

MANAGEMENT POLICY

AMICA Group

We offer durable and reliable domestic appliances with excellent services to make consumers every-day life easier, honouring Local Brands' heritage and local traditions. Become most recommended brand in cooking in focus markets of Europe.

FINANCE

- Achievement of the planned EBITDA performance.
- Effective management of the group's working capital.
- Systematic increase of performance across the entire organization.
- Minimizing the Group's financial risk.
- Provide resources necessary to achieve the objectives of the Management Policy.

CUSTOMERS

- Offering modern and user-friendly household appliances.
- Building strong regional brands in key markets.
- Working closely together and ensuring a high level of service to become an important trading partner in strategic markets.

COMPLIANCE AND ETHICS

- Comply with legal requirements, both domestic and international, including the corporate governance principles of companies listed on the Warsaw Stock Exchange.
- Participation in partnership development of and compliance with applicable legal regulations regarding the conformity assessment of our products and services.
- Promote a culture of ethical behavior and counteract infringements, in particular maintaining a system for reporting infringements.
- Maintain an effective Compliance Management System, which supports the process of building a responsible and ethical organization.
- Maintain an effective Risk Management System through appropriate risk identification, risk analysis and implementation of appropriate control mechanisms.

OPERATIONAL PROCESSES

- Development of complete proprietary product lines of kitchen appliances.
- Effective maintenance according to the strategy "Global Customer Care".
- Production efficiency improvement.
- Implementation of digitalization and robotization at all levels of the Company's operations as a part of digital transformation.

SUSTAINABLE DEVELOPMENT

- Building a culture open to changes by promoting proactive approach, entrepreneurship, knowledge sharing and innovation.
- Developing motivated staff capable of facing Amica Group's future challenges.
- Continuous improvement of the Integrated Management System to enhance quality, environment and safety performance.
- Implementation of activities in the area of Environmental, Social & Corporate Governance (ESG).

ENVIRONMENT

- Optimization in all environmental impact areas, pollution control, professional development of corporate relationships with business, social and environmental circles as well as development of grassroots initiatives and sustainable development standards.
- Improved management of the life-cycle of products, taking into account the principles of eco-design, energy efficiency and recycling in the light of the manufacturer's responsibility for the product.

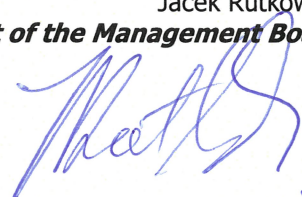
SAFETY

- Ensuring compliance of manufacturing processes and products with the principles of safety and ergonomics in the work environment and at the consumer.
- Continuous development of systematic actions designed to prevent accidents and occupational nuisance and aimed at eliminating threats and reducing risks.
- Raising employee awareness to influencing the growth of safety culture at the company.
- Consulting with employees on safety issues.

QUALITY

- Improve operational processes in accordance with the TQM assumptions.
- Ensure the integrity of activities on the way to achieving the expected level of product quality and improving the quality culture in our organization.

Jacek Rutkowski
President of the Management Board



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