

# FAMUR

## CHARITABLE GIVING POLICY

PROGRAM  
COMPLIANCE

## INTRODUCTION

The FAMUR Group stands for over one hundred years of experience and advanced engineering know-how that help our customers to unlock operational efficiency and improve safety. We put a lot of effort into making high-performance and reliable machinery and equipment mainly for the mining industry, but also for the transport, cargo handling and energy industries, all with customer satisfaction in mind.

All FAMUR-branded products are based on proven and intuitive solutions, which allows us to complete the most complex jobs worldwide. Our specialised facilities in Poland build powered longwall systems, roadheading systems, underground and surface transport and handling systems, surface mining machines as well as equipment for transport of bulk materials and material handling.

With our broad and customised offering, we are capable of supplying end-to-end mining systems to mines, turnkey coal feeding systems to power plants, and specialist cargo handling equipment to ports. We also design and supply IT systems for managing mineral extraction operations. We are continually growing and consistently expanding our international footprint. The machinery and technology offered by the FAMUR Group are used by numerous mines, ports and industrial plants across five continents. Our companies based in Russia, Kazakhstan, India and Germany guarantee ongoing customer service and fast response expected by our customers. We are constantly raising the bar on service quality and extend our outreach to new locations where reliable mining and industrial systems are needed.

We are aware of the impacts our operations have on the environment and local communities, and we recognise that our business relies on natural resource extraction. Hence our commitment to operating in a responsible and sustainable manner. Our business model incorporates corporate social responsibility (CSR) and ethical norms and standards. From respect for the natural environment, we strive to minimise the adverse environmental footprint of our operations. We also expect our suppliers to conform to robust ethical standards, also with respect to environmental protection. We aim to be a reliable and trusted partner to our customers and other external stakeholders affected by our operations.

Our corporate image building is based on sound financial performance but also on our openness to the needs of local communities and strong, trusting stakeholder relationships. Our charitable giving policy and corporate social responsibility play a central role in our decision making and corporate culture.

With the well-being of society in mind, FAMUR engages in projects supporting various social, family, cultural and scientific initiatives, charitable foundations and sport events, with a special focus on the development and education of children and youth. We believe that by supporting their development, skills and passions, we help them make informed decisions and shape their future responsibly. Investing in education and development is the most valuable contribution to society. Therefore, we have established lasting relationships with organisations offering educational and development support and providing access to best practices in this field to people in Poland.

Our sponsorship activities target mainly local community initiatives and needs in our immediate environment. Our sponsorship activities also include initiatives aimed at promoting FAMUR and its business at conferences, trade fairs and other events held under our patronage. The purpose of our sponsorship efforts is to implement our strategy by showcasing our operational and corporate strength.

This Charitable Giving Policy describes philanthropic initiatives undertaken by the FAMUR Group, highlights the role of sponsorships and charitable giving in driving business growth, provides a list of

supported initiatives and types of donations, and explains the value and importance of corporate social responsibility in running a manufacturing business.

This Policy aims to harmonise the rules of charitable giving in place at FAMUR S.A. and its subsidiaries. Therefore, it forms an integral part of the corporate culture across the FAMUR Group and reflects the corporate growth strategy in the areas of corporate social responsibility, sustainable development and external communication.

## 1. Policy objectives

The FAMUR Group's Charitable Giving Policy primarily aims to:

- build a positive corporate image by supporting local initiatives, engaging in social dialogue and cultivating positive stakeholder perception;
- enhance the Company's reputation by promoting its corporate values and expanding its footprint;
- strengthen the Company's image among its business partners and the general public by counteracting adverse environmental impacts;
- build the business on the principles of corporate social responsibility and sustainable development;
- make FAMUR's core values visible to external audiences;
- improve FAMUR's public perception created by the media;
- build strong employee relationships;
- support promotional and marketing efforts through support and sponsorship of trade fairs and conferences.

## 2. Our values

### **Faith**

We believe in our vision, focusing on the future. We adhere to our values and believe that investing in education and development is the most valuable contribution to society.

### **Responsibility**

We make bold, well thought-out decisions, and we expect initiative from within the organisation. We always act in the Company's best interests, and we take responsibility for our teams' decisions.

### **Cooperation**

We are a close-knit team of people who trust one another and who listen and learn from others. Once a decision is made, we work together towards the goal.

### **Openness**

We respect diversity of opinion, we are open to change, we are loyal, and we communicate openly and honestly.

## Reliability

We deliver on our promises. We are reliable and honest. We always play fair, and we fulfil our obligations.

### 3. The scope of our philanthropic and sponsorship activities

Our charitable activities focus on areas adjacent to the Company's headquarters, branches and operations, which allows us to actively support our local communities. Sponsorship, advertising and marketing activities aimed at enhancing brand recognition and its footprint may be carried out country-wide. Given the international reach of our business, the Company's charitable and sponsorship activities may also take place outside Poland. However, unlike our Polish charitable and sponsorship efforts, such foreign initiatives are undertaken on an ad hoc basis.

### 4. The areas of our charitable activities

FAMUR pursues its charitable giving policy primarily in the following areas:

#### 1. **Education and personal, professional, physical and social development of children and youth.**

We believe that investing in education and development of young people is the most valuable contribution to society. Therefore, we support initiatives and organisations which assist young people in setting their goals for the future and choosing the optimum education and development pathways.

#### 2. **Social work.**

We support non-governmental and other non-profit organisations pursuing public benefit activities in the area of broadly defined social work, counteracting social exclusion and fostering equal opportunities. We support organisations running community day-care centres, therapy session clubs for children and youth, street workers' programmes, family counselling and foster care centres.

#### 3. **Support for mining communities' initiatives.**

We engage in events aimed at supporting sustainable development of the coal mining industry. We support training programmes, conferences and assistance initiatives for coal miners' families.

#### 4. **Health protection.**

We support health promotion and healthy lifestyle initiatives and related social work. We have partnered with healthcare providers and hospices, and we have engaged in initiatives taken to combat COVID-19 through a wide range of activities designed to counteract coronavirus infections, contain and prevent their spread, and counteract the effects of the infectious disease caused by SARS-CoV-2 virus.

### 5. The areas of our sponsorship activity

1. FAMUR pursues its image-building and business sponsorship policies.

2. **Our corporate image-building sponsorship activities** include:

- professional sports and sporting events for children and youth at the national and local level,
- promotion of physical culture and healthy lifestyles,
- corporate patronage of culture promotion and national heritage protection projects,

- promotion of theatre, opera, film, music and literature,
  - sponsorship of regional artistic events of nationwide value and dimension,
  - supporting scientific initiatives aimed at sharing knowledge, thoughts and ideas (congresses, conferences, knowledge competitions),
  - partnerships with vocational schools seeking to develop students' professional skills and competencies and to secure future workforce,
  - environmental education,
  - supporting projects initiated by local communities and measures taken to counteract social exclusion and bridge social gaps (particularly for children from disadvantaged and dysfunctional families),
  - charitable and volunteering activities (supporting local initiatives that help to remove social barriers).
3. **Our business sponsorship activities** include:
- networking and social events bringing together the Company's trading partners and other stakeholders to help develop contacts with and win new customers and business partners,
  - events organised by the Company's strategic business partners,
  - events recommended by the Marketing Department that are consistent with the Company's growth strategy.

## 6. Donations: the award procedure

1. In pursuing its corporate social responsibility policy, the Company supports community investments, family, cultural, scientific and sports initiatives and philanthropic activities through charitable donations.
2. In selecting charitable initiatives, the Company is guided by its corporate values and financial condition.
3. Financial support is provided in keeping with the beneficiary screening rules set out below.
4. Money donations are made in the Polish zloty on a cashless basis.
5. The award decision is made by the Company's Management Board by way of a resolution.
6. Prior to awarding a donation, the following must be checked:
  - purpose of the donation,
  - activities carried out by the organisation set out in its articles of association,
  - financial condition of the beneficiary,
  - whether the donation is lawful,
  - whether any personal links exist between the beneficiary and any government official,
  - whether the donation will ultimately be transferred for private use,
  - whether the organisation's activities are regulated,
  - whether the organisation has the status of a non-profit public benefit organisation,
  - identity of the actual beneficiary of the donation or sponsorship recipient.
7. The check is performed by a competent staff member responsible for the processing of the donation or by the Legal Department (Compliance).
8. Donations are awarded based on requests from donees, upon signing a donation agreement in which the donee agrees to apply the funds towards specific purposes set out in its articles of association. The donation agreement provides clear and detailed award rules.
9. The Company does not engage in projects associated with other brands, of a political or discriminatory nature or violating the law or generally accepted social norms.

## 7. Sponsorship: the sponsorship agreement execution procedure

1. In selecting sponsorship initiatives, the Company is guided by its corporate values and strategy.
2. Our sponsorship relationships are established in accordance with applicable procedures for screening potential beneficiaries.
3. The sponsorship decision is made by the Management Board member competent for the division to which the sponsorship relates, by way of an internal order. In each case, a sponsorship may also be sanctioned by the Management Board in a resolution.
4. Detailed terms of a sponsorship relationship are clearly defined in the relevant sponsorship agreement.
5. Before a sponsorship relationship is established, the following must be checked:
  - purpose of the sponsorship,
  - objects, nature and scope of the potential beneficiary's activities as per its articles of association,
  - whether any personal links exist between the sponsorship beneficiary and any government official,
  - whether the sponsorship will ultimately be used for private purposes,
  - whether the organisation's activities are regulated,
  - identity of the actual beneficiary of the sponsorship recipient.
6. The check is performed by a competent staff member responsible for the processing of the sponsorship or by the Legal Department (Compliance).
7. The Company does not engage in any projects of a political or religious nature, violating the law or generally accepted social norms, having negative environmental impacts, or endangering objects and structures of historical or artistic value.