum Niedersachsen/Bremen and support for PRO WEIDELAND with the goal of preserving pastures as permanent green space and habitats for plants and animals • Support for the "GreenMoor" research project on the issue of how agricultural production on peat soils can be reconciled with the requirements of climate protection
17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership for sustainable development	• Participation in the Dairy Working Group of the Sustainable Agriculture Initiative (SAI) Platform

GRI content index

Statement of use	Molkerei Ammerland eG has reported the information cited in this GRI content index for the period from January 1, 2022 to December 31, 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI CONTENT INDEX ADVANCED SERVICE WITH REFERENCE OPTION 2024

For the Content Index – Advanced With Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the German version of the report.

GRI Standard	Disclosure	Page	Sector Standard[15]
General disclosures			
GRI 2: General Disclosures 2021	**THE ORGANIZATION AND ITS REPORTING PRACTICES**		
	2-1 Organizational details	9	
	2-2 Entities included in the organization's sustainability reporting	9	
	2-3 Reporting period, frequency and contact point	9	
	2-4 Restatements of information	9	
	2-5 External assurance	9	
	ACTIVITIES AND WORKERS		
	2-6 Activities, value chain and other business relationships	9	
	2-7 Employees	10	
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	GOVERNANCE		
	2-9 Governance structure and composition	11	

[15] Reference number of Sector Standard "GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022"

GRI Standard	Disclosure	Page	Sector Standard[15]
GRI 2: General Disclosures 2021	**STRATEGY, POLICIES AND PRACTICES**		
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