3.2 HOCHLAND IS COMMITTED TO REDUCE CARBON FOOTPRINT

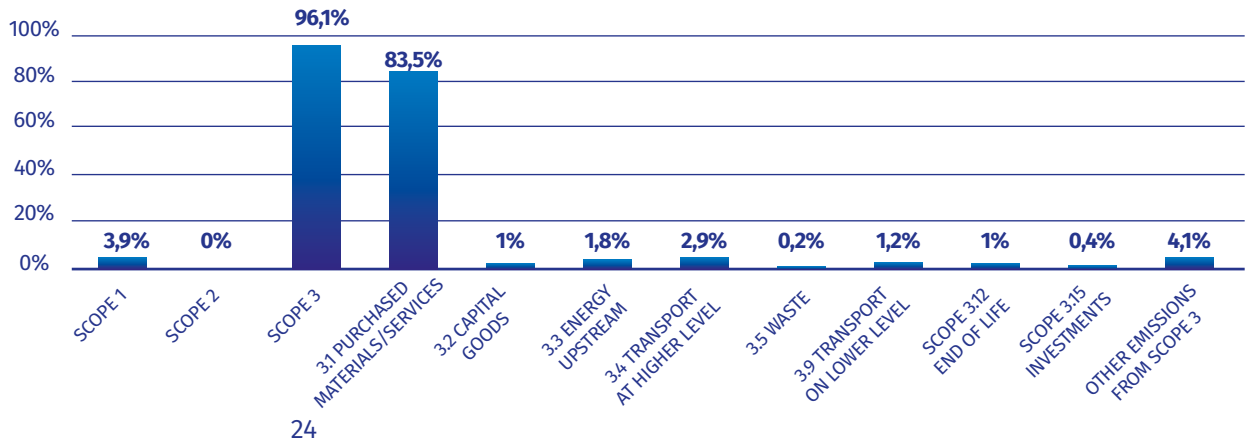
PURPOSE: REDUCTION OF CARBON FOOTPRINT | **KPI: 50% reduction of carbon footprint for Scope 1 and 2 by 2025**
(base year 2019 , per product tonne)

For the second time in a row, Hochland has calculated **the corporate carbon footprint (CCF) for the entire Group**. These comprehensive calculations include all greenhouse gas emissions from our own business, as well as from our value chain at the higher and lower levels - this is the total greenhouse gas emissions generated by our business, supply chains, products and services of the company. Carbon footprint is an index with a real value and it shows how the company contributes to climate change.

The largest share of emissions at Hochland lies in emissions from the purchased milk, which contributes **59%** to the total emissions and is included in scope 3.1 Purchased goods and services.
A licence agreement covering access to a tool used to calculate the carbon footprint of dairy farms was signed in 2024. A pilot field data collection was carried out, intended to test the functionality of the calculator tool and to introduce improvements providing better comfort and more intuitive use.

In 2024:
- The total emission per tonne of sold products **was reduced by 2.7% (vs 2023)**.
- Scope 1+2 emission per tonne of ready products was reduced by **63% compared to the baseline year 2019 (according to Vision 2025)**.
- Share of electricity from renewable sources: **100%** (as in 2023).

Carbon footprint of Hochland Polska 2024 [% of emissions by scope]



3.2 HOCHLAND IS COMMITTED TO REDUCE CARBON FOOTPRINT

PURPOSE: REDUCING ENVIRONMENTAL IMPACT

KPI: Reducing energy and gas consumption by 1.5% per year (base year 2017)

Hochland Polska aims to reduce energy and gas consumption in production plants by 1.5% per year per product tonne compared to the baseline year 2017.

In order to implement the green pillar of the strategy, the company developed **decarbonisation roadmap for its production plants in 2022**. Technical and organisational measures implemented at production plants in 2024 to reduce CO_2 emissions.

As part of improving energy efficiency, devices such as compressors and blowers at the wastewater treatment plant were replaced with high-efficiency ones. Investments were also made to reduce the consumption of gas fuel used in the boiler room:

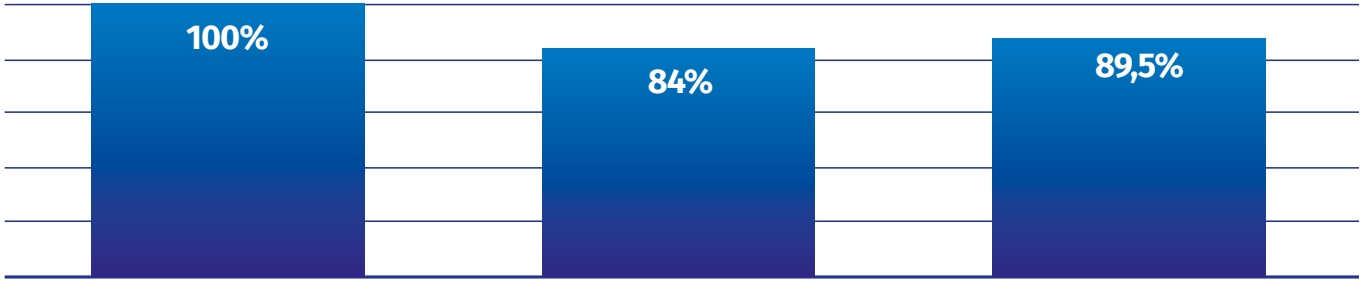
- upgrade of the burner at the gas boiler,
- thermal upgrade of the steam and water infrastructure at the site in Kaźmierz

The thermomodernization of the infrastructure involved the installation of additional insulation on the components of the equipment, aimed at reducing heat loss, both during its production and when transmitting to the receivers.

Equipment used in the food industry is required to meet strictly defined parameters, including those concerning quick assembly/disassembly without additional structural components, and the use of safe materials not posing a threat in the food production process, ensuring smooth access to installations to minimize downtime for repairs and inspections. Hence, when choosing insulation, the aforementioned principles and parameters were followed. Additionally, in 2024, the installation of photovoltaic farms and a cogeneration engine was carried out at the plant in Węgrów. In 2025, the launch of the aforementioned renewable energy sources and cogeneration is planned to effectively utilize the primary fuel.

Over the years, from 2017 to 2024, among other things, due to the implementation of the decarbonization roadmap, energy and gas consumption has decreased.

Energy and gas reduction in year 2024 vs baseline year 2017 [%]



AWARD

Eco-Investor 2024 in the Food Industry

Hochland Polska was awarded the prize for the environmental effects resulting from the commissioning in Kaźmierz plant of thermal modernisation of the water and steam infrastructure (ecological effect: 694 MWh less energy per year/savings of 139 tonnes of CO_2e less).