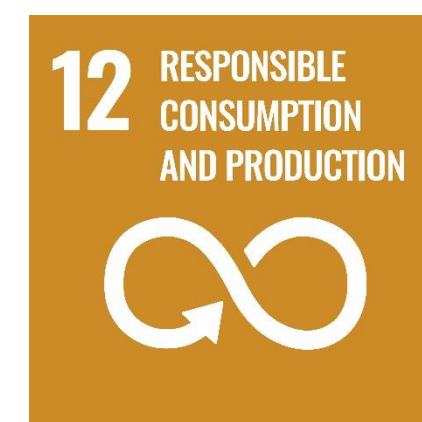


# ESG Strategy

Amica Group



# Agenda

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- ≡ ESG Strategy vs business strategy
- ≡ The ESG Strategy context
- ≡ Timeline for the implementation of the strategy
- ≡ Ambitions of the sustainable development
- ≡ Main goals and activities in the area: E, S and G





# ESG Strategy vs business strategy



**The ESG Strategy** defines the Amica Group's ambitions and sustainable development goals in three areas: environment (E), social (S) and governance (G) of all companies belonging to the Group.

It covers four time horizons: 2025, 2030, 2040 and 2050. The implementation of the document will be monitored regularly and reported in accordance with the standards of annual reports of the Amica Group.

The sustainable development goals adopted in the ESG Strategy support the Group's business strategy and are an important tool in its implementation.





# The ESG Strategy context

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## Materiality study in Q4 2021

|    |  |
|----|--|
| 9  | significant stakeholder groups                 |
| 22 | important ESG issues with different priorities |
| 9  | significant ESG risks                          |

## Workshops in Q2 i Q4 2022

|   |   |
|---|---|
| 4 | workshops on developing strategic and operational goals in areas E, S and G |
| 3 | workshops on the circular economy   |





# Time perspective for the ESG Strategy



Start of the decarbonization process through OpEx and light / necessary CapEx (essential CapEx for autonomous energy)

Decarbonization of Amica through strong CapEx



## The sustainability-driven and resilient European manufacturer of household appliances with positive social impact

### E

#### Reducing environmental footprint

Net-zero in Scope 1+2 by 2040  
and low-carbon in Scope 3 through  
prolonged product life-cycles and  
circularity

### S

#### Amica for People

We attract, engage and grow  
talents.  
We set standards in our value  
chain and empower those who  
need it the most.

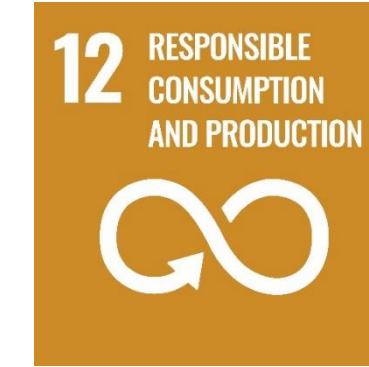
### G

#### Resilient and Responsible

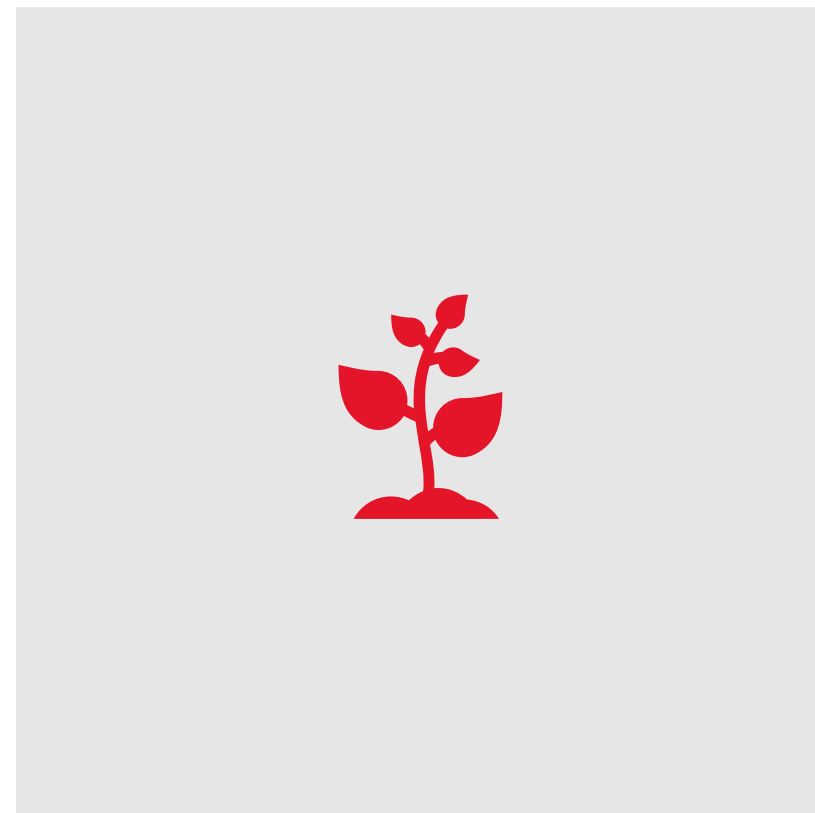
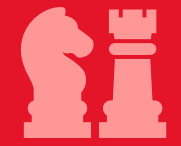
Agility through:  
- simplicity in governance  
- holistic risk management  
- strong partnerships in supply  
chain



# ESG goals – reducing environmental footprint



Amica



|               |   |
|---------------|---|
| <b>E.1.</b>   | <b>Low-carbon in value chain</b>  |
| <b>E.1.1.</b> | <b>Decarbonization in Scope 1 &amp; 2</b><br>Market-based: -25% in 2030, -100% in 2040      |
| <b>E.1.2.</b> | <b>Decarbonization in Scope 3</b><br>Development of GHG Scope 3 emissions reduction plan    |
| <b>E.1.3.</b> | <b>Climate change resilience</b><br>Development of climate change adaptation plan for Amica |

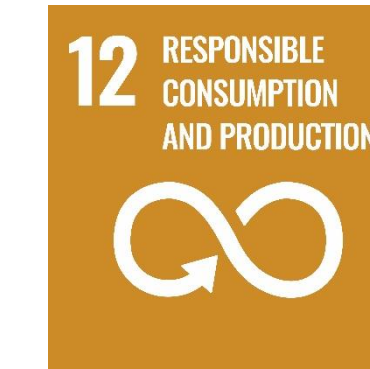


|               |   |
|---------------|---|
| <b>E.2.</b>   | <b>Circularity</b>  |
| <b>E.2.1.</b> | <b>Development of Circular Economy Action Plan (CEAP)</b> |
| <b>E.2.2.</b> | <b>Responsible waste management</b>                       |

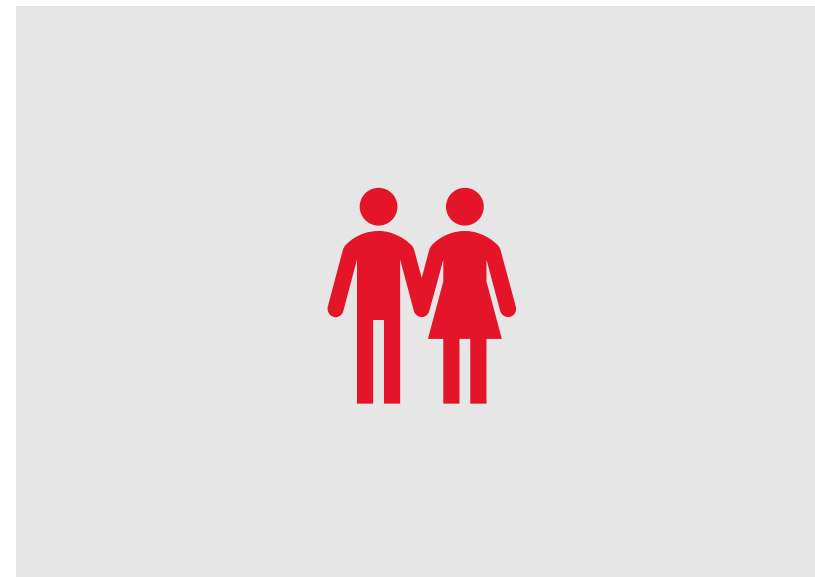
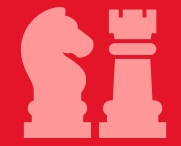


|               |   |
|---------------|---|
| <b>E.3.</b>   | <b>Sustainability-driven products</b>   |
| <b>E.3.1.</b> | <b>Longer life-cycle of Amica products</b><br>Work on extending the life cycle of Amica Group products                      |
| <b>E.3.2.</b> | <b>Sustainable-packaging</b><br>50% of products with elements of eco-packaging in 2030 (paper, pulp, resin, reuse elements) |

# ESG goals – Amica for People



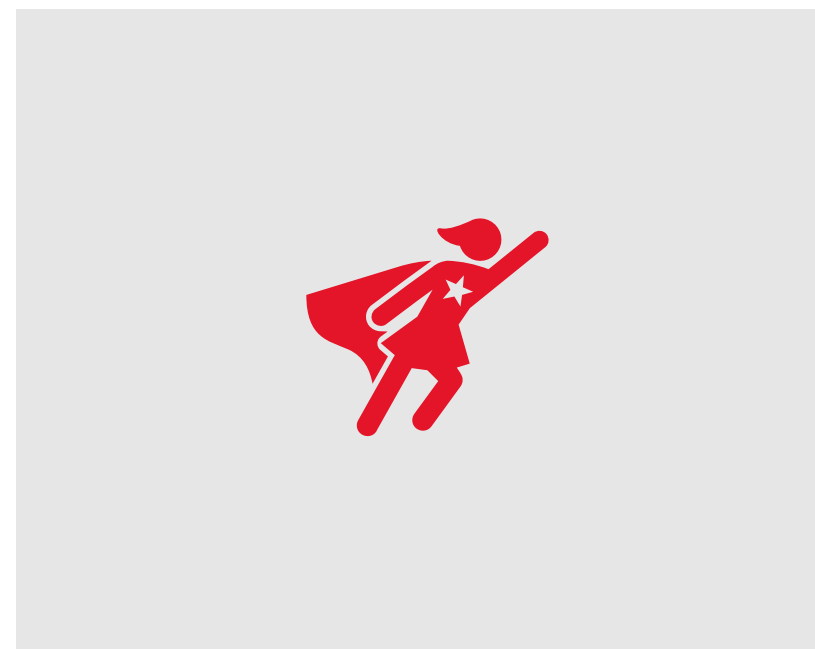
**Amica**



|             |   |
|-------------|---|
| <b>S.1.</b> | <b>Attract, Engage &amp; Growth</b>                                   |
| S.1.1.      | OHS: Safety Culture & Zero Accidents                                  |
| S.1.2.      | Drive thru performance (career development)                           |
| S.1.3.      | Support employees' satisfaction (2030:75%) & participation (2030:80%) |
| S.1.4.      | Eliminate Gender Pay Gap (2030: 0%)                                   |



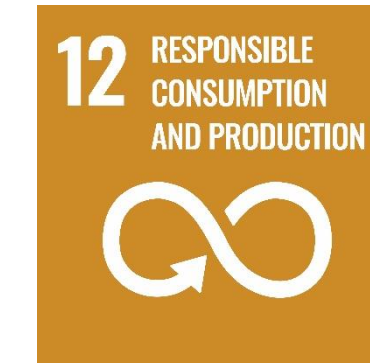
|             |   |
|-------------|---|
| <b>S.2.</b> | <b>Safety for consumers</b>   |
| S.2.1.      | Amica delivers the highest safety standards for consumers           |
| S.2.2.      | Amica is the leader in Professional Service of household appliances |



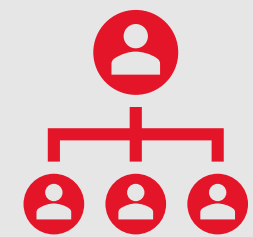
|             |   |
|-------------|---|
| <b>S.3.</b> | <b>Amica for Solidarity &amp; Empowerment</b>   |
| S.3.1.      | Support to people in local communities in difficult life situation                      |
| S.3.2.      | Amica's role in fighting food waste, in healthy cooking, sport activities & home chores |
| S.3.3.      | Development of mental health  |
|             | Education and prevention  |



# ESG goals – Resilient and Responsible



Amica



|             |   |
|-------------|---|
| <b>G.1.</b> | <b>Resilience through agility &amp; clarity</b>                                     |
| G.1.1.      | Amica's Resilience through Clarity, Simplicity and Agility                          |
| G.1.2.      | Efficient Risk Management & Internal Audit  |
| G.1.3.      | Code of Ethics (update i 100% of employees trained & tested)                        |
| G.1.4.      | Review & update of the Amica Diversity Policy                                       |
| G.1.5.      | Deployment of the ESG responsibilities & functions in SB, MB & managerial positions |



|             |   |
|-------------|---|
| <b>G.2.</b> | <b>Responsible partnership</b>  |
| G.2.1.      | Development of the ESG-related criteria in Amica Supply Chain Management System                       |
| G.2.2.      | ESG Educational Program for suppliers & subcontractors  |
| G.2.3.      | Adoption of the Payment Policy towards suppliers and subcontractors by the MB (comply with CSRD/ESRS) |

