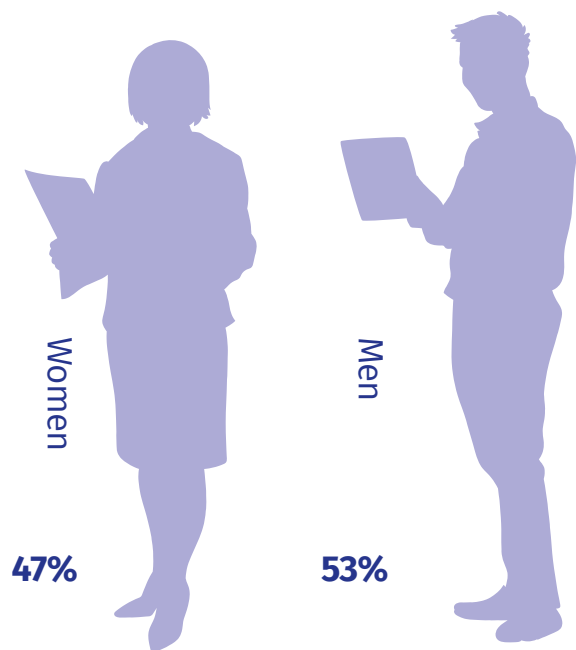


## 4.1 EMPLOYEES

Hochland Polska had **851 Employees in 2025**, of which **396 Employees were women (47%)** and **455 were men (53%)**. Hochland creates interesting and attractive jobs, as evidenced, among other, by the average length of service at Hochland Polska, which is 13 years. The attractive salary is complemented by a variety of non-wage benefits.



In 2025, Hochland Polska was among the 30 organisations nominated for **the Polish Diversity Awards 2025** – the only award in Poland which recognises companies and institutions actively promoting diversity, equality and inclusion both within their organisations, and in their business communities.

Hochland Polska has been nominated in this category in recognition of the company's efforts to promote age inclusion and foster a working environment in which people of all generations can thrive and collaborate as equals.

#### **Generational management – a systemic approach**

To effectively address the needs of employees of different ages, Hochland Polska has set up a Generational Management Team. It includes representatives from various departments, locations and age groups.

The activities of this team included:

- In-depth interviews with employees representing all generations and areas of work (production, administration, sales).

- An analysis of the needs and expectations of different age groups, and an identification of the challenges faced by employees at various stages of their careers.

- An educational webinar on generational differences and their impact on teamwork intended for all our staff.

- A workshop for managers aimed at developing competences in managing multi-generational teams.

This approach has enabled the creation of a solid knowledge base which supports the development of an organisational culture based on respect, understanding and cooperation.

The nomination for the 2025 Polish Diversity Award confirms that Hochland Polska is implementing measures in line with the best ESG practices and is strengthening its position as a socially responsible employer.

