



GENERAL ASSEMBLY

12 MAY 2023 IN ERFURT

Dear Members,
Ladies and Gentlemen,

This year it was a special concern for us to welcome the participating member companies of ZEL eG in Erfurt. Not only because of the attractive conference programme, but also because one of the „top topics“ this year which was definitely the subject of „Future ZEL eG“.

We would like to take this opportunity to thank all participants for their active participation, who spontaneously contributed to the brainstorming.

Of course, we would like to give a short summary of the exciting and active General Assembly in Erfurt for all member companies.

This year, our General Assembly took place on 12 May 2023 in beautiful Erfurt.

The items on the agenda were dealt with routinely and quickly by all participants, so that there was still time for active exchange later on.

After a minute's silence in memory of the deceased former Executive Board members Heinz Ungemach, Rudolf Pieper and Frank J. Wisgalle, Ansgar Herrmann read the report of

the Executive Board and gave some key data from the annual balance sheet for the business year 2022.

The meeting unanimously decided to distribute a refund of 5.5 % for the 2022 business year. This enormously high rate in relation to recent years was only possible due to the release of pension reserves.

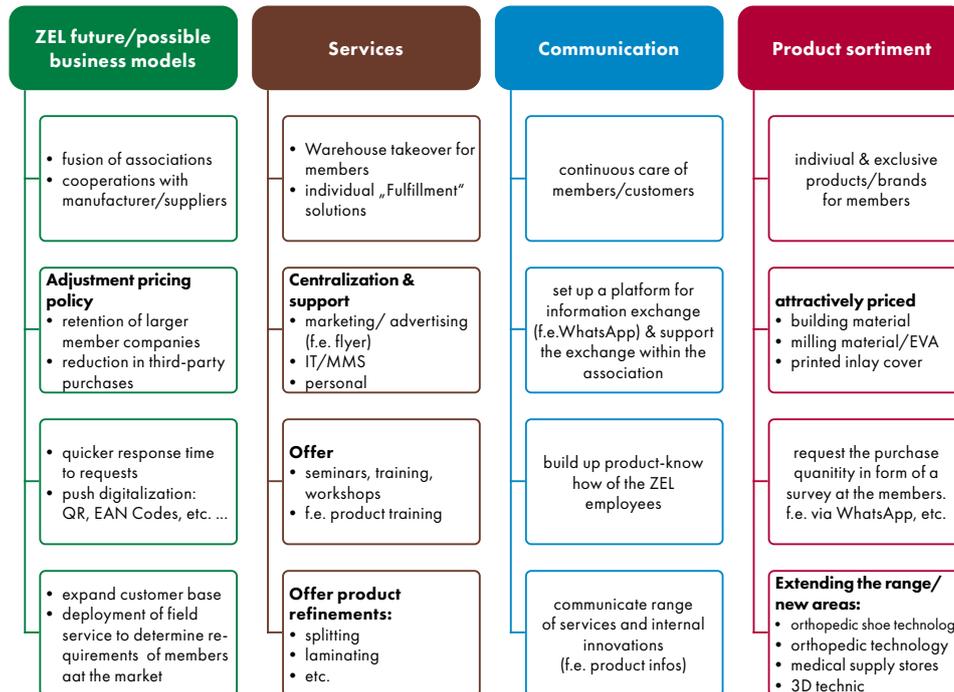
Our Supervisory Board Chairperson, Ms Laura Lang, read out the report of the Supervisory Board and thanked the gentlemen of the Executive Board as well as the employees in Bochum for their work.

Mr Maximilian Leitenstern, who will leave the company on 31 August 2023 in accordance with his contract, was bid farewell by Mrs Laura Lang.

She also reports on Mr Herrmann's plan to begin the active phase of partial retirement in September 2024. She points out that conversations have already taken place and a job advertisement has been placed for the replacement of both Executive Board positions.

As soon as all legal aspects are „in the bag“, the Supervisory Board will inform the members.

THE MOST IMPORTANT IMPULSES FROM THE BRAINSTORMING IN ERFURT & THE MEMBER SURVEY 2022 IN BOCHUM



After unanimous approval of the annual financial statement 2022 and unanimous approval of the proposed distribution of the balance sheet profit, Mr. Alfred Lehmann took over the moderation of the agenda item „Discharge of the Supervisory Board and the Board of Directors“. The Supervisory Board was discharged with one dissenting vote. The Board of Directors was discharged unanimously.

On the subject of the future of ZEL eG, Mr. Herrmann explains the current turnover situation and membership development on the basis of the available graphic and gives a short forecast. He explains that the evaluation of last year's

As there were uncertainties and insecurities within the cooperative regarding a possible merger of ZEL eG with Euro Leder GmbH & Co. KG, Ms Laura Lang explained that there were already initial talks but no concrete plans.

In summer of 2023, another joint meeting is to be held with the responsible persons of Euro Leder GmbH & Co. KG and all members of the supervisory and executive boards of ZEL eG.

Ms Laura Lang then reported that the statutory audit of the Cooperative Union - Association of Regions had already begun, but had not yet been completed due to time constraints. The summarised audit result would be announced at the next meeting.

questionnaire as well as some personal conversations with the members revealed some topics where there is an urgent need for discussion.

Afterwards, group work began on the topics of product range and additional services, moderated by Mr. Marcus Kotthoff, as well as the topics of future ZEL eG, common vision and possible business models, moderated by Mr. Ansgar Herrmann and Ms. Virginia Moreno.

Our next General Assembly will take place on 07 June 2024 in the province of Limburg, Netherlands. Further information will follow with the invitation. Please note the date.





On Saturday, we continued quite early to Beichlingen Castle. Once at the castle, all participants were divided into small groups to play an interactive puzzle game to find out what the legend of the lost count and his missing riches was all about.

Afterwards, all participants went on a classical guided tour of the city to get to know historical Weimar as well. The evening ended with a cosy dinner at the Erfurt restaurant „Pier 37“.



Finally, a statement of the Supervisory Board to the Annual General Meeting on May 12, 2023:

Dear Members,
Ladies and Gentlemen,

On behalf of the Supervisory Board, I would like to thank you for your participation in this year's General Assembly and the discussions that took place there. It is no exaggeration to say that this General Assembly held one or two surprises for all of us. By this I mean that the contribution following the report of the Executive Board, presented by Maximilian Leitenstern, was not duly submitted to us within the scheduled deadline. For this reason, and because we only received confidential information about the negotiations with the Euroverband during the General Assembly, which was not disclosed to us during the Supervisory Board and Executive Board meeting the day before, we did not approve Mr Leitenstern's motion for a vote on whether or not he should continue to serve as a member of the Executive Board of the ZEL.

We on the Supervisory Board still stand behind our decision that Maximilian Leitenstern will resign from his position as a member of the Executive Board as of 31 August 2023 and would like to emphasise that Mr Leitenstern's behaviour during the meeting has once again strengthened our decision. We will announce Mr. Leitenstern's successor as soon as possible.

Regardless of this, we take your concerns about the upcoming board changes seriously and are happy to be your contact for a further exchange.

All participants actively participated in the brainstorming and gave us valuable impulses for a common vision. Now it is time for the ZEL-TEAM to start implementing it, and we continue to ask for your support.

For a better exchange via the „short way“ we will reactivate our WhatsApp group, which was founded a few years ago.



**Would you also like to be part of it?
Please transmit your phone number
to Ms. Virginia Moreno.**

Following the General Assembly and after a short walk to the restaurant „Zumnorde“ in Erfurt's old town, a more than rich buffet was waiting for the members and suppliers, who enjoyed it in lively conversations.

Afterwards, we were picked up by two Erfurt night watchmen for a guided tour of the old town to get to know its charm and appeal at dusk.



IMPRESSIONS OF THE GENERAL ASSEMBLY



PRODUCT NEWS

PRODUCT PRESENTATIONS

ELASTOFORM

Art. no. 45135790000 / Kappenstoff Elastoform 163/OP

Elastoform represent a family of composite fabrics suitable for the fabrication of toe puffs with excellent elasticity. They are realized through exclusive impregnation techniques of particular fabrics in special latexes in aqueous dispersion. The results are fabrics characterized by excellent thermoforming properties and excellent resistance to deformation. For optimum shaping of the toe-puff, it is best to cut the sheet of fabric diagonally.



The hot-melt adhesive version OP, OW is hot pressed onto the upper at a temperature between 130° and 160°C, and a pressure of about 3-4 atmospheres, for 5-7 seconds, (depending on the type of hide and thickness of the toe-puff). Before assembly it is advisable to heat the upper to reactivate it.

TRAIL GRIP SOLING SHEET, BLACK - 4,5 MM

Art. no. 10990825002

Now also available from stock Bochum!

- High-end SBR quality
- Specially developed for the leisure sector
- Weight reduction compared to NBR-based High Grip up to 25%
- Extremely flexible due to „hollowed out“-cleatblocks
- Optimal for uneven surfaces
- Environmentally friendly production in Germany

Performance:

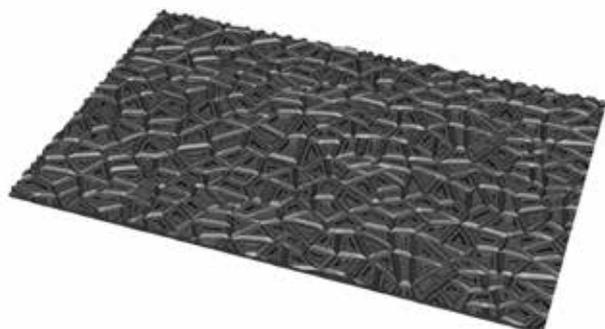
- Hardness ca. 70 shore A
- Density ca. 1,18 g / cm³
- Abrasion ca. 150 mm³

Sizes: ca.61x111cm (0,6771 qm)

hexa4
GRIP TRAIL-GRIP



Plattenquerschnitt | Profiltiefe 2,5 mm | Effektivstärke 2,0 mm

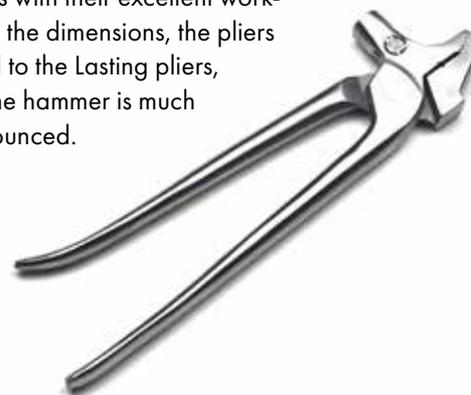


HAMMER LASTING PLIERS AVAILABLE AGAIN!

Art. no. 70530046000

Hammer lasting pliers wide curved 230 MM

After a long search, we finally found a new supplier for the Hammer lasting pliers wide curved. The pliers are completely made of high quality stainless steel and impress with their excellent workmanship. In the dimensions, the pliers correspond to the Lasting pliers, wide, but the hammer is much more pronounced.



IMPORTANT PRICE INFORMATION

Unfortunately, we have to adjust the prices for Poron and Dyafoam with immediate effect. Our supplier has increased the prices significantly at very short notice. Please find the new prices in the current price list on our ZEL Website.

We ask for your understanding.

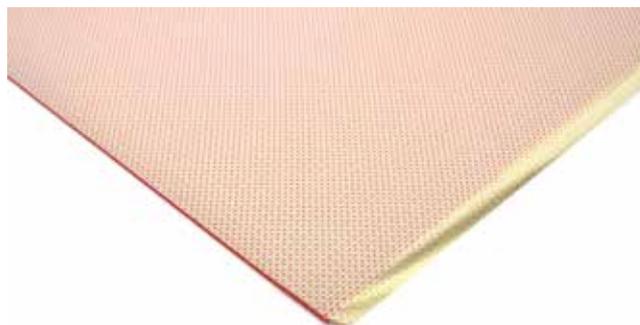
PRODUCT NEWS

PRODUCT RANGE EXPANSION

DYAFOAM

Art. no. 45130572004 /
Dyafoam soft padding material laminated with lycra,
beige 3,8 mm, sheet a 1,37 sqm

Due to several requests, we have now added the article Dyafoam to our stock also in colour beige.



GENERAL

ZEL INFORMS

CHANGE OF SALES UNIT:

The sales unit for Biplatrix and Platrix plaster bandages will change after the remaining stocks have been sold off. The sales units for the plaster bandages of 10 and 20 pieces will be increased to 20 and 40 pieces respectively.

DROP SHIPMENT INFORMATION

Schomburg & Graf, Wuppertal

When processing your Schomburg & Graf drop shipment invoices, please bear in mind that neither the raw material surcharge nor the freight costs listed on the invoice are eligible for cash discount.

ZEL INSIDE

INTERVIEW with DENNIS NEUGEBAUER



Activity at ZEL:

Purchase, Sales oversea customers, IT, customer service, returns

That's what I like most about my job:

wide range of tasks, customer/supplier contact, smart colleagues, pleasant working atmosphere

My aims resp. vision:

constant development, further education, advance new projects

Hobbies/Interests:

family, sports, travelling

What is important for me:

family/friends, loyalty, honesty, respect, tolerance, determination

My motto in life:

Enjoy life, because it can be over faster than you think.

Standstill is regression.



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