



# **SUSTAINABLE DEVELOPMENT REPORT**

HOCHLAND POLSKA 2025



## Table of Contents

2025 IN FIGURES.....	3
1. HOCHLAND IN POLAND.....	4
1.1 HOCHLAND VALUES .....	8
1.2 PRODUCT QUALITY AND SAFETY .....	9
1.2.1 OUR PRIMARY OBJECTIVE – TO ENSURE THE DELIVERY OF HEALTHY, NATURAL, AND SAFE PRODUCTS TO CONSUMERS.....	10
1.3 ESG IN HOCHLAND ORGANISATIONAL STRUCTURES.....	12
1.3.1 ESG IN ORGANISATIONAL DIALOGUE.....	13
1.4 COOPERATION WITH INDUSTRY ORGANISATIONS AND UNIVERSITIES.....	14
1.5 ESG IN STRATEGY .....	16
1.5.1 ESG ALIGNED SUMMARY OF THE 2025 STRATEGY .....	16
1.5.2 ON OUR WAY TO VISION 2030.....	17
2. HOCHLAND WORKS WITH RESPONSIBLE PARTNERS.....	18
2.1 SUSTAINABLE MILK PRODUCTION .....	19
2.2 STRONG SUPPLY CHAINS.....	22
2.3 HOCHLAND POLSKA COOPERATES WITH RESPONSIBLE LOGISTICS PARTNERS .....	23
2.4 ETHICS AND WHISTLEBLOWING SYSTEM .....	24
3. HOCHLAND REDEFINES ITS ENVIRONMENTAL FOOTPRINT .....	25
3.1 HOCHLAND AIMS TO REDUCE CONSUMPTION OF NATURAL RESOURCES .....	26
3.1.1 “LESS WATER” .....	26
3.1.2 CIRCULAR PACKAGING .....	29
3.1.3 “LESS WASTE” .....	30
3.1.4 HOCHLAND SAYS STOP TO FOOD WASTE .....	31
3.2 HOCHLAND TAKES ACTION TO REDUCE ITS CARBON FOOTPRINT .....	32
4. HOCHLAND STRIVES TO BE A FRIENDLY PLACE TO WORK FOR EVERYONE.....	35
4.1 EMPLOYEES.....	36
4.2 TRAININGS.....	37
4.2.1 SUSTAINABLE DEVELOPMENT TRAINING .....	38
4.3 HEALTH AND SAFETY .....	39
5. HOCHLAND SUPPORTS COMMUNITIES.....	40
5.1 HOCHLAND SUPPORTS LOCAL COMMUNITIES.....	41
5.1.1 WĘGRÓW .....	41
5.1.2 KAŹMIERZ .....	42
5.2 SUPPORT MEASURES.....	44

## ENVIRONMENT

- **Reduction of greenhouse gas emissions** (Scope 1 and 2) by 63.7% per tonne of product (vs. base year 2019)
- **100% electricity** purchased and consumed for production at Hochland Polska facilities is sourced entirely from renewable energy (guarantees of origin combined with in house generation).
- Launch of renewable energy production at the photovoltaic farm in Kaźmierz / launch of cogeneration at the Węgrów plant
- **Reduction of raw material and utility consumption at plants:**
  - **energy and gas down 17% per tonne** (vs. 2017);
  - **waste down 56% per tonne** (vs. 2017, excl. whey and sludge);
  - **water down 14% per tonne** (vs. 2017)
- Kaźmierz: water consumption down ~4.5% despite ~4% production growth
- **95 tonnes of cheese donated to Food Banks**

## CORPORATE GOVERNANCE

- **Training conference** for Milk Suppliers
- Carbon footprint **calculation** at farms supplying milk to Hochland
- **SMETA audit at the Węgrów plant** – excellent result

## COMMUNITY

- **100% of newly hired employees** completed Hochland Polska Sustainable Development training
- Training at plants in Kaźmierz and Węgrów: “Do we, and how do we, influence climate change in the workplace?”
- **Educational and culinary materials promoting** zero waste among consumers

## AWARDS AND ACHIEVEMENTS

- **Eco-Investor of the Year 2025** in the food industry
- 3 Good Practices submitted for qualification to **the 2025 Responsible Business Report**
- Hochland Polska nominated for **the Polish Diversity Award**



01

## **HOCHLAND IN POLAND**



Hochland Polska has been one of the leaders on the Polish cheese market for many years, combining a long tradition with modern technologies and a responsible approach to the environment and local communities. Our operations are based at two production plants – in Kaźmierz and Węgrów – and our office in Poznań, which together form a stable and ef-

ficient organisational structure. At Hochland Polska, we employ over 850 people, and each of our plants plays a key role in the company’s growth and in building its market position.

In 2025, we continued our cooperation with local milk suppliers – over 90% of the raw milk used in our plants was sourced from local farmers. We thus support the local economy, shorten the supply chain and ensure full transparency in our production processes. Our strong roots in the regions where we operate, stable employment and long-term relationships with our employees and suppliers form the foundation of our business. We are proud that products originating from both Węgrów and Kaźmierz combine tradition,



local character and a modern approach to quality and sustainability.

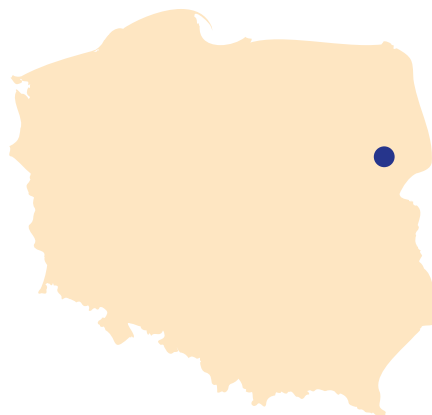
The 2025 Sustainability Report provides a summary of our activities in the areas of environmental, social and economic responsibility. In the Report, we present our key initiatives, achievements and plans for the future, highlighting Hochland Polska’s commitment to building a sustainable and transparent business.



## THE PLANT IN WĘGRÓW

The plant in Węgrów specialises in the production of hard cheese, cottage cheese, Almette cheese and spreadable cheese. This location is deeply rooted in the local community – we employ approximately 450 people here, and together with their families, we form a community of over 1,000 residents of the region.

## PRODUCTS



## THE WĘGRÓW PRODUCTION PLANT

**NUMBER OF PEOPLE: 450**

**SITE PROFILE:  
PRODUCTION OF HARD CHEESE, COTTAGE CHEESE, FLUFFY CHEESE, SPREADABLE CHEESE, WHEY AND MILK POWDER**



Photo: Production plant in Węgrów

The plant is situated in the picturesque River Liwiec valley, at the border between Mazovia and Podlasie regions.

The natural surroundings, local traditions and our cooperation with farmers all contribute to the unique nature of our products.



Photo: The Liwiec River near Węgrów



## THE PLANT IN KAŻMIERZ

Another pillar of Hochland Polska’s operations is the Kaźmierz plant located in the Wielkopolska Province, where our processed cheese is produced. It is here that we process the dairy raw materials sourced from the production plant in Węgrów, highlighting the cohesion and complementary nature of the processes at both sites.



Photo: Production plant in Kaźmierz

## PRODUCTS



## THE KAŻMIERZ PRODUCTION PLANT

**NUMBER OF PEOPLE: 250**

**SITE PROFILE:  
PRODUCTION OF PROCESSED  
CHEESE IN BLOCKS, TRIANGLES  
AND SLICES**

Kaźmierz is a place with a rich history. An important feature of the local landscape is the abundance of green spaces and water reservoirs, which lend the area a unique, natural feeling and foster the harmonious coexistence of industry and nature.



Photo: Radzyny Reservoir, Kaźmierz

The plant employs approximately 250 people – residents of Kaźmierz and the surrounding towns and villages – who through their knowledge, experience and dedication help to ensure the quality of the products that reach tables throughout Poland and abroad.

1.1 HOCHLAND VALUES

**In accordance with the HOCHLAND GROUP CODE OF CONDUCT:**

The operation of company is based on values, the observance of which is extremely important, both for the owners and the company management. In addition to the high requirements regarding the quality of our products and services, these values also include respect for every individual, goal- and result-oriented thinking and

actions of the Employees, acting with sustainable development in mind, and the independence of our Company. Hochland considers respecting and supporting the human rights of its employees, as well as those working within its supply chains and for other business partners, to be a matter of great importance and something that goes without saying.

The company takes its responsibility towards its

employees, business partners, the environment and society very seriously.

At Hochland Polska, a range of initiatives is undertaken to ensure that business is conducted ethically and with respect for employees, the community and the environment. The principles of the Code of Conduct are reflected in the process of growth, assessing and qualifying all suppliers, customers and business partners.

**HOCHLAND POLAND OPERATES IN CONFORMITY WITH SPECIFIC VALUES**

**OUR PREVIOUS PRINCIPLES OF MANAGEMENT AND COOPERATION BECAME OUR VALUES IN 2025. THIS DEMONSTRATES JUST HOW VITAL AN ELEMENT THEY ARE, COMPRISING THE CORNERSTONE OF OUR NEW STRATEGY AND VISION 2030. THE SEVEN VALUES WHICH GUIDE US IN OUR DAILY WORK ARE AS FOLLOWS:**

OWN INITIATIVE	CULTURE OF INNOVATION	INFORMATION AND COMMUNICATION	MUTUAL RELATIONSHIPS	CONFLICT AS OPPORTUNITY	EDUCATION AND DEVELOPMENT ARE OUR TASKS	OUR UNDERSTANDING OF LEADERSHIP
<ul style="list-style-type: none"> <li>• We accept responsibility, act boldly and encourage independence.</li> <li>• We acknowledge mistakes as a natural part of the process and an opportunity for learning.</li> <li>• Managers create the conditions for employees to accept responsibility and encourage them to take the initiative.</li> </ul>	<ul style="list-style-type: none"> <li>• We look for and implement the best solutions.</li> <li>• We are improving all areas of our work, even through small changes. We regularly review the effectiveness of our resources and practices.</li> <li>• We create an environment fostering the development and implementation of new ideas – success inspires, and failure motivates.</li> </ul>	<ul style="list-style-type: none"> <li>• We communicate clearly, openly and respectfully.</li> <li>• We share our knowledge and involve the right people at the right time. We listen carefully, ask questions and convey information concisely, avoiding information overload.</li> </ul>	<ul style="list-style-type: none"> <li>• We value honesty and tolerance, and we avoid being aloof.</li> <li>• We only make realistic promises, thereby building trust.</li> <li>• We support one another – efficiency is the result of teamwork.</li> </ul>	<ul style="list-style-type: none"> <li>• We base our relationships on openness and respect, particularly when giving and receiving critical feedback.</li> <li>• We express our opinions objectively and directly, even when they differ.</li> <li>• We take conflicts seriously and seek mutually acceptable solutions.</li> </ul>	<ul style="list-style-type: none"> <li>• We are actively looking for development opportunities aligning with the company's objectives. Our supervisors support the development of their staff, reinforce their strengths and prepare their successors.</li> <li>• We share our knowledge and experience within the team.</li> </ul>	<ul style="list-style-type: none"> <li>• Leaders set clear, ambitious and achievable goals with their teams. They make sure that everyone can see their contribution to the success of the team.</li> </ul>

## 1.2 PRODUCT QUALITY AND SAFETY

**At Hochland, standards of quality and hygiene in production are observed so that the products delivered to customers and consumers are safe and meet their expectations in 100%.**

The company fosters an organisational culture in which every employee is responsible both for the quality and safety of products and for occupational health and safety. All employees know and understand their responsibilities in this regard, and quality principles form an integral part of their day-to-day work. We view quality management not as a single process, but as the cornerstone of our organisation – a culture based on awareness, responsibility and continuous improvement.

To foster this culture, we have launched the 'ZaSERwuj Jakość' (Serve the Quality) programme, which aims to raise the awareness of quality among the employees and expand their knowledge in an accessible and engaging way. The programme supports competence development, fosters a sense of responsibility and promotes best practice in the field of food quality and safety.

In 2025, the company implemented a state-of-the-art **document management system integrated with the BITQMS platform**, designed to streamline processes, ensure that documents are always up to date, and improve transparency and control over the flow of information, as well as to ensure full compliance with requirements and the stability of quality processes.

The system provides quick access to the effective procedures, instructions and standards, which translates into greater efficiency and reduces the risk of operational errors.

All our facilities operate in **accordance with the GFSI standards** (Global Food Safety Initiative) – a global initiative for food safety, as the name says. We also adhere to internal quality standards and customer requirements, ensuring that our processes fully comply with the industry standards.

Our aim is to achieve high scores in all GFSI audits and client audits, including:

- **IFS – higher level (≥ 95%),**

- **SMETA audit – advanced level for the Węgrów plant**

- In addition, the production plant in Kaźmierz has successfully passed an **RSPO** (Roundtable on Sustainable Palm Oil) **audit**.

RSPO is a global certification standard for sustainable palm oil, which aims to reduce the negative environmental impact of oil palm cultivation, promote responsible agricultural practices and ensure transparency throughout the supply chain.

The positive audit result confirms that our processes meet the requirements for responsible sourcing of raw materials and compliance with sustainability principles.

Striving for the highest standards of quality and safety is our priority, and our consistent efforts in this area confirm our commitment to providing consumers with natural, safe and top-quality products.



## 1.2.1 OUR PRIMARY OBJECTIVE - TO ENSURE THE DELIVERY OF HEALTHY, NATURAL AND SAFE PRODUCTS TO CONSUMERS

### The safety and quality of Hochland products are paramount at every stage of production.

The Almette range of cream cheeses is made exclusively from natural ingredients, with no artificial colours, preservatives or thickeners, a fact we clearly state on the packaging, highlighting the natural ingredients and the origin of the milk from the cleanest regions of Poland.

The Hochland range also includes a wide selection of hard and processed cheeses, which are distinguished by their high quality and meticulous quality control at every stage of production.



### The Almette product range includes products for people on special diets

#### Almette Kozi (Goat's Cheese)

Cheeses made from goat's milk are unique not only because of their delicious taste. Goat's milk is rich in protein, is a source of calcium, and the fat globules it contains are three times smaller than in cow's milk, which makes goat milk cheese easier and faster to digest.



#### Almette Bez Laktozy (Lactose-free)

Available in two flavours: cream and with herbs. Lactose-free Almette is the perfect choice for people who are lactose intolerant.



#### Almette Light

In 2025, we launched the Almette Light range, designed to meet the needs of active people who care about a healthy lifestyle and their figure. Almette Light is a fluffy cream cheese with reduced fat content and high protein content\*.

\*Fat content in natural Almette Light reduced by 81% vs. Almette cream soft cheese. Almette Light is the only cheese in Poland with reduced fat content of up to 4.5% in the soft cream cheese category. Natural Almette Light contains 19.5 g of protein per 150 g pack.



### AWARD

Award for Almette in the "Spreadable Cheese" category in the 11th edition of the "We Read Labels, 2025" competition.

The Czytamy Etykiety (We Read Labels) competition is unique in that it is the only Polish ranking in which the consumers choose the winners and not a jury. Over 124,000 votes were cast in 2025. The We Read Labels competition focuses on promoting products with simple ingredients which stand out in the market compared to others in their categories.



## 1.2.1 OUR PRIMARY OBJECTIVE - TO ENSURE THE DELIVERY OF HEALTHY, NATURAL AND SAFE PRODUCTS TO CONSUMERS

The “Almette Women” campaign – initiatives promoting informed consumer choices and a healthy lifestyle.

The priority of company is to provide natural and safe products that support consumers everyday with responsible dietary choices. That is why we are actively involved in educational and social initiatives, such as the ‘Almette Women’ campaign.

Agnieszka Poczarska – founder of the website CzytamyEtykiety.pl – was one of the ladies featured in the “Almette Women” campaign. The platform was created to promote healthy lifestyle and help consumers make informed purchasing decisions. The mission of the portal is to educate people on how to read labels, understand product ingredients and make better choices while at the supermarket.

Agnieszka involves experts, i.e. dieticians, in the development of the website, making their expertise available free of charge to a wide audience. Her aim is to encourage and facilitate a healthier lifestyle through reliable, accessible and practical education. The website is now used by hundreds of thousands of users, and the content published there has a real impact on the daily dietary choices of Poles.

In the communications for the “Almette Women” campaign, women’s strength, determination and the role of a healthy lifestyle are highlighted.

Inspiring female role models such as Ola Mirosław – the world record holder and Olympic gold medallist in sport climbing – and Monika Pyrek, a World Championships medallist in pole vault, are presented.

**As part of the campaign, practical solutions supporting healthy eating** are also promoted, including ideas for nutritious, light meals such as healthy breakfasts with Almette.

**The ‘Almette Women’ campaign** is an important element of our sustainability efforts – **it reinforces consumer competence, promotes healthy habits and supports women** who inspire others to lead informed and responsible lives through their passion and knowledge.

### BEST PRACTISE

THE ‘ALMETTE WOMEN’  
CAMPAIGN



Agnieszka  
Poczarska



Aleksandra  
Mirosław

Monika  
Pyrek



### 1.3 ESG IN HOCHLAND ORGANISATIONAL STRUCTURES

Sustainable development issues are one of the key areas of focus for both the Management Board of the Company and its managers. We operate on the basis of clearly defined company strategies and policies, which are reflected in detailed procedures and operational instructions. This ensures that the principles of responsible business conduct are implemented

in a systematic and consistent manner throughout the entire organisation.

Responsibility for ESG issues is assigned to the Sustainability Manager, reporting directly to the President of the Management Board, who oversees the entire area of Sustainability. This Manager oversees the work of the Sustainability and Environmental Protection Department, which is

responsible for carrying out operational activities and coordinating ESG initiatives.

As Sustainable Development encompasses all areas of the company's operations, managers from various departments and levels of the organisation (including Sales, Purchasing, Administration, Health and Safety and Fire Safety, Logistics, and HR) are also involved in the process.

#### THE STRUCTURE OF RESPONSIBILITY FOR SUSTAINABILITY

<b>President of the Management Board</b>	<ul style="list-style-type: none"> <li>Responsible operation of the Company in accordance with ESG</li> </ul>
<b>Sustainability Manager</b>	<ul style="list-style-type: none"> <li>Coordinating the implementation of the Sustainable Development Strategy</li> <li>Management of work and implementation of planned ESG activities</li> <li>Monitoring performance and progress against strategic objectives</li> <li>Reporting the results to the Management Board</li> </ul>
<b>Staff of the Sustainability and Environment Department</b>	<ul style="list-style-type: none"> <li>Cooperation with various organisational units</li> <li>Internal reporting to the Manager and external reporting to the administration</li> <li>Participation in strategy development, including the creation of a culture of sustainability among Employees</li> </ul>
<b>Managers and staff from various departments</b>	<ul style="list-style-type: none"> <li>Participation in the development of the ESG strategy</li> <li>Substantive and organisational support in the implementation of various sustainable development activities and tasks</li> <li>Reporting of data included in the ERS activity report</li> </ul>



*“Hochland is a forward-looking company. In our Mission, we are straight about caring for future generations – our children and grandchildren. Without addressing the challenges in the area of Sustainability, which is an integral part of the strategy, we will not be able to achieve our objectives.*”

*I am proud that already today, in day-to-day operations, Sustainability issues play a significant role for the Hochland team and have become an integral part of our business. We are determined to continue and intensify these efforts in the future.”*



### 1.3.1 ESG IN ORGANISATIONAL DIALOGUE

At Hochland Polska, communication concerning ESG issues is an integral part of dialogue with employees. In a rapidly changing world, we need constant exchange of information in order to operate effectively and work together to achieve sustainable development goals. That is why the company is developing a variety of communication channels which give all employees access to the current data, results and strategic plans.

#### **Town Hall Meetings – a platform for open dialogue**

Hochland Polska regularly invites its employees to its regular Hochland Town Hall Meetings – events which bring together all the locations of the Company. In June, the Meetings took place at three locations: the plants in Kaźmierz and Węgrów, and the office in Poznań. The Meetings were held in person and streamed online simultaneously, enabling a wide range of staff to take part. During the Town Hall Meetings, senior management presents key information about operations of the Company, including its environmental, social and economic performance, as well as progress towards its sustainability goals.

#### **International Town Hall Meeting – a global perspective on ESG**

On 12 November 2025, the Hochland International Town Hall Meeting took place, broadcast from Heimenkirch to all our locations worldwide. Production and administrative staff participated in the event together, in specially set up “Hochland home zones”.

During the meeting, the Management Board:

- presented the results of the implementation of Vision 2025,
- highlighted the key successes and challenges of the past five years,
- unveiled Vision 2030, including new strategic pillars and the motto “We serve our customers better”,
- and opened the floor for discussion – employees could ask questions live.

The event reinforced the sense of community and gave all employees a better understanding of the direction of the Company, including its ESG goals.

#### **Hochland SERwis – monthly information sessions**

Another regular feature of internal communication is the Hochland SERwis series – monthly meetings



for the staff, during which the key developments, results and initiatives of the Company are discussed.

As part of the SERwis service:

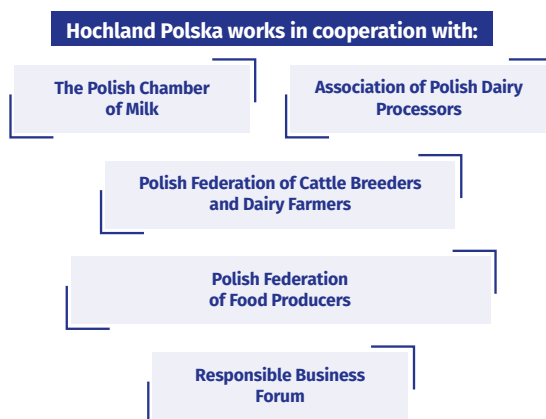
- the latest business results are presented,
- topics relating to organisational culture, projects and change are addressed,
- the staff have the opportunity to ask questions and share their views.

#### **ESG in day-to-day operational communication**

Environmental and social issues are discussed not only during major events. Environmental indicators, health and safety issues, quality, production and investments are a regular feature of the monthly production meetings. This ensures that employees at all levels of the organisation have continuous access to key data and can actively participate in ESG initiatives.

## 1.4 COOPERATION WITH NON-GOVERNMENTAL ORGANIZATIONS AND UNIVERSITIES

Hochland Polska wants to contribute to the responsible development of the entire industry. Hochland experts are actively involved in the work of industry organisations.



In 2025, a new Supervisory Board for the fifth term was elected during the General Meeting of **Association of Polish Dairy Processors Members**. The panel included Marcin Boruc, representing Hochland Polska. The ZPPM brings together the leading dairy companies in Poland and plays a key role in: representing the interests of milk processing companies, providing input on legislation, and facilitating the exchange of industry knowledge and experience. The presence of Hochland on the Supervisory Board strengthens the influence of the company on the

shaping of the direction of the Polish dairy industry. During its General Meeting in May, **the Polish Chamber of Milk** elected a new board.

Maciej Tomaszewski, President of the Management Board of Hochland Polska, was once again included in the panel.

The Polish Chamber of Milk is one of the most important industry organisations, bringing together the largest dairy companies in the country. The Chamber focuses on: analysing trends and challenges faced by the sector, promoting the dairy industry in Poland and abroad, and fostering cooperation between companies and industry organisations. Hochland Polska has been a member of PCM since 2020, making it the first foreign private dairy company operating on the Polish market.

Hochland Polska actively participates in key industry events, reinforcing dialogue concerning the future of the dairy sector.

**During the 22nd International Dairy Community Forum in Białystok**, the Company was represented by: Maciej Tomaszewski – Managing Director, Katarzyna Malczewska – Supply Chain Director, Marcin Boruc – Head of the Milk Supplier Relations Department. The forum provided a platform for exchanging views

and discussing the future direction of the Polish dairy industry, with the highlight of the event being the panel discussion titled “Who will finance the transformation? How to secure funding for the green transition in the dairy sector?”, attended by the Managing Director of Hochland Polska. The discussion focused on the role of funding in building the resilience and competitiveness of the sector, as well as on the challenges associated with the green transition, with Maciej Tomaszewski emphasising the importance of sustainable development, including reducing the carbon footprint and improving resource efficiency. In his remarks, he also emphasised the fact that the future of the industry depends on the successful implementation of the energy transition, which includes i.e. investment in renewable energy sources - including the development of photovoltaics - and the modernisation of infrastructure as ways of enhancing stability of the sector.



Photo: 22nd International Dairy Community Forum, 10–11 September 2025

## 1.4 COOPERATION WITH NON-GOVERNMENTAL ORGANIZATIONS AND UNIVERSITIES

**Hochland Polska is not only involved in the work of industry organisations, but also collaborates with universities.**

As part of its collaboration with the academic community, Hochland Polska has become a patron of an event organised by the Polish Electrical Engineers' Association (SEP Group) at Poznań University of Technology. This initiative is part of our efforts to develop technical skills and promote knowledge related to sustainable development.

During the event, Hochland representatives gave the students an insight into the nature of the work carried out within the organisation, with a particular focus on technical areas and projects relating to energy efficiency and modern environmentally friendly solutions. A lecture titled "Photovoltaics as a renewable energy source" was given by Żaneta Georgiew, Technical Manager at the Kaźmierz Production Plant. The presentation, based on a case study from our plant, presented the practical aspects of implementing a photovoltaic system – from the conceptual stage, through planning, to implementation and an analysis of the achieved

environmental and operational outcomes. Hochland supports initiatives intended to expand knowledge about sustainability - from theory to practice. Participation in projects of this kind strengthens our collaboration with

technical universities and supports the development of future specialists who will shape the direction of the energy transition and sustainable development within our industry.



Photo: Meeting with students from Poznań University of Technology, 2025

1.5 ESG IN STRATEGY

1.5.1 ESG ALIGNED SUMMARY OF THE 2025 STRATEGY

**For a decade, Hochland has been implementing sustainability initiatives as a key part of its operations in Poland.**

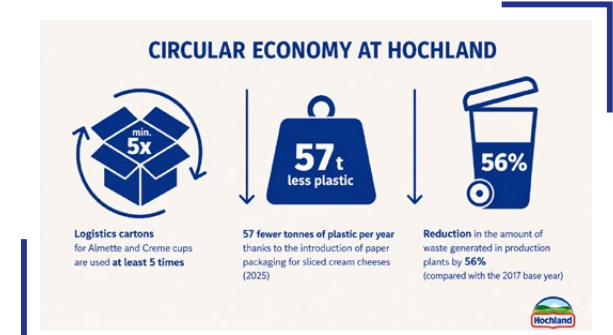
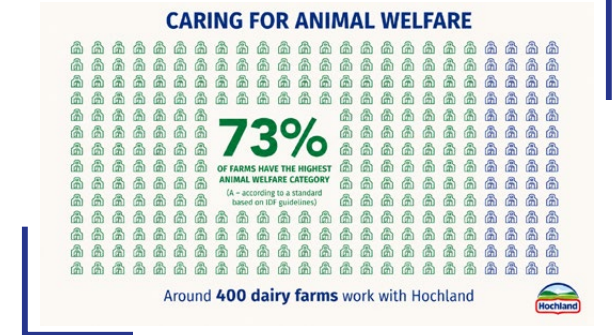
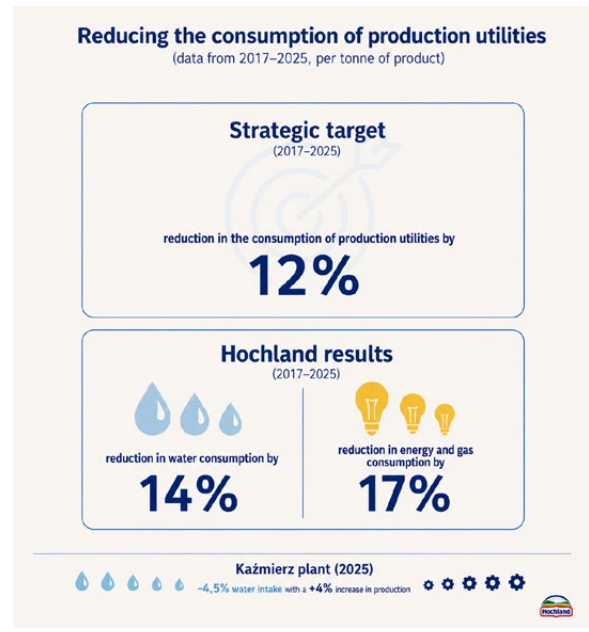
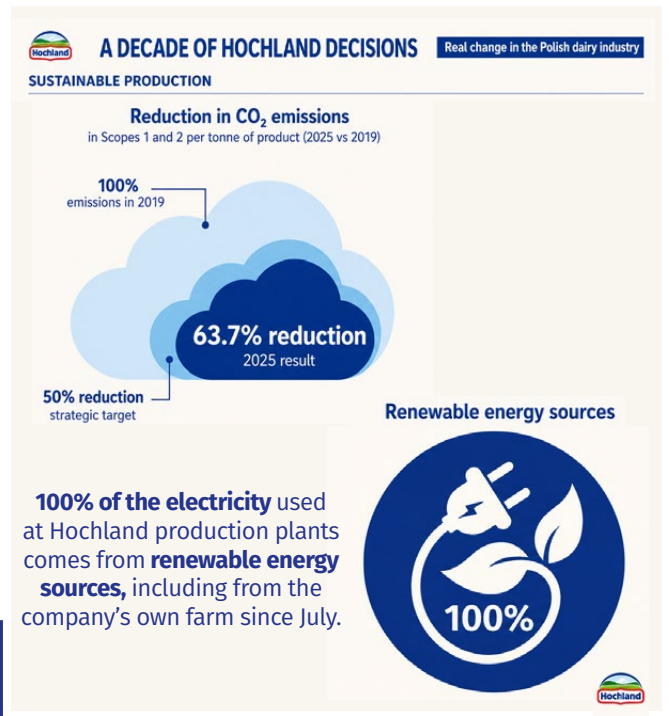
The European food industry is undergoing a deep transformation towards healthier and more sustainable products. This change is driven primarily by new legislation, public expectations

and consumer demands, with 71% of consumers believing that the current state of the environment is a significant problem. At the same time, the market is facing increasing uncertainty regarding one of its most important raw materials: milk. Hochland plays an active role in this process, setting the direction for

change and helping to shape solutions for the dairy industry.

The company emphasises that sustainable development, responsible milk production and care for its employees form the cornerstone of its business operations and are key indicators of its social responsibility.

**A DECADE OF DECISIONS AT HOCHLAND POLSKA  
2025 STRATEGY SUMMARY**



1.5 ESG IN STRATEGY

1.5.2 ON OUR WAY TO VISION 2030

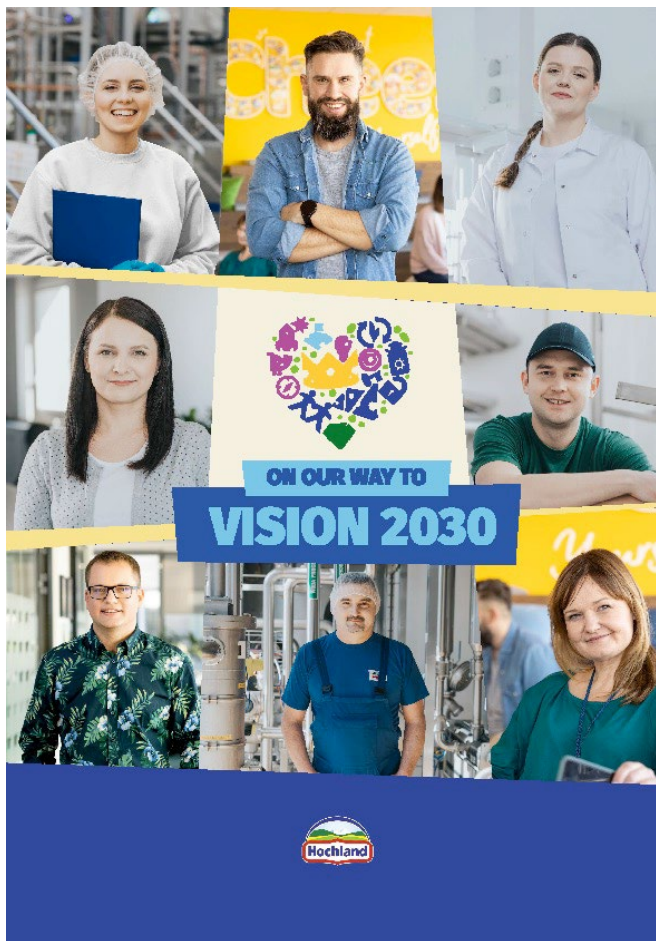
The Hochland Group’s mission: “Every day at Hochland, we do our utmost to ensure that our products excite people. As a family business, we accept responsibility for people and the environment – in everything we do. Also remembering about our children and grandchildren.”

Pillars of strategy Hochland:

- PEOPLE
- PRODUCTIVITY
- PROFITABLE GROWTH
- SUSTAINABILITY
- DIGITALISATION

**SUSTAINABILITY DEFINES OUR IDENTITY AS A FAMILY BUSINESS AND IS AN INTEGRAL PART OF OUR MISSION.**

As one of the leading food producers, we share the responsibility for sustainable food production. We are actively shaping changes in customer expectations and are focused on ensuring that our core business activity is future-proof.



**Roadmap for Sustainable Development**

Thanks to our Vision 2030 and our ambition to “secure the future of our core business”, we are sending a clear message stating that sustainability and profitable growth go hand in hand.

Our aim is to improve our resilience to climate change by 2030 and reduce our corporate carbon footprint (CCF) by 30% compared with the 2023 baseline.

The target was set in accordance with the guidelines of the Science Based Targets initiative. In particular, we focus on making the most of the potential of our most important raw material, milk, and we optimise our recipes. At the same time, we are committed to making milk production even more sustainable. Our group-wide roadmap of sustainable development translates these ambitions into specific actions. It sets out clear priorities and ensures that our vision is being implemented step by step.



02

**HOCHLAND WORKS  
WITH RESPONSIBLE PARTNERS**

## 2.1 SUSTAINABLE MILK PRODUCTION

Sustainable milk production is one of the pillars of responsible development strategy of Hochland Polska. As a food manufacturer with an established market position, we consistently implement measures intended to reduce our environmental impact throughout the entire value chain. By collaborating with milk suppliers, Hochland strives to ensure that the raw milk delivered to our plants is produced in an environmentally friendly manner, in accordance with animal welfare principles, and in a way which is financially viable for the farms. Hochland aims to support farmers in building modern, resilient and efficient farms which can meet the challenges posed by climate change and market conditions.

### Collaboration with milk suppliers

Hochland Polska cooperates with approximately 400 family dairy farms. The collection area covers three provinces: Lublin, Podlasie and Mazovia, and we collect milk within a radius of approximately 100 km from our plant in Węgrów. This approach helps to reduce transport-related emissions and strengthens the local farming communities.

The Milk Supplier Relations Department hosts a team of specialists responsible for analysis, accounting and providing technical support to farms. Four Collection Coordinators play a key role here, working closely with farmers on a daily basis to help them improve their production by improving milk quality, maintaining high hygiene standards and ensuring animal welfare.

### Competence development of four milk suppliers

Regular meetings with the Milk Supplier Advisory Board and the organisation of training sessions for farmers help to jointly develop production practices.

In 2025, the latest edition of the training conference for milk suppliers took place, focusing on key aspects of sustainable production – from the quality of the raw materials and animal welfare to the energy efficiency of farms.

During the event, farmers attended talks provided by experts in animal husbandry, veterinary science and cattle nutrition.

Hochland strengthens the competences of its suppliers through such initiatives and works together with them to raise milk production standards.



Photo: Training conference for Hochland Milk Suppliers, 21 January 2025

## BEST PRACTICE

SUSTAINABLE MILK PRODUCTION

A PRACTICE RECOGNISED IN THE RESPONSIBLE BUSINESS REPORT – GOOD PRACTICE 2024

## 2.1 SUSTAINABLE MILK PRODUCTION

### Animal welfare as the foundation of quality

Hochland believes that high quality milk starts with animal welfare. The company promotes practices that ensure comfort, health and appropriate living conditions of cows, and supports farmers:

- monitoring herd health, implementing disease prevention measures,
- improving welfare conditions,
- and optimising feeding in line with current scientific knowledge.

This enables the reduction in the use of antibiotics and improves milk yield.

### Annual supplier competition – Hochland recognises the commitment to environmental protection

To further encourage the adoption of environmentally friendly solutions, Hochland Polska organises an annual competition for milk suppliers.

One of the key assessment criteria are the measures taken at farms to protect the environment and promote sustainable development.

As part of the competition, the company awards farmers who:

- implement innovative technologies reducing emissions,
- invest in renewable energy sources,
- improve resource efficiency,
- develop regenerative farming practices,
- and take action to promote animal welfare and soil conservation.

The competition serves an educational and inspirational pur-

pose – it rewards the best practices whilst promoting them among other suppliers.

These measures support the reduction of greenhouse gas emissions, improve farm profitability and increase their resilience to fluctuations in energy prices.



Photo: Milk Suppliers Competition Gala, 28 August 2025

**PURPOSE: ANIMAL WELFARE**

**KPI: 70% OF FARMS IN “LEVEL A” TO 2025**

**Target successfully reached by 2025**

**73% of farms meet the criteria for the A (most stringent) cow welfare standard according to the principles developed by Hochland Polska in cooperation with the Polish Milk Chamber, farmers and other milk purchasers.**

2.1 SUSTAINABLE MILK PRODUCTION

**Calculation of emissions from milk production**

Since 2023, Hochland Polska has been calculating its greenhouse gas emissions across all three areas.

In 2025, a detailed analysis was carried out for emissions associated with the production of milk – a key raw material used by the plants.

These emissions, which fall under area 3, account for 57% of the total carbon footprint of the organisation.

The data was collected directly from the farms and included i.e.:

- cow feeding,
- energy consumption,
- fertilisation
- and manure management.

The calculations were carried out using specialised tools that comply with international standards, and farmers provided documentation from their farm management systems and administrative processes. Information without a source reference was verified against regional benchmarks, and values deviating from the norms were analysed manually.

**Support scheme for milk suppliers**

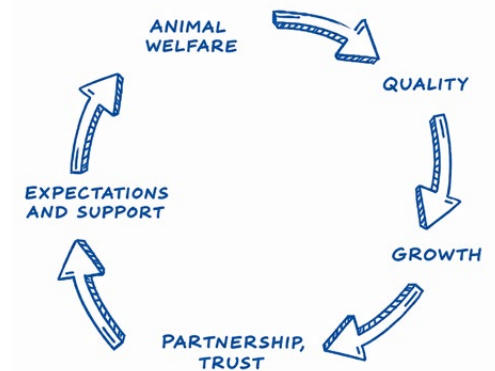
As part of the project, Hochland is helping suppliers to accurately measure their emissions and identify areas with the greatest potential for reduction. The programme includes:

collection of production data from farms, using specialist tools to calculate carbon footprints, preparing individual reports for farms, providing advice on effective feeding and animal welfare, monitoring progress and updating data in subsequent years.

Project objective	Results
promoting sustainable practices	the farms have obtained specific figures which enable them to manage emissions effectively
improving data transparency	Hochland has significantly improved the quality of the environmental data used to calculate the carbon footprint of the organisation and the products,
long-term cooperation with the suppliers	the project has helped to raise climate awareness among farmers and improved their skills in sustainable agriculture.

**A shared path towards the future**

Sustainable milk production is a process which requires cooperation, education and continuous improvement. Thanks to the commitment of our suppliers, experts and industry partners, we are building a value chain meeting consumer expectations, protecting the environment and supporting the development of local farms. We believe that the energy transition and responsible resource management are key to the long-term stability of the dairy sector.



**BEST PRACTICE**

TOOL CALCULATOR OF MILK CARBON FOOTPRINT

## 2.2 STRONG SUPPLY CHAINS

Hochland Polska maintains an ongoing dialogue on sustainability, quality, safety and ethical standards in business relations with its customers and suppliers. Our aim is to build long-term relationships based on trust, transparency and shared values.



### Cooperation within the SEDEX framework and SMETA audits

Hochland Polska actively participates in the global SEDEX platform, which supports responsible

supply chain management. Audit reports from our sites are published in the SEDEX database, which enhances transparency and allows customers and business partners to gain insight into our practices regarding ethics, labour rights, safety and the environment.

In 2025, the production plant in Węgrów underwent a SMETA audit and achieved a very good result. This confirms high level of compliance with international standards of responsible business conduct.

### Supplier Auditing – Responsibility, Quality and the Environment

As part of its supply chain management, Hochland Polska subjects its suppliers to regular audits covering key areas of responsible business. These audits assess i.e.:

- the accountability of senior management,
- quality management systems,
- food safety,
- and environmental practices related to waste management and disposal.

This ensures that we work with partners who operate in accordance with European stand-

ards, observe safety regulations and strive to minimise their environmental impact.

### Long-term relationships based on a shared commitment

Strong supply chains are the cornerstone of stability and quality of Hochland products. This is why we focus on long-term partnerships with reliable, proven partners who share our approach to social, environmental and ethical responsibility.

Together, we are building a value chain that meets customer expectations, complies with regulatory requirements and supports sustainable development.

### BEST PRACTICE

SEDEX ONLINE PLATFORM  
SUPPORTING ETHICAL  
SUPPLY CHAIN  
OPERATIONS

## 2.3 HOCHLAND POLSKA COOPERATES WITH RESPONSIBLE LOGISTICS PARTNERS

Hochland Polska works with reliable logistics partners to distribute Hochland cheeses. **A consistent commitment has been made to promote sustainable development, bringing tangible benefits for the environment, the company, and local communities.**

Hochland Polska not only commits to working with its logistics partners to promote sustainability, **but also formally enshrines these principles in the relevant clauses of its contracts.**

Such provisions ensure that environmental initiatives are a genuine, ongoing commitment on the part of all parties, rather than merely a declaration – bringing tangible benefits to the environment, the company and the community.



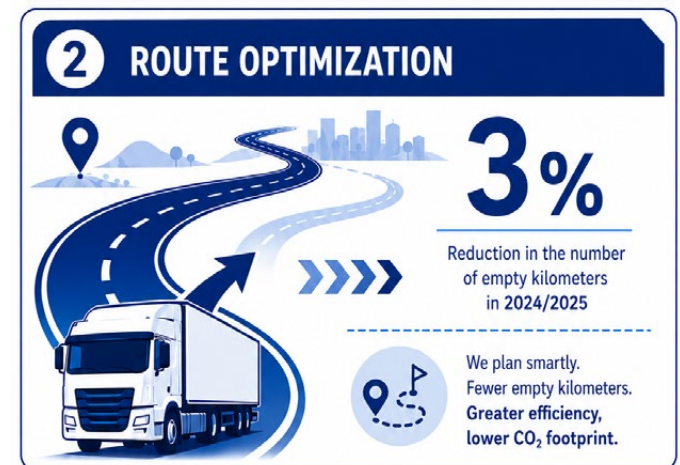
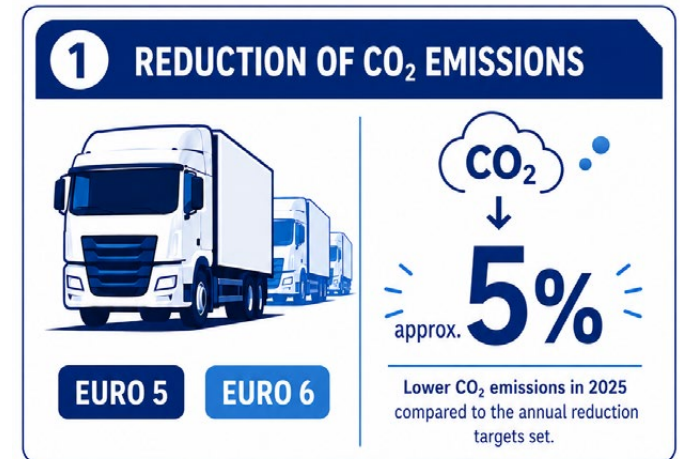
### THESE DECLARATIONS RELATE TO:

- Commitment to reduce CO<sub>2</sub> emissions and introduce vehicles that meet the latest environmental standards (Euro 5, Euro 6)
- Regular reporting of the carbon footprint and other environmental indicators relating to transport operations
- Joint initiatives to optimise routes and reduce empty runs
- Promoting innovation, such as the roll-out of electric vehicle solutions, biofuels and energy recovery technologies
- Promoting the use of renewable energy in logistics processes
- Transparency regarding the disclosure of data on emissions and progress towards environmental targets
- Exchange of best practices and annual reviews of sustainability initiatives

### BEST PRACTICE

COOPERATE WITH RESPONSIBLE LOGISTICS PARTNERS

**In 2025, our logistics partners achieved significant progress:**



## 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 man-

agement 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.



### 12 applications were received in 2025:

**8 applications were marked as closed at the end of 2025, 4 remain under review**

03

**HOCHLAND REDEFINES  
ITS ENVIRONMENTAL  
FOOTPRINT**

3.1 HOCHLAND AIMS TO REDUCE CONSUMPTION OF NATURAL RESOURCES

3.1.1. „LESS WATER”

**PURPOSE: LIMITATION OF ENVIRONMENTAL IMPACT**

**KPI: reduction in water consumption by 1.5% per year**  
(base year 2017)

**For years, Hochland Polska has consistently pursued a sustainable development strategy, in which the prudent management of water resources is one of its key pillars.**

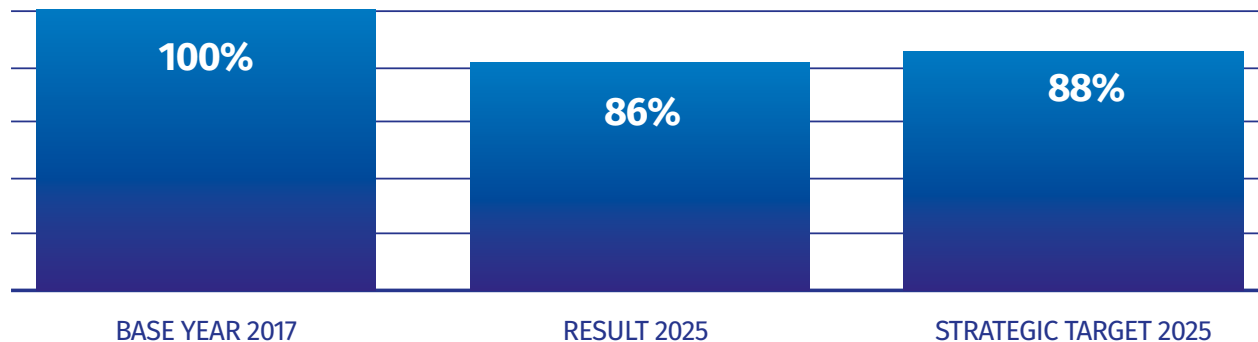
Despite the relatively low unit cost of purchasing water, its importance in the food industry is immense – both in terms of production safety and product quality. Water is an essential resource for maintaining hygiene, cooling, cleaning and industrial processes. Its availability and quality have a direct impact on production continuity and food safety.

It is still often underestimated as a resource, even though in practice, its cost should be understood as the combined cost of water supply and wastewater treatment. From this perspective, it becomes a significant item in the operating balance sheet of a plant, particularly in the context of increasing environmental requirements, energy costs and the need to ensure regulatory compliance.



Photo: Water treatment plant and deep well

**Reduction of water consumption in Hochland Polska in year 2025 vs baseline year 2017 [%]**



Plant	Permitted groundwater abstraction in accordance with the permit [m <sup>3</sup> /year]	Water consumption in 2025 [m <sup>3</sup> ]
Kaźmierz	85 000	43 534
Węgrów	600 000	534 409

## 3.1 HOCHLAND AIMS TO REDUCE CONSUMPTION OF NATURAL RESOURCES

### 3.1.1. „LESS WATER”

**The company has implemented a range of technological solutions reducing water, energy and chemical consumption in its production and cleaning processes.**

Examples of completed projects:

#### 1. Modernisation of the CIP system

The modernisation of the CIP (Cleaning in Place) system, which enables the automatic cleaning of production facilities, played a key role in achieving the environmental benefits. This system uses controlled rinsing and washing cycles, using carefully selected chemicals, temperatures and pressures, which enable the effective removal of contaminants while minimising the consumption of water, energy and cleaning agents.

New machinery and equipment are designed and installed with integration into the CIP system in mind, while older machines are incorporated into the system following prior consultation with the safety and product quality teams, in order to maintain the required hygiene standards.

#### 2. Recovery of water used to cool the seals on VR melt tanks and product pumps, and its diversion to the condenser evaporation

A system has been implemented at the plant in Kaźmierz, used to recover the cooling water used to seal the melt tanks and product pumps. This water, once used for cooling, was previously discharged as waste water. It is currently being captured and redirected for reuse in the process cycle. Instead of being discharged into the sewer system, the cooling water is collected and used for evaporation in the condensers and replenishing the secondary water tank. It is important to note that this water, coming from the cooling process, it does not require any additional heating, which translates into energy savings.

**Annual savings: 7,500,000 l of water**

#### 3. Automated washing of crates, buckets and pallets

The project involved two automatic chamber washers installed at the Kaźmierz plant, used for and with: small equipment and plastic pallets.

The washing process is carried out using a closed-circuit water system, followed by a rinsing cycle and finally by thermal disinfection. The automatically controlled and repeatable process ensures the correct quality and safety of the product by ensuring good microbiological parameters of the cleaned equipment.

Water and detergent consumption has been reduced to a minimum. The real saving is the reduced load of the sewage treatment plant and a reduction in water consumption by **2,062,000 litres**



Photo: Washing facility for auxiliary equipment, mobile pressure washers

## 3.1 HOCHLAND AIMS TO REDUCE CONSUMPTION OF NATURAL RESOURCES

### 3.1.1. „LESS WATER”

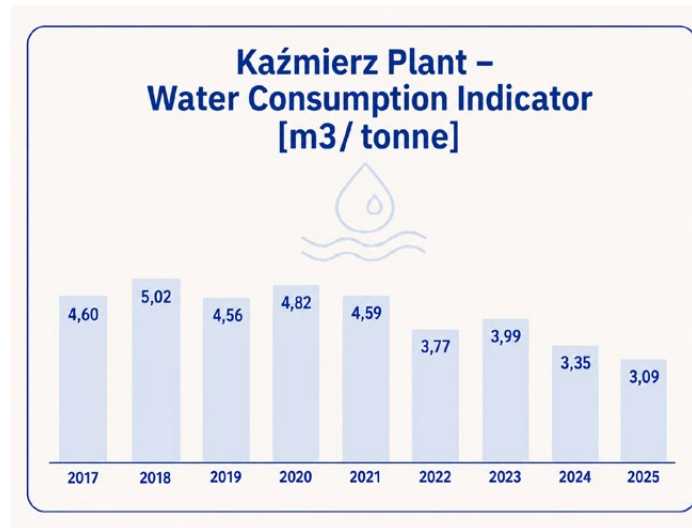
#### Best practices – real savings without major expenditures

But it was not just the investments that led to real savings. Organisational changes and ensuring that infrastructure is operated correctly can also yield significant environmental benefits, without the need for major capital expenditure. Hochland Polska knows this very well. The interdisciplinary collaboration of the production, technology and sustainability teams was a key element of success.

#### Resource conservation and awards

The results of the undertaken investments and initiatives were reflected in the recognition of the work of our team in Kaźmierz. The efforts of the plant have yielded tangible results, including a 20% reduction in water consumption between 2017 and 2025, despite a steady increase in production.

This trend has continued in recent years – in 2025, water consumption fell again, just as it had in 2024 compared with 2023.



This responsible water management has been recognised – the Kaźmierz plant was awarded the title of “Eco-Investor of the Year” in the Polish food industry in 2025 for its consistent efforts to reduce water consumption.



## AWARD

### EKOINVESTOR OF THE YEAR 2025 Award

For the Kaźmierz plant, in recognition of its investments in water savings and efficient wastewater management.

Investment cost: over PLN 1,100,000

Total reduction in water consumption: over 11,000 m<sup>3</sup> per year



Photo: Eco Investor of the Year 2025 award ceremony during the Polish Cheese Congress



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

#### 3.1.2 „CIRCULAR PACKAGING”

#### PURPOSE: TO REDUCE OUR ENVIRONMENTAL IMPACT

#### KPI: 100% of packaging recyclable by 2025

The environmental initiatives of Hochland Polska include a commitment to the use of sustainable packaging.

This direction was set out in the roadmap presented in the 2024 report, which envisages a gradual transition to materials offering better recyclability, which have a lower environmental impact.

In 2025, a key initiative in this area was the switch from packaging made of laminate to paper packaging used with products containing slices of processed cheese.

#### Why did the laminate have to be replaced?

Laminate is a multi-layered material composed

of various plastics, often including a metallised layer. Although it offers superior barrier properties and durability, its layers cannot be separated using standard recycling processes.

#### The switch to paper packaging – impact and significance

The paper packaging for processed cheese slices, introduced in July 2025, made it possible to:

- increase the share of recyclable packaging,
- reduce the amount of plastics introduced onto the market,
- and meet the growing expectations of the market and consumers.

This change is part of a strong market trend in which paper is becoming the preferred packaging material due to its recyclability, the availability of recycling infrastructure and positive consumer reception.



#### Key packaging related actions in 2025:

Reduction of laminate packaging waste by approximately 57 tonnes per year

3.1 HOCHLAND AIMS TO REDUCE CONSUMPTION OF NATURAL RESOURCES

3.1.3 „LESS WASTE”

**PURPOSE: LIMITATION OF ENVIRONMENTAL IMPACT**

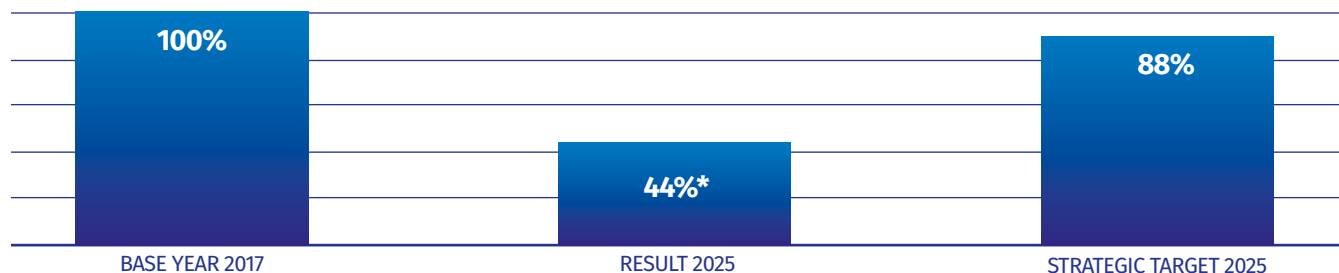
**KPI: reduction of waste generation by 1.5% per year**

(base year 2017)

At Hochland Polska, waste is managed in accordance with the principles of circular economy. The company aims to reduce the amount of waste it generates and maximise its recovery. The principle of environmental responsibility is applied already at the stage of selecting waste recipients – we only enter into partnerships with entities which have the necessary expertise and infrastructure for the further processing of waste. The waste treatment structure at Hochland Polska is based primarily on recovery processes, with anaerobic digestion playing a key role in the production of biogas. Material recycling, including packaging waste, also plays a significant role. The remaining waste stream is managed through organic recycling (composting) and energy recovery from thermal treatment. Only a marginally small percentage of waste is disposed of in landfills.

**Waste generation reduction in 2025 vs baseline year 2017 [%]**

\* excl. whey and sludge from pre-treatment plant

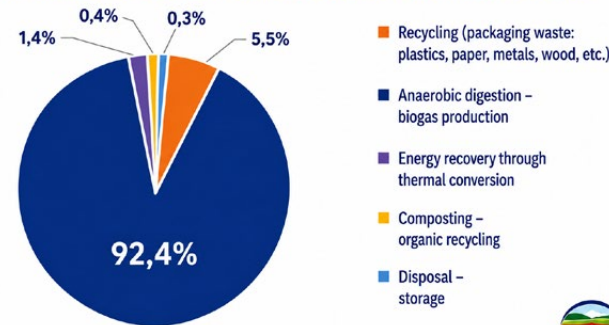


**Reuse of packaging**

The waste management framework does not include activities related to the reuse of packaging, which in practice significantly reduce the amount of waste generated at our plants. One example is the reuse of bulk cardboard boxes – this initiative has saved ca. **100 tonnes of waste paper per year**, which accounts for approximately 27% of paper

packaging waste that has not been generated as waste, but has been reused. This makes a tangible contribution to reducing the consumption of primary raw materials and the emissions associated with the production of new materials.

**The waste treatment structure at Hochland Polska**



**Community engagement and environmental education**

In 2025, Hochland Polska continued its efforts to raise the environmental awareness of its employees and encourage their active participation in pro-environmental initiatives. In response to the needs of the team, two e-waste collection events were organised, enabling the safe disposal of waste electrical and electronic equipment. Approximately 1,000 kg of electronic waste was collected during the two campaigns in total, which was then sent to specialised organisations responsible for the recovery and recycling of such waste.

**BEST PRACTICE**

CIRCULAR ECONOMY PROJECTS A PRACTICE RECOGNISED IN THE RESPONSIBLE BUSINESS REPORT – GOOD PRACTICE 2024

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

#### 3.1.4. HOCHLAND SAYS STOP FOOD WASTE

##### **Hochland Polska is consistently implementing measures reducing food waste.**

The company uses SAP tools and animal by-product management systems to effectively monitor the flow of raw materials and minimise waste. Close cooperation between the production, packaging and technical departments enables precise planning and the full utilisation of the available resources.

The priority of the Planning Department is the **effective production planning, including the optimal management of raw materials, supplies and finished goods stock.** Thanks to the integrated tools, equipment cleaning can also be scheduled effectively, which enhances production safety, reduces downtime and promotes the sustainable use of utilities.

In 2025, the company implemented two key initiatives supporting the idea of reducing food waste:

1. In 2025, Hochland Polska donated 95 tonnes of products to the **Food Bank**, supporting those

in need whilst reducing waste comprising full value food.

2. In response to the growing interest in the concept of reducing food waste, the Almette brand has produced **a series of educational and culinary resources in the spirit of zero waste.**

Key elements of the initiative:

**a. The “Zero Waste Fridge Clean out” (#zerowaste) series** – regular episodes hosted by chef David Gaboriaud, which demonstrated how to:

- use ingredients “right down to the last bit”,
- plan meals using limited supplies,
- turn leftovers into new dishes,
- and avoid food waste in everyday cooking.



##### **b. Zero-waste recipes**

The Almette website featured specific recipes, e.g. spaghetti with pesto made from leftover herbs, mackerel pâté, cauliflower salads and desserts made using the “end bits” of fruit.



#### **BEST PRACTICE**

EDUCATIONAL AND CULINARY RESOURCES PROMOTING ZERO WASTE PRACTICES

#### **The most important actions carried out in 2025 to prevent the generation of food waste:**

- 1. Optimal planning performed by the Planning Department using dedicated tools and through cross departmental cooperation.**
- 2. Cooperation with Food Banks, with 95 tons of donations provided in 2025.**

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)

As part of Vision 2025, we have focused primarily on reducing CO<sub>2</sub>e emissions generated directly at our sites, as well as emissions associated with the purchase of electricity. Our aim was to halve emissions per tonne of product between 2019 and 2025.

**Carbon footprint calculation (pcf) - products with reduced CO<sub>2</sub>e emissions**

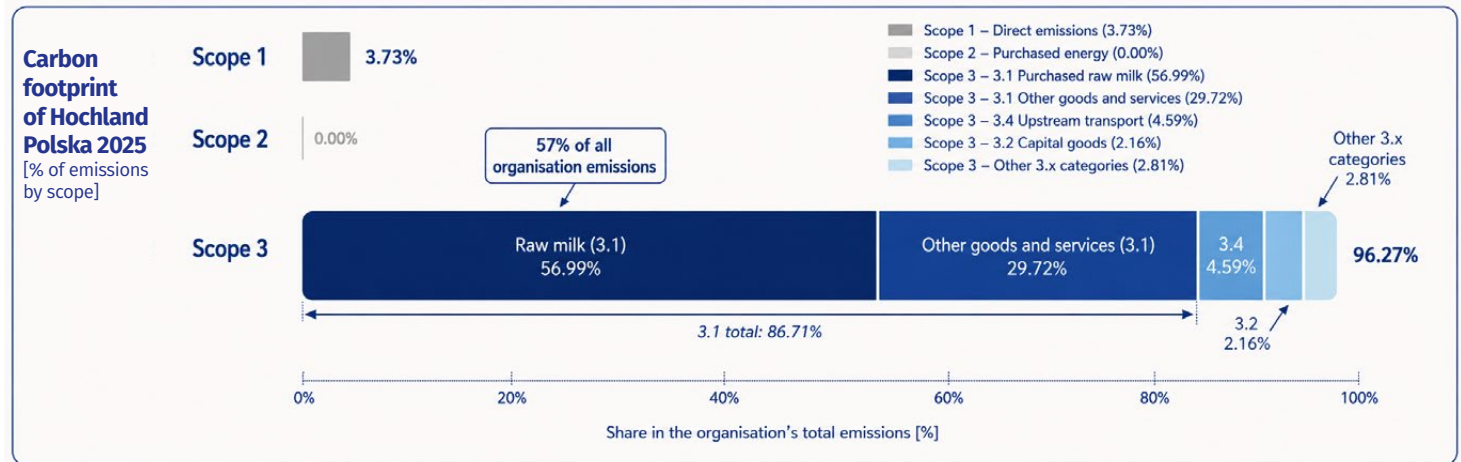
Another key aspect of our commitment to decarbonisation has been the development of innovative product alternatives with a reduced CO<sub>2</sub>e footprint (PCF – Product Carbon Footprint).

One example of such a product is Almette Lekki (Almette Light) – a cream cheese with reduced fat content, increased protein content and a significantly lower CO<sub>2</sub>e footprint. This is how we combine enjoyment, mindful nutrition and tangible action to combat climate change.



**Carbon footprint calculations**

Since 2023, Hochland has been calculating emissions across all three scopes (Scope 1, 2 and 3) and has complete data for 2023, 2024 and 2025. In 2025, as part of improving data quality, a detailed calculation of emissions was carried out based on primary data from dairy farms (the calculation covered 97% of the volume of milk purchased in 2024). Emissions from milk fall under Scope 3 and account for ~ 57% of the total emissions of our organisation.



**Carbon footprint in 2025**

1. Scope 1+2 emissions per tonne of ready products were reduced by 63,7% compared to the baseline year 2019
2. Development of innovative products with a reduced carbon footprint
3. The corporate carbon footprint – calculation of emissions across all three scopes and calculation of milk related emissions based on primary data, including support for milk suppliers

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)

The implementation of the decarbonisation strategy remains one of key strategic growth directions for Hochland. Our aim is to consistently reduce our carbon footprint by improving energy efficiency and switching to renewable energy sources.

Electricity generated by our own photovoltaic system at the Kaźmierz plant, which came online in July 2025, covered approximately 4% of the annual energy demand of the plant. This result takes into account the late commissioning of the installation at the end of July and the production downtime at the end of July and beginning of August.

Acceptance testing began in 2025, leading to the commissioning of a photovoltaic system at the Węgrów plant in March this year, marking another significant step towards the energy transformation. The remainder of the electricity consumed at the plants is purchased from the grid. Certificates of origin are obtained for this energy, confirming that it has been generated from biomass, wind and solar sources. The efficiency of the energy system at the Węgrów plant is also enhanced by a CHP unit, which has

been in operation since 2025 and enables the simultaneous production of electricity and heat from a single cubic metre of gas. This solution helps to reduce energy losses and increases the plant's self-sufficiency during periods of higher demand.

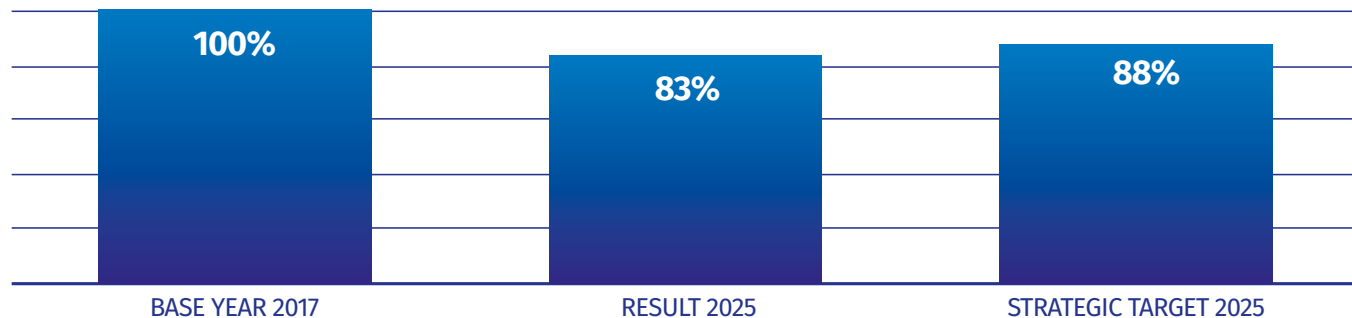


Photo: The photovoltaic system at the Węgrów plant



Photo: The combined heat and power unit at the Węgrów plant

Energy and gas reduction in year 2025 vs baseline year 2017 [%]



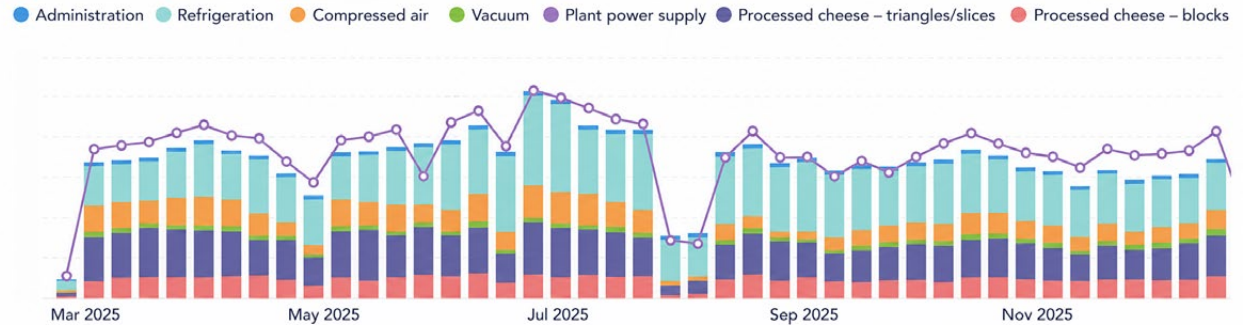
### 3.2 HOCHLAND IS COMMITTED TO REDUCE CARBON FOOTPRINT

**We are guided by a simple yet fundamental principle: the cheapest energy is the energy we do not use.** That is why, alongside our investment in new technologies, we are developing systems to monitor and optimise energy consumption throughout the entire plant.

The plants carry out a detailed analysis of energy consumption in individual production areas, which enables them to quickly identify deviations, eliminate losses and implement corrective measures. This enables us to effectively reduce unnecessary energy consumption and continuously improve the efficiency of our processes.



Energy consumption – Kaźmierz plant



As part of our best practices, we have also introduced regular detection of compressed air leaks using an ultrasonic camera. Compressed air is one of the most energy-intensive industrial media, which is why the rapid detection and rectification of leaks can significantly reduce energy losses and operating costs. Regular inspections of our compressed air systems have become a fixed feature of our energy efficiency programme.

**By improving energy efficiency, investing in high-efficiency equipment and new technologies,** we have been reducing our consumption of electricity from the grid, cutting greenhouse gas emissions and making the plant more resilient to fluctuations in energy prices. This is further proof that we are implementing our decarbonisation strategy in a reasonable, consistent manner, based on tangible, measurable actions.

#### The most significant measures implemented in 2025 intended to reduce gas and electricity consumption:

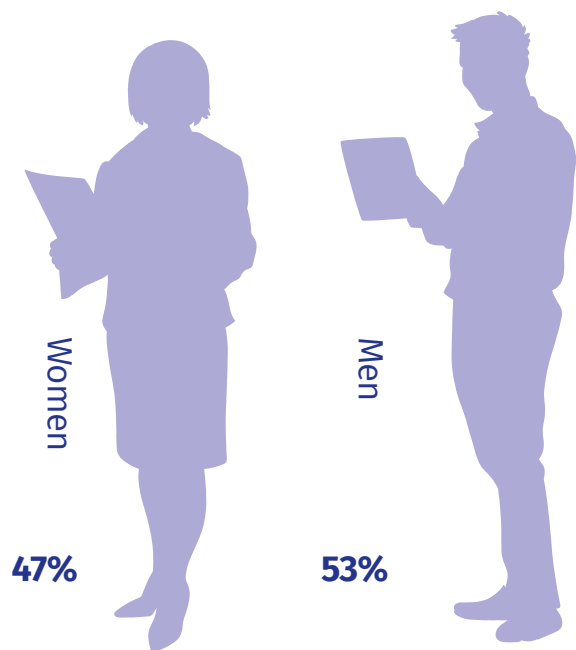
1. Commissioning of the combined heat and power plant generation at the Węgrów plant
2. Renewable energy production from the photovoltaic farm at the Kaźmierz plant
3. Continued good practices in monitoring energy consumption and compressed air detection

04

**HOCHLAND STRIVES TO BE  
A FRIENDLY PLACE TO WORK  
FOR EVERYONE**

## 4.1 EMPLOYEES

Hochland Polska had **851 Employees in 2025**, of which **396 Employees were women (47%)** and **455 were men (53%)**. Hochland creates interesting and attractive jobs, as evidenced, among other, by the average length of service at Hochland Polska, which is 13 years. The attractive salary is complemented by a variety of non-wage benefits.



In 2025, Hochland Polska was among the 30 organisations nominated for **the Polish Diversity Awards 2025** – the only award in Poland which recognises companies and institutions actively promoting diversity, equality and inclusion both within their organisations, and in their business communities.

Hochland Polska has been nominated in this category in recognition of the company's efforts to promote age inclusion and foster a working environment in which people of all generations can thrive and collaborate as equals.

#### **Generational management – a systemic approach**

To effectively address the needs of employees of different ages, Hochland Polska has set up a Generational Management Team. It includes representatives from various departments, locations and age groups.

The activities of this team included:

- In-depth interviews with employees representing all generations and areas of work (production, administration, sales).

- An analysis of the needs and expectations of different age groups, and an identification of the challenges faced by employees at various stages of their careers.

- An educational webinar on generational differences and their impact on teamwork intended for all our staff.

- A workshop for managers aimed at developing competences in managing multi-generational teams.

This approach has enabled the creation of a solid knowledge base which supports the development of an organisational culture based on respect, understanding and cooperation.

The nomination for the 2025 Polish Diversity Award confirms that Hochland Polska is implementing measures in line with the best ESG practices and is strengthening its position as a socially responsible employer.



4.2 TRAININGS

The development of our organisation is impossible without continuous development of our employees. Hochland operates in accordance with the principles of the **“Self-Learning Organisation” concept, which is based on the 70-20-10 approach.**

**10** refers to formal learning, to which all employees are entitled within the scope of specific needs in accordance with the adopted Training Policy, divided into vocational training (including qualifications) and personal development training. Additionally, every employee (regardless of their position) can access the internal e-learning platform.

**20** refers to learning from the experiences of others, which is why Hochland has launched an in-house mentoring programme called “Cheese Mentor”. We pair people together so that they can support each other with their experiences, but also with expertise

of others within the organisation. The mentors have been trained during a dedicated course, and we have also created a dedicated Mentor handbook to help them run sessions effectively.

**70** refers to learning through experience.

One of the supporting elements is the Job Rotation tool, which allows employees to temporarily switch their areas of duty and experience what it is like to work in a different department by learning through real tasks.

Dedicated development programmes form a key pillar of development at Hochland, building on our existing foundations.



We offer i.e.:

- **The Project Leaders Academy** – a proprietary programme delivered by in-house experts, designed to identify talent within the organisation, supporting project management.
- **HochLider and HochMaster** – two programmes designed to support the development of leaders and building leadership skills within our organisation (depending on the level of leadership maturity).

Development programmes perfectly reflect the approach to the selected development concept, based on the right proportions of theoretical knowledge, learning from the experiences of others, and practical exercises both during and between sessions.

2025 in Figures

External trainings	Total number of trainings hours	5560 h*
	Average per Employee	6,5 h
	Trainings to develop professional competences	43%
	Trainings to develop social and socio - personal competences	57%

\* only applies to external trainings, excluding webinars and trainings conducted by Hochland employees

4.2.1 SUSTAINABLE DEVELOPMENT TRAINING

At Hochland Polska, raising environmental and climate awareness among employees is a key part of implementing our sustainability strategy. We regularly organise training sessions and workshops that help people understand environmental challenges and show how each of us can make a real difference in mitigating climate change – both at work and in our daily lives.

**Sustainability training at the plants**

**Węgrów**

In Węgrów, participants were introduced to key climate-related issues and then identified the two most significant effects of climate change observed at both global and local levels:

- species extinction,
- changes in rainfall patterns,
- and limited access to water.

155 staff members participated in the training, who actively took part in discussions and the analysis of examples illustrating the impact of climate change on the environment.



**Kaźmierz**

In Kaźmierz, 190 employees took part in the training. The meeting ended with a quiz, which confirmed the high level of awareness regarding climate change. The quiz results showed that staff knowledge is steadily increasing – and this is just the beginning of further learning and engagement. Employees who were unable to attend the in-person training sessions were able to access the educational content using a QR code, which contained a link to examples of climate change visible in the local area.

**Sustainable development in the onboarding process**



Knowledge of sustainable development is also an integral part of the onboarding process for new employees. New employees at Hochland Polska are provided with information on:

- the importance of sustainability to the company;
- the objectives and principles of the sustainability strategy;
- the projects being implemented within the organisation;
- and the impact of individual employee actions on the climate.

The course ends with a final test, which helps to consolidate the gained knowledge.

**Training for companies providing services at production plants**

In 2025, Hochland Polska also worked to raise the awareness of sustainability among its business partners providing services to our plants, including in the areas of cleaning, waste management and security. During the meetings, we presented the Hochland Code of Conduct and reminded everyone of the principles of responsible conduct. This helps our partners to better understand our expectations and standards, and makes collaboration in the entire value chain more consistent and responsible.

Thanks to the wide-ranging programme of training and educational activities, we are building a culture of environmental responsibility at Hochland Polska.

## 4.3 HEALTH AND SAFETY

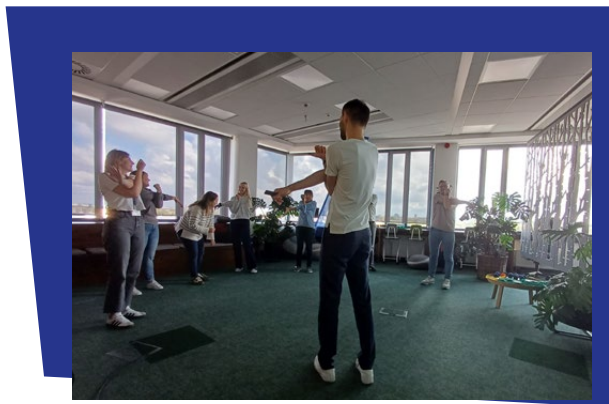
**The Company monitors H&S indicators on an on-going basis.**

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)**

05

**HOCHLAND SUPPORTS  
COMMUNITIES**

## 5.1 HOCHLAND SUPPORTS LOCAL COMMUNITIES

### 5.1.1. WĘGRÓW

#### Support for local communities

The production of Almette cheese has been for many years inextricably linked to Węgrów – a place of exceptional natural and cultural beauty, situated at the junction of Mazovia and Podlasie regions, in the buffer zone along the River Liwiec.

#### Promoting local culture and heritage

Hochland Polska works with local ambassadors from the region who help discover and promote the beauty of Węgrów and its surroundings. Among them is Nela Zawadzka – a young singer known from the TV show “The Voice Kids”, who showed us the most interesting spots in her home town: Minor Basilica with the legendary mirror of Jan Twardowski, the picturesque banks of the River Liwiec, the Gothic castle in Liw, and Sowia Góra (the Owl Mountain).



Photo: Minor Basilica of the Assumption of the Blessed Virgin Mary in Węgrów

In one of the “Almette Women” campaigns, Mariola Zenik took part – a volleyball player for the championship-winning “Złotek” team and a native of Węgrów, who returned to her hometown having retired from the sport. Together, local gems were discovered, such as the heritage bell foundry from 1920, whose bells can be heard around the world, as well as the 19th-century palace and park complex in Łochów.



Photo: Palace in Łochów

#### Our shared concern for the region's future

Activities in Węgrów and the surrounding area are not concerned just with food production – they are a long-term partnership based on mutual respect, shared values and a commitment to the development of the region. The company believes that by investing in people, local farms and cultural heritage, lasting value is created for both the local community and the brand.



Photo: Footbridge across the Liwiec River



Photo: Castle with the Museum – Armory in Liw

### BEST PRACTICE

PROMOTION OF LOCAL CULTURE AND HERITAGE

## 5.1 HOCHLAND SUPPORTS LOCAL COMMUNITIES

### 5.1.1. KAŻMIERZ

#### Support for local communities

In 2025, Hochland continued its efforts to support the community of Kaźmierz Municipality, strengthening local identity, supporting culture and getting involved in initiatives designed to bring residents together.

Hochland is involved in social, educational and cultural initiatives, working in partnership with organisations such as the **Rural Women's Association** and local authorities.

#### Promoting local culture and heritage

For years, Hochland has been co-organising cultural events in the local area, helping to strengthen the regional identity and bringing the local community together.



Photo: CHLEB&SER (BREAD&CHEESE) shop in Kaźmierz



Photo: The Bread and Cheese Festival in Kaźmierz

**The Bread and Cheese Festival** — one of the major events in Kaźmierz, co-organised by the company. The festival features concerts, competitions, craft demonstrations, educational zones and tastings of dishes prepared by the Rural Women's Association. The event promotes the regional culinary traditions and folk culture.

Another key part of our activities is the CHLEB&SER (BREAD&CHEESE) shop, which has been operating since 2020 adjacent to the Hochland production facility in Kaźmierz.

The shop stocks products from the Hochland Polska range, as well as items from other local producers. Hochland in Kaźmierz is pursuing an

approach based on a long-term partnership with the local community. The company:

- supports social development, promotes the region's culture and traditions,
- reinforces local identity by co-organising cultural events,
- it also assesses needs of the residents in order to tailor its activities to the expectations of the community.

#### BEST PRACTICE

PROMOTION OF LOCAL CULTURE AND HERITAGE

## 5.1 HOCHLAND SUPPORTS LOCAL COMMUNITIES

The **“Making Dreams Come True”** campaign is a regular Christmas charity initiative organised by the staff of Hochland Polska, aimed at fostering social awareness and strengthening a culture of employee engagement.

The project is a key part of social initiatives of the company, addressing the real needs of local communities and preventing social exclusion.

As part of the 7th edition, held in 2025, employees of Hochland Polska made the Christmas dreams of 36 children from **the “Rafael” Orphanage** in Wyrozębny-Podawce (near Węgrów)

and **the “W Słońcu” (In The Sun) Orphanage** in Lipnica (near Kaźmierz) come true.

The children wrote their wish lists to Father Christmas, and each gift was chosen to meet the individual needs and dreams of the children. The initiative included institutions with limited access to support, thereby providing equal opportunities and ensuring that the children felt special during the festive season.

An additional element of the campaign was **a collection of donations for animal shelters in Buk and Sokołów Podlaski**, which broadened the

reach of the project and amplified its local social impact.

The “Making Dreams Come True” initiative is an example of an effective, measurable and valuable social initiative that combines well-being with the development of an organisational culture based on empathy, cooperation and responsibility.



Photo: donation of gifts to the Słońce Children's Home, Lipnica 12.2025



## BEST PRACTICE

THE “MAKING DREAMS COME TRUE” CAMPAIGN

## 5.2 SUPPORT MEASURES

### Supporting the “Cukierasy” Association

For many years, Hochland Polska has been supporting Słodka Polska – a team of children and young people with type 1 diabetes – by working with the Association of Parents and Carers of Children with Diabetes and its chairman, Mikołaj Illukowicz.

In March 2025, the eighth edition of the largest football tournament for people with diabetes in Europe – “Red Card for Diabetes” – took place, bringing together over 30 teams from 8 countries and more than 300 participants.

The tournament is not just about sporting competition, but also about education, inclusion and promoting physical activity as an important part of living with a condition. Thanks to the support of our partners – including Hochland Polska – a wide range of activities were organised, and all competitors received identical medals and prizes.

The company has also sponsored the footballs used by the Słodka Polska players during training sessions.

The event was accompanied by educational activities, including the development of the “Diabe-

tes-Friendly School” programme, as well as the announcement of future initiatives:

- international tournaments,
- social projects, and
- campaigns raising awareness of type 1 diabetes.

As Mikołaj Illukowicz points out, this is the time for building knowledge, fostering support and bringing about real social change.

