ŚNIEŻKA
SA

ŚNIEŻKA
GROUP

Performance presentation of the Śnieżka Group for 2025

15 April 2026

Summary of Q1 of 2025

ŚNIEŻKA GROUP

Strengthening the position of one of the leaders in the Polish decorative paints market, despite challenging conditions across Central and Eastern Europe

A good year in terms of liquidity, contributing to the company's value creation

Sales performance outperforming the market: PLN 772.5 million in 2025

Profitability confirmed by strong margins:: EBITDA increased by 0.6% y/y, with an **EBITDA margin of 18.6%**

Resilience of the business model: net profit up **2.5% y/y** despite the revenue decline

Debt reduction to an optimal level supporting further growth potential: net debt/EBITDA ratio at **0,9x**

Management Board recommendation to pay a record dividend of 65,0 mln zł from the 2025 profit

Sales growth vs. market growth

- POLAND ↑
- UKRAINE →
- HUNGARY ↓

↑ *performance above market levels*

↓ *performance below market levels*

→ *performance in line with the market*

One of the leaders in the decorative paint market

Key information on the Śnieżka Group

We are one of the leaders in the decorative paint market in Poland, Hungary and Ukraine.

- **Ranked among the 25 largest paint manufacturers in Europe** for the past decade
- **Almost** 40 years of experience in the industry
- Śnieżka SA – the only company
  in the industry listed on the WSE
- Key brands ranked among consumers' top three choices
- Modern production facilities manufacturing more than 100 million kg of decorative products annually
- Awarded the EcoVadis medal for sustainability performance for three consecutive years. Based on an independent assessment, the score achieved in 2026 places Śnieżka among the top 15% of certified companies

A broad portfolio of recognised brands supports the Group's strategic growth objectives

Śnieżka | MAGNAT | POLI-FARBE | VIDARON

Strategic objective:

Selected brands – Śnieżka, Magnat, Poli-Farbe and Vidaron – ranked among consumers' top three choices in key markets

We are developing our portfolio for professionals and strengthening our position in the region

COLOUR TINTING SYSTEMS

The new MAGNAT COLOUR SYSTEM paint tinting solution expands the portfolio of products dedicated to professional contractors. The project supports the development of the product portfolio within the tinting systems category. Its objective is to generate a positive impact of the wide distribution of tinting system products in Poland and Ukraine on Śnieżka's revenue and market share. The core product portfolio and tinting machines have been implemented at approximately 150 customer locations in Poland and Ukraine.

CEE EXPANSION COMPANIES ESTABLISHED IN THE CZECH REPUBLIC AND SLOVAKIA

Śnieżka is strengthening its presence in Central and Eastern Europe by establishing two new subsidiaries: Poli-Farbe Czechia s.r.o. in the Czech Republic and Poli-Farbe Slovakia s.r.o. in Slovakia. The companies will be responsible for the sales and distribution of products in these markets under the Poli-Farbe brand.

The project is aligned with the Śnieżka Group's regional focus strategy and is intended to improve the coordination of commercial activities, supported, among others, by the logistics infrastructure in Zawada.

POLI-FARBE CZECHIA

POLI-FARBE SLOVAKIA

2025 financial results

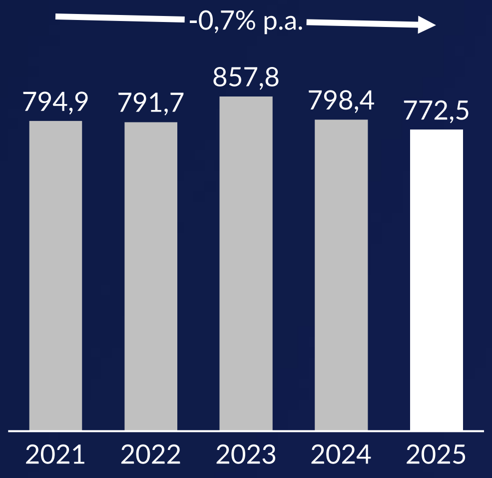
Main categories

Stable results for 2025 achieved despite challenging market conditions

ŚNIEŻKA GROUP

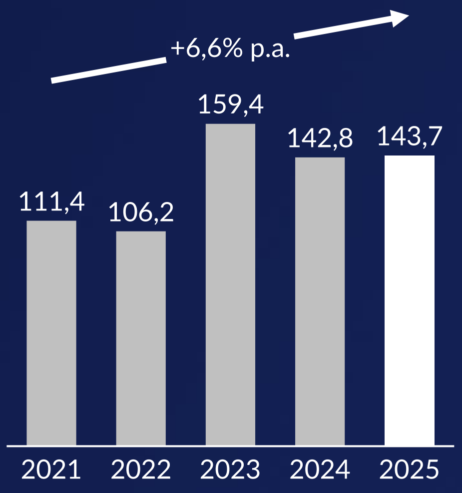
Revenue

PLN 772.5 million
(-3.2% y/y)



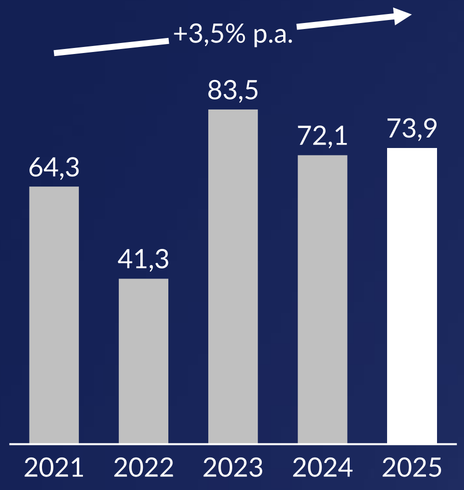
EBITDA

143,7 mln PLN
(+0,6% r/r)



NET PROFIT

PLN 73.9 million
(+2.5% y/y)



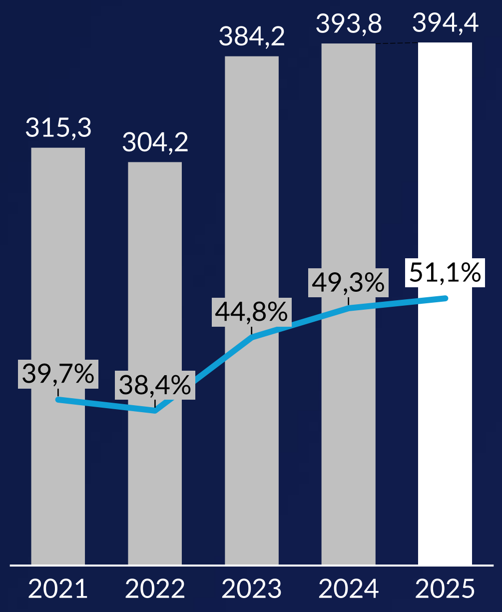
- **Resilience of the business model in a challenging market environment** (consumer activity below expectations)
- **Improved profitability:** despite a decline in revenue (-3.2%), profit increased (+2.5%) and EBITDA remained stable (+0.6% y/y)
- **Predictability and repeatability of long-term performance:** stable EBITDA and net profit trends (CAGR)

Different value scales were applied for the revenue, EBITDA and net profit charts.

Higher profitability and low debt levels strengthen the company's financial stability

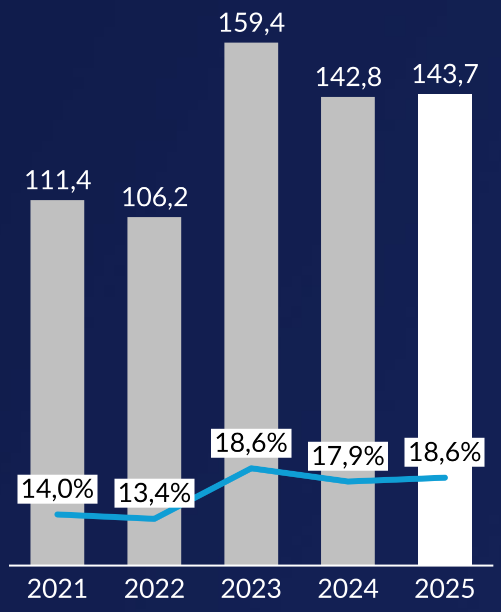
Gross profit on sales

51.1%
(+1.8% y/y)



EBITDA

18.6%
(+0.7% y/y)



Net debt /EBITDA

0,9x
(-0.5x% y/y)

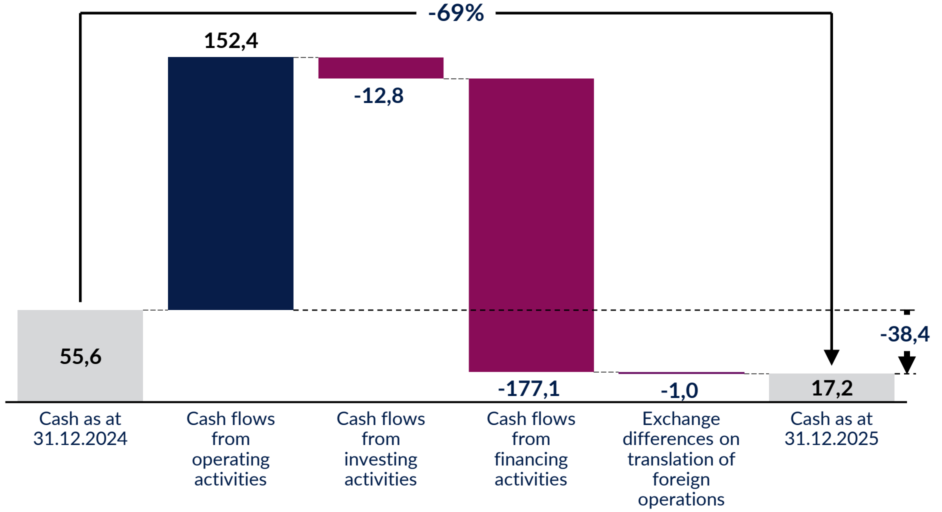
- **Improved profitability:** favourable relationship between production costs and achieved sales value
- **Effective cost management:** increase in gross margin (51.1%, +1.8 p.p. y/y) and EBITDA margin (18.6%, +0.7 p.p. y/y), which once again remained at the strategic target level
- **Financial flexibility of the Group:** net debt/EBITDA ratio reduced to 0.9x and equity increased (+7.6% y/y)

Different value scales were applied for the gross sales margin and EBITDA charts.

Strong cash generation capacity enabling dividend payments and debt reduction

Net debt reduction
PLN 74.3 million

Cash and cash equivalents at the end of the period
PLN 17.2 million



Operating activities: PLN 152.4 mln

- Gross profit PLN 91.2 mln
- Adjustments (total): PLN 64.6 mln (including depreciation and changes in working capital)
- Income tax paid PLN -3.4 mln

Investing activities: PLN -12.8 mln

- Net acquisition of property, plant and equipment and intangible assets: PLN -14.3 mln
- Interest received PLN +1.6 mln

Financing activities: PLN -177.1 mln

- Net repayment of loans and borrowings: PLN -118.1 mln
- dividend paid PLN -42.6 mln
- Interest paid: PLN 14.0 mln

Selected balance sheet items

As at 31 December 2025, the Group's assets amounted to
PLN 714.8 million (down 9.0% y/y)

(in PLN mln)	31.12.2024	31 December 2025	change (y/y)
Property, plant and equipment	549.2	533.3	**-2.9%**
Inventories	100.3	89.5	**-10.8%**
Trade and other receivables	65.5	70.2	**7.3%**
Equity	395.0	425.0	**7.6%**
Trade and other liabilities	74.9	82.8	**10.5%**

- **Property, plant and equipment** PLN 533.3 million (-2.9% y/y) 74.6% of total assets, mainly property, plant and equipment
- **A decrease in working capital** by PLN 14 million translated into a significant release of cash and improved the Group's liquidity. The main drivers were a 10.8% reduction in inventories and a 10.5% increase in liabilities, supporting the financing of operations.

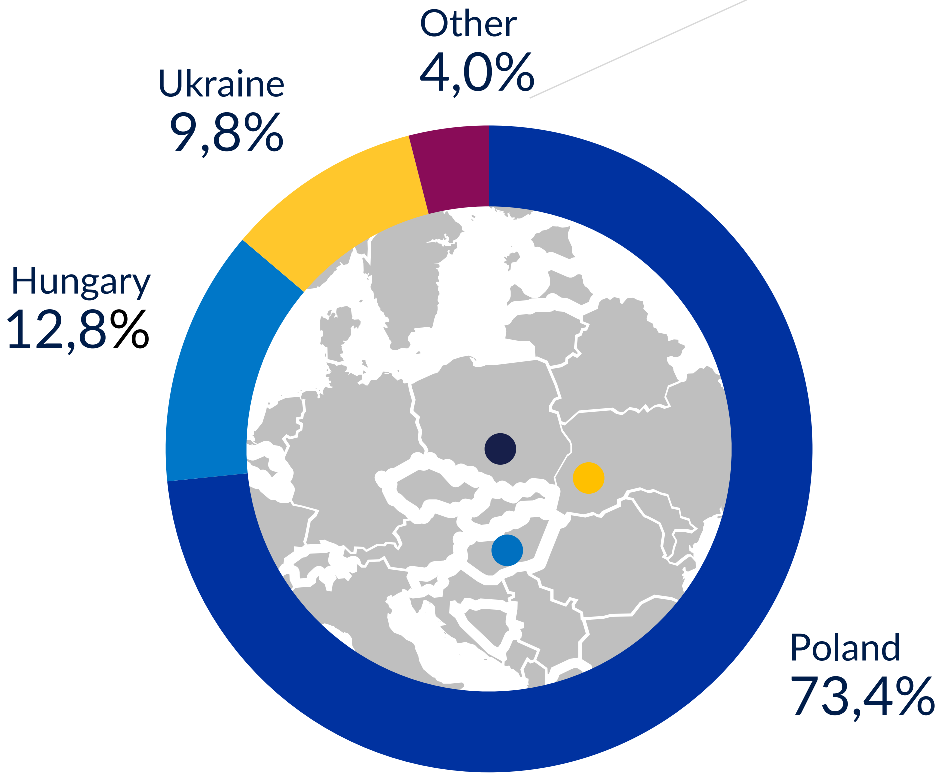
2025 financial results

Markets and products

Poland remained the largest of the Śnieżka Group's key markets, accounting for more than 73% of revenue

ŚNIEŻKA GROUP

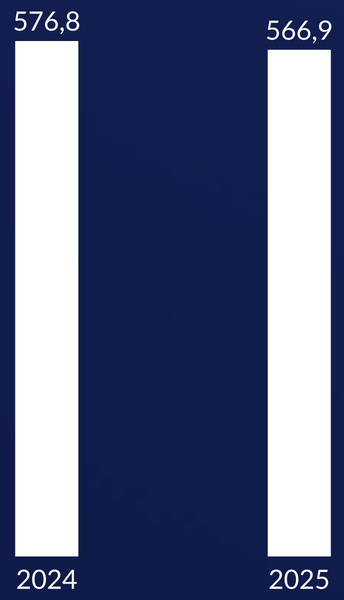
GEOGRAPHICAL STRUCTURE OF REVENUE



POLAND

PLN 566.9 million
in sales revenue in 2025

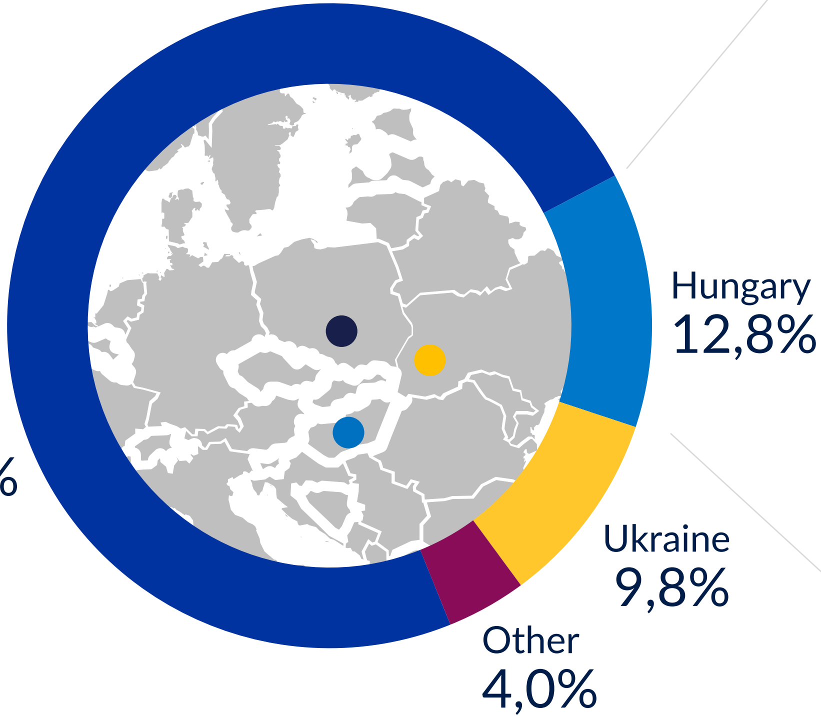
73.4%
share in the revenue structure:



- Despite a 1.7% y/y decline in sales revenue, the Group outperformed the overall decorative products market, increasing its market share in Poland.
- The ongoing cycle of interest rate cuts brought consumers the expected relief in financing costs; however, they continued to redirect spending to other areas of the economy, leaving demand in the renovation sector under pressure.
- In 4Q 2025 alone, revenue amounted to PLN 100.1 million (-10.8% y/y).

Business optimisation in Hungary in anticipation of an improvement in the macroeconomic environment

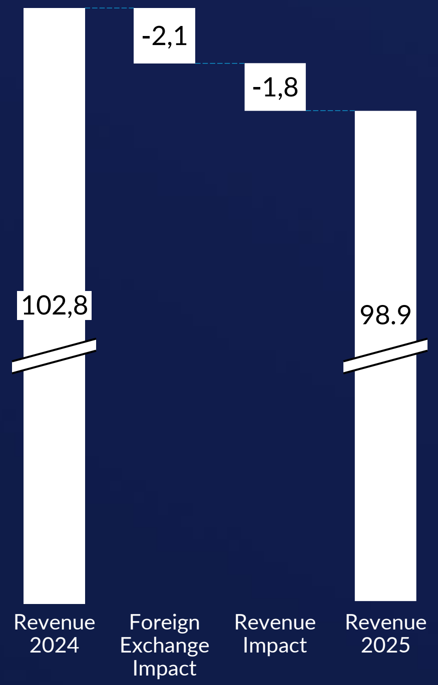
GEOGRAPHICAL STRUCTURE OF REVENUE



HUNGARY

PLN 98.9 million
in sales revenue planned for 2025

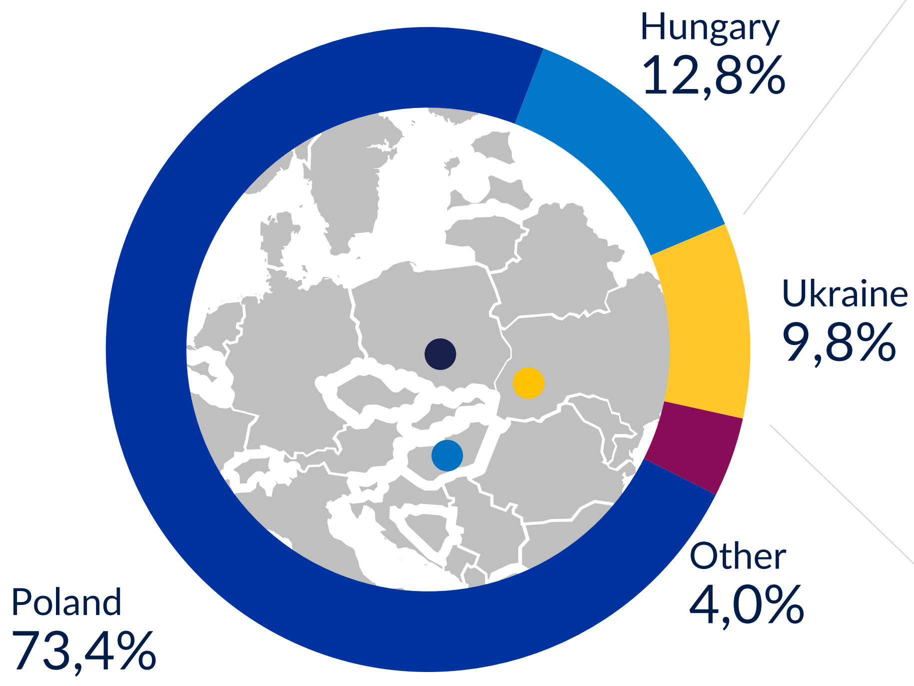
12.8%
share in the revenue structure



- Sales revenue declined by 3.8% y/y, with nearly half of the decrease attributable to the weakening of the Hungarian forint. In local currency terms, the decline amounted to 2.1%.
- Performance below the local market resulted in a decrease in the Group's market share.
- In 4Q 2025 alone, revenue amounted to PLN 17.5 million (-2.9% y/y).

Performance in Ukraine close to the levels achieved before the full-scale conflict

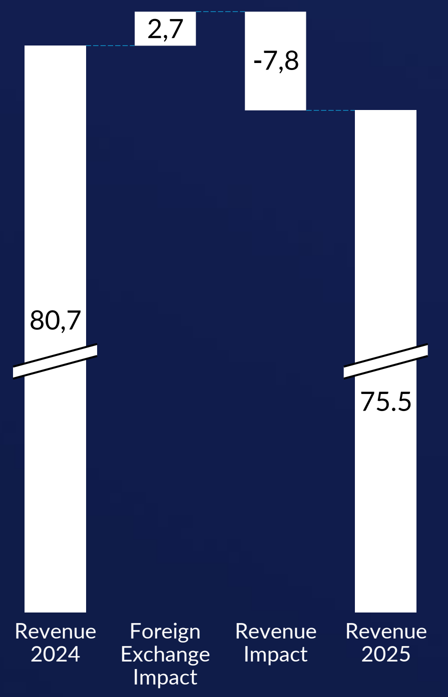
GEOGRAPHICAL STRUCTURE OF REVENUE



UKRAINE

PLN 75.5 million
in sales revenue in 2025

9.8%
share in the revenue structure



- Revenue declined by 6.3% in the Group's reporting currency, while increasing by 3.3% in local currency terms.
- The situation in the Ukrainian market remains challenging and difficult to forecast.
- In 4Q 2025 alone, revenue amounted to PLN 13.9 million (-13.3% y/y).

Consistently high share of decorative products

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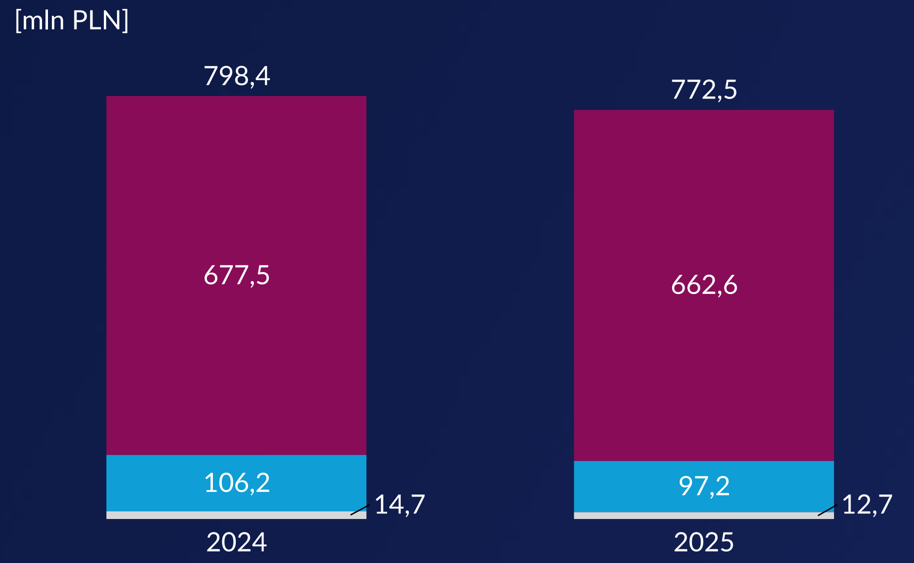
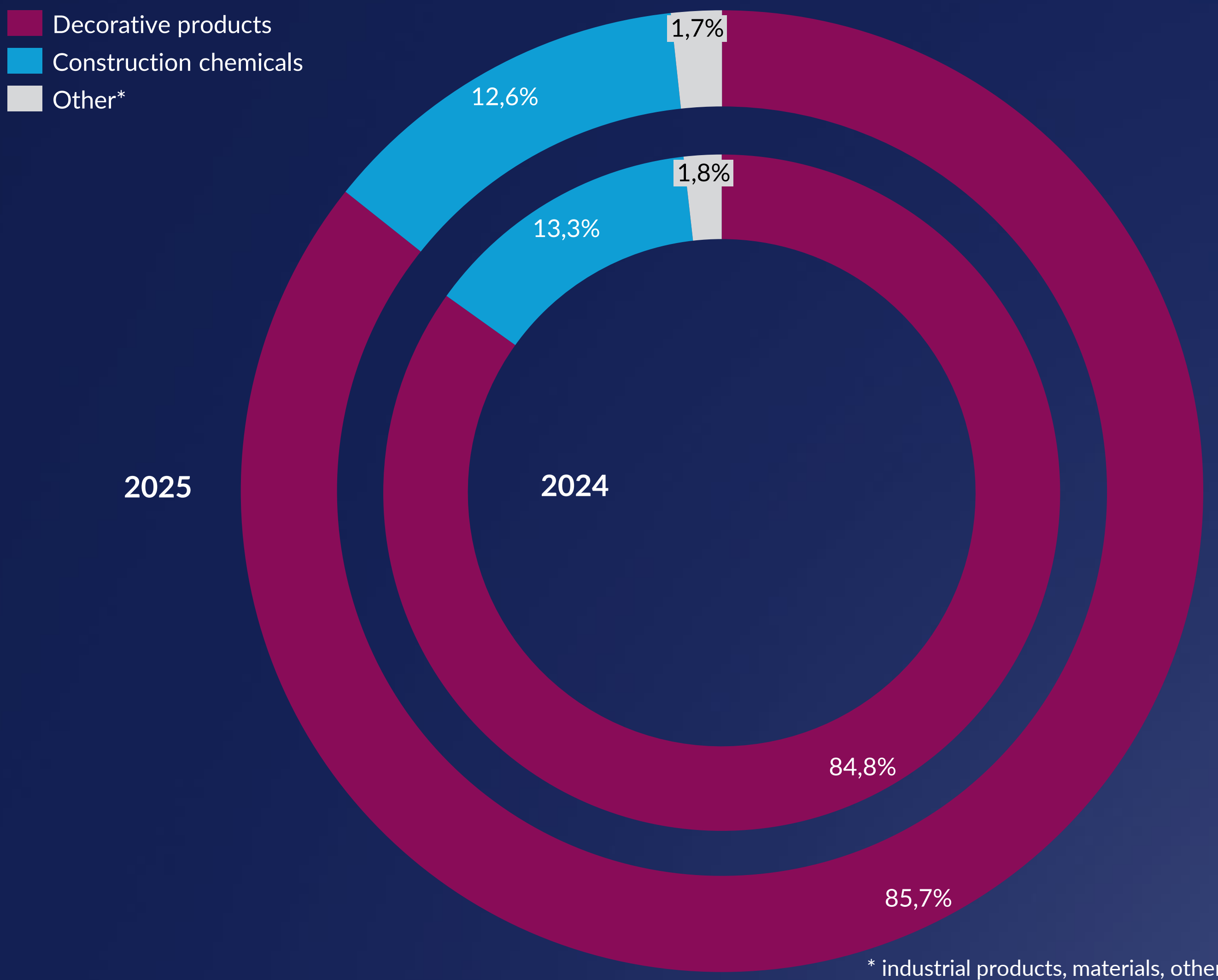
SHARE OF PRODUCT CATEGORIES IN REVENUE

- **Focus on decorative products,** accounting for more than 85% of revenue
- **Stable proportions across key product areas**, aligned with the strategy of strengthening the position as one of the leaders in the decorative paints market





* industrial products, materials, other

Summary

Strategic objectives and dividend

Strategic objectives within a new time horizon

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The Management Board revised the strategic objectives, extending the target horizon to 2030

Net profit:
PLN 1.1 bln

EBITDA margin:
18%

Share in key markets **above 20%**

Key brands in the TOP 3 spontaneous recognition

Systematic improvement of ESG indicators (EcoVadis)

Building an engaging work environment (**positive eNPS score**)

Not only will their implementation increase the financial value of the Group, but it will also strengthen its market position.

The Group has consistently shared its profits with investors since 2003. For 2025, it plans to pay a record dividend.

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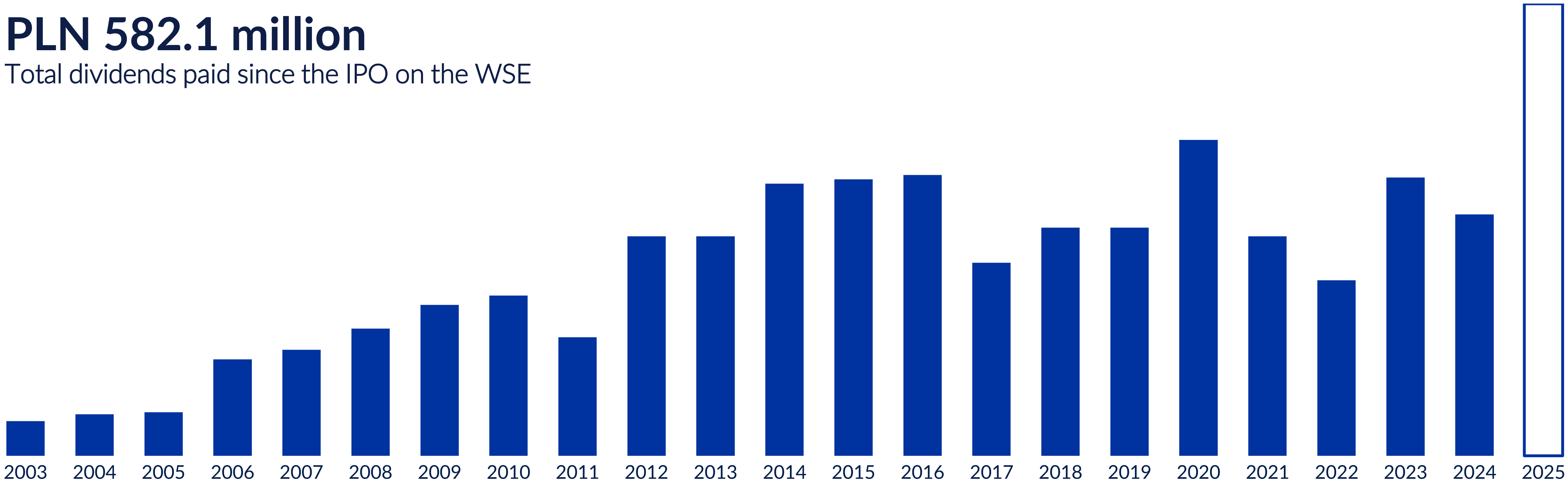
PLN 582.1 million

Total dividends paid since the IPO on the WSE



Śnieżka's Management Board recommended the payment of a dividend from the 2025 profit in the amount of PLN 65.0 million, representing PLN 5.15 per share.

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ŚNIEŻKA GROUP

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Summary of 4Q 2025 results

(in PLN mln)	Q4 of 2024	Q4 of 2025	change (y/y)
SELECTED QUATERLY RESULTS			
Revenue	**150.8**	137.8	-8.6%
EBITDA	16.3	12.6	-22.7%
Net profit	4.7	1.2	-74.5%
EBITDA margin	10.8%	9.1%	-1.7%

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Seasonality

- Seasonality is observed in the Śnieżka Group's activities, which stems from the intensity of renovation work performed at different times of the year. The greatest interest in the work in question, and thus the increase in the Group's revenues, generally takes place in spring and summer.
- Consequently, the second and third quarters of each financial year contribute to the highest revenues, accounting for approximately 60% of annual revenues.