



## COMPANY

INDICATOR	OVERVIEW ON KEY INDICATORS OF THE GROUP		2014	2015	2016
	RECEIPT OF MILK	MKG	506	528	532
	MILK PRICE PAYMENTS	CENT/KG	37,56	29,16	27,15
<b>G4-9</b>	TURNOVER	MEUR	557	526	529
	ANNUAL NET PROFIT	MEUR	4,14	7,41	7,39
<b>G4-9</b>	EMPLOYEES (UNTIL DEC 31)	TOTAL	655	663	693
	TANGIBLE ASSETS	MEUR	65	67	69
<b>G4-9</b>	EQUITY RATIO	PERCENT (%)	31,3	35,5	36,1
<b>G4-9</b>	BALANCE SHEET TOTAL	MEUR	135	143	163
<b>EC1</b>	DIRECT ECONOMIC VALUE GENERATED	MEUR	562	531	531
	DISTRIBUTED ECONOMIC VALUE	MEUR	548	516	522
	RETAINED ECONOMIC VALUE	MEUR	14	15	9



## PRODUCTS

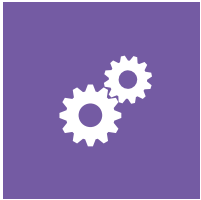
INDICATOR	RAW MATERIAL AND MATERIAL INPUT (IN TONS)		2014	2015	2016
<b>EN1</b>	<b>AGRICULTURAL AND PRODUCT RELATED MATERIALS<sup>1</sup> (IN TONS)</b>				
	DAIRY RAW MATERIALS AND SEMI-FINISHED GOODS <sup>2</sup>		512.318	538.629	544.889
	OF WHICH RAW MILK		381.103	407.094	408.668
	OF WHICH CREAM		81.060	78.600	84.257
	OF WHICH SKIMMED MILK AND BUTTERMILK CONCENTRAT		39.644	39.275	39.515
	OF WHICH SKIMMED MILK/BUTTERMILK/MILK PERMEATES		4.499	3.009	0
	NON-DAIRY RAW MATERIALS AND SEMI-FINISHED GOODS <sup>2</sup>		28.513	28.837	29.185
	PACKAGING MATERIAL (TOTAL)		4.229	4.815	4.977
<b>EN2</b>	PACKAGING MATERIAL FROM RECYCLED MATERIALS		39.4%	37.8%	36.8%

<sup>1</sup> 100% of the quantities of the product-related procurement material groups have been considered as long as they were recorded in kg.

<sup>2</sup> New allocation of semi-finished goods from 2016 (uzuordnung der Halbfertigwaren ab 2016 (retroactive correction in 2014, 2015))

INDICATOR	PRODUCT SALES (IN TONS)		2014	2015	2016
	BUTTER, BUTTERFAT, PREMIX (IN TONS EACH)		48.998	50.205	50.638
	CHEESE		32.766	31.102	30.444
	MILK POWDER		31.120	67.694	71.706
	DELICATESSEN, SWEETENED CONDENSED MILK		24.529	22.715	24.134
	SPECIALTY PRODUCTS <sup>(1)</sup>		41.878	44.379	44.336
<b>G4-9</b>	<b>TOTAL SALES OF MAIN PRODUCT GROUPS</b>		179.291	216.095	221.258

<sup>1</sup> Summary of instant beverages, health products, specialty dry products and contract drying.



## PRODUCTION

INDICATOR	ENVIRONMENT & PRODUCTION ENERGY		2014	2015	2016
<b>EN 3</b>	<b>ENERGY CONSUMPTION WITHIN THE ORGANIZATION</b>				
	GAS PURCHASED	KWH	212.465.329	235.194.229	<b>237.268.281</b>
	ELECTRICITY PURCHASED	KWH	19.825.930	9.672.510	<b>8.725.645</b>
	ELECTRICITY SOLD	KWH	4.862.000	3.184.469	<b>2.911.808</b>
	ENERGY INPUT	KWH	227.429.259	241.682.270	<b>243.082.118</b>
<b>EN 5</b>	<b>ENERGY INTENSITY BASED ON ENERGY INPUT</b>	KWH/KG	1,153	1,229	<b>1,200</b>
	OF THIS GAS	KWH/KG	1,077	1,196	<b>1,171</b>
	OF THIS ELECTRICITY	KWH/KG	0,076	0,033	<b>0,029</b>
	PRODUCTION QUANTITIES FOR ALL UELZENA SITES <sup>1</sup>	TONS	197.292	196.655	<b>202.546</b>
<b>EN 15,16</b>	<b>TOTAL DIRECT AND INDIRECT GREENHOUSE EMISSIONS</b>				
	CARBON DIOXIDE EMISSIONS	TONS	36.089	29.496	<b>28.859</b>
<b>EN 18</b>	<b>INTENSITY OF GREENHOUSE GAS EMISSIONS</b>	KG/KG	0,183	0,150	<b>0,142</b>
<b>EN 19</b>	<b>REDUCTION OF GREENHOUSE GAS EMISSIONS</b>				
	REFERRED TO BASE YEAR 2012	TONS	-15.152	-21.745	<b>-22.382</b>
		RELATIVE	-29.6%	-42.4%	<b>-43.7%</b>
	REFERRED TO THE PRODUCTION QUANTITY IN KG (INTENSITY)	KG/KG	-0,110	-0,143	<b>-0,151</b>
		RELATIVE	-37.6%	-48.9%	<b>-51.4%</b>

<sup>1</sup> Production quantities not consolidated but stated additively. The energy intensity based on energy input is higher than the energy intensity calculated based on consumption (energy input incl. own electricity x efficiency = energy consumption).

INDICATOR	ENVIRONMENT & PRODUCTION WATER		2014	2015	2016
<b>EN 8</b>	<b>TOTAL WATER REMOVAL BY SPRING</b>				
	WATER CONSUMPTION, TOTAL	M <sup>3</sup>	1.069.331	1.082.842	<b>1.037.194</b>
	OF THIS FROM WELLS	M <sup>3</sup>	899.253	924.986	<b>886.448</b>
	OF THIS MUNICIPAL	M <sup>3</sup>	170.078	157.856	<b>150.746</b>
	WATER CONSUMPTION PER TON OF PRODUCT PRODUCED	M <sup>3</sup> /TON	5,42	5,51	<b>5,12</b>
<b>EN 22</b>	<b>WASTE WATER VOLUME<sup>1</sup></b>	M <sup>3</sup>	656.809	647.207	<b>637.914</b>
	WASTE WATER VOLUME PER TON OF PRODUCT PRODUCED	M <sup>3</sup> /TON	3,33	3,29	<b>3,15</b>
	WASTE WATER LOAD IN KG COD PER TON OF PRODUCT PRODUCED	KG/TON	10,94	8,18	<b>7,38</b>

<sup>1</sup> Waste water only for the Uelzen and Bismark sites; waste water quantities for the Ratzeburg site are negligibly small; Warmseen site supplies drinking water from its own sewage treatment plant.

INDICATOR	ENVIRONMENT & PRODUCTION WASTE		2014	2015	2016
<b>EN 23</b>	<b>TOTAL WEIGHT OF WASTE BY TYPE AND METHOD OF DISPOSAL</b>				
	TOTAL WEIGHT OF WASTE	TONS	1.296,80	1.348,81	<b>1.333,21</b>
	OF THAT WASTE THAT IS INDEPENDENT FROM THE PRODUCTION QUANTITY <sup>1</sup>	TONS	104,20	63,41	<b>71,33</b>
	OF THAT WASTE THAT IS DEPENDENT ON THE PRODUCTION QUANTITY	TONS	1.192,60	1.285,40	<b>1.261,88</b>
	OF THIS RECYCLABLE	TONS	916,50	985,70	<b>971,66</b>
	OF THIS NOT RECYCLABLE	TONS	276,10	299,70	<b>290,22</b>
	PERCENTAGE OF RECYCLABLE WASTE	RELATIVE	76.8%	76.7%	<b>77.0%</b>
	TOTAL WASTE THAT IS DEPENDENT ON THE PRODUCTION QUANTITY PER PRODUCT PRODUCED	KG/TON	6,04	6,54	<b>6,23</b>

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



## EMPLOYEES

INDICATOR	EMPLOYEES	2014	2015	2016	PROPORTION OF WOMEN
<b>G4-9</b>	TOTAL	655	663	<b>693</b>	30%
<b>G4-10</b>	MALE	456	459	<b>484</b>	
	FEMALE	199	204	<b>209</b>	
<b>G4-10 A</b>	PERMANENT EMPLOYMENT	591	588	<b>618</b>	31%
	TEMPORARY EMPLOYMENT	18	32	<b>28</b>	25%
	APPRENTICESHIP/INTERNSHIP	46	43	<b>47</b>	23%
<b>G4-10 B</b>	FULL TIME	616	621	<b>650</b>	26%
	PART TIME	39	42	<b>43</b>	86%
<b>LA6</b>	LOST DAYS PER EMPLOYEE DUE TO ACCIDENTS OR OCCUPATIONAL DISEASES	0,72	0,33	<b>0,63</b>	
<b>LA9</b>	AVERAGE HOURS PER YEAR PER EMPLOYEE FOR TRAINING AND FURTHER EDUCATION	6	6	<b>6</b>	
<b>UG-AD</b>	AVERAGE AGE OF THE STAFF IN YEARS	42,7	42,6	<b>41,8</b>	
<b>UG-BZ</b>	AVERAGE PERIOD OF EMPLOYMENT IN YEARS	14,2	13,0	<b>14,2</b>	
<b>G4-LA1 A</b>	NEWLY HIRED EMPLOYEES*	-	-	<b>53</b>	28%
	OF THEM AGED LESS 30	-	-	<b>15</b>	
	OF THEM AGED BETWEEN 30 AND 50	-	-	<b>34</b>	
	OF THEM AGED OVER 50	-	-	<b>4</b>	
<b>G4-LA1 A</b>	EMPLOYEE TURNOVER*	-	-	<b>41</b>	37%
	OF THEM AGED LESS 30	-	-	<b>7</b>	
	OF THEM AGED BETWEEN 30 AND 50	-	-	<b>18</b>	
	OF THEM AGED OVER 50	-	-	<b>16</b>	

\*Data can not be collected retroactively

Employee-related performance indicators refer to all employees and sites of the Uelzena Group. They are indicated as a headcount.



## REGIONAL RESPONSIBILITY

INDICATOR	2014	2015	2016
<b>EC9 PROPORTION OF REGIONAL SUPPLIERS IN TOTAL MATERIAL EXPENSES</b>			
PACKAGING MATERIAL <sup>1</sup>	82%	86%	<b>84%</b>
NON-DAIRY RAW MATERIALS <sup>2</sup> INCL. SEMI-FINISHED GOODS	49%	47%	<b>47%</b>
DAIRY RAW MATERIALS <sup>3</sup> INCL. SEMI-FINISHED GOODS	76%	84%	<b>80%</b>
<b>TOTAL MATERIAL EXPENSES OF THE UELZENA GROUP</b>	74%	80%	<b>76%</b>
<b>PROPORTION OF REGIONAL SERVICES IN TOTAL SERVICE EXPENSES</b>	14%	18%	<b>19%</b>

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

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

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