

1.3 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, Administration,

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

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

Like other areas of the company's business, sustainable growth management is implemented through objective setting. **Management by objectives** means that the employees know the objectives of the organisation, understand their importance and are involved in achieving the objectives.

