

SHORT/GENERAL INTRODUCTION:



My name is Hans Lemmens,
I am born in Venray, the Netherlands on 01-01-1969.

After my school time, in 1988 I became a farm-manager at several bigger farms. In this period of time I learned all the ins and outs of pig farms, I became a real hands-on expert.

In 2004 I started my own company called Pigfarm-consultancy. The main goal is to improve the skills of the farm employees and to set up/improve the management structure of the farm to get better results in technical as well as in economical way.

My company is specialized in consulting, co-managing, supporting and coaching of existing- or new-established pig-farms.

The emphasis of my work is on the active co-working in the stables with the staff, to provide training and coaching on the job regarding the management and operational execution of a pig-farm.

I'm a professional with an open personality, flexible, open for other views but also critical. I can bring your farm to a higher level.

CURRICULUM VITAE:

-Until April 1987: In my youth, I was studying at highschool and in the holidays and weekends I was working at the sow (400)/finishing(1800) farm and fields of an aunt and uncle.

-April 1987-july 1988: I served in the army in Seedorf, Germany. At the time I was on leave, I was still working at my aunt and uncle's farm

-July 1988-december 1997: I was asked by my aunt and uncle to start at their farm for a full-time job. I was open for that idea, but I was not intending to be an employer my whole life. We made some contracts and agreements that I should take over that farm in the future. During this period I was taken many courses in management and practical studies. In the beginning of 1997 the swine-fever came to the Netherlands. Also our farm was one of the stricken areas. All the animals were bought up and killed by the government. I had the opinion, after this buy up, that it was the right time to take over the farm. By a

very high asking price of my aunt and uncle and by the given restricted longer term perspectives (mainly due to legislation and other external limitations), I decided not to take over the farm. This farm was never filled up again with pigs, but was completely bought up by the government as many other pigfarms in that time in the Netherlands (to get less pigs and less manure-problems).

-November/December 1997: I had to look for another job. There was still the drive in me to start my own farm what would become very difficult in the Netherlands. I applied for a job as farm-manager in Canada, with the intention to start up overthere my own farm in the future. I could start as farm-manager at a farm, but my girlfriend at that time (nowadays my wife), did not know me well enough to make the decision to go with me to Canada. I made the decision to look for another job in the Netherlands.

-January 1998- march 2000: I was working as farm-manager at a farm with 1150 sows (home-made liquid feed). After 2 years, I felt inhibited in my development and my general knowledge and I decided to look for another job.

-April 2000- March 2002: I worked for a farmer with 4000 finishers, 400 sows and 35 hectares fields. I was responsible for the 400 sows (dry-feed). I managed this completely alone.

In this time I was contacted by a Russian meat company, which was intending to start up some big sow-units in the neighbourhood of St. Peterburg. They did not have any knowledge about sows and they asked me if I could give them some advice, support and to start up the farms. I was very interesting in this job, but I had no trust in this company and his people because they were 3 times skipping a planned in trip to Russia without any good reason..

-April 2002- June 2004: In February 2002, I was contacted by a farmer with 2100 sows (home-made dry feed), who offered me a contract I could not refuse.

I had still the drive and spirit to do more. Everybody in the small "pigworld" knew this. After 2 years, I was brought in contact via Topigs and Provimi with an advisor of HK-agri in Finland which is a division of HK-Ruokatalo Group Oy (nowadays HK-scan). HK-agri is involved in every part of the pig-industry (planning and building of new farms, advice, buying and selling of pigs, involved in the breeding market, slaughtering of pigs and the marketing of meat). This advisor could make some technical progress in the farms, but he remarked very soon that the farms need a person who could give them support/management and advice on the workflow for a longer time to improve the results. So this was the start of my own company:
Pigfarm-consultancy (PFC)

July 2004 – till today: In July, I start working for my first customer. I was consulting there for 6 months. It was a success for the farm, HK-agri and also for me. After this period I was working for many other farms mainly in Finland, but also in Russia, Moldava and Estonia.

I have consulted till now +/- 30 farms from 900 till 250.000 sows, which were all successful.

In July 2016 I was asked by the well-known Chinese company **Yangxiang** to reserve most of my available time for them. However, I insisted that I was still be able to visit some of my existing customers in Finland several times per year.

Very often wrong information was supplied to the top management of Yangxiang caused by lack of know-how inside the farms. My main job in a short description is to start and find down bottom (inside the farms on the

work floor) the real main problems which interfere the maximum technical results as well as economical profit and supply solutions to the boss Mr. Yang and the top management of the company that they are able to make the right decisions.

This includes:

- Management of the farm in general:

How to handle employees, how to collect and process production data, how to plan/follow up the production.

- Week-schedule and working protocols:

Make a planning to get a constant work load trough out the week, clear tasks for everybody so that everybody knows what to do each day of the week and what are their responsibilities.

- Artificial insemination management:

Collect data and find out at which points improvements can be made (hygiene, semen quality, boar quality and performance, etc).

- Insemination room management:

Explain how to handle: weaned sows, sows which are not inheating in the first week and empty scanned sows. Find out what is the most optimized time to inseminate the sows. How to inseminate the sows. How and when to plan in new gilts.

- Control room and gestation management:

How to find returners/preheaters on time.

- Farrowing room management:

Starting up the farrowings, birth help, cross-fostering, treatment of piglets.

- Nursery/finisher room management:

Weaning and loading strategy and how to keep the piglets in good shape and health by giving them good/right feed, replacing of piglets, etc

- Health care management:

When and how to treat sick animals, setting up a medication protocol in cooperation with the vet, prevention of diseases by optimising hygiene and the use of a good vaccination program.

- Breeding of hybrid gilts:

Which sows should be used for this breeding and which boars to improve the quality of the sowherd.

Making of good selection criteria at certain times in the breeding period.

- Feeding:

Check if the system functions well, feed curves, optimising the feed program in cooperation with the feed company.

- Climate system:

Check if the system functions well, climate curves, optimising the climate in cooperation with the climate company.

-Bio-security:

Support to design and manage the bio-security system of the farms to reduce the risks of diseases.

Other tasks:

-Customer service:

Visit customer farms

Make standardized protocols

Give presentations during seminars and events organized by Yangxiang

Join/support Yangxiang during exhibitions

-Promotion of Yangxiang in the media:

As example Pigprogress and pig333.

-Support them and give advice related to their Artificial Intelligence company Yingzi

-Providing other valuable experts.

-Use my extensive network in favour of Yangxiang.