

# RISK MANAGEMENT POLICY

## PCC EXOL SA

### PURPOSES OF THE RISK MANAGEMENT POLICY

1. The purpose of this policy is to pursue the identification of potential events that may impact on the Company's business, to keep identified risks within established limits and to effectively ensure that the Company's objectives are met.
2. The Policy is the Company's management tool and guidance for all employees.
3. Risks are mitigated by designing and implementing appropriate controls determined by the results of risk level monitoring and assessment, as well as taking actions to mitigate the effects of negative events that have occurred, i.e., contingency plans.

### SCOPE OF THE RISK MANAGEMENT POLICY

1. The Policy applies to all organisational units of the Company and to all its employees, as well as to PCC Group Companies providing services to PCC Exol SA.
2. The policy is implemented through the periodic identification and assessment of risk, as well as by taking remedial actions based on strategic and operational management.

### RESPONSIBILITY FOR THE IMPLEMENTATION OF THE RISK MANAGEMENT POLICY

1. Responsibility for the proper conduct of the risk management process is shared by:
  - **Board of Directors** – responsible for risk management at a strategic level,
  - **Board's Representative for Risk Management** – responsible for coordinating the risk assessment process at the strategic level, including reporting and audits,
  - **Director of the Safety and Prevention Office (PCC Rokita SA)** – responsible for managing the risk associated with health and safety of employees and employees working on Company premises,
  - **Director of the Environmental Protection Office (PCC Rokita SA)** – responsible for managing the risk associated with the Company's impact on the environment and the impact of changes in environmental law on the Company's operations,
  - **other Managers of organisational units** – responsible for risk management in the area of supervised processes.



2. All other employees are required to know and comply with the Risk Management Policy, and, within the scope of their competences, are required to monitor the level of risk in the workplace, inform their superiors of any events that could lead to negative consequences of the Company's activities, including potential new threats or significant changes in the level of risk.

## ELEMENTS OF THE RISK MANAGEMENT PROCESS

1. The identification and assessment of risks is carried out according to the procedures and internal instructions in force in the Company.
2. The Board of Directors approves, from a strategic point of view, the level of risk, taking into account the Company's situation, the magnitude of the costs of mitigating the risk in question and the possibility of influencing acceptable risk.
3. For each identified risk that exceeds an acceptable level, the person responsible for the given area is required to plan appropriate control and remedial actions.
4. The Board has the right to decide to accept any level of risk without taking corrective action.
5. Managers of organisational units are required to continuously monitor risk in order to answer the questions:
  - is the risk still present?
  - are there any new threats?
  - have the probability and impact changed (has the level of risk changed)?
  - are the controls in place effective?
6. In addition, Managers of organisational units are required to review all risk management activities occurring in subordinate units and ongoing projects in order to implement actions that improve their effectiveness.

Brzeg Dolny, 30 March 2021

**Dariusz Ciesielski**  
President of the Board

**Rafał Zdon**  
Vice President of the Board

