

Appendix to Current Report No. 22/2016 dated 13 May 2016 - education, qualifications and positions held by the appointed members of the Management Board of LW Bogdanka S.A., together with the description of their professional careers

Mr Sławomir Karlikowski - Vice-President of the Management Board, Production – Head of Mining Supervision in Mining Facility

Sławomir Karlikowski graduated in 1991 from the Faculty of Mining and Geology at AGH University of Science and Technology with a M.Sc. Eng. degree, specialising in Mining Constructions and Designing. He also completed post-graduate studies in Management in Mining Industry, and Management and Marketing.

Sławomir Karlikowski has been with Lubelski Węgiel Bogdanka since 1991. Since 1992, he performed underground executive functions. As of 2007, he held senior managerial posts just to take the position of the Chief Engineer (later: Production Director) - Head of Mining Supervision in Mining Facility in 2013, which he has held until now.

Mr Marcin Kapkowski - Vice-President of the Management Board, Procurement and Investments

Marcin Kapkowski is an automation engineer by trade. In 2001, he graduated from the Faculty of Electrical Engineering at the Technical University of Częstochowa. In the last 15 years, he has attended and completed numerous courses and business trainings.

Marcin Kapkowski worked with SANDVIK international engineering group for 15 years. As an employee of the group, he has explored various industry branches, from steel to engineering, and for the last 3 years also the mining one. In the Polish office, he acted as the Managing Director and a member of the Management Board. He has gained previous experience in multiple business areas and, having operated on almost all continents, has developed business contacts on the global market. From 2007 to 2013, he was responsible for creating and implementing business strategies at the Wire and Heating Technology division. He has performed and participated in many optimisation and restructuring processes in the field of sales, purchases, production, and product range management. Marcin Kapkowski has a good command of English.