

Amica

Amica Capital Group ESG Strategy – 2025 Update



ESG update strategy for Amica Capital Group



Our ESG strategy has been revised in response to new market conditions and the results of the updated double materiality assessment of the Amica Capital Group. The revision includes short-, medium-, and long-term objectives with a time horizon extending to 2040.

For many years, we have believed that the development of the Amica Group goes hand in hand with responsibility towards people, the environment, and the market. The adopted ESG goals support the implementation of our business strategy and strengthen its long-term direction.

The ESG Strategy is based on three pillars:



E: Environment

Responsible production

We reduce emissions, limit waste, and develop a circular economy.

- CO₂ emissions reduction
- Energy efficiency
- Waste management
- Circular economy



S: Society

Amica for People

We care about the safety, equality, and well-being of employees, and support local communities.

We also care for customers and end users, building relationships based on trust, transparency, and the highest quality of service.

- Safe working environment
- Diversity
- Competence development
- Customer dialogue



G: Corporate Governance

Resilience and responsibility

We build trust through ethics, transparency, and responsible management.

- Ethics and transparency
- Risk management
- Sustainable supply chain management



Environment



1E. Reducing greenhouse gas emissions through the use of renewable energy sources and improving energy efficiency of production processes

To effectively reduce greenhouse gas emissions, we plan to update the decarbonisation plan and define emission reduction pathways for key areas of activity. In the coming years, we aim to modernise production processes and increase energy efficiency in order to systematically reduce operational emissions.

2026 update of the decarbonisation plan and redefinition of short-, medium-, and long-term emission reduction targets across individual scopes within the Amica Group

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2040 implementation of actions adopted under the decarbonisation plan



2E. Responsible waste management and the development and implementation of sustainable packaging for Amica products

We focus on increasing recycling rates and waste recovery, as well as limiting waste generated during production processes. We plan to develop a sustainable packaging policy and implement solutions that will further reduce material waste.

- 2026**
- 100% of packaging waste and 99% of industrial waste sent for recycling and recovery
 - development of a sustainable packaging policy for the Amica Group

2030 80% of hazardous waste sent for recycling and recovery

2040 reduction of packaging material waste in the production process by 10% compared to the base year (2025)



3E. Implementation of circular economy principles in the operations of the Amica Group, covering production, logistics, and product life cycle management

We develop activities in the area of circular economy, including product design, logistics, and full product life cycle management. We plan to implement a circular economy strategy and strengthen solutions that support extending product lifespan, availability of spare parts, and the possibility of repair.

2026 development of a strategy and implementation plan for circular economy principles

- 2030**
- implementation of actions adopted under the circular economy strategy
 - increase by 10% the share of recovered spare parts that cannot be repaired (base year: 2026)

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2040 preparation of documentation covering the carbon footprint of key Amica product





Society – Employees and Local Communities



1S. Reducing the adjusted gender pay gap to no more than 5%

We strive to ensure fair and transparent remuneration principles across all companies of the Amica Capital Group, as well as equal access to development and promotion, in order to support full equality of opportunity.

2026 reporting of the adjusted gender pay gap

2030 adjusted gender pay gap not exceeding 5%

2040 maintaining the gender pay gap at a level not exceeding 5%



2S. Building positive social impact and employee engagement through the development of employee volunteering and the activities of the Amicis Foundation

*We strengthen employees' social engagement by promoting volunteering initiatives and developing the activities of the Amicis Foundation, which supports local communities.
We build a culture of shared responsibility and real impact on our surroundings.*

2026 increased employee social engagement and strengthened positive social impact through the introduction of **two additional paid volunteering days per year** for participation in volunteering activities (internal and external), in line with the adopted volunteering policy

increasing the positive impact of the Amica Capital Group on local communities through the promotion of safety, social engagement, healthy lifestyles, and pro-environmental attitudes, including:

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- 2040**
1. development of **Amicis Foundation** activities supporting social, educational, and charitable initiatives through the implementation of at least 80 initiatives annually
 2. annual implementation of at least 10 safety-related initiatives carried out by Amica employees in cooperation with the local Volunteer Fire Brigade in Wronki
 3. completion of at least **500 hours of employee** volunteering annually by Amica Group employees
 4. annual organisation of the **Amica Sports Challenge**, supporting at least 4 local institutions
 5. a cycle of **eco-education workshops** for the local community – a minimum 4 workshops annually
 6. maintaining and strengthening active partnerships with universities and non-governmental organisations to jointly promote sustainable development, innovation, and social engagement – a **minimum 4 partnerships annually**





3S. Building a Culture of Engagement and Responsibility (WE CARE)



***WE CARE** is a key element of the Amica Group’s business strategy, focused on creating a working environment based on equal opportunities, safety, well-being, and cooperation. We engage and empower leaders and invest in the development of our employees.*

Leadership and Cooperation	OHS and Well-being	Diversity, Equal Opportunities and Inclusion (DEI)
<p>2026:</p> <ul style="list-style-type: none">strengthening a culture of engagement by achieving at least 60% participation in the annual employee engagement survey in Poland and defining engagement targets for subsequent yearsdeveloping leadership competencies based on values and key skills by ensuring access to at least three diversified training formats <p>2030 – 2040:</p> <ul style="list-style-type: none">strengthening a culture of engagement by maintaining the established annual employee engagement level across all companies of the Amica Capital Group	<p>2026 - 2040</p> <ul style="list-style-type: none">strengthening a safety culture by maintaining appropriate workplace hygiene to reduce the number of workplace accidents, including through the implementation of a minimum of 15 safety campaigns per yearmaintaining employee well-being and health through the development of preventive health programmes and well-being initiatives, including:<ol style="list-style-type: none">maintaining psychological support programmes for employees and their families, totalling at least 1,200 hours annuallyoffering employee's additional preventive health screenings – minimum 30% of employees annually benefiting from health check-upsorganizing preventive health initiatives (webinars, training sessions) – at least 10 health prevention initiatives per year	<p>2026:</p> <ul style="list-style-type: none">promoting diversity, equal opportunities, and inclusion through: updating the diversity policy and preparing a Diversity Charter, and setting DEI-related objectives to be implemented in subsequent years <p>2026 – 2040:</p> <ul style="list-style-type: none">promoting diversity, equal opportunities, and inclusion through:<ol style="list-style-type: none">enabling people serving custodial sentences to acquire professional experience and supporting their reintegration into the labour market – cooperation with at least one correctional facility (prison) annuallyorganizing practical vocational training for young people in cooperation with at least one educational institution annuallyproviding training to 100% of new employees during onboarding, and ensuring that at least 95% of other employees receive training at least once every two years





Society – Consumers and End Users



4S. Ensuring transparent, clear, and accessible documentation for end users by introducing new standards for user manuals and product labelling, supporting informed and sustainable consumer choices

We provide customers with clear and reliable product information to support informed and sustainable purchasing decisions. We continuously improve standards for user manuals and product labelling to ensure they are increasingly user-friendly for end users.

2026 development of **new, simplified principles** for creating and communicating product information to end users

- 2030**
- **100% of new products compliant with the new standards**
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- annual audits of compliance of product labelling and user manuals with the adopted standards

2040

5S. Building strong and long-term customer relationships

We focus on improving the quality of user experience and increasing customer satisfaction. We build relationships based on trust, open communication, and high-quality service.

2026 maintaining the Net Promoter Score (NPS) above 60 in the area of customer experience and defining customer satisfaction targets for subsequent years

- 2030**
- maintaining the defined customer satisfaction indicator

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2040



Corporate Governance



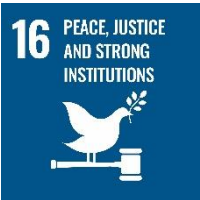
1G. Building trust and operational resilience of the Amica Capital Group through agile operations, a culture of openness and ethics, and systematic anti-corruption measures

We ensure the highest ethical standards and effective systems for preventing fraud and corruption. We develop employee competencies and strengthen the principles of transparent and responsible business conduct. We enhance business continuity and operational resilience to support the stability and security of the Amica Group’s operations.

- 2026
- increase the effectiveness of investigation and remediation actions in the area of ethics and anti-corruption, including the efficient handling of ethics/anti-corruption reports from whistleblowers :response time to ethical incidents not exceeding 7 business days from the first response, and resolution of **90% of cases within 60 days**
 - eensuring a high level of employee awareness of ethical principles and responsible business conduct through systematic training and onboarding: – 100% of new employees trained during onboarding at least 95% of other employees trained at least once every two years
 - eensuring full employee awareness of anti-corruption principles and counteracting bribery through systematic training and the implementation of a “Zero Tolerance for Corruption” policy” – 100% of employees in positions exposed to corruption and bribery risks trained at least once every two years

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- maintaining operational stability and rapid return to normal operations after disruptions, which is critical to the success and continuity of the Amica Group’s activities- **100%** of critical business processes covered by a business continuity plan

- 2040
- continuation of the actions initiated in 2026



2G. Responsible partnership through the development and implementation of ESG criteria in the day-to-day management of the value chain

We cooperate with business partners in accordance with the principles of responsibility and transparency. We implement ESG criteria in procurement processes and cooperation with suppliers in order to mitigate social, environmental, and ethical risks and support the development of a sustainable value chain.

- 2026
- update of the **Code of Business Conduct**

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- rational management of risk and social responsibility in the supply chain- **100% of high-risk suppliers assessed for ESG risks at the Amica Capital Group**

- 2040



Amica

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