2.4 ETHICS AND WHISTLEBLOWING SYSTEM

Hochland's operation is based on values, the observance of which is extremely important to both the Owners and the Company's management. In addition to the high quality requirements of our products and services, these values also include **respect for every individual, goal-oriented thinking and action by Employees, acting with sustainable development in mind, and the independence of our Company.** Respecting and promoting the human rights of our Employees, as well as those in our supply chains and other Contractors, is an important and obvious matter.

In December 2021, a specially created **TELL US!** system was made available to all Employees and Contractors. The system is used to report various types of violations and irregularities that are contrary to our culture, business ethics and the Hochland Group's principles of management and cooperation. The system is not a substitute for the standard "Employee-supervisor" communication, which would be used to report violations in the first instance. However, when the violation itself involves a superior or in the absence of an explanation for an already reported irregularity, for example, it is worth using this system.

The system is available at:
- independent link indicated on posters and screensavers: Whistleblower-Portal - Hochland (hochland-group.com)
- QR code indicated on posters and screen savers
- from the website, in the facts and figures section / Compliance section (hochland-group.com)
- link placed on the employee's information portal / departments: Compliance / Report a breach Compliance / report a violation

The Company approved the "Internal reporting procedure" based on the Act on whistleblower protection of 14 June 2024. The subject matter covers additional areas of labour law. Employees, and other persons professionally related with the company can make an anonymous report on violations of ethics rules and legal regulations.

In the year 2024, 3 submissions were received:

2 internal and 1 external.