

INTEGRATED MANAGEMENT SYSTEM POLICY

Lubelski Węgiel "Bogdanka" S.A. is one of the largest companies in the hard coal mining segment in Poland maintaining the position of efficiency leader and the status of one of the most important enterprises of south-eastern Poland. Our overarching strategic objective is to maintain a high market position through efficiency in the scope of steam coal production to achieve our transformation ambitions.

Vision

Bogdanka as a diversified enterprise using the potential of mining to build a sustainable industrial and energy business, based on innovation, diversity of activity and care for the natural environment and the local community

Mission

Efficient production of steam coal to secure the needs of existing customers, ensure sales growth on the domestic and foreign markets and build the potential to diversify the business. Our activity is driven by the overriding values, such as: responsibility, ethics, professionalism and transparency. These values ensure the harmonious development of the Company, pursuing its business goals while maintaining the highest standards and a proactive attitude related to environmental performance, occupational safety and community relations.

By this document, we are committed to maintaining the highest quality standards for all the products we produce and manufacture. Given the special nature of the Company's operations, we also care for protecting the environment and reducing undesirable environmental impacts, as well as ensuring and prioritising the occupational safety of our employees and those who work for or on behalf of the Company.

The implementation of the above declarations is guaranteed by the care of the top management to ensure the resources, including the means necessary to improve the competence and commitment of all Company's employees.

Aware of the impact of its operations on the environment, the Company has set the following directions for action in response to climate challenges: increasing energy efficiency and reducing greenhouse gas emissions (including reducing its carbon footprint), reducing the consumption of resources by implementing the circular economy (including effective water management), protecting biodiversity and valuable natural resources.

Taking into account the Company Strategy, we declare that we will strive to:

- maintain a strong and stable position in the industry by continuous improvement of the organisation in all areas, while meeting the needs and requirements of current and future customers,
- develop close and mutually beneficial contacts with customers, suppliers and other relevant stakeholders not only in the area of production quality, but also in the area of environmental protection and occupational health and safety,
- optimise operations in a sustainable manner and in compliance with the objectives set;
- ensure that our activities fully comply with the standards as well as legal and other requirements that apply to us,
- prevent pollution by mitigating the negative impact on the environment and the climate in order to improve the environmental performance of activities, by protecting the air and reducing the carbon footprint, rational use of water, protection of biodiversity and valuable natural resources, rational waste management and land reclamation
- eliminate hazards and reduce occupational health and safety risks,
- improve the occupational health and safety status on a continuous basis to prevent work-related injuries and health problems,
- promote occupational safety and provide opportunities for those working under the Company's supervision or their representatives to be involved in the maintenance and improvement of the management system by providing consultation and participation arrangements related to occupational health and safety topics.

Coordination and supervision of the effective implementation of the Policy will be carried out within the framework of the Integrated Quality, Environment and OHS Management System, compliant with the requirements of the standards that underpin the system: PN-EN ISO 9001:2015, PN-EN ISO 14001:2015 and PN-EN ISO 45001:2024.

The IMS policy was developed jointly with representatives of the Company's employees and top management. It has been made available to all stakeholders including the management and all the staff for review and application.

Bogdanka, 22 April 2025

Prezes Zarządu

Zbigniew Stopa