

## 1.4 ESG IN HOCHLAND ORGANISATIONAL STRUCTURES

Sustainability issues are of interest to both the Company’s Management and management members. Responsibility for ESG issues is assigned to the Sustainability Manager, reporting directly to the CEO, who oversees the area of sustainability. The manager leads the

work of the Sustainability and Environment Department, responsible for the implementation of operational activities. As sustainability applies to all areas of the business, managers and Employees from various departments and levels (including Sales, Purchasing, Adminis-

tration, EHS, Logistics, HR) are also involved in the process and provide direct material and organizational support in the implementation of sustainability tasks. Such a structure means that the responsibility for Sustainable Development rests with the CEO.

### THE STRUCTURE OF RESPONSIBILITY FOR SUSTAINABILITY

<b>President of the Management Board</b>	<ul style="list-style-type: none"> <li>Responsible operation of the Company in accordance with ESG</li> </ul>
<b>Sustainability Manager</b>	<ul style="list-style-type: none"> <li>Coordinating the implementation of the Sustainable Development Strategy</li> <li>Management of work and implementation of planned ESG activities</li> <li>Monitoring performance and progress against strategic objectives</li> <li>Reporting the results to the Management Board</li> </ul>
<b>Staff of the Sustainability and Environment Department</b>	<ul style="list-style-type: none"> <li>Cooperation with various organisational units</li> <li>Internal reporting to the Manager and external reporting to the administration</li> <li>Participation in strategy development, including the creation of a culture of sustainability among Employees</li> </ul>
<b>Managers and staff from various departments</b>	<ul style="list-style-type: none"> <li>Participation in the development of the ESG strategy</li> <li>Substantive and organisational support in the implementation of various sustainable development activities and tasks</li> <li>Reporting of data included in the ESRS activity report</li> </ul>

In addition, there is an interdisciplinary team within the structure – the Columbus Team – which is an initiative of Hochland Poland Employees who are involved in a wide range of pro-environmental activities. The idea was to give a new impetus to the culture of engagement and innovation at Hochland and to support the implementation of the strategy in the sustainability pillar. Entrepreneurship and valuable ideas, combined with the initiative to implement them, are the basis of the team. Only by giving space to Employees’ ideas and concepts, by involving everyone in solving problems, can the potential of capital – the people – be unleashed.

