

Current Report 18/2023

Title: Profiles of the Candidates to the Management Board of the Company (for the new term of office)

Legal basis: Article 56 paragraph 1 point 2 of the Public Offering Act – current and periodic reports

The Management Board of Amica Spółka Akcyjna (hereinafter “the Company”) hereby announces that the company trading as Holding Wronki Sp. z o.o. (shareholder of the Company) nominated Mr. Jacek Rutkowski as a candidate for the position the President of the Management Board of the Company (appointment of members of the Supervisory Body is provided for in the agenda of the Annual General Meeting of Amica Spółka Akcyjna to be held on 27 June 2023 – see: Current Report No. 15/2023 of 1 June 2023).

At the same time, Mr. Jacek Rutkowski, as a candidate for the President of the Management Board, declared that if he is appointed by the General Meeting as the President of the Management Board, he will put forward a motion during the session of the General Meeting (pursuant to § 30 paragraph 1 of the Articles of Association) for appointment by the General Meeting of the following candidates as Members of the Management Board of the new and joint term of office (in alphabetical order):

Mr. Pawel Biel,

Ms Adrianna Harasymowicz-Stajkowska,

Mr. Michał Rakowski,

Mr. Robert Stobiński.

[Each of the aforementioned candidates (including Mr. Jacek Rutkowski) agrees to act as a candidate to the Management Board of Amica S.A.].

Below, the Issuer provides information on the qualifications and professional experience of Mr Jacek Rutkowski, Mr Paweł Biel, Mrs Adrianna Harasymowicz-Stajkowska, Mr Michał Rakowski and Mr Robert Stobiński, whose candidacies are to be voted on at the same *Meeting (under point 11.8) agenda of the General Meeting of Shareholders - appointing the composition of the Management Board of the Company for a new, joint term of office*).

I.

Mr **Jacek Rutkowski**

Higher Education, Msc in Foreign Trade Economics, graduated from Poznań Economics University.

History of employment.

May 2003 – currently President of the Management Board of Amica Spółka Akcyjna.

January 2023 – currently Member of the Management Board of Amica Handel i Marketing Sp. z o. o.

March 2023 – currently Member of the Supervisory Board of Amica International GmbH with its registered office in Ascheberg (Germany).

In the period 2004 - 2022 - Managing Director of Amica International GmbH with its registered office in Ascheberg (Germany).

1990 – 2004 – Managing Director at Magotra GmbH with its headquarters in Rödermark (Germany);

Earlier, Director at Dalco GmbH based in Frankfurt (Germany); Manager of the Representative Department at THZ Polimar SA

[Mr Jacek Rutkowski is not listed in the Register of Insolvent Debtors (maintained pursuant to the Act of 20th of August 1997 establishing the National Court Register) and does not engage in activities which constitute competition for the company's business, and is not a shareholder in a competitive company of any form, and does not sit on the board of a competitive joint stock company.]

II.

Mr **Paweł Biel**

Higher education - graduate of the Warsaw University of Technology, Faculty of Electronics and Information Technology (Master's degree in computer science).

Mr Paweł Biel is the holder of many industry (SAP, Microsoft) and project management (PRINCE2, CAPM) certificates and has participated in numerous consulting and business trainings.

Professional qualifications.

IT Director, Digital Transformation Director, Manager, consultant and advisor to the Management Board with international experience in IT and digital transformation.

Mr Paweł Biel began his professional career at AMG.net working as a SAP consultant (2003-2006), and then continued his professional development as a manager and regional director in the following companies: IBM (2006-2016) and Ernst & Young (EY, 2017-2021). During this

period, Mr Biel was responsible for a number of IT systems implementations in Poland and in an international environment spanning many European countries. From 2021, Mr Biel was the representative of the Management Board for Digital Transformation at Cerrad Sp. z o. o
[Mr. Paweł Biel is not listed in the Register of Insolvent Debtors (maintained pursuant to the Act of 20th of August 1997 establishing the National Court Register) and does not engage in activities which constitute competition for the company's business, and is not a shareholder in a competitive company of any form, and does not sit on the board of a rival company]

III.

Ms **Adrianna Harasymowicz-Stajkowska**

Higher education - a graduate of bachelor's studies in marketing and management (Warsaw School of Economics), currently in the course of master's studies in Psychology (University of Economics and Humanities in Warsaw) and postgraduate studies in the field of Logotherapy.

History of employment.

Ms Adrianna Harasymowicz-Stajkowska worked throughout her professional career (1994-2023) in the Procter & Gamble Group, holding the following positions: Brand Manager for *Ariel, Pampers, Pringles, Head & Shoulders* in Central and Northern Europe; Brand Director in the Hair Care sector (including *Head & Shoulders, Pantene, Wella, Herbal Essences, Aussie*) in Central Europe and the Middle East; Managing Director (entire P&G portfolio) - Global Development Markets Europe, India, Middle East and Africa (Procter & Gamble International Operations SA, Switzerland). From 2019, Ms Adrianna Harasymowicz-Stajkowska was the Managing Director - Women's Care and Beauty Care Sectors in the Central Europe Region (Procter & Gamble DS Polska Sp. z o. o.).

[Ms Adrianna Harasymowicz-Stajkowska is not listed in the Register of Insolvent Debtors (maintained pursuant to the Act of 20 August 1997 establishing the National Court Register) and does not engage in activities which constitute competition for the company's business, and is not a shareholder in a competitive company of any form, and does not sit on the board of a competitive joint stock company.

IV.

Mr **Michał Rakowski**

Higher education - a graduate of the University of Economics in Poznan.

History of employment.

2019 - currently - Member of the Management Board of Amica S.A.

January 2023 – currently Member of the Management Board of Amica Handel i Marketing Sp. z o. o.

In the period 2016 to 2019 - Chief Accountant/Proxy of Amica S.A.

2010–2017 – Member of the Management Board of Amica Handel i Marketing Sp. z o.o.

2003 – 2016 – Employee of the Amica S.A. Accounting Department at various managerial levels

Other competences. Additional training.

Mr. Michał Rakowski holds the qualifications of a statutory auditor and certified accountant authorized by the Minister of Finance to provide bookkeeping services. Mr. Michał Rakowski is at the stage of preparation for the ACCA professional qualification exam. He also completed an annual *International Financial Reporting Standards and the Polish Accounting Standards* training programme, International Transfer Pricing Expert - TPE Institute, and regularly takes part in the annual obligatory training sessions under PIBR membership (including the area of accounting law, the area of tax law, the area of International Standards on Financial Auditing).

[Mr. Michał Rakowski is not listed in the Register of Insolvent Debtors (maintained pursuant to the Act of 20 August 1997 establishing the National Court Register) and does not engage in activities which constitute competition for the company's business, and is not a shareholder in a competitive company of any form, and does not sit on the board of a competitive joint stock company].

V.

Mr Robert Stobiński

Higher education - graduate of the Poznań University of Technology and Cranfield University in Great Britain. For almost 30 years, he has been dealing with the issues of managing international supply chains, both from the perspective of distribution logistics and production management. He is particularly interested in the issue of “trade-up” between the expected level of customer service and the cost of providing it. Co-author of the book "Decyzje logistyczne z excelelem", awarded a J.M. first degree award of the Dean of the University of Economics in Poznan.

History of employment.

2019 - currently - Member of the Management Board of Amica S.A.

January 2023 – currently Member of the Management Board of Amica Handel i Marketing Sp. z o. o.

[In Amica S.A., he holds the position of First Vice-President responsible for Digital Transformation, Logistics, Sourcing and the Operations Division. At the same time, as a Member of the Management Board of Amica Handel i Marketing, he supervises sales on the Polish and Czech markets].

Previously, Mr Robert Stobiński held the position of General Director of Amazon's logistics centres in Sady near Poznań, London and Szczecin. Earlier, Mr. Robert Stobiński also worked for Bundy Refrigeration (as Operations Director in Europe), at Samsung Electronics Poland

Manufacturing Sp. z o. o. (as Vice-President Operations), in "Amica Wronki S.A." (as Operations Director) and at Beiersdorf S.A. (as Member of the Management Board for Supply Chain).

[Mr. Robert Stobiński is not listed in the Register of Insolvent Debtors (maintained pursuant to the Act of 20 August 1997 establishing the National Court Register) and does not engage in activities which constitute competition for the company's business, and is not a shareholder in a competitive company of any form, and does not sit on the board of a competitive joint stock company].

[Legal basis: § 19 section 1 point 2 of the Regulation of the Minister of Finance of 29 March, 2018 on current and periodic information published by issuers of securities and conditions for recognising as equivalent information required by the law of a non-member state].