

4.3 HEALTHY AND SAFETY

Hochland Polska strives to ensure that working conditions are in line with best practices, strategies and systems.

The Company monitors H&S indicators on an ongoing basis. In 2024, the Company achieved an LTA accident frequency rate (LTA is an important parameter to assess the number of accidents in relation to the number of people working) of 9.28.

None of the accidents were fatal or serious. There was also no reported incidence of an occupational disease. The consequence of half of the accidents was a lower limb injury and one of the most common causes was a slip or trip.

After a stoppage during the pandemic period, when the number of roundings was reduced, Hochland Polska returned to the EVA process in 2023. The process is a tool for behavioural safety and supports managers in identifying risks from the way they do their work. The observations are being translated into concrete actions, aimed at facilitating work in a safer way than before. As part of the process, we conducted **30 roundings** in 2024.

Hochland's ambition is to record all hazardous incidents that could lead to injury and put in place measures to reduce the risk. Any Hochland

Employee can easily report a near miss and each incident is analysed, after which risk reduction measures are put in place. In 2024, 110 reports were made, an increase of up to 134% year-on-year. One of the pillars of safety is proper training. In 2024, trainings related to OHS, fire protection and first aid rules were provided to Hochland employees. Contractors providing services to Hochland and visitors to the plants were also trained during this time.

In addition, **safety days** were held at three locations.

2024 IN FIGURES

LTA rate: 9.28

EVA events held: 30

Potential accident events: 110

