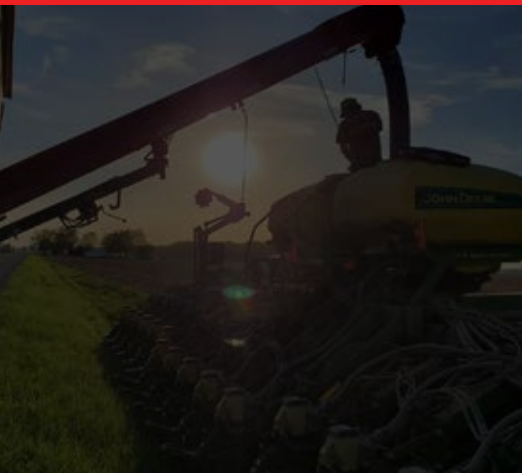




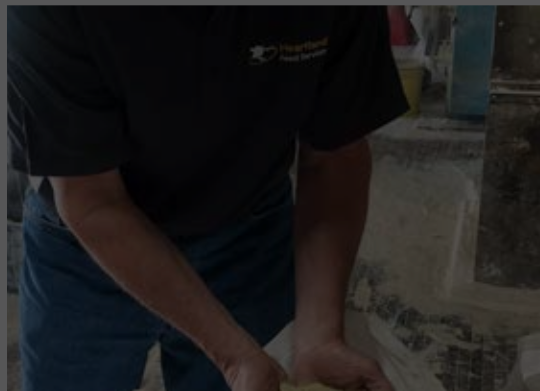
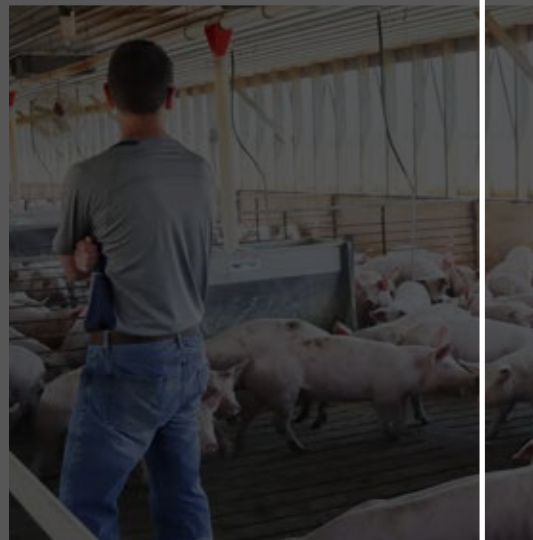
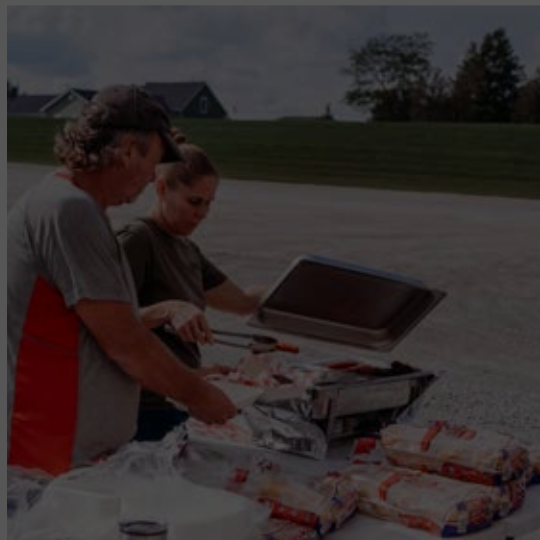
THE MARK

EMPLOYEE NEWSLETTER



VOLUME

I



JULY 2022 ISSUE

CEO UPDATE FROM HEATH BARNES

I want to thank each of you for the amazing job that you do to provide superior service to our customers every day. Each of you help make our producers successful in their operations and for that I am grateful.

The intent of this newsletter is to give everyone a glimpse of where we are headed, changes that are occurring, goals that have been set and how successful we are in achieving those goals. In essence, we want to provide some of the why behind the what that is happening across the company. We want to share the successes as well as the setbacks that our organization is experiencing, in hopes that better communication will foster collective celebration for the wins and collaboration to help solve the problems that resulted in our losses. In today's letter, we will recount some of these wins and losses, as well as detail our four pillars of success.



INNOVATE



GROW



DEVELOP



PERFORM

Innovate

Innovation within our company goes beyond a new piece of technology or a bigger, faster facility. Innovation is a spirit, the spirit of our team to relentlessly strive for a better process, an easier way to accomplish a task, a new idea that helps drive value back to our patrons or makes our team more efficient. Everyone should feel their voice is important and helping drive innovation every day.

Grow

Yes, we want to see growth in our business; however, this pillar is about growing the business to help our customers be successful, by meeting and exceeding their needs of today and tomorrow. We want our customers, as well as our team members to have the best experience in the industry and will continue to strive in growing towards this goal.

Develop

We have an incredible team at Mercer Landmark, and it is of the utmost importance that we continue to foster the growth and development of our team members to allow everyone in our organization the ability to achieve their career goals. We will continue to look for opportunities for training and defining career paths that allow each of our team to achieve success. This means relentlessly striving for a culture of ownership and accountability throughout our organization. Each of you has the power to make decisions that will give our customers or our team members a successful outcome.

Perform

The ability to set goals and monitor achievement of those goals in a real-time environment is critical to elevating our success as a company. We must have eyes on our business to evaluate our success or failure in all facets that we operate. This data will be used for individuals, teams, and business units to help set goals, as well as measure the success towards those goals.

Successes and Setbacks

There are many areas in the company that have had tremendous success this fiscal year; today, we are going to highlight just one of those in agronomy. In the month of May as a company, we ran 89,595 acres of custom application. Because of the weather, our total number of days that were available to run were just 19 days. What is even more amazing is the fact that 78,514 of those acres were applied in just 11 days. The dispatchers, custom applicators, tender truck drivers, plant operators, and several team members from other business units all pulled together to make this achievement possible. Please join me in giving them a huge thank you for a job extremely well done.

While we have had successes, we must also discuss our setbacks. We use these opportunities to examine where we have had a misstep so we can hope to avoid similar mistakes in the future. We also want to take the opportunity to highlight how our team collaborated to turn a setback into a success. As we have brought the Heartland Feed Services merger together, we looked for opportunities to make our accounting processes more streamlined. At the same time, we also had to find a replacement for our agronomy dispatch software that was hacked by the Russians. Both digital process changes have had their own snags and unique challenges. Most of the complications and stress has been borne by our admin group. To their credit, they have battled through some difficult days and been instrumental in innovating solutions for a short-term fix, while also contributing input to derive a long-term solution.

I want to personally thank each of them for their perseverance and if you get the opportunity, please thank them for the hard work they have done to service our customers.

I hope you find this newsletter useful and if you have any suggestions on content that you would like to see in the future, please let us know. Thank you for all that you do for the company as well as for our customers.



Welcome, Mark Roeth

I'd like to introduce Mark Roeth who is joining our team from the Heartland Feed Services Merger with Sunrise, where he was the Vice President of Feed. Mark will be wearing several hats in our organization. He will continue to retain some duties within Heartland Feed Services, putting his many years of feed experience to work, overseeing our swine sales and alignment group. He will also be utilizing his passion for people as our new Director of Organizational Development.

Mark not only has a passion for people development but also extensive training in this area of expertise. He has garnered accreditation and certification in Gallup as a "Certified Strengths Coach" and Franklin Covey's "7 Habits of highly effective people" as well as many more programs that are geared towards the development of people and organizational health.

As the Director of Organizational Development for Mercer Landmark, Heartland Feed Services and MPS, Mark will be overseeing our internship program, managing recruiting and retention initiatives, coordinating training programs and personal/career development as well as driving opportunities for team communication throughout our organization. Each of you will have the opportunity to meet and work with Mark in the coming months.

Please join me in welcoming Mark to our Team. He is excited to help drive success for our organization, while helping each of you achieve your personal and professional career goals.

-Heath Barnes, CEO



HR UPDATE

New Hires - Since January 1, 2022

Tim Dellinger | CDL Driver | Chatt
Grant Dray | IT Support Technician | Latty Agronomy
Ross Flaute | CDL Driver | Heartland - Celina
Grant Heuing | CDL Driver | MPS - St. Henry
Jacob Horner | General Laborer | MPS - St. Henry
Royce Kukelhan | General Laborer | Chatt
Ryan Layne | General Laborer | Elgin
Haley Norris | Accounts Payable Assistant | Celina - Main Office

Logan Peterson | Custom Applicator | Elgin
Lucas Rapier | General Laborer | MPS - St. Henry
Kyle Recker | CDL Driver | Payne
Jason Rissner | General Laborer | Chatt
Jon Rollins | General Laborer | Glenmore
Austin Shinabery | Agronomy Operations Specialist | Coldwater Agronomy
Alex Stammen | Maintenance Technician | MPS - St. Henry

Retirements



TIM SHOLL retired on March 25th after 35 years of working within our Grain division (since August of 1986.) Thank you, Tim, for your many dedicated years to Mercer Landmark.



WALT JAMES retired on April 18th after 26 years with Mercer Landmark. He enjoyed working with such a good group of people and the fishing trip to Lake Michigan. Walt is looking forward to just enjoying life in retirement.

Sydney Mobile App with Anthem

Employees that have medical insurance through Anthem, please download the Sydney Health Mobile App to:

- Find care and compare costs
- See what's covered
- Check claims
- View and use digital ID Cards

REGISTER HERE



HR Help Desk

In an effort to streamline the process for HR questions and concerns, we have created a help desk. Please send all HR inquiries to hrhelp@mercerlandmark.com.

Company Uniforms

Uniform codes have been sent for Mercer and MPS. If you have not received one, please let Marissa know. If you currently get uniforms from an outside vendor (Cintas/Millers, etc.), you will not receive a clothing code. More information to follow.

Biometric Screenings

Yearly biometric screenings are coming back. We hope to host these sometime between August – October 2022. More information to follow.



Welcome, Former Sunrise Employees

Molly Bergman
Jamie Dues
Carl Eischen
Brad Felver
Jacob Giere
Larry Greber
James Guggenbiller
Debra Harner

Mark Homan
Rodney Homan
Anthony Huelskamp
Joshua Ingles
John Kaffenberger
Nina Laney
Ralph Leugers
Robert Nedderman



Heartland
Feed Services

Darin Rhoades
Richard Riethman
Mark Roeth
David Tebbe
Jason Timmerman
Eric Von Bergen

Keith Will
Morgan Winner
Eric Wott
Doug Hoying
Gail Boyer

Recruitment + Referral Bonuses

We have several open job postings. Encourage family, friends, previous coworkers, etc to come and work for us. Reminder: Employee referrals (if hired FT) are given \$250 when the candidate has been employed for 90 days and an additional \$250 when the candidate has been employed for 1 year.

To apply: <https://www.mercerlandmark.com/careers/>

-Marissa Gibbons, Director of Human Resources

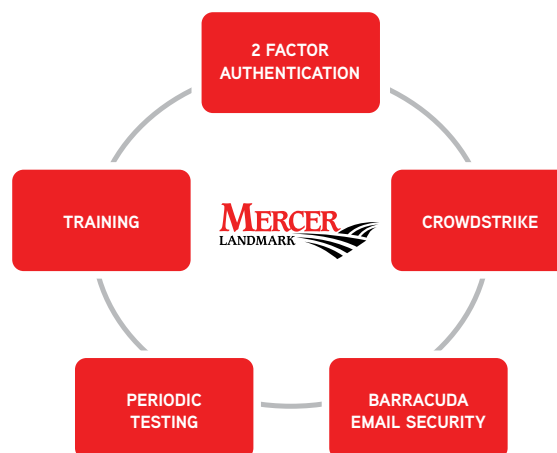
IT UPDATE

The past year has been one of both change and disruption in the technology space – and the IT Team has been working overtime to make sure that everything keeps moving forward. In the past year, our industry has been the target of several bad actors with several Co-Ops nationwide being hit with ransomware attacks. These attacks crippled these Co-Ops' operations for weeks, and in some cases are still recovering. Our Agronomy operations experienced this last fall when our partner, Soilmap, was affected by the attack on New Co-Operative.

To help reduce our risk of experiencing an incident, we have implemented a mesh Cybersecurity structure where we do not rely on one system to protect our systems. We have aligned with some of the top companies in Cybersecurity - CrowdStrike, Barracuda, and Duo - to make sure we are using proven tools to protect our systems and keep the wheels of our company moving.

No matter what tools we deploy, our greatest line of defense against a malicious attack is *you*. We all need to remain diligent; if something doesn't feel right, please don't hesitate to reach out to the IT Department for advice.

-Adam Farmer, Chief Technology Officer



GRAIN

Focusing on the Vision

Mercer Landmark's Grain Business Unit has been focusing on the Vision of the Company by embracing the following in regards to our four pillars:



- Reinvent, agile mindset, branding
- Mergers, investments, CapEx



- Customer experience, omni-channel
- Bottom line sales, new revenues



- Invest in people, develop leaders
- Culture of ownership, embrace change



- Operational efficiencies, BMPs
- Data driven, smarter not harder

Innovation

We continually strive to bring programs to our customers that will have a positive outcome to the producer's bottom line. A unique opportunity occurred in the spring of 2021. Bunge approached Mercer Landmark about committing some storage space during the 2021 harvest for their Plenish Soybean program. This opportunity allowed Mercer Landmark to offer a premium for harvest-delivered Plenish soybeans in the Sherwood facility. We had committed 150,000 bushels of space and signed up 2,795 acres from 11 growers. Over half of those acres were from customers that we had not done any prior grain business with. The program was a complete success; the Sherwood location took in almost 200,000 bushels of Plenish beans during the harvest season. The staff at Sherwood, John Stauffer and Tim Sholl, did a tremendous job on working with the customers and

managing the facility's space during the harvest season. The success of the first year and the voice of our members enabled Mercer Landmark to make a bigger commitment to Bunge. This coming harvest, we will be taking Plenish soybeans at 2 facilities, Sherwood and Antwerp, during the fall and in January. Currently, we have more than doubled over last year to 24 growers committing 7,200 acres to the Plenish program. This partnership with Bunge will bring these growers an additional \$1.15 per bushel premium, which would equate to over \$400,000 in value-added revenue.

Growth

The easiest metric for the Grain business unit is to look at producer intake bushels over the past years. The numbers in the chart on page 7 reflect the total amount of bushels being delivered into all Mercer Landmark facilities which includes MPS, and direct ship bushels that are delivered under Mercer Landmark's name into a processor. .i.e. Bunge, Cargill, Poet, Coopers, etc.

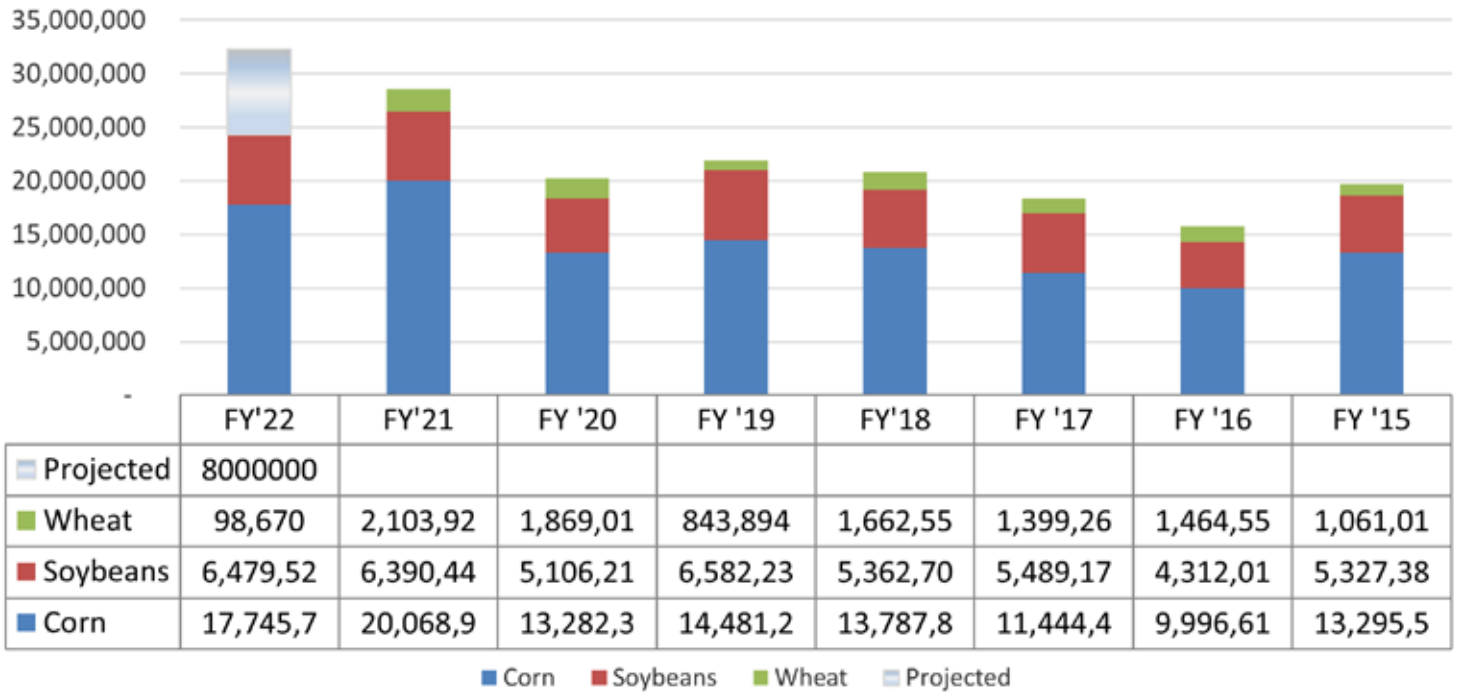
As you can see in the chart on the next page, fiscal year 2022 is projected to be just slightly better than 32 million bushels. The producer intake numbers are through March 31, 2022, but the projected number does not include the Heartland Feed Services 4 locations of Celina, St Henry, Minster, and St Anthony.

Development

Congratulations to Dylan Gibbons (Convoy), Noah Illig (Elgin), and Ben Wonderly (Latty) for attending and completing the Ohio Agribusiness Association's 2022 Grain Operations Training Course. The course is a series of 3 day-long classes, conducted at an operating grain facility. Dylan, Noah, and Ben were able to



Total Producer Intake Bushels (includes Direct Ship)



see Kalmbach Feeds Upper Sandusky feed mill, Heritage Cooperative's Marysville Ag Campus, and Cargill-Sidney's soybean processing facility. The course covered a variety of topics from grain market analysis, grain quality, fumigation, OSHA regulations, preventative maintenance, fall protection, rail safety, and dryer maintenance.

Congratulations to Neal Horrom (COO), Virginia Missler (Latty), Rachel Muhlenkamp (MPS), and Chris Weirrick (CWN) on participating in StoneX Grain Training Class. This was a 3 day session that went over the basics of grain terminology, risk hedging, Over The Counter (OTC) contracts, grain options, merchandising, and how the CME delivery system works.

Performance

Work smarter, not harder.

Jarret O'Neill and his team at Latty (Scottie DeLong, Ben Wonderly, Trent Huffine) literally redefined the working smarter and not harder when they were working on Standard Operating Procedures (SOP) for the aeration system at Latty.

10 Cent Per Bushel Premiums - Going on Now

The grain business unit is currently offering Mercer Landmark producers who have enrolled acres in the Mercer Landmark Sustain Wheat Program (which is part of the TruTerra program) a 10 cent per bushel premium on wheat delivered to a Mercer Landmark or Heartland Feed Services facility in July/August of 2022.

- Kirk Roetgerman, Executive VP of Grain



FEED



Newly Formed Feed Joint Venture

Heartland Feed Services (HFS) is now in its 4th month of operation, as of July. HFS consists of four locations: Celina, Minster, St. Anthony (formerly Sunrise Co-Op) and St. Henry.

HFS provides Mercer Landmark with its 2nd feed LLC, along with MPS Feed that was formed approximately 2 ½ years ago. HFS is a partnership with Sunrise Cooperative, as we have combined the two companies' feed divisions. Mercer Landmark has controlling interest of the HFS LLC and the Mercer Landmark team is managing the operations, accounting, and sales within the new joint venture. The most positive aspects of this new venture are the efficiency gains being made for our customers, along with combining two very talented employee groups.



Heartland
Feed Services

I would like to thank the feed employee group and office admin staff for their long hours of hard work and patience as we have implemented many updates and improvements to our systems.

I don't want to rush this year along, but I am excited to start a new fiscal year in a few months with a very promising future.

- Mike Dammeyer, Executive VP of Feed

Customer Impact:

We are implementing species specific mills

- Celina Mill will manufacture all swine feed.
- St. Anthony Mill will manufacture all dairy, cattle and calf feeds.
- MPS will continue to manufacture only poultry feed.

Combined purchasing at HFS and MPS

- 1,000,000+ ton ingredient purchasing annually
- Larger volumes allows us to get the best purchasing opportunities
- Fleet of 34 feed delivery and service trucks

Our HFS feed manufacturing and Livestock Specialists are considered the best in the business

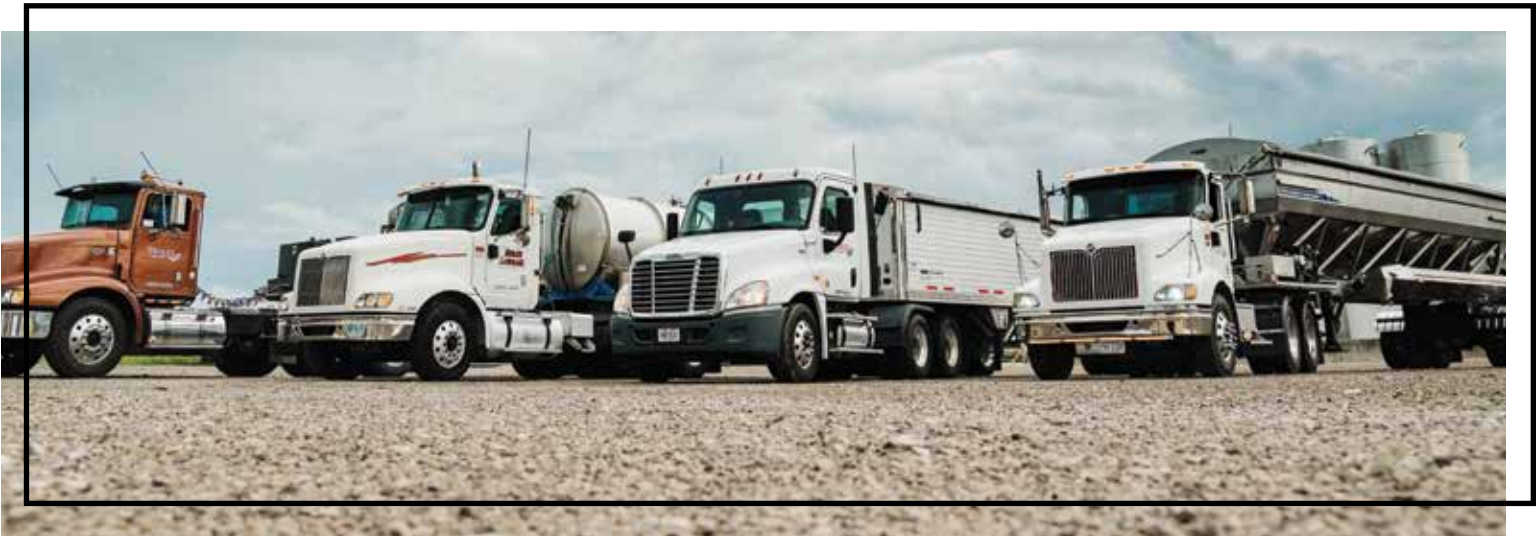
Final transition steps between mills will continue over the next few weeks.



LOGISTICS

Keeping the Wheels Turning

Spring is always a busy time and it never feels like we have enough trucks, especially tankers. This year, the issue was exacerbated by having to haul all of the 10-34-0 that was already in our tanks back to the terminals due to the product being out of spec. We then had to source product from other terminals to haul back into our locations to replenish our stock. Fortunately, we were able to get all the necessary product into place without anyone running out and waiting on it.



Smooth Transitions & Significant Growth

Every spring, we park our hoppers and hook our trucks to tender trailers to help the agronomy team tending the application machines. This year is no different, even with the overall Agronomy business unit changes. In my opinion, it was probably the smoothest transition into tending that we have had. As we become better organized as a company, it will make it easier to collaborate between different teams. We have also started using technology more for tending. All the drivers have Ipads in their trucks. The dispatchers can now dispatch their pickup orders to the drivers, providing directions to the machine they are tending. This saves time and makes it easier on the driver, making us more efficient.

Another segment of our business that has been growing is our farm pickup program for grain. We send trucks to the farm both during harvest to take

grain to the elevator directly out of the field, as well as off-season to load grain out of bins. Over the last year we have seen both programs grow significantly. These programs are a convenience for our members and can really make a difference in their operation. By having our employees out at the farm, it helps build really good relationships with our members. I consistently receive great feedback from our member customers after our drivers have been out at the farm. This has typically then led to them scheduling more bushels for us to pick up. I think this is a great example of how the interactions between our employees and customers continue to drive the business every day; the things we do matter. People like to do business where it's easy and they feel comfortable. Once again, I want to thank the logistics team for all that they do.

- Cody Mabis, Executive VP of Logistics





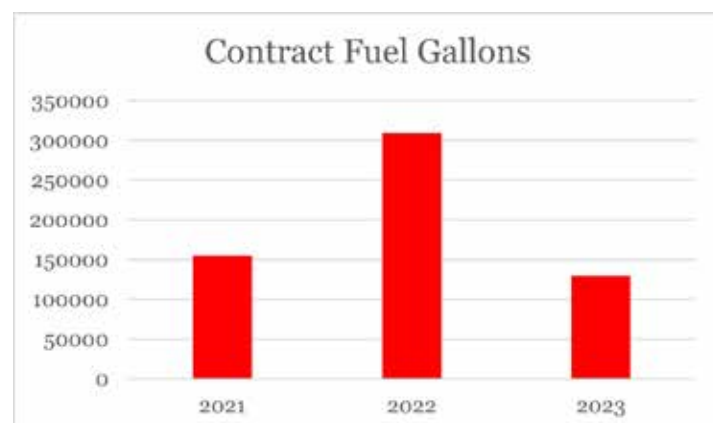
ENERGY

Propane Programs

Program flyers were mailed during the month of June. Summer fill, a 10-cent discount from market price, is underway and continues through 8/31. Employees receive an additional 10-cent discount. New this year, we are offering a Lock-in Program in addition to the Budget and Pre-pay Programs. The Lock-in Program allows customers to lock-in the price and gallons with a 10 cent per gallon premium now and pay for the propane after the delivery is made, thus less upfront money required.

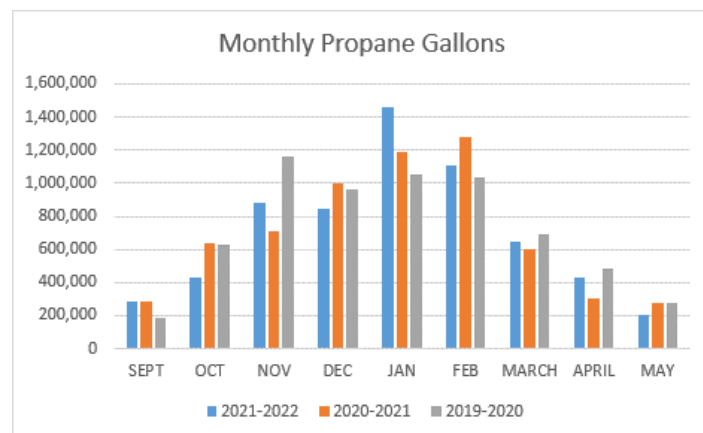
Fuel Contracting

Did you know we can contract Diesel fuel and Gasoline for delivery in the next 12 months? We offer a Pre-pay and a 10-cent premium Lock-in program. For more details, contact Justin at justins@mercerlandmark.com



Tank Painting

Maddie and Mckayla are busy painting propane tanks this summer. If you see a ML tank that needs pressure washed and painted, call the Energy office @ **419-678-4811** with the address or send us a pin drop @ propane@mercelandmark.com.



- Joe Hart, Executive VP of Energy

AGRONOMY

Spring Agronomy Update

The 2022 agronomy season is off to a great start. Our sales and operations teams are working closely together; learning multiple new technology platforms, managing a difficult supply season and dealing with nature has been challenging, but the teams are getting it done. Hats off to everyone for all of the hard work and long hours it takes to grow the business and service all of the acres in a timely manner.



We're at our best when the line between sales and operations is indistinguishable, as Alex Fullenkamp and Todd Siegrist have proven this Spring. Sales and operations can sometimes feel like two different worlds, but they really aren't that far apart. When product needed to be delivered to the farm, Alex stepped up and made the delivery. When fields needed sprayed and we needed an additional applicator, Todd filled in. When customers want to buy product and the Crop Production Advisors are out in the fields, Todd has filled in on multiple occasions to make the sale. We're in this together. Putting the customer first and understanding that it takes a team effort provides for an excellent customer experience.

Our sales have continued to grow in just about all segments of our business. I would expect the services and micronutrients to catch up and surpass previous years once the season is complete, but we're just a

little behind in terms of the progress of the season relative to previous years. If we add in the prepaids and bookings to our YTD actual sales, we've already exceeded our 2021 totals.

Higher prices have played a role in some of these sales increases, but we're trending slightly above price inflation. Scouting fields, managing in-season problems and driving the plant health market with fungicides, foliar nutrition and insecticides will help us finish 2022 strong.

The global supply situation will continue to be a challenge as we look ahead to the 2023 season; the key will be early planning with growers so we can service both existing and new customers. The additional storage capacity at Latty will also help by allowing us to bring more key products in ahead of the season, ensuring supply.



Once again, thank you to everyone who has managed through challenges, put in the extra hours and focused on providing an excellent customer experience for all of our member owners. The future looks good for Mercer Landmark and I'm excited about all of the opportunities that lie ahead.

- Greg Culp, VP of Agronomy Sales & Marketing





TOGETHER,

WE ARE MERCER LANDMARK