## How is sustainability embedded in our business?

Our plans for a better food system require heads to come together, across the business at every level. We have built a governance structure to ensure sustainability is part of every conversation and that everyone has a part to play in achieving our goals and targets within our Sustainable Protein Plan, whilst ensuring accountability and oversight at all levels of the business.

 Further detail on our sustainability governance structure can be found in our TCFD report.

In 2022, we announced specific sustainability targets in the Hilton Foods Long-Term Incentive Plan (LTIP) as part of our ambition to embed sustainability within our business strategy. Last year, we further developed the LTIPs to have an increased weighting around our People pillar. To ensure leadership are held accountable, we introduced quantifiable people metrics to drive progress across all three pillars of our strategy.

More detail on our ESG embedded LTIPs can be found in our Annual Report.

Chairman Chief Financial Officer	Chief Executive Officer Non-Executive Directors	
Sustainability Committee  Oversees the delivery of our long-term social and environmental	Audit Committee Coordinates risk management activities throughout the Group.	
strategy. Manages the direction and implementation of the Sustainable Protein Plan.	Non-Executive Directors	
Non-Executive Director	Risk Management Committee Reviews and monitors the climate-related financial disclosures	
Representatives from Executive Leadership Team		
Director of Sustainability & Human Rights	and reports to the Board on sustainability-related risks.	
Key international leaders across the business	Group Internal Audit & Risk Director	
	Representatives from Executive Leadership Team	
	Director of Sustainability & Human Rights	
	Key international leaders across the business	

Agree and oversee delivery of targets.

→ Find out more about the Executive Team: www.hiltonfoods.com/who-we-are/executive-leadership-team

Senior Management Team  Set global strategy and oversee Group and local implementation plans.				
Managing Directors	Director of Sustainability & Human Rights	Head of Departments	Commercial Functions	
Responsible for sustainability projects & reporting		Integrate sustainability strategy into their areas of responsibility		
Group Sustainability Team		People & Culture	Quality	
Site Sustainability Leads		Procurement	Operations	