

### 3.1 HOCHLAND AIMS TO REDUCE CONSUMPTION OF NATURAL RESOURCES

#### 3.1.3 „LESS WASTE”

##### PURPOSE: LIMITATION OF ENVIRONMENTAL IMPACT

##### KPI: reduction of waste generation by 1.5% per year

(base year 2017)

##### Cooperation with responsible waste collectors:

responsible waste management is an integral part of the environmental strategy at Hochland. The company considers limiting the quantity of generated waste and its proper management as important. Already at the stage of waste collector selection, Hochland follows the environmental responsibility rule by selecting partners with the relevant competences and infrastructure for further waste processing, according to the effective legal regulations and circular economy rules.

This ensures that legal requirements are met, **but also results in real limitation to the impact of company's business through increased recycling and recovery of raw materials.**

**Detailed segregation:** additional waste segregation

measures were undertaken at production sites in 2024. The following materials were separated from the stream of mixed plastics: polypropylene, polystyrene, polyethylene.

##### PROTECTION OF NATURAL RESOURCES AND LIMITING EMISSIONS

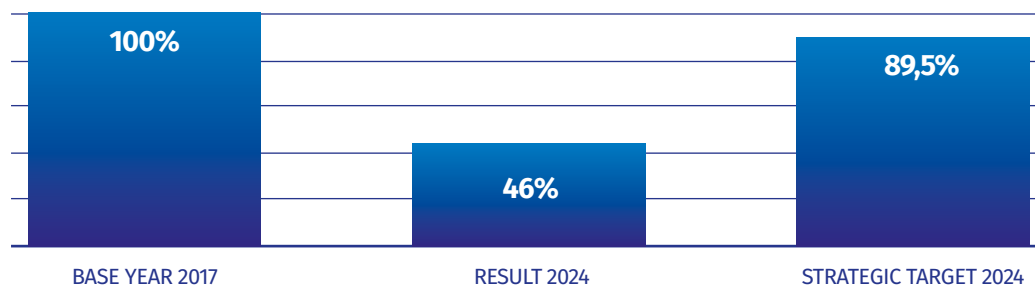
The company aims to **raise awareness among its employees**, not only at work, but also at home. Thanks to the cyclical **“Flowers for electrowaste”** campaign and as part of the Earth Day, the employees separate electric and electronic waste from the general waste stream at homes in order to transfer it to recycling in the activity organised by the company.

In October 2024, **Hochland Polska actively joined the e-waste collection campaign on the occasion**

**of the International Day Without E-waste**, which took place in cooperation with the organization ElektroEko. The collection was combined with environmental education – emphasizing the importance of selective collection and recycling in the context of protecting natural resources and reducing emissions of pollutants.



Waste generation reduction in 2024 vs. baseline year 2017 [%]



#### BEST PRACTICE

DETAILED SORTING OF PLASTICS

INITIATIVES PROMOTING WASTE SEPARATION OUTSIDE THE WORKPLACE