

**Extraordinary General Shareholders Meeting
Lubelski Węgiel „Bogdanka” S.A.**

**MOTION CONCERNING THE ADOPTION OF THE GENDER BALANCE POLICY FOR THE
GOVERNING BODIES OF LUBELSKI WĘGIEL „BOGDANKA” S.A.**

The Management Board of Lubelski Węgiel „Bogdanka” S.A. (hereinafter: LW „Bogdanka” S.A.), acting pursuant to Article 90gd section 1 of the Act of 29 July 2005 on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading and on Public Companies, as amended by Article 3 section 1 of the Act of 3 July 2026 amending the Act on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading and on Public Companies and the Act on the Implementation of Certain Provisions of the European Union on Equal Treatment, hereby submits to the General Shareholders Meeting of Lubelski Węgiel „Bogdanka” S.A. a motion to adopt, pursuant to Article 90gc of the Public Offering Act, a resolution on the adoption of the Gender Balance Policy for the governing bodies of Lubelski Węgiel „Bogdanka” S.A., in the wording constituting **an appendix to the draft resolution of the General Shareholders Meeting** attached hereto.

JUSTIFICATION

The draft “Gender Balance Policy for the governing bodies of Lubelski Węgiel „Bogdanka” S.A.” (hereinafter: the “Policy”) has been prepared in connection with the entry into force of the Act of 3 July 2026 amending the Act on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading and on Public Companies and the Act on the Implementation of Certain Provisions of the European Union on Equal Treatment (the “Public Offering Act”), implementing Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (the “Women on Boards Directive”).

The purpose of the Policy is to establish consistent and transparent rules in the Company aimed at ensuring the achievement and maintenance of appropriate representation of both genders on the Management Board and Supervisory Board, while respecting the principle of selecting candidates based on their qualifications, knowledge, professional experience and competencies required for a given position.

The solutions provided for in the Policy are intended to ensure compliance with the statutory requirements concerning gender balance, while maintaining the overriding importance of substantive criteria, competencies and qualifications in the selection of persons appointed to positions on the Company’s governing bodies.

The adoption of the Policy also constitutes an element of the further strengthening of the Company's corporate governance standards, diversity and equal treatment within the Company, and serves to ensure that the principles governing the functioning of the Company's governing bodies comply with the applicable laws and European Union regulations concerning gender balance in the governing bodies of listed companies.

In view of the above, the Management Board of Lubelski Węgiel „Bogdanka” S.A. requests that the General Shareholders Meeting adopt a resolution on the adoption of the “Gender Balance Policy for the governing bodies of Lubelski Węgiel „Bogdanka” S.A.” in the wording submitted.

Appendix: draft resolution on the adoption of the Gender Balance Policy for the governing bodies of Lubelski Węgiel „Bogdanka” S.A.