

4.3 HEALTH AND SAFETY

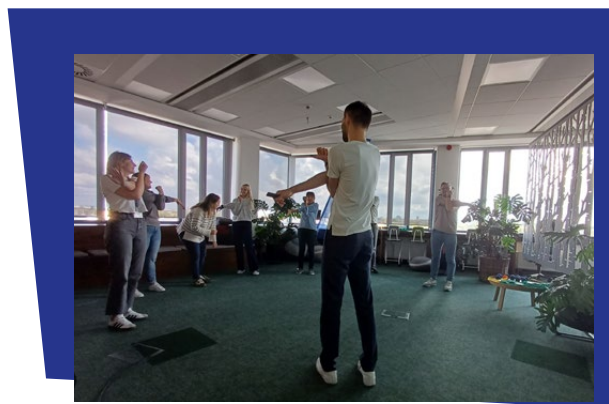
The Company monitors H&S indicators on an on-going basis.

In 2025, the LTA accident frequency rate stood at 5.84, representing a 37% decrease compared to the previous year. None of the accidents were fatal or serious. There was also no reported incidence of an occupational disease. The analysis showed that during the past year, lack of communication between employees has become an increasingly significant cause of accidents. Most of the accidents resulted in bruises and superficial injuries, mainly to the upper limbs. Hochland Polska actively uses tools to improve employee safety. As part of the EVA process, behavioural observations are carried out to help managers identify risks arising from work methods. Observations from the visits help to improve the design of workstations and avoid the consequences of human error.

In 2025, 59 observations were made as part of the process, representing a 97% increase compared to the previous year.

The second important tool is an employee report-

ing system called “O mało co” (Near-miss). The system is used to report near miss incidents; once a report is made, the issue is analysed and preventive measures are put in place. 226 incidents were reported in 2025, representing a 105% increase compared with 2024. We are delighted to see the number of reports increasing year on year, as this demonstrates the trust and commitment of our staff to improving safety. These are simple indicators which show how the safety culture within an organisation is developing.



A number of other measures were implemented in 2025 to improve safety, including:

- development of fire safety infrastructure,
- safety days organised for all staff,
- improvements to the first aid system.

Hochland is committed to continuous improvement in the area of occupational health and safety. The introduction of new programmes and the development of existing ones, as well as improvements in KPIs, demonstrate a growing awareness of safety issues and organisation development as a responsible employer which cares for its staff.

**2025 in figures**

LTA rate : 5,84 EVA events held: 59 (up 37% vs 2024)

Potential accident events: 226 (105% more than in 2024)