

**110 YEARS
OF FASING
GROUP**

INEXTRICABLY LINKED TO QUALITY

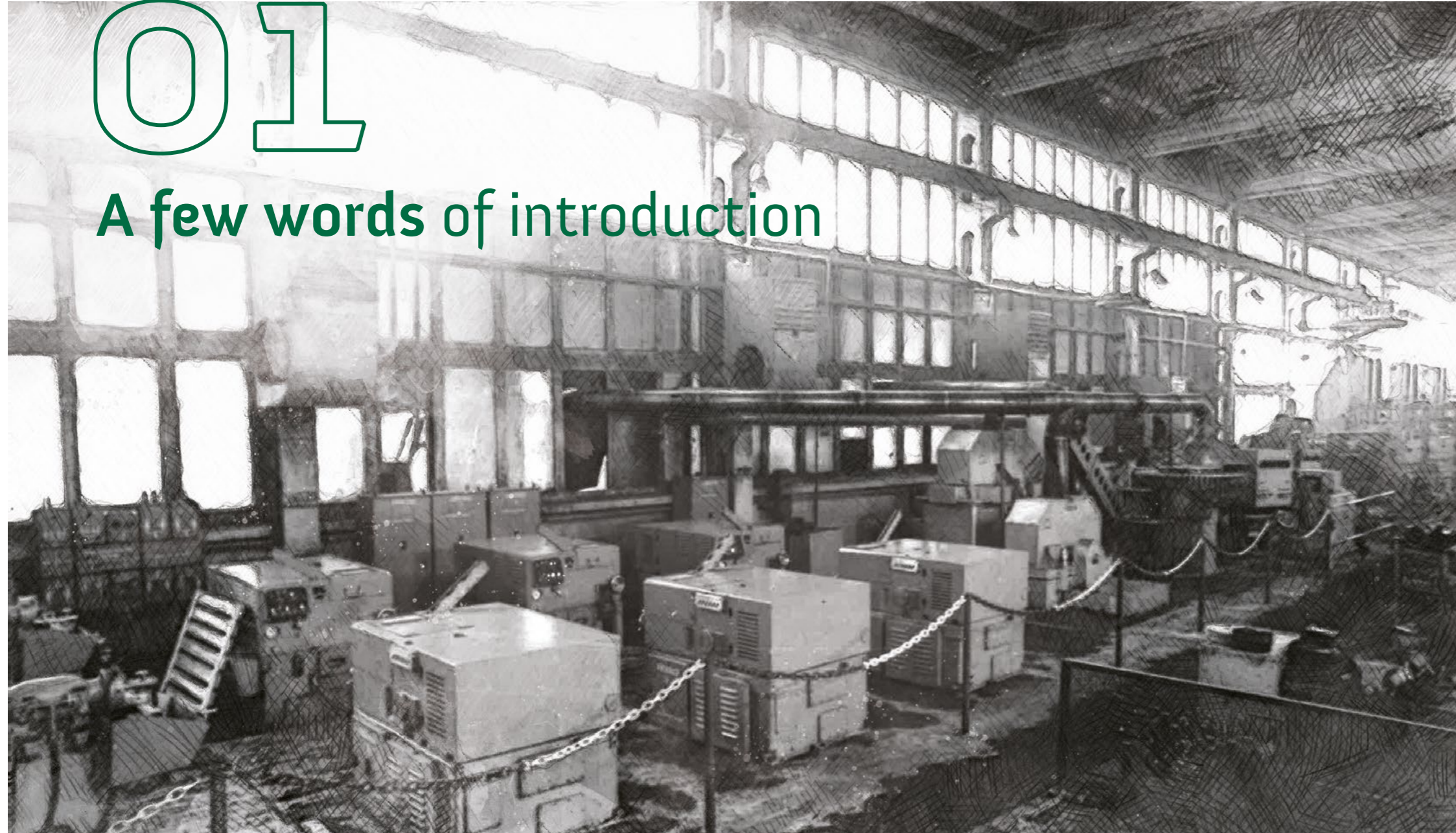


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01

A few words of introduction



Dear Customers, Partners, Employees – Ladies and Gentlemen,

it seems that not so long ago we were turning the pages of the latest edition of the monograph of Capital Group FASING Plc., but in reality, we are now older and richer by another 10 years of knowledge and shared experience.

110 years is certainly a great jubilee, worthy of celebration, therefore we present to you a new album, which is a summary of FASING Group activities – from its foundation to the present day. From the content, graphics and photos collected with heart and dedication, we have sought to create a celebratory monograph honoring the work and commitment of all those to whom the Group owes its leadership position in the industry – both in Poland and worldwide. We managed to maintain this position despite the macroeconomic and geopolitical turmoil. That whole period was not free of difficulties, but we treated them as new challenges and opportunities to strengthen ourselves and gain experience. Obviously, the satisfaction and trust of our Customers was and still is of utmost importance to us, so we were constantly looking for new paths of development and opportunities to improve the offered solutions.

It would not have been possible to implement such a plan without a long-term, fruitful cooperation with our valued Partners, but also without the huge commitment of all employees, regardless of their positions.

FASING Group enters the coming years and – hopefully – decades with great enthusiasm. Analyzing market needs, we wish to further expand the business areas of our companies, to tirelessly improve the efficiency of the Group's performance, increase the quality of our services, strengthen our market position and ability to make investments, and strive for an environmentally friendly model of operation.

I am looking forward to what lies ahead, and I believe that continued united efforts, cooperation and commitment will "write" the next chapters of our shared history. For what we have built together to this day, and what we will create in the years to come, I thank you with all my heart. I am confident that FASING Group has been, is and always will be a source of pride for all of us.

Zdzisław Bik

**President of the Board, General Director
Mining Tools and Equipment Factories
Capital Group FASING Plc.**



02

History of FASING Group



Did you know that...

Did you know that...

The production plants in Wetnowiec (today's Capital Group FASING Plc.) and Załęże (today's MOJ Plc.) operated as two separate plants until 1963. At that time, they took on various names, the origin of which is often a mystery to those reading the history of companies. The Wetnowiec plant for many years operated under the name RAPID. This name came from the tool steel produced in Katowice's Baildon steelworks, bearing the same name. The factory in Wetnowiec obtained exclusive rights to sell this steel, and its name has stuck to the company until the present day. Before World War II, the plant in Załęże was managed by Gustaw Różycki, whose student nickname was... Moj. The factory in Załęże still operates under this name, and MOJ 130 motorcycle produced by Różycki is considered a pre-war pearl of automotive industry.

The beginning of FASING Group dates back to January 8th, 1913, when a small factory producing tools and equipment for mining industry was established in Katowice Załęże and registered under the name of Silesian Mining and Metallurgy Joint-Stock Company. In 1925, a small metalworking and forging workshop was set up in Katowice Wetnowiec. It was a base for "Lichter and Krzanowski Industrial Association" company. During World War I and World War II, both production plants simultaneously produced equipment for mines and parts demanded by war industry, such as grenade heads, cast iron balance beams, elements of airtight submarine hatches and bomb fuses. Machining of aircraft propeller mountings had also been conducted.

Just a few days after the liberation of Katowice from German occupation, the plants in Załęże and Wetnowiec reopened their factories. The post-war period was extremely difficult for coal mining. On the

one hand, the mines were in a terrible condition due to shortage of labor force and poor state of the machinery and equipment. On the other hand, however, coal was the only raw material for energy production that Poland had. It was also an export product, giving a chance for the country to rebuild after the war. Therefore, the rebuilding of the coal mining sector was given a priority during the period. The 1960s witnessed the beginning of exporting products abroad to: England, France, the GDR, Egypt, Tunis, India, Indonesia, the USSR, Cuba, Yugoslavia, Albania, Hungary, the SCRS and China. The turn of the 1960s and 1970s was a period of rapid expansion for both factories - e.g., railway sidings, overhead cranes and warehouses were built, chain shops and mechanical and repair divisions were expanded.

As a result of the modernization and extension undertaken between 1945 and 1975, the RAPID plant increased in size tenfold! The 1980s were a difficult

period for the company. The introduction of martial law in 1981 and the imposition of numerous economic sanctions on Poland, meant that our country was cut off from the help of Western European countries. The interruption of credit inflow caused a huge reduction in imports, which consequently led to a collapse in industrial production. The last decade of the twentieth century was primarily about ownership changes and adaptation to new requirements imposed by political and economic transformation taking place in Poland at that time.

The beginning of the 21st century was groundbreaking for the company, as in 2000 PPH KARBON 2 company acquired 63% of FASING's shares, thus becoming its strategic investor. The last two decades of the company's activities have been a time of dynamic growth in many fields, diversification of business areas and flourishing of global distribution network.

January 8th
1913

Registration of the company under the name of Silesian Mining and Metallurgy Joint-Stock Company, commencement of operation of the factory in Katowice Ząteże (currently: MOJ Plc.)

October 17th
1933

Purchase of Ząteże factory by Gustaw Różycki

September 20th
1919

Alfred Wagner purchases Ząteże factory

1925

Foundation of Lichter & Krzanowski Industrial Society, factory in Welnowiec, Katowice (currently: Capital Group FASING Plc.)

1937-1939

Production of MOJ 130 motorcycle at Ząteże plant

1939-45

World War II, armament production for the occupier

January 27th
1945

Liberation of Katowice from German occupation

February 9th
1945

Resumption of work at RAPID factory in Welnowiec

February 12th
1945

Resumption of work at MOJ factory in Ząteże

1960s

Start of exports of mining chains, tools for shearers and road headers, and small mechanization equipment

January 1st
1963

Merger of MOJ and RAPID plants into one company, operating under the name Mining Tools and Equipment Factory MOJ-RAPID



1988

Establishment of KARBON 2 company



2000

Capital Group FASING Plc. listed for the first time on the Warsaw Stock Exchange

KARBON 2 becomes the majority shareholder of Capital Group FASING Plc.

Capital Group FASING Plc. is certified to PN-EN ISO 14001

1995

KARBON 2 launches activities related to electromobility industry



1997

FASING is certified PN-EN ISO 9001



2002

New production company in FASING Group - Osowiec Forge



June 14th
2007

MOJ Plc. listed for the first time on the Warsaw Stock Exchange

2008

Acquisition of shares in German chain and chain assemblies factory Kettenwerk Becker Prunte GmbH. FASING Group becomes the largest manufacturer of such equipment in the world

2011

New company in FASING Group, OOO FASING Ukraine



2015

Strategic technological investments, launch of new SCB 60 type automatic bending machine

2016

New distribution company in FASING Group, FASING China



2013

The 100th anniversary of FASING Group



2019

KARBON 2 becomes the exclusive distributor of Super Soco motorcycles

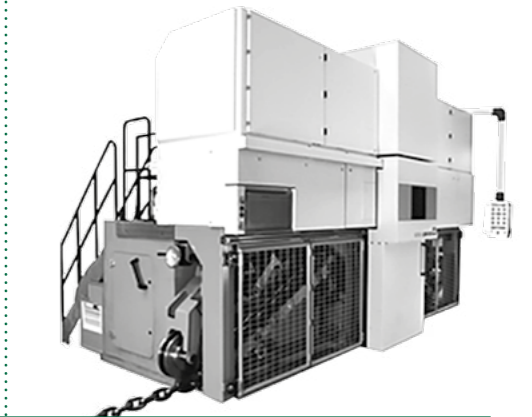


New company in FASING Group, FASING America



2020

Purchase of the world's first chain welding machine for 60 mm bar diameter



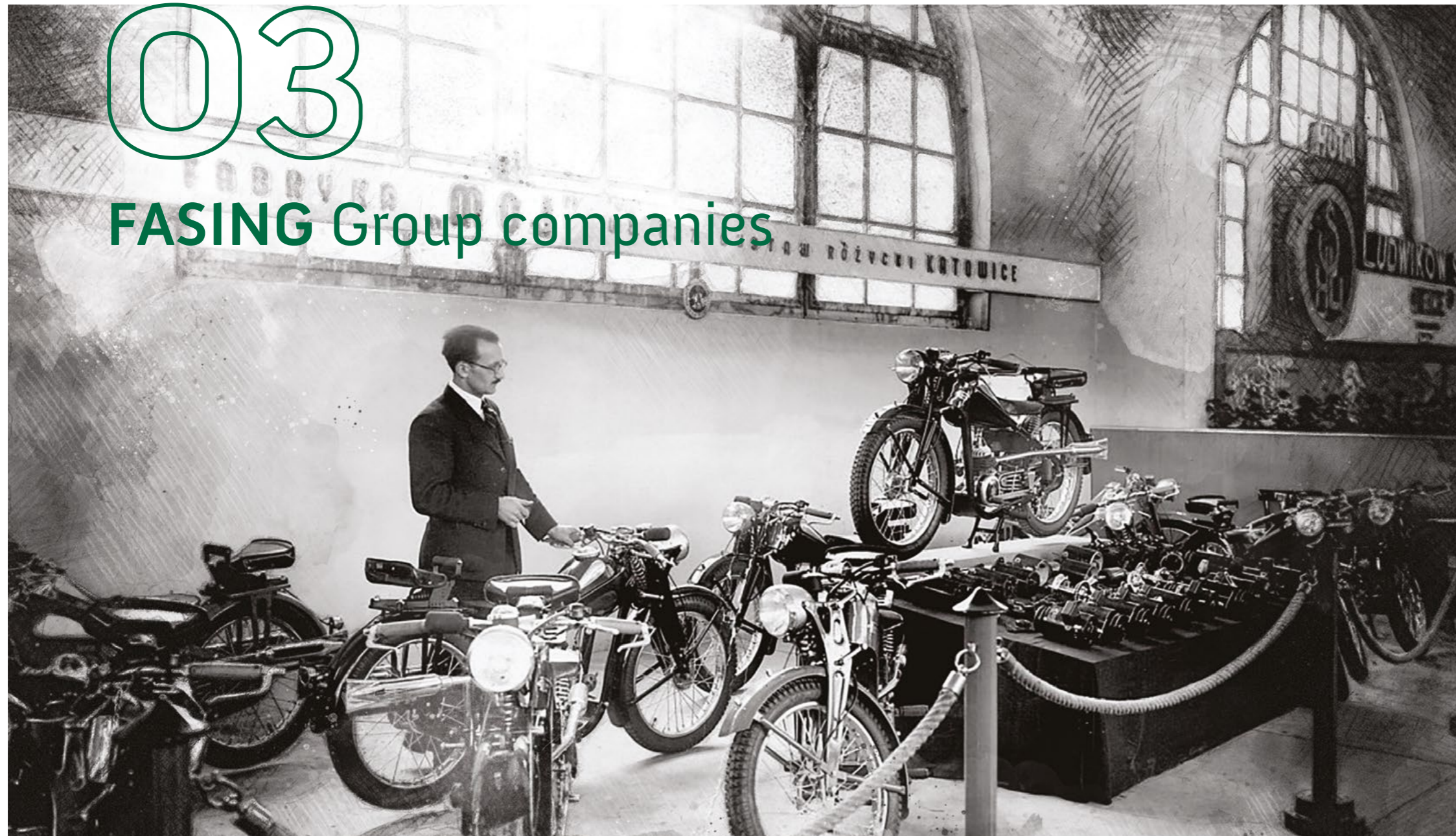
2021

KARBON 2 expands portfolio with Zero Motorcycle electric motorbikes



03

FASING Group companies



Did you know that...
Did you know that...

The oldest production plant operating within FASING Group is Osowiec Forging Plant, located in Osowiec near Opole. The forge was founded in 1785 and is one of the longest operating forging plants in Poland. The construction of the factory began under the royal privilege issued by the King of Prussia, Frederick the Great. The factory was visited by Frederick William II in 1787, and to commemorate the royal visit, both the village and the factory were named: Königshuld, which means "Royal Homage".

Capital Group FASING Plc. entered the 21st century symbolically, opening a new page in its history. In 2000, a majority stake in FASING was acquired by KARBON 2, which became its main shareholder. From that moment, the Group began to grow dynamically and expand its structure with new entities in Poland, but also by opening foreign distribution companies in the world's most strategically important markets. A well-developed and multifaceted distribution network around the world allows FASING Group to stand out for its comprehensive customer service efficiency and ability to quickly adapt to dynamically changing market needs. In some respects, individual global markets have completely different expectations from the Polish market, which is why they are meticulously monitored by the company and the business plan is carefully tailored to them, so that the results and benefits for both sides are as good as possible.

The new millennium also initiated the company's intensified export development activities, which have continued uninterrupted to the present day. FASING Group is recognized as a synergistic group of companies united by a common goal:

"Through a complementary product range, to deliver the best solutions and increase the efficiency of our customers across a wide range of industries."

The Group's production facilities allow it to manufacture: flat and round link chains for a wide

range of industries, flight bars, chain assemblies, drop forgings, couplings, roof bolting machines, drills, friction props, hydraulic aggregates and much more. Industrial and commercial construction projects are also carried out within the Group companies, confirming the highest quality of the proposed solutions at every stage of the operation.

Despite its broad product range, which is closely tailored to the expectations of the market and its customers, the company strives to upgrade the quality of the offer. Anticipating future expectations and market changes, it continually cares about the development of each company. It closely and attentively monitors the changes in the rules of business operation abroad, thereby broadening its horizons both professionally and socially. This approach ensures that any future decisions on the further development of the Group's companies will continue to be the best possible.

Parent Company

KARBON 2

KARBON 2 Co., Ltd.

The parent company, holding 60.34% of shares of the Capital Group FASING Plc. It is one of the first trade and service companies registered after the political transformation in Poland. Over 30 years of experience proves the company's stable position on the market. Its business area is made up of three key pillars: comprehensive construction investments, electromobility and the wholesale of steel and fuels. The construction department ensures full implementation of investment projects in the field of industrial, residential, specialist and heritage constructions. KARBON 2 has won numerous awards for its projects, e.g., a nomination for the "Modernization of the Year & Construction of the 21st Century" award.

For more than 20 years, the company has been setting the direction for the development of electromobility in Poland, being a precursor to the use of electric vehicles in tourism and industry. KARBON 2 develops its own centers for electric vehicles and gardening equipment. The company provides its customers with modern and professional solutions and top-quality service in the trade of coal, fine coal granules and steel products. The company has branches in Zabrze and Gdansk, which allows it to quickly respond to the needs of local customers.



Scope of business

1. Comprehensive construction services, including:

- ✓ industrial construction - the construction department has many years of experience in the construction and renovation of industrial facilities (e.g., industrial halls) as well as social infrastructure and commercial buildings;
- ✓ residential construction - the company performs construction and renovation of single-family houses and collective housing facilities;
- ✓ specialized construction (health centers, hospitals and educational buildings) - qualified staff and experience allow us to offer renovation and construction services of buildings that require meeting specialized criteria;
- ✓ heritage buildings construction - thanks to the expert knowledge and competence acquired over the years, the construction department successfully implements construction investments in buildings under the supervision of monumental preservation institutions.

Completed investments:

- Municipal Hospital in Żory
- Institute of Metallurgy in Gliwice
- Zalesie Residential Estate in Katowice
- Capital Group FASING Plc.
- MOJ Plc.
- Nitroerg S.A.
- Arcelor Mittal Poland
- Tenement House Rynek 14 in Tarnowskie Góry.

2. Electromobility

- ✓ low-speed electric vehicles - more than 20 years of experience, strategic location, as well as competent and efficient service allow us to provide comprehensive service and sales of low-speed electric vehicles (Yamaha, Eagle, Marshall) to customers in tourism, recreation and municipal industries throughout the country;
- ✓ electric two-wheelers – since 2019, the company has been successfully introducing the trend of urban electromobility to the Polish market, distributing Super Soco electric two-wheelers. An extended network of 30 sales outlets in the country and the intensive marketing efforts allowed Super Soco to become the most popular electric motorcycle brand in Poland in the first year of its presence on the Polish market. Developing its electromobility portfolio, the company in 2021 expanded its product range to include electric motorbikes from Zero Motorcycles.

3. Steel and fuel materials trade

- ✓ steel - for more than fifteen years, the company has been providing customers with the highest quality steel and steel products at competitive prices. The long-term cooperation with steel producers and suppliers throughout Europe ensures timely deliveries and the ability to tailor the offer to the needs of customers.

4. Gardening equipment and forestry machinery

- ✓ Stihl products - the Electric Vehicles and Gardening Tools Center is an authorized dealer of the Stihl brand products. It offers sales, service, and rental of petrol and electric saws, brush cutters, pressure washers, hedge trimmers, mowing robots and a lot of other garden care tools. A competent team of salesmen and service technicians allows the company to supply products to individual customers, as well as to gardening companies and local government institutions.



Scope of business

- ✓ **round link mining chains** - made of highly optimized steel of a bar diameter from 14 to 42 mm, applied in Armoured Face Conveyors, Beam Stage Loaders, road headers, shearers and coal plows. A wide range of quality grades allows the product to be applied even in the most demanding geological and technical conditions;
- ✓ **flat link mining chains** - available in three types: Master Profile, Solid Profile and standard chains (according to DIN 22255), feature lower vertical link heights compared to horizontal link heights while maintaining the highest mechanical properties. Thanks to the use of innovative solutions, they can replace the round link chains of the same bar diameter previously used in conveyors without the need of changing other assembly components. The continuous technological progress allows us to offer these specialized products with bar diameters of up to 60 mm;
- ✓ **connecting links** - distinguished by their versatility, used both horizontally (OZPZR) or vertically (OZBR). Applied in-house special heat treatment and machining on highly advanced machining centers allows to obtain higher, more favorable mechanical and performance parameters in relation to the requirements of DIN 22258, and guarantees fast and easy assembly and disassembly of connecting links;
- ✓ **complete chain assemblies** - single-, double-, triple- and multi-strand chain assemblies tailored to individual construction designs, along with flight bars, clamps, and locks. Long service life and the highest quality allow for their effective use in mining, power engineering, agriculture and other applications;
- ✓ **wear-resistant chains** - highly reliable round link chains, with extended service life achieved by using a proprietary process of hardening through specialized heat treatment or surface carburizing by thermo-chemical treatment. High mechanical properties and geometry in accordance with DIN 22252 enable their use in mining road headers and shearers, power engineering or agriculture;
- ✓ **lifting chains and hoist chains** - the highest quality specialized chains with bar diameters from 13 to even 60 mm, distinguished by high hardness and plasticity due to the use of special alloy steel enriched with micro-additives. The optimized mechanical properties guarantee safety for use in single-, double-, triple- and quadruple-strand slings in the form of closed-circuit loops, as well as in manual and power-operated hoists;
- ✓ **general-purpose chains, chains for marine and fishing industry, accessories** - specialized chains for the marine industry, mechanical equipment, auxiliary devices and for use wherever technical chain work is required. Designed for fisheries, FAS-FISH chains feature enhanced resistance to pitting and stress corrosion;
- ✓ **C and S hooks** - designed for transporting any type of equipment. Thanks to their versatile properties, they can be successfully used in fishing, woodworking, construction, mining, as well as wherever it is necessary to suspend or statically connect any elements. Proprietary specifications, technology and manufacturing process ensure the highest quality and safety of use.



Production company



Capital Group FASING Plc.

The largest in Central Europe and one of the world's largest manufacturers of accessories for sectors such as mining, power generation, sugar industry, cement industry, fishing, transport and handling industry, agriculture and others. The company's products are used by over 4,000 users in more than 50 countries around the world. Over 110 years of experience, advanced research facilities and the use of innovative technological solutions guarantee the highest quality and reliability of our products, and enable us to be responsive to dynamically changing market needs.

The company has subsidiaries in Poland and abroad, including both manufacturing and distribution companies. The broad product portfolio of Capital Group FASING Plc. allows it to offer comprehensive solutions for the industry and, thanks to foreign companies, to maintain and dynamically develop relationships with customers around the world. Strategic and promising export markets include: China, USA, Australia, Germany, Kazakhstan, Turkey, Ukraine, Italy, Sweden, Bosnia and Herzegovina and others.

Production companies



MOJ Plc.

A dynamically developing, modern electromechanical branch enterprise, engaged in the manufacture and distribution of equipment and providing a wide range of services to mining, power generation, railroad, fishing, shipbuilding, sugar, cement and other key industries in Poland and around the world. Experience in technology gathered over more than 110 years, constantly modernized machinery park and innovative solutions confirmed by numerous patents and certificates allow the company to offer customers a wide range of products.

MOJ also provides overhaul services for its products and conducts real estate development activities. MOJ is the creator of the legendary Polish motorcycle MOJ 130 displayed in numerous exhibitions, including the ones organized at the National Museum of Technology in Warsaw.



KUŹNIA OSOWIEC

OSOWIEC FORGING PLANT (MOJ Plc. Department)

The factory is the oldest production facility within the FASING Group. Its history dates back to the 18th century, when under a privilege issued by King Frederick II of Prussia himself, construction of a steelworks began in June 1785. Since its inception, the Osowiec factory has produced forged and pressed tools, pitchforks, rakes, hammers, picks and axes. In the 19th century, products made by the plant reached Bohemia, Prussia, Russia, and even North and South America.

Currently, Osowiec Forging Plant is engaged in the production of drop forgings and the manufacture of forging tools. It provides its users with top-quality products created in environmentally friendly conditions.



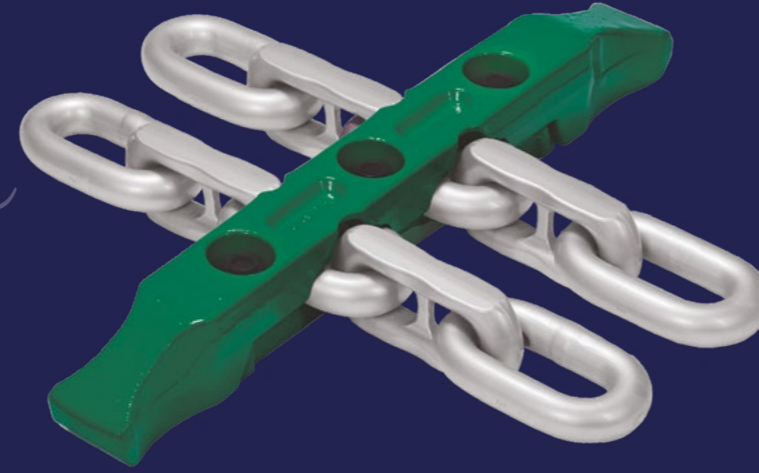
Scope of business

- ✓ **couplings** - couplings produced by the company, include fluid, flexible, highly flexible, bolt, finger, hub, gear, rigid as well as coupling assemblies used mainly in machinery sector. Based on the expert knowledge of the engineers in the construction department, all couplings are customized to meet the customer's guidelines so that they could perform best during use;
- ✓ **aggregates** - hydraulic aggregates for powering small mechanization equipment or pump aggregates for bonding liquid chemosetting components;
- ✓ **friction props** - MOJ Plc.'s single roof support elements widely used in mining industry in various types of prop support in longwalls and opening up cross-cuts. A well-thought-out design and the highest quality of materials ensure safe handling and the possibility to be used as reinforcements of the primary roof support, for example, in lignite mine Sieniawa;
- ✓ **handheld devices** - manufactured with the utmost attention to the quality of workmanship and most efficient operation, the company's handheld devices are commonly used in mining, railway works and quarries. Thanks to versatile competence of the construction team, backed by close relationships with clients, MOJ offers a wide range of pneumatic, hydraulic, electric devices and manual wrenches;
- ✓ **drop forgings** - the Osowiec Forging Plant division makes MOJ stand out on the market with the production of hot-forged steel forgings tailored to customer's needs and forging tools for many industries, including, among others, mining, power, railway and automotive industries. The inspection of surface defects using magnetic defectoscopy as well as metallographic and strength tests ensure the highest quality of products, which is confirmed by numerous recommendations and certificates, including TÜV Cert or AQAP 2110;



- ✓ **services** - the constantly developed machinery park of MOJ and Osowiec Forging Plant, equipped, among others, with a modern coordinate measuring machine of the German brand WENZEL allows the company to render measurement services required by client's quality control system. Experienced, highly qualified technological personnel develops design documentation at each stage of production process and adapts it to specific requirements, e.g., of the Patent Office or to the amended legal requirements.

Distribution companies



**FASING Sino-Pol (Beijing)
Mining Equipment and Tools
Co., Ltd.**

Founded in 2016, the company distributes FASING Group's machinery and equipment in China, including to the largest coal groups in that market. The location of the office in Beijing and product warehouses in Tianjin and Zhengzhou, as well as direct contact with the manufacturer ensure efficient deliveries and convenient forms of accounts settlement, while 48-hour aftersales team response time and dedication to the highest quality of customer service markedly distinguish the company in the market. FASING CHINA is valued and recognized on the local market, as evidenced by as much as 25% share of China's premium mining chain market.



FASING America Corp.

Established in 2019, the company's main business is the supply of FASING Group's comprehensive, customized solutions for the mining industry in the United States. The company has a product warehouse located in Wheeling, WV. This solution enables the delivery of a wide range of products offered by FASING Group production companies, including mining chains, pans and sprockets for scraper conveyors, which can be quickly delivered to customers in North America. The company also marks its presence on the US market by participating in industry events held in the United States, including MinExpo International in Las Vegas or US Coal Show in Pittsburgh.



OOO FASING Ukraine

The core business of the company established in 2011, is to distribute products of the Capital Group FASING Plc. in Ukraine. Machines and equipment offered by FASING UKRAINE are used, among others, in mining and construction industries.



POLAND

CAPITAL GROUP FASING PLC.
Katowice

KARBON 2 CO., LTD.
Katowice

MOJ PLC.
Katowice

OSOWIEC FORGING PLANT
Osowiec

ELECTRIC VEHICLE CENTER
Gdansk | Zabrze

04

Human capital



FASING Group has consistently emphasized for years that its strongest link is the people who work for it. It is them who are the driving force and the main factor why the continued development of the company is possible. For several generations, the Group's companies have been made up of entire families of their employees. Grandfathers, grandmothers, then mothers and fathers were replaced with daughters and sons - the current employees. Hence, the term "family business" is accurate and supported by facts. The team of employees consists of experienced, committed and qualified engineers, technologists, salesmen and specialists. With respect to both its customers and associates, the company builds its relationships on the values that are considered to be the most important: respect for tradition and experience, maintaining the highest quality of products, and passion

for creation. All this is the foundation for the development of FASING Group.

The recognition of the brand and the trust of its customers is mainly the result of the great commitment of the employees at every organizational level.

To ensure a high level of commitment and motivation among the Group's participants, management and executives make every effort to create and continuously improve a friendly and encouraging work environment.

It is our goal, that each person who is a part of our organization should feel secure, see the prospect of self-development as they expect it, and identify themselves with the Group.

A wide range of rights and privileges, training opportunities and social support are the tools to achieve

this goal. Respecting and appreciating experienced employees while creating opportunities for the next generation are the guiding ideas of the professional day-to-day.

The Group's companies are conscious and serious about creating a favorable environment for their neighborhood, taking care of social and environmental aspects of their activity.

*Thank you for
being with us!*

*Did you know that...
Did you know that...*

The two production plants from which the current FASING Group was formed could count on qualified and indispensable employees since the very start of their operations. The Załęże plant for more than 6 years was managed by Gustaw Różycki - an engineer well-known in Poland and abroad, entrepreneur, inventor, creator of the legendary MOJ 130 motorcycle. Another important person associated with FASING Group was Wacław Bokacki, who initially performed management functions at Wetnowiec plant, and then headed the plants merged in 1963, acting as their director for a total of 30 years. Bokacki created from scratch and was the President of "RAPID-ORZEŁ Wetnowiec" Sports Club which, as a result of transformations and mergers with other Silesian sports clubs, gave birth to the legendary GKS Katowice football club.



160

Number of women



475

Number of people working in Poland



252

Administrative positions



394

Number of men



79

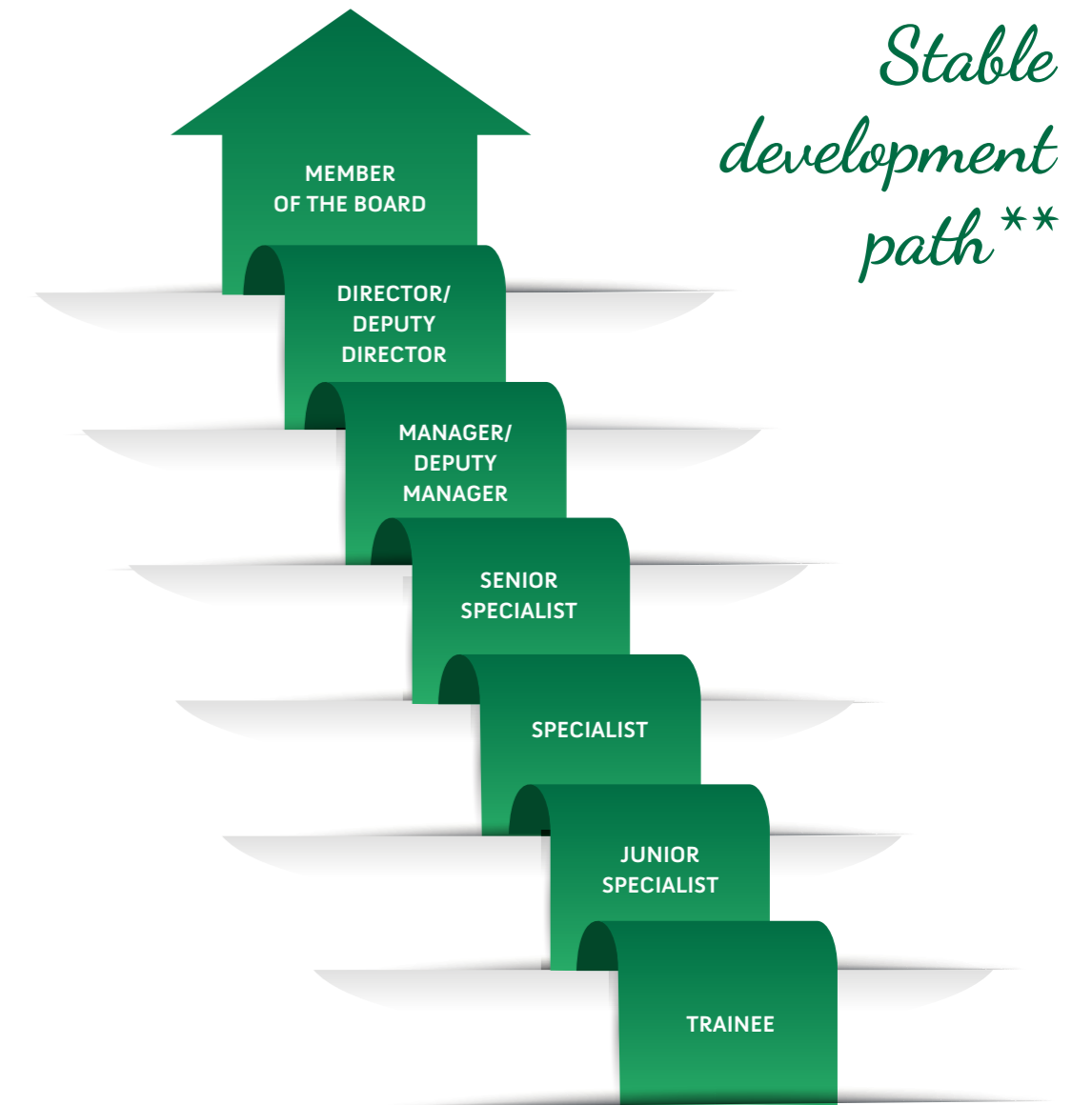
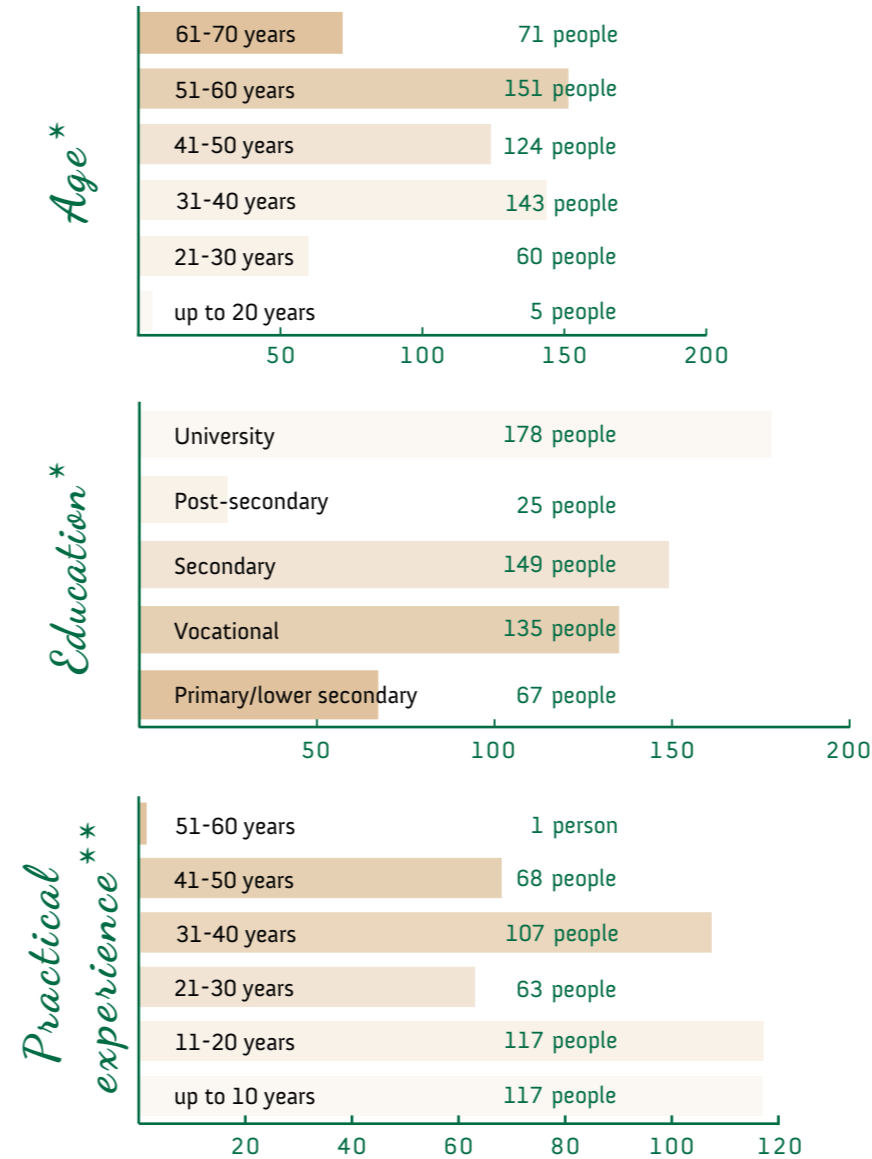
Number of people working abroad



302

Manual jobs

Selected diversity criteria



* Based on data from FASING Group companies, as of 31.12.2021
 ** Based on data from the following companies: KARBON 2 Co., Ltd., Capital Group FASING Plc., MOJ Plc. as of 31.12.2021

KARBON 2 Co., Ltd. Management Board



Anna Bik
President of the Board



Jolanta Piasecka
Member of the Board,
Chief Accountant



Michał Dubiel
Proxy,
Board Representative for Organization and Investment

A graduate of the University of Economics in Katowice. Together with Zdzisław Bik, she started a business that was the foundation of today's KARBON 2 company. Since 2009 she has been its President. During this time, the company has developed and diversified its business. Stable management, a consistently pursued development strategy, as well as openness to changes and the ability to adapt the business profile are the success factors thanks to which KARBON 2 currently enjoys the reputation of a reliable and cooperation-worthy partner.

Parallel to her business activities, she is involved in charity and philanthropy, actively supporting local pro-health, social and educational initiatives.

Graduated from the Faculty of Finance of Finance and Insurance at the University of Economics in Katowice. She gained her knowledge, skills and experience in accounting and bookkeeping in business entities active in fields of, among others, mining and health care. For 18 years she has been associated with Capital Group FASING Plc. where she climbed the rungs of professional carrier, gaining recognition for her professionalism, conscientiousness and thoroughness. In KARBON 2 since 2005, and since 2020 she has been a Member of the Board. Since 2022, she has served on the Supervisory Board of MOJ Plc. as a member of the Audit Committee.

A graduate of the Faculty of Management and Social Communication at the Jagiellonian University. He gained his professional experience both in Poland and abroad. Previously associated with travel, trade and e-commerce industries, he joined FASING Group in 2012. Currently, he is the Board Representative for Organization and Investment. Among the many projects he runs at KARBON 2, he introduced SUPER SOCO and ZERO Motorcycles motorbikes to the Polish market. He markedly contributes to the development of electromobility industry in Poland, as evidenced by the fact that SUPER SOCO TC-Max has been the most popular electric motorcycle in this country since 2019, for 4 years in a row.

FASING Group's activities are inextricably linked to the industry.

FASING Group's activities are inextricably linked to industry. This bond is lasting and fruitful thanks to people - they are what makes the company. Stable boards of directors, wisely and professionally keeping the Group's Companies among the world's leaders in production and trade for many branches of industry. Loyal and competent employees taking on various positions and progressing through the stages of their careers, whose commitment allows the company do develop according to its mission, vision and strategy. All of them leave their imprints on the Company.



Capital Group FASING Plc. Management Board



Zdzisław Bik
President of the Board,
General Director

A graduate of the University of Economics in Katowice. Since 2001, he has been the head of the Capital Group FASING Plc. His greatest assets, i.e., a comprehensive knowledge and many years of experience, have ensured the company's global promotion. Zdzisław Bik is an active participant in the industry events in Poland and around the world, and a highly-esteemed person in FASING's core branches. He actively participates in social and charitable initiatives. Winner of numerous awards in the area of entrepreneurship and leadership. As a successful entrepreneur and strategist, he is a member of the supervisory boards of other companies of the electromechanical industry.



Zofia Guzy
Vice-President,
Technical Director

A graduate of the Faculty of Mathematics, Physics and Chemistry at the University of Silesia and postgraduate studies in Management and Managerial Skills. From the beginning of her career, she has been professionally tied to FASING. Her conscientiousness and commitment to the development of the company by introduction of new solutions, promoted her through the successive levels of professional career from a lab specialist to the Director of the Construction and Technology Department. Since 2013, as the Vice-President of the Board, Technical Director, she oversees the company's production and technology area. Applying her knowledge and experience and coordinating close cooperation with renowned scientific and research centers, she is successful in bringing new and innovative solutions to the market. She has participated in many conferences and symposiums in the fields of materials science and quality management.



Mateusz Bik
Vice-President,
Export and Foreign Investment Director

He graduated from the AGH University of Science and Technology in Krakow, Faculty of Mining and Geoengineering with a major in Industrial Enterprise Management. Graduate of managerial courses at ICAN Institute. Since 2009 has been associated with Capital Group FASING Plc., where he currently holds the position of a Vice President and Director for Export and Foreign Investments. At the same time, he is a President of KONKO Plc. Since 2016, he has served as the CEO of FASING Sino-Pol (Beijing) Mining Equipment and Tools Co., Ltd., successfully building up the company in the Asian market.

Supervisory Board of Capital Group FASING Plc.



Tadeusz Demel
Chairman of the Supervisory Board



Józef Dubiński
Deputy Chairman of the Supervisory Board



Stanisław Bik
Secretary of the Supervisory Board



Włodzimierz Grudzień
Member of the Supervisory Board



Janusz Olszowski
Member of the Supervisory Board



Jerzy Wróbel
Member of the Supervisory Board

MOJ Plc. Management Board



Jacek Kudela
President of the Board



Przemysław Biskup
Vice-President of the Board



He graduated from the Silesian University of Technology in Gliwice with a degree in deposit mining technology. He is also a holder of postgraduate degrees in management in mining at the AGH University of Science and Technology in Krakow and in corporate financial management at the University of Economics in Katowice. In 2014 he was admitted to doctoral studies at the Silesian University of Technology in Gliwice. In his work at all levels of mining career at the combined Czczott and Piast Mines, he gained years of experience in the mining industry. He held a number of executive and managerial positions in a number of entities, including Remasz Company. A Member of the National Council and the General Board to the Association of Mining Engineers and Technicians. President of the GKS PIAST WOLA Wrestling Club. Board member of the Alumni Association of the Silesian University of Technology in Gliwice and the AGH University of Science and Technology in Krakow. Vice-President of KONKO Plc. Since 2016, he has been associated with Capital Group FASING Plc. President of MOJ Plc. since July 2018.

A graduate of the Higher School of Management in Częstochowa and postgraduate studies at the Polonia Academy in Częstochowa in human resources management. He has been with FASING Group since 2002. He employs his many years of managerial experience and high interpersonal skills to introduce innovative changes in the functioning of the Capital Group FASING Plc. Since 2016 he has been a member of the MOJ Plc. Management Board, where he serves as the Vice-President. In running the company, he emphasizes intensive development of sales markets and increasing the company's organizational efficiency. His achievements include, among others, a significant increase of market share in both geographic and sector diversification respect.

Supervisory Board of MOJ Plc.



Andrzej Bik
Chairman of the Supervisory Board



Paweł Płaza
Deputy Chairman of the Supervisory Board



Tadeusz Demel
Secretary of the Supervisory Board



Kazimierz Bik
Member of the Supervisory Board



Mateusz Bik
Member of the Supervisory Board



Piotr Czaja
Member of the Supervisory Board



Jolanta Piasecka
Member of the Supervisory Board

05

Mission, vision, strategy



Did you know that...
Did you know that...

One of our strategic goals is to strive to offer innovative products and comprehensive solutions to customers in FASING Group companies' sales sector. In 2016, Capital Group FASING Plc. signed a strategic agreement with KONKO Plc. of Myslowice. The company provides full-range steel structures prefabrication services for entities requiring high-quality machining and welding. Taking such a step ensured that FASING Group can now offer comprehensive solutions for underground mining sector.

FASING Group with its Boards of Directors and all associated employees, an entity operating in all major industrial sectors, is aware of the enormous impact they have on the international industrial market and the responsibility this entails. Believing that the company's efficient and well-functioning internal structures are a solid foundation and the driving force behind the company's external performance, FASING Group companies are constantly developing as an organization through the implementation of solutions that improve the internal functioning of the companies.

Organizational and production processes are continuously monitored and revised to offer the customers safe products that meet the highest standards. Reliable work and constant monitoring of market requirements, give them guidance on how to invest in human resources and machinery. This allows the Group to grow rapidly and

deploy its services and products in various industries. It seeks to diversify its activity to provide a product- and industry-diversified range of solutions. The constant adjustments and enrichment of the offered solutions are possible thanks to the drive for innovation, but also thanks to unquestionable experience – both in terms of the efficiency of management processes and the competence of its employees built up over the years.

As in any successful company, it is the efficient and wise management that plays the key role in FASING Group. Planning an effective development strategy, the Company's management takes into account a number of variables, which are then carefully and diligently monitored during the implementation and execution of strategic decisions. The company takes into account the risks, threats and opportunities arising from the conditions and trends of the socio-economic, legal and environmental

surroundings. Thoughtful decision-making, consistency of action, and at the same time the flexibility and the ability to respond quickly to a rapidly changing external conditions are the basis for its strategic actions. Thanks to all these activities, the value and potential of FASING Group is constantly growing, and the company measures its success by the huge number of constantly returning, satisfied customers who have placed their trust in it and appreciated the value of the products it offers.

Despite the many macroeconomic and geopolitical turbulences that have affected FASING Group over the decades, it maintains a stable position and is a major player in both domestic and international arena. The entire team of people that make up the Group meets new trends while remaining faithful to its most important goals contained in the company's mission, vision and strategy.

Strategy

- ✓ **offering innovative products and comprehensive solutions** to customers in the Group companies' sales sectors;
- ✓ **investments in the machinery and research and technology facilities** of the Group's production companies and maintaining close cooperation with renowned research and development institutions, in order to develop new solutions and products, reduce costs and increase efficiency;
- ✓ **strengthening the leading position** on the domestic market and **expanding international cooperation**, both through the development of subsidiaries and direct foreign expansion of FASING Group;
- ✓ **promotion of Polish technological know-how** through active participation in industry events on a global scale;
- ✓ **reinforcing the international recognition of FASING brand**;
- ✓ **diversification of revenues** and ensuring the Group's independence from the economic situation in the mining sector by increasing the share of sales on non-mining markets;
- ✓ **efficient financial management**;
- ✓ **improvement of management and organization** through effective information flow and cooperation within the Group by means of, among others, digitization of the company;
- ✓ **care for the natural environment and the social surroundings** in the regions in which FASING Group operates while determining its activity directions.

Mission

Mission

Diversification of products and services to meet the challenges and needs of multiple industries, based on sustainable development and care for the environment and society.

Vision

Vision

Implementation of safe and innovative solutions on the market, bringing benefits to customers, shareholders and the environment in which FASING Group operates.

06

CSR and Sustainable Development



Did you know that...
Did you know that...

FASING Group Companies are active participants in many industry events in Poland and abroad. We always want to be close to our customers so that we can present them with the companies' latest product offers. Our most common destination for foreign business trips is China. FASING Group's first visit to the Middle Kingdom took place evenly 20 years ago, in 2003. At that time, we participated in the China Coal and Mining Expo, the event that marked the beginning of Polish-Chinese cooperation. Since then, we have visited China more than 120 times.

Capital Group FASING Plc. and MOJ Plc. are headquartered in Katowice, Upper Silesia, the region that has been associated with Poland's coalfield for centuries. It is here, with special respect for the long-standing tradition of the region, where the Group's companies support local cultural, social and sports initiatives, participate in social life of local residents and implement environmental programs, whose main motive is the care for the environment. They have excellent understanding of the need for integrated actions in economic, social and environmental areas.

Based on the applicable regulations and the adopted management system within each company, the Group pursues a policy of sustainable development. In implementing the adopted and regularly updated Environmental Policy, it carefully monitors the impact of its activities on the environment, striving to be climate-positive. Development directions are carefully selected so that each

undertaking benefits not only the Group's image as modern and efficiently managed companies, but also environmental protection and social welfare. The technological processes on which production operations are based are continuously optimized, becoming more friendly to our climate, as well as to the workers and people living in their vicinity. Guided by the principle:

*„We think globally,
we act locally”*

the company creates safe and stable jobs for the region residents, aiming to make them want to bind their future and the future of next generations to FASING Group. The well-being of employees is a priority for the company. Mutual

internal communication is well taken care of. We cooperate with schools and universities by providing opportunities for internships and apprenticeships at Group companies. The Management makes every effort to ensure that employees feel safe at work, are treated with respect regardless of gender, age or religion, and are aware that they are an important asset of the organization.

For years, the Group has been actively participating in the most important industry events in Poland and around the world, winning top awards and honorary titles for the best applicable solutions. At the same time, it cares about the broader perspective and importance of such activities, promoting technological know-how based on a sustainable development.

Environment- and neighborhood-friendly operation and a sense of responsibility are the overriding goals of FASING Group.



Thinking globally...



Employees

Human capital is the foundation and driving force of FASING Group.

- ✓ steady and consistent two-way information flow;
- ✓ respect for all employees regardless of age, gender or origin; equality and non-discrimination;
- ✓ safe working conditions;
- ✓ creating and developing competent and committed teams, motivated for their own and organization's development;
- ✓ opportunity to progress, expand skills and competencies, gain expertise;
- ✓ right to organize, join trade unions;
- ✓ creating career paths for the employee;
- ✓ privileges and social support.



Local community

- ✓ cooperation with research and scientific institutions;
- ✓ support for cultural and sports initiatives;
- ✓ participation in charity actions, supporting people in need;
- ✓ participation in health-promoting campaigns;
- ✓ creation of safe and stable jobs for residents living in the vicinity of Group companies;
- ✓ care for the environment and minimizing the negative impact of production companies' activities on the immediate environment;
- ✓ active participation in the social life of the regions in which the Group's companies operate;
- ✓ opportunities for apprenticeships and internships for students.

... acting locally



Climate

Environmental Policy-Based Programs set objectives and monitor the accomplishment of goals in this regard, so that our activities become pro-ecological friendly, climate-neutral and support the protection of our natural environment:

- ✓ conservation of natural resources, also by optimizing their use;
- ✓ rational waste management and moving towards a closed-loop economy;
- ✓ optimization of energy consumption through diversification and increasing the share of renewable energy sources;
- ✓ support in the protection and restoration of biodiversity and ecosystems;
- ✓ strive to improve air quality through continuous monitoring and reduction of pollutant emissions;
- ✓ involvement in local environmental initiatives;
- ✓ adherence to environmental standards and regulations;
- ✓ mitigation of ambient noise emissions;
- ✓ gradual improvement of occupational safety and protection of workers' health in the environmental context.



Trusted partner

- ✓ transparent reporting and informing about the company's activities;
- ✓ manufacturing products and providing services tailored to customers' needs with their active participation in the entire process;
- ✓ manufacturing innovative products and offering comprehensive solutions supporting the manufacturing/production processes of the recipients of these products/solutions;
- ✓ cooperation with reliable, proven and transparent suppliers;
- ✓ implementation of the guidelines indicated in the strategy to increase profits and ensure further growth;
- ✓ observance of regulations and rules set by state institutions in every sphere of company activities;
- ✓ ongoing monitoring of market trends and geopolitical environment with an emphasis on the ability to respond flexibly to significant changes.



FASING Group's 110 years of experience undoubtedly contributes to its global success. The highest quality of our products is confirmed not only by customer satisfaction, but also by numerous awards. As a result of using state-of-the-art technologies, the Group has been winning reputable industry and technical competitions supervised by independent jury members.

110 YEARS OF FASING GROUP

110 YEARS OF FASING GROUP

1996
GOLDEN PENNY
 Best company of the year Confederation of Polish Employers

2002
MARKET LEADER
 Best company in Poland

2006
POLISH SUCCESS OF 2006
 Competition under the honorary patronage of the Ministry of Economy

2006
BUSINESS GAZELLE
 The most dynamically developing company

2010
QUALITY FIRST
 Winner of the competition Quality First in the Company

2013
BUSINESS GAZELLE
 The most dynamically developing company

2015
MEDAL OF THIRD PLACE
 For the product "Double flat link mining chains FASING 22x86-61 and 24x86-64" International Fair of Mining, Power Industry and Metallurgy, Katowice 2015

2015
HEROES OF ENTREPRENEURSHIP
 For President Zdzisław Bik in recognition of his outstanding achievements in popularizing the Polish brand in Poland and abroad

2015
MINING SUCCESS OF THE YEAR
 In the Innovativeness category for "Double flat link mining chains FASING 22x86-61 and 24x86-64"

2017
QUALITY FIRST
 Winner of the competition Quality First in the Innovations

2017
MEDAL OF SECOND PLACE
 For the product "Double flat link mining chain FASING 52x170-128" International Fair of Mining, Power Industry and Metallurgy, Katowice 2017

2020
POLISH COMPANY INTERNATIONAL CHAMPION 2020
 In the Globetrotter category

2000
SILESIAN QUALITY AWARD

2000
THE PANTHEON OF POLISH ECOLOGY

2003
MARKET LEADER
 Best company in Poland

2003
EUROLIDER

2003
EUROPEAN COMPANY OF THE YEAR
 The largest number of certificates and patents registered in EU countries

2008
ENTREPRENEURSHIP 2008
 Eugeniusz Kwiatkowski Award

2012
QUALITY FIRST
 Winner of the competition Quality First in the Company

2012
BUSINESS GAZELLE
 The most dynamically developing company

2012
POLISH ENTERPRISE
 Laurel of Skills and Competence

2016
BUSINESS GAZELLE
 The most dynamically developing company

2016
MINING SUCCESS OF THE YEAR
 Personality of the Year for President Zdzisław Bik

2019
MEDAL OF SECOND PLACE
 For the product "High-strength flat link mining chains SOLID PROFILE FASING 50x146-174" International Fair of Mining, Power Industry and Metallurgy, Katowice 2019

2019
DIAMOND OF POLISH EXPORT 2019

2019
DIAMOND OF 30TH ANNIVERSARY OF POLISH TRANSFORMATION 2019

2019
GOLDEN EMBLEM
 Top Quality – Quality International 2019 In the Highest Quality Product category for "Double flat link mining chains FASING 22x86-61 and 24x86-64"

2022
MINING SUCCESS OF THE YEAR
 In the Innovativeness category for "Double flat link mining chain Master Profile FASING 60x181/197"

2022
GOLDEN EMBLEM
 Top Quality – Quality International 2022 In the Highest Quality Product category for "High-strength flat link mining chains SOLID PROFILE 50x146/174-116"

2022
MADE IN POLAND 2022
 Award for significant influence on the shape and development of the national economy and implementation of innovative technological solutions

2022
FIRST PLACE IN THE INNOVATIVE PRODUCT & TECHNOLOGIES EXPO KATOWICE COMPETITION
 In the Innovative Technologies category for the product "High-strength flat link mining chain FASING 56x187", EXPO KATOWICE 2022 International Fair

07

Sales coverage



Did you know that...
Did you know that...

The annals of FASING first mention of shipping products abroad in the 1960s. At that time, we exported to England, France, Egypt, Tunisia, India, Nigeria, Peru, Indonesia, Cuba, Vietnam and China, and others. The exported products included, among others, 18x64 chains, connecting links, cross bits, BOB drill bits, SKAT locks, NK-4 cutters, hydraulic couplings and drill parts.

From the beginning of the operation of both production plants, their business profile was highly diversified. Even before World War II the company located in Wetnowiec, apart from mining industry, produced spare parts for Silesian Bus Lines, like couplings and semi-axes. It was also involved in heat treatment of various types of steel profiles for the State Engineering Plant in Warsaw, produced cast iron grates for steam locomotives and cast-iron castings of electric motor bodies. In addition to manufacturing activities, it was also engaged in steel trading and importing cutter picks from Germany. The Załęże plant focused mainly on the production of equipment for mining industry,

at the same time producing starters for Fiat cars, petrol wood saws, electric generators for bomb shelters and the 125 ccm MOJ 130 motorcycles. After World War II and the start of the reconstruction of the ruined country, the plant's production focused primarily on manufacturing equipment for mining industry. In the 1960s, the company intensified its trade activities, exporting products even to the most remote countries. It was also a time of dynamic growth and modernization of production facilities, thanks to which both companies rapidly increased their production capacities.

The diversification of plant operations that took part in the early 20th century clearly outlined

the current path of market expansion that FASING Group is following today. It has consistently taken further decisions and actions aimed at developing and diversifying its markets, both geographically and by sector. Currently, companies from the mining industry remain the main recipients of the Group's solutions. Nevertheless, from year to year, increased sales are also directed to the transportation and handling, fishing, shipbuilding, railroads, hydraulics and agriculture sectors. In these industries the Group is already well-established, and the volume and absorptive capacity of these markets offer prospects for increasing sales shares.

Sales based on experience and flexibility

The location in the largest coal basin in Poland naturally influenced the specialization of the two production plants in Katowice. The initial production was mostly related to mining and equipment manufactured for underground mines. That's why the industry remained a major market for decades to come. The Group has supplied and continues to supply its solutions both to Polish mining industry and abroad, and the dynamics of sales to this sector have fluctuated over the years, depending on the economic situation in Poland, Europe and the world.

Today, mining industry continues to be an important market for the Group on a global scale. The Group's technological achievements, combined with expertise and knowledge of the industry in every part of the world, allow it to maintain a leadership position. At the same time, the Group has been making efforts to diversify its portfolio of markets, steadily increasing its presence in other promising sectors.

The application possibilities of comprehensive and effective solutions offered jointly by the Group's companies are so wide that they successfully attract new users in new markets every year.

Considering the companies' impressive history of more than 110 years of operation, it must be mentioned that they have often faced challenges posed by the economic, political and social environment. Careful attention, analysis and deep awareness, as well as the ability to react and adapt to macro- and micro-economic changes, have shaped the strategies and management models adopted over the years. As a result, the Group today is proud of its uninterrupted existence now spreading over a second century and what's more, it is ready for next challenges.



Main market



Mining industry

Expanding markets



Power industry



Automotive sector



Railways



Agriculture



Shipbuilding



Fisheries



Hydraulics



Transport and handling

Other markets



Cement and lime industry



Sugar industry

We have been supplying our products to key industry sectors for more than 110 years. During that time, we have reached 50 countries around the world, where our products are used by over 4,000 users.



Our products are used in:

Albania, Argentina, Australia, Austria, Belarus, Belgium, Bosnia and Herzegovina, Brazil, Bulgaria, Canada, Chile, China, Columbia, Czech Republic, Denmark, Estonia, Faroe Islands, Finland, France, Germany, Great Britain, Hungary, Iceland, India, Israel, Italy, Kazakhstan, Latvia, Lithuania, Malaysia, Mexico, Mongolia, Morocco, Netherlands, Norway, Poland, Qatar, Romania, Serbia, Slovakia, Slovenia, South Africa, South Korea, Spain, Sweden, Turkey, Ukraine, USA, Vietnam.

FASING Group brand is recognized on almost every continent. Throughout the Group, contacts with other people play an important role. Industry events, such as fairs and conferences, are an excellent opportunity to meet, talk and make new contacts. This is what propels the company to continue to operate and develop.

The Group participates in major industry events in Poland and abroad, proudly exhibiting its latest product offers. The Group's sales department is made up of committed and experienced professionals (many employees have been with the company for more than 20 years), who are well acquainted with the nature of each market. It easily enters new, even the most remote commercial areas, taking into account and adapting to different business cultures if necessary. Thanks to this, the expanding market coverage of FASING Group is accompanied by an ever-increasing number of satisfied customers.

FASING Group companies are active participants in major industry events around the world, such as: MinExpo International in Las Vegas, BAUMA in Munich, Mining Kazakhstan in Karaganda, China Coal and Mining Expo in Beijing, MINEX in Izmir, US Coal Show in Pittsburgh, International EXPO in Katowice and many others.



08

Technology and development



Did you know that...

Did you know that...

The name "FASING" is an acronym for the company's full name: "Mining Tools and Equipment Factories". Our company operating in China has its name registered as HUAXING, composed of two characters: "HUA" meaning "China", but also "magnificent", and "XING" – meaning "a star".

Capital Group FASING Plc. is committed to the continued development and improvement of its product base. The quality assurance process is supported by the Quality Management System implemented in 1997 according to PN-EN ISO 9001 and the Environmental Management System according to PN-EN ISO 14001, overseen by TÜV NORD Polska Sp. z o.o. An important element supporting the Company's development is its cooperation with the best technical universities and research centers in Poland. The cooperation includes product research and analysis aimed at improving production processes. Continued cooperation provides access to the latest science and technical innovations. Advanced technological and production process know-how developed and perfected over the years are solid pillars on which the Company is based.

FASING offers thirteen grades of mining chains, including two special grades designed solely for stone.

A wide range of grades – not only for mining – and a variety of parameters ensure better adaptation to specific working conditions and individual customer requirements. As our motto points out:

"There are no best chains that meet all the requirements, but there are chains best suited for specific conditions."

The production of link chains is a complex, multi-stage process, where each stage plays an equally important role. The Research, Product Development and

Technology Department together with the Independent Complex of Testing Laboratory are the guarantors of the highest quality of our products. It is here that both input materials (rolled bars, wire rod, forgings and others) and final products undergo chemical composition and metallographic tests.

Static and dynamic strength tests of final products are conducted in the strength laboratory. Thanks to advanced quality control during the entire production process and final acceptance tests, our customers are provided with a product of the guaranteed, highest quality confirmed by relevant documents.

Professional management, highly qualified staff, modern machinery, innovative products and the support of universities and research centers are all interrelated and inseparable elements of FASING's activity. They make the Company's vigorous growth possible and make the brand recognizable around the world.

Chain production process



1 Acceptance testing of wire rod and rolled bars

Wire rod and hot-rolled bars are subjected to chemical and metallographic tests at the Research, Product Development and Technology Department.



2 Cutting of bars/wire rods

In the first production operation, the bars are cut into sections using specialized shears, and the wire rod is cut, bent into links and connected to form a chain in cold bending machines.



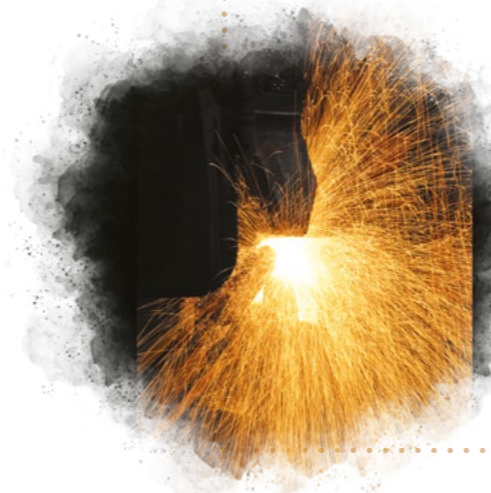
3 Bending

The cut bars are transported to hot bending machines, where, heated by induction or resistance method, they are bent into links and connected into a chain.



4 Shotblasting

Shotblasting is the process of removing scale and other contaminants from the surface of the chain.



5 Welding

Cleaned chains are transported to welding machines, where the chain links are welded using flash butt welding method.

7 Calibration

All links in the chain are subjected to a calibration load with the force required for a given strength class, in order to obtain the compliant link dimensions.



6 Specialized heat treatment

The welded chains undergo advanced, multi-stage heat treatment in induction equipment and pit furnaces. As a result, the chains achieve high strength parameters, including an impact energy, a proper microstructure, and the appropriate distribution and level of hardness, depending on the application.



8 Mechanical destructive tests

The chain undergoes a series of destructive mechanical tests: fatigue life, static tensile test, single link bending test. In addition, hardness and impact energy are measured.



9 Marking

In accordance with the standards and customer's requirements, each chain is properly and permanently marked.

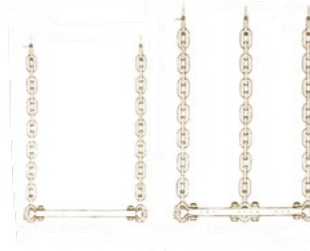
10 Protective coatings

A variety of protective coatings are used in the manufacturing process to protect products from corrosion during transportation, storage and in the initial stages of operation. The method of chain surface protection depends on the application and customer's requirements.



1913

Production of spare parts for machines and equipment, mainly for mining industry



1925-39

Spare parts for buses and steam locomotives

Drill bits and drills for rotary drilling in coal

Crowns and percussion drilling bits

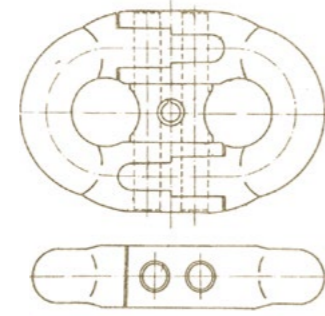
Electric drawing machines and eccentric presses

1963

Launch of production of 14x50 grade B and 18x64 grade B mining link chains

1964

Twin chain and triple chain assemblies 18x64 for ŚLAŠK and SAMSON conveyors



1968

Universal bolt connecting links OZUS 18x64 grade C

1971

Universal bolt connecting links 24x86 grade C

1974

Universal bolt connecting links 26x92 grade C and D

1975

Universal bolt connecting links 18x64 grade PW

1985

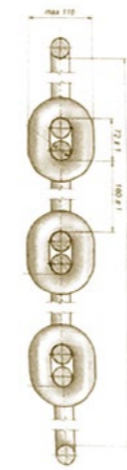
Mining link chains 34x126 grade C

Universal bolt connecting links 34x126 grade C and PW

1986

Mining link chain 34x126 grade C

Universal bolt connecting links 38x137 grade C and PW



1993

DYNATRAC chain for coal shearers drive systems 34x160/45x72

1994

Mining chains with hardened crowns 18x64 and 26x92 grade PW

1998-2001

Technical and heat resistant round link chains Ø22/Ø80

Connecting links for DYNATRAC chain 34x160/45x72

Universal bolt connecting links 38x126 grade C and PW

Mining flat link chains with flattened links: 24x86, 34x126, 38x126, 42x146, 48x152

Mining link chains with variable link hardness Ø18-Ø38

Horizontal lock-type connecting links RAPID-OZPZR 30x108, 34x126, 38x137, 42x146

Hardened chains FAS US/FAS UT

Case-hardened chains FAS NS/FAS NT Ø14-Ø34

Universal bolt connecting links OZUS 18x64 - 38x137 grade D

2002-10

Universal lock-type connecting links OZUZR with tightened lock, with double-sided twist lock ZF

2005

Hot-galvanized link chains FAS-Zn-O applied in conveyors, fishery and technical chains

2009-17

Universal lock-type connecting links for plows OZUZR-S 38x137, OZUZR-S 42x137

Block-type RAPID connecting links (vertical) OZBR 34x126, 38x126, 38x137, 42x146, 48x152, 52x170

2010-15

Flat link mining chains – with drop forgings 22x86, 24x86, 30x108, 34x126, 38x137, 42x146, 42x146-100, 48x152, 52x170

2018

Twin chain assemblies SOLID PROFILE 2x50x146/174-116

Universal lock-type RAPID connecting links for plows with tightened lock and spring pin

2019

Double pitch flat link mining chains 48x144/160

2021

High-strength flat link mining chains SOLID PROFILE 38x126/148, 42x128/164

Block-type connecting links OZBR 48x144, 56x187

1939-45

Armaments production for the occupant

1945-63

Mining equipment for coal and stone drilling

Coal cutters and shearer picks

Pneumatic hammer tips

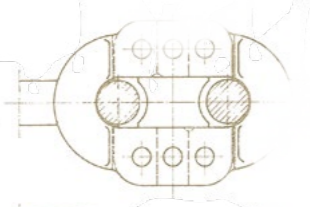
Bushing drive chains

1965

Mining link chains 22x86 grade B, for SKAT 60 conveyor

1967

Single and three pin connecting links 18x64 and 22x86 PATENT No. 57781



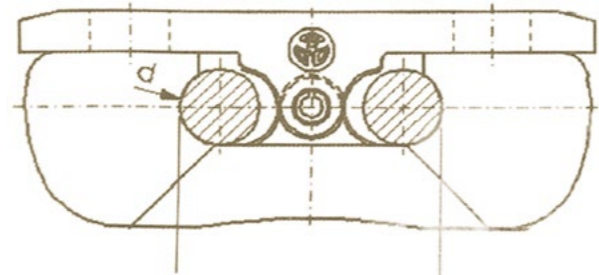
1972

Mining link chains 24x86 grade C and 26x92 grade C

1973

Mining link chains 30x108 grade C, 16x54 grade B and 20x64 grade B

Universal bolt connecting links 30x108 grade C



1977

Mining hoist chains 9x27, 11x31, 13x36

1982

Vertical overlay connecting links 26x92

1989

Rotary connectors for coal plows 38x137

1990

Rotary connectors for coal plows 30x108 and 34x126

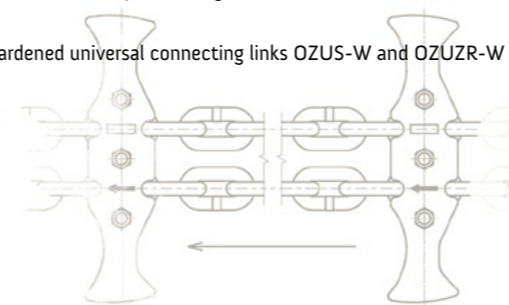
2001-2002

Chain assemblies for road header loader with chains FAS US and FAS US-EXTRA

Short-, medium- and long-link fishing chains Ø9-Ø28 grades 2-10 (250-1000 MPa)

Lifting chains, chains for hoists, grades 8-12

Case hardened universal connecting links OZUS-W and OZUZR-W



2008

Plow chains 38x137, 42x137 grade PW-9/400N-S

2009

Implementation of a device for three-stage induction heat treatment of chains Ø42-Ø60 grades: PW-9, D, D-3, D-3 EXTRA

2011

Twin flat link chain assemblies (exceeding the standards) – drop-forged vertical links 22x86 grade P-475, 24x86 grade P-480

2013-16

Twin chain assemblies for AFC and BSL conveyors with round and flat link chains (forged vertical links) Ø30-Ø48

2019

Universal lock-type connecting links OZUZR 42x146

Block-type connecting links for SOLID PROFILE chains 38x126/148, 42x128/164, 50x146/174

2020

Flat link mining chains 56x187 acc. to DIN 22255 and WTG FASING

2022

Flat link mining chains 60x181/197 acc. to DIN 22255 and FASING Technical Requirements

Universal connecting links OZUS 42x146

Block-type connecting links OZBR 60x181

09

Cooperation and references



Did you know that...

Did you know that...

Our primary goal is to provide dedicated, innovative and safe solutions. Over the period of its active 110-year history, FASING Group companies have produced and delivered more than 20,000 kilometers of chains of different types and sizes to customers around the world. A chain of this length laid on the Earth's surface could connect the North Pole to the South Pole.

FASING's mission is to provide safe and innovative solutions that bring maximum benefits to its customers. In its operations, the company focuses on the best adjustment of final solutions to the individual preferences and expectations of its customers and partners. These activities would not be so successful if it were not for many years of cooperation, based on mutual, clear communication, which ensures a thorough understanding of the other party's needs. Transparent cooperation is the key to provide customers with solutions that answer all their questions and needs.

The company seeks to establish new contacts, while remembering to cultivate long-lasting relationships with regular customers. Years of experience have shown the value of such relationships for the company and their influence on mutual successes. We are proud of the fact that contacts established even 30 years ago, despite the many geopolitical and economic changes that occurred during that time, have survived to this day. The ultimate

success for any company is a satisfied and returning customer.

Long-standing business of a company, is never a string of successful events alone. The same was true for FASING. The mistakes made along the way were not treated by the company as failures, but as lessons for the future. Those experiences contributed to the ability to choose such actions so as not to repeat those mistakes. They also built the Group's knowledge of how to handle crisis situations and protect themselves, their clients and associates. Obstacles and stumbles taught us a great lesson in modesty and led us to where we are now. And this place is undoubtedly a very high-level position supported by impressive business expertise.

Today, after 110 years of continuous operation, FASING Group is richer in knowledge and appreciates the constantly cultivated contacts all the more. It also strives to establish new business relationships.

This beautiful jubilee is an opportunity

to thank all partners, customers, recipients of the solutions of FASING Group companies and all its friends and emphasize that the trust they have placed in the company is an irreplaceable value and a reason to be proud.

We can promise with full conviction that we will maintain our common relations so that we can continue to enjoy the fact that we are all a part of our great FASING family for many years to come.

We are extremely pleased that you appreciate FASING Group. It is thanks to you and your commitment that we prepare products at the highest level, responding to the needs of many industries.

We would like to thank you sincerely for taking advantage of our services and the trust you have placed in us. We hope that our cooperation will continue to be fruitful and bring satisfaction to both sides. We would also like to thank you for your words of appreciation and recommendations sent to us. Positive feedback on the activities of FASING Group is the greatest distinction, which motivates us to continue working according to the highest standards of services.

Thank you for being with us!

															
Jastrzębska Spółka Węglowa S.A. Poland	Lubelski Węgiel BOGDANKA S.A. Poland	FAMUR S.A. Poland	Corum Group Ltd. Ukraine	Nepean Longwall Australia	George Taylor Lifting Gear (Midlands) Ltd. USA	Sandvik Mining and Construction Materials Handling GmbH & Co KG Austria	Emico S.A. Spain	RIFAMM d.o.o. Lukavac Bosnia and Hercegovina	Zhengzhou Coal Mining Machinery Group Co., Ltd. China	China Pingmei Shenma Energy & Chemical Group Co., Ltd. China	Huaihe Energy Group Co., Ltd. China	China Energy Investment Group Co., Ltd. China	China Coal Zhangjiakou Coal Mining Machinery Co., Ltd. China	Shaanxi Coal and Chemical Industry Group Co., Ltd. China	Shandong Energy Group Co., Ltd. China
															
WĘGLOKOKS KRAJ S.A. Poland	Poland Grupa Górnicza S.A. Poland	KONKO S.A. Poland	DTEK Holdings Limited Ukraine	Utkal Innovatives India	KaBeDeX spol. s r.o. Czech Republic	John King Chains Central Europe Sp. z o.o. UK	Hulleras del Norte S.A. (HUNOSA) Spain	Viru Keemia Grupp Estonia	Albacore Madencilik San. ve Tic. Ltd. Şti. Turkey	Huadian Coal Industry Group Co., Ltd. China	China Huaneng Group Co., Ltd. China	Jinneng Holding Power Group Co., Ltd. China	Lu'An Chemical Group Co., Ltd. China	Ningxia Tiandi Benniu Industrial Group Co., Ltd. China	Shaanxi Coal and Chemical Industry Group Co., Ltd. China

10 Memories of employees

Hanna Cebula

Head of Security and Surveillance Department, for 27 years in FASING

Mrs. Hanna Cebula and her broad smile are known to all employees, as each of them passes by the gatehouse on the way to work. Under FASING's banner Hanna has been working since 1996. She joined the company when her mother was working here. Hanna points out what attributes and skills are useful in her work on a daily basis:

"At the gatehouse you need perceptiveness, divided attention, good memory and, above all, a positive attitude towards other people".

With this approach, Hanna begins and ends each day of her work. She adds that people in this place are the company's trademark, i.e. part of the image of the entire Company.

"At the moment I do not plan to part with the Company, and let me add that I have been retired for three years".

Hanna adds that FASING Group is a family Company with traditions and a rich history, which, despite various hardships encountered over the past 110 years, continues to exist, thrive in the market and is known worldwide. Hanna wishes her Company to always find hard-working, conscientious and ambitious employees who will bond themselves with the workplace.

"A personnel that identifies with the Company will certainly contribute to the Company's increasing performance and success".

Dorota Rusek

Senior Accounting Specialist, for 44 years in FASING/MOJ

Mrs. Dorota Rusek joined FASING when she was only 19 years old. After graduating from high school, she took a job at the Economics Department.

"Initially, we were involved in the calculation of product prices and costs. We worked out prices for all three production plants: MOJ, RAPID and GONAR. In the following years, I moved to FASING's Accounting Department".

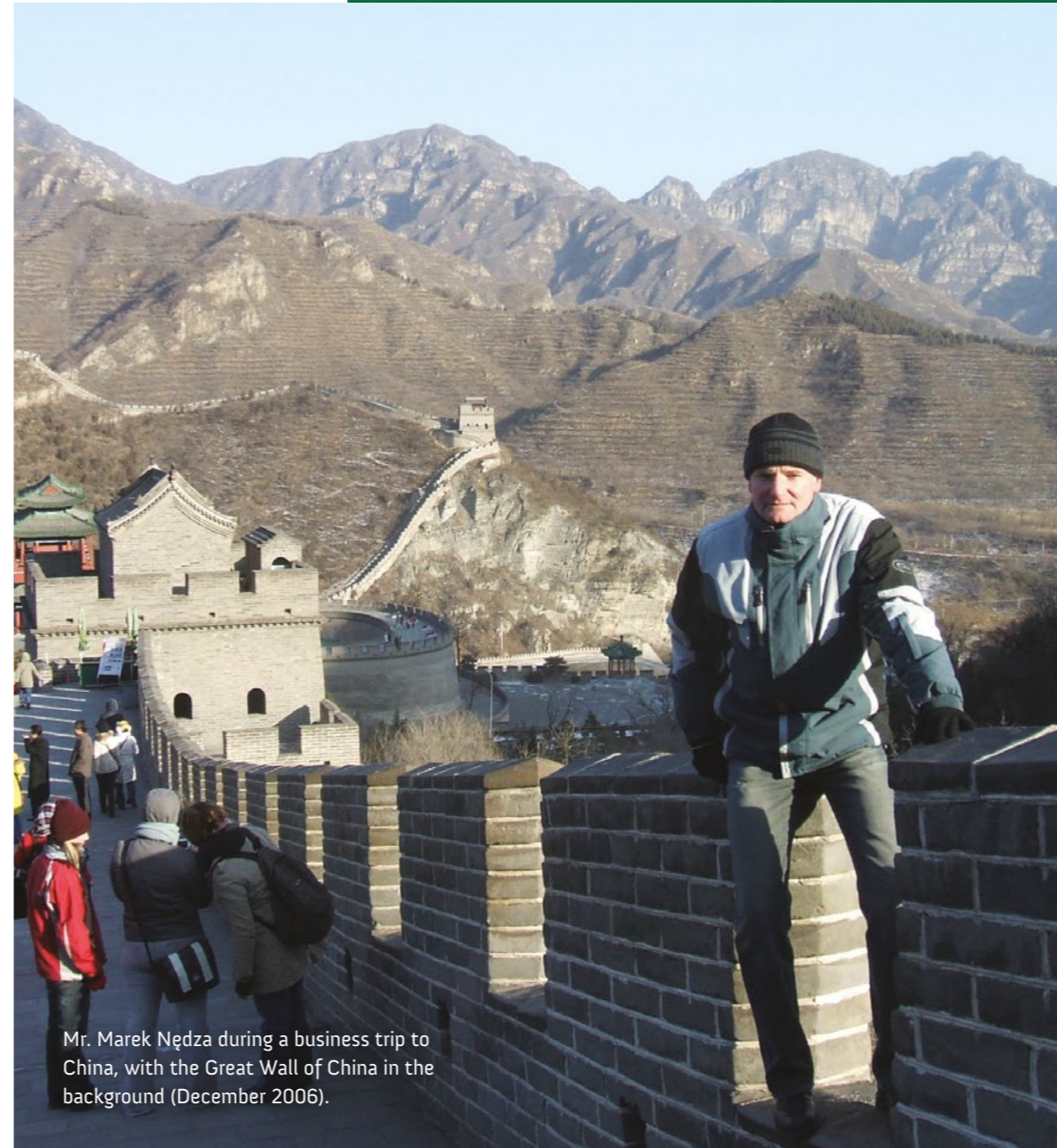
Dorota decided to take a job at FASING as her father was working in the Supply Department at the time. Dorota's dad retired after forty years of service. Her aunt also worked here.

"Interestingly, I met my husband on holidays organized by the plants. I went with my parents from FASING, and my future husband came with his parents, who worked at MOJ".

After 26 years of working at FASING, she was given an opportunity to move to MOJ Plc. Dorota quickly decided that she was ready for a change. She emphasizes that the experience gained while working at FASING is still useful in her work today.

"I have been retired for two years, but I decided not to part with the Company so soon. I applied to the Company's President and he agreed to extend my contract. I am glad that I am still needed here. And I'm grateful that despite my retirement I can still work."

Dorota adds that she has very fond memories of working at FASING. She has been friendly to many people to this day. She points out that the very pleasant atmosphere created by the entire team makes you want to work here. It is not a big company, and the employees feel familiar with each other – concludes Mrs. Dorota.



Mr. Marek Nędza during a business trip to China, with the Great Wall of China in the background (December 2006).

Marek Nędza
Senior Specialist, Product Technologist in the Research, Product Development and Technology Department, for 42 years in FASING

July 1st, 1981 – this is the date that is engraved in Mr. Nędza's memory, as since that day he has been continuously working at FASING. However, his first contact with the company had taken place a year earlier, when he was still a technical school student.

"When I was 19, I decided to earn some money for a holiday trip. Back then, it was a so-called self-earned holiday. The monthly payment, a considerable amount for a young boy, was an incentive to take a job in the company. A year later, after graduation, I was already a full-time employee of FASING".

Marek was employed only six months before martial law was imposed in Poland.

"I started as a welder, which I was for ten years. Then I was promoted to Department Technologist. Since 2014, I have been working in the Research, Product Development and Technology Department".

Mark's wife, daughter and son-in-law also work at the company.

"You can say that for us it is a family business. During my work I was given the opportunity to go on business trips to many countries, including China. I was there three times, for more than half a year in total. During the trips, we serviced machines at our Chinese company. In our free time we had the chance to visit several attractions of the Middle Kingdom, such as the Great Wall of China. These are very fond memories".

Currently, Marek is engaged in developing technological documentation for chain production. Due to his work experience, he became the liaison between the Research, Product Development and Technology Department and the Production Department.

Teresa Grzebień
Management Board Advisor for Commercial Affairs for 49 years in MOJ

Mrs. Teresa Grzebień has been working at the Osowiec Forging Plant since 1974. She started as a clerk in the Sales Department. After less than four years, she became Head of Sales Department and then Deputy Sales Director. Currently, Teresa works as a Commercial Advisor to the Management Board. As her most important experience that is useful for her to this day, she singles out her work in customer service. As Teresa points out, every day brings her new challenges, but it is working with clients that gives her the greatest satisfaction.

"Osowiec Forging Plant has been on the market since 1785. At the time of joining Osowiec, the forge manufactured not only forgings for mining industry, but also household tools, the production of which was moved to another forge over twenty years ago".

Mrs. Grzebień notes that due to the change in the production profile at the Forge, it was decided to build a new portfolio of customers. Currently, the Forge manufactures forgings for the mining, hydraulic, shipbuilding, engineering, automotive, railroad and power generation industries.

"Osowiec Forging Plant stands out from other companies with its rich experience and tradition. People working there are very knowledgeable and highly professional. This allows for implementations of new forgings, such as for Volvo or Mercedes automotive industries".

Teresa indicates that over the years people have changed, but at the same time the Forge has changed by reshaping its production profile. It should be noted that modernization that followed, allowed for improved working conditions. It is worth mentioning that Teresa's father also worked at the Forge. Meanwhile, her sister worked as a warehouse manager. Teresa is grateful to her Company for the very good working atmosphere, as well as exciting professional challenges she has had the opportunity to face in FASING Group and, in particular, at the Forge.

"I would like to thank the people with whom I have cooperated for their kindness, understanding and professionalism. I will always have good memories of everyone and draw on the experiences I gained thanks to them. It has been a beautiful time for me. I wish FASING Group further development and good luck in the coming years".

Jolanta Smętek

Director for European and New Markets, for 26 years in FASING

It is 1997. I am taking up a job as an independent commercial specialist - begins Mrs. Jolanta Smętek.

"I started out working in the Marketing Department for a few months. Then, when the Director who had returned to Poland after spending several years in Australia started to work at FASING, the Export Department was established. Interestingly for the time, he interviewed me entirely in English. I passed with flying colors and that's how I started working in the Export Department".

As Mrs. Jolanta says, thanks to the development of FASING Group's activities in foreign markets, gaining new clients and, above all, working with them on a daily basis, she has been gaining more experience year after year. She is convinced that the most educative negotiations are those with key customers.

"A demanding client is always a difficult challenge. I still remember the negotiations in 2003, when we successfully concluded a contract with one of our foreign clients. We continue the cooperation to this day".

"Business is business, but you need to be decent" is Jolanta's motto at work. At the same time, the Director for European and New Markets emphasizes that she does not give up, even when negotiations with the client are complicated.

"I will admit that the more difficult is a problem I have to solve, the more satisfaction I get from my work. Such challenges keep me motivated".

Mrs. Jolanta Smętek values stability in the Company. She indicates that despite her long tenure and extensive experience, she does not fall into routine. Working in different foreign markets and with many clients, often of different cultures, puts new challenges in front of her and requires creativity. Working at FASING also provides opportunities to travel abroad. FASING employees represent the Company at various trade fairs and industry events around the world. As Mrs. Jolanta Smętek says, every trip means new experiences and discovering local customs and culture.

"Sometimes during a short visit, just for a meeting with a foreign client, I only saw the airport, but there were a few trips when I managed to spare a couple of hours to see something interesting. I have fond memories of dinner in Beijing in a traditional Chinese restaurant, a boat trip in Vietnam on the Ha Long Bay or a beautiful view of the Blue Mountains in Australia. And a recent experience on an assignment in the far north of Europe made me realize that white nights were not for me, as I wasn't able to sleep a wink".

Mrs. Jolanta wishes her Company growth, further success and new customers, as well as new products and modern solutions for the various industries in which FASING Group operates.

"And in the future, when mankind has settled on Mars, I believe that our products will also be exported there".



Mr. Marek Peliński decorated with the "Silver Medal for Long Service" awarded by the President of the Republic of Poland. (2013, The 100th anniversary of FASING Group)

Marek Peliński

Deputy Director for Domestic Trade, for 33 years in FASING

The history of the Peliński family at FASING goes back to Marek's grandfather, who began working at the local plant in the early 1950s.

"My father took the job in 1958. My older brother also joined the company in 1988, later he became involved in the transport industry. I began my adventure with FASING on September 2, 1990, doing a student internship. After graduation, I joined FASING as a full-time employee".

Mr. Peliński started his career at FASING as a chain welder. In the following years, he was promoted to chain welding machine setter, then to Department Technologist, after which he worked as a machine setter in the Mechanical Department. Since March 1, 2003, he has been associated with the Domestic Trade Department, where he started as an independent salesman. In the years that followed, he gained valuable experience that allowed him to advance all the way to his current position – Deputy Director for Domestic Trade. Marek is an example of an employee who has bound his entire professional life to the Company. Today, the family tradition is continued by Marek's son – Kamil, who also works in the Domestic Trade Department. *"My case – in historical terms – was not the only one, as entire families worked at the plant. A stable and well-paying company attracted employees, who tended to bind themselves to the Company for better or worse".*

Mr. Marek Peliński has had the opportunity to work with six Presidents, two-thirds of his tenure working with the current President – Zdzisław Bik. As Marek emphasizes, the experience he has gained over the years, which is an in-depth knowledge of the product and production process, allows him to easily advise customers on the application of manufactured products or suggest changes. Thanks to his acquired knowledge, Marek offers expert advice to his clients on the use and operation of the Company's products, which gives him a great advantage over the competition and is very convenient for the buyers.

"I decided to work at FASING because of the career opportunities and interesting challenges. Talent, hard work and determination can bring both very good results for the Company and personal development. The Company's stability makes us feel more confident in our private life and lets us build it on a solid foundation".

Mr. Marek Peliński recalls that until recently, everyone coming to FASING had to start at the Production Department, and only later the promotion was possible. This gave the company a very big advantage, because a new manager was well acquainted with the work and the area he oversaw. Experience, production process knowledge, the ease of selling the product – this is what allowed Marek Peliński to quickly advance to higher positions.

"I often say: FASING is in my DNA. Why? Because I grew up on Modelarska Street. As the crow flies, my family home is 150 meters away. The first time I visited the Production Department when I was 5 years old. Even going to school, I had to pass by FASING. For me, FASING is not just a workplace, but a lifestyle".

Ryszard Dendra

Former Head of Construction and Technology Department,
43 years of experience in FASING

Mr. Ryszard Dendra began his work at FASING in 1973 and ended with his retirement in 2016. He started as a manual worker – an electrician. He has subsequently earned numerous promotions to management positions. He said goodbye to FASING at his post of the Head of the Construction and Technology Department. Ryszard focused on manufacturing mining chains and chain assembly accessories. His most memorable business trip was to China, where he served as a technical advisor. During the stay, a great many meetings were held to determine the scope of mutual cooperation. An outcome of these meetings was the establishment of permanent Polish-Chinese cooperation. It was also an opportunity to learn the eating habits of the Chinese people as well. Ryszard can still remember the exceptional meals they were served.

"The menu was rich, and I'll remember it for the rest of my life. There were deep-roasted grasshoppers, roasted silkworm larvae on a platter, rooster heads, sea cucumber or spicy watermelon. One of the dinners was extraordinary for me. The host led us through a store full of aquariums with marine fauna. He let us choose what we wanted. In half an hour we had it in front of us on plates – that was amazing. There was also time for sightseeing. Together with my colleagues, I visited the Great Wall of China and Tian'anmen Square".

The experience and skills gained over the years, gave Ryszard a good understanding of what he was destined to do. He is referring to complicated technological matters that allowed him to develop his home company RAPID. He had a chance to learn the nature and technological operation details of all Production Departments and Divisions.

"I could influence the so-called production events, get to know people, their strengths and weaknesses. I have participated in numerous technical and technological modifications improving production and the final product. In FASING I experienced good and bad moments. At the time of the restructuring, there were plans to lay off the entire middle level management. It came as a shock.

This could have put an end to the Company, as it would have gotten rid of its most experienced people. However, the common sense of the then President prevailed. As a Department Head, I had to participate in the laying off of the crew. These were difficult times for me, but I knew that such steps were necessary".

Today, in retrospect, Ryszard describes FASING as a Company well established in the chain manufacturing market, and very stable, providing a sense of security for the employee. It was with such conviction – as he himself admits – that he left the Company.

"FASING is distinguished by the unique nature of its production. The chain production process itself (especially chain welding and heat treatment) is exceptional on a national scale. Such a process and such machines will not be seen anywhere else in the country. We are not the only one, but we are unique in Europe and Asia, and we play a significant role on these markets. We have also been successful in the US and Australia; I am proud that I was a part of the team working for this Company. I am aware that during the period of my work I have contributed to the growth and importance of the Company in domestic and foreign markets".

Ryszard is grateful for being able to implement his ideas and contribute to the development of his former Company.

"I think my former job was very stable. I never worried about being paid, because we always received our salaries on time. I learned a lot as was required by the character of the job, but I also had the opportunity to pass on knowledge to my subordinates, and I thank them for that, too".

On the occasion of the 110th anniversary of FASING Group, Ryszard wishes the Company survival in the current difficult and demanding market, but also to achieve better and better production results.

"I wish that the people working there always identified themselves with the Company and did their best for FASING to be significant on the market. I wish the entire management not to forget the people who serve the Company well when implementing strategic goals."



Mrs. Zofia Guzy with
Mr. Ryszard Dendra working
on a documentation.
(Katowice, 2011)

Zofia Guzy

Vice President of the Board, Technical Director,
for 29 years in FASING

Mrs. Zofia Guzy joined FASING before her studies. At the time, she was serving as an intern at the Chemical and Metallographic Laboratory. As she recalls, the tests were the same as today, but the technology of performing them cannot be compared to those used today.

"For example, methods known as wet methods were used to analyze the chemical composition of steel. It took one working day to test one element in a dozen samples in the form of steel chips. This means that 20 elements of chemical composition was a job for 20 days, which means a working month. Today, chemical composition analysis using emission spectrometry takes about 30 seconds for a single sample. And this is just one element of changing testing technology, improving test quality and speed".

Zofia's father, Józef Kurz, who took early retirement after 33 years of working at FASING, has made his mark on the history of the company. Józef was a Manager in the Employment and Social Affairs Department for many years, and his area of responsibility in those years was very different from that of today, recalls Zofia.

"In addition to administrative work, my dad was in charge of organizing camps for FASING employees' children and employee trips (including to a resort in Brenna). He was also in charge of logistic and commercial activities, such as organizing the wholesale purchase of potatoes for workers and the purchase of carp for Christmas. These products were simply not available in shops".

As a six-year-old girl, Zofia went for the first time to a three-week camp organized by the Company in the town of Czaplinek in the heart of the Drawskie Lake District. She enjoyed the camps every year, until she graduated from elementary school. From a child's perspective, FASING was Zofia's dad's workplace.

She sometimes visited him in the office because they lived near the plant.

"At the time, it never crossed my mind that I could work at FASING. Today, however, I can't imagine doing anything else. To a bystander, it may seem like no challenge at all: to produce a chain. Nothing could be more wrong. It is the continuous work of teams of committed employees and the pursuit of better and better product, technological and production solutions. At FASING, we had and still have employees with long tenure and experience".

Today, Mrs. Zofia Guzy holds the position of Vice President, Technical Director. She underlines that the experience she has gained helps her in her duties.

"Without the knowledge and experience gained earlier, it would certainly be more difficult for me to be responsible for technical and production matters. It is interrelated. Research and quality are very important, and production is based on design, technology and progress updates".

The success of the company, as Mrs. Zofia Guzy points out, is measured by product sales and profit, and these are largely dependent on employees. In the corporate chain, they are the most important. FASING is distinguished by being a Family Company and cultivating family traditions in the new, younger generations, emphasizes Mrs. Guzy.

"I am proud to work here".

110 YEARS OF FASING GROUP

Content-related materials, photos: chronicles and archives of companies:
Capital Group FASING Plc., MOJ Plc., Osowiec Forging Plant and private archives of FASING Group employees.

