

April 2026



CHEM NEWS

Newsletter of the PCC Rokita Capital Group and affiliated companies

Spring Edition

Wesołych Świąt Wielkanocnych!

Składamy serdeczne życzenia
zdrowia, spokoju i nadziei
oraz wiosennego optymizmu.

Niech ten wyjątkowy czas
będzie źródłem nowej energii,
inspiracji oraz siły do realizacji
wszystkich planów – zarówno
zawodowych, jak i osobistych.

Happy Easter!

We extend our warmest wishes
for good health, peace, hope,
and a sense of springtime optimism.

May this special season
be a source of renewed energy,
inspiration, and strength
to accomplish all your plans
– both professional and personal.

Frohe Ostern,

Wir wünschen Ihnen von Herzen
Gesundheit, Ruhe, Zuversicht
und frühlingshaften Optimismus.

Möge diese besondere Zeit
eine Quelle neuer Energie,
Inspiration und Kraft sein,
um all Ihre Pläne zu verwirklichen
– sowohl beruflich als auch privat.

Wiesław Klimkowski
President of the
Management Board

Adam Jarosz
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PCC CHEM NEWS

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Eighth-grade students discover the world of chemistry

- a visit of 150 students to our company

In December, our company had some very special guests - as many as 150 eighth-grade students from primary schools in Brzeg Dolny and Wołów visited our site to take part in inspiring chemistry workshops and to learn about the offer of the partner classes in secondary schools that we support.

Chemistry in practice - classes that engage and develop

During the workshops prepared by employees of our R&D teams, students were able to create their own bath dough, use equipment just like in a real laboratory, and even carry out titration, discovering how fascinating and engaging the world of chemistry can be.

Partner classes - we invest in the future

An important part of the visit was also the presentation of partner classes, which we co-create with secondary schools in the region. Students learned what opportunities studying in such classes offers - from an extended curriculum in science subjects, through practical classes, to internships and visits within the PCC Group. We emphasized that partner classes are not only educational support, but also a real opportunity to develop a future career in the chemical industry.

Why do we organize such meetings?

The visit of eighth-grade students is part of our commitment to youth education and building awareness of the modern chemical industry. We want to show young people that science – especially chemistry – can be fascinating, and that working in our industry offers broad opportunities for development.

We hope that this meeting will help them choose a secondary school and show that chemistry and technical professions are an interesting career path.

Acknowledgements

We would like to thank all employees involved in organizing the event – for their passion, patience, and willingness to share knowledge. Thanks to you, young people were able to see that chemistry can be not only a science, but also a great adventure.

Partner classes of the PCC Group:

- chemical technology technician at ZSZ in Brzeg Dolny,
- electrician technician at ZSZ in Brzeg Dolny,
- mechatronics technician at CKZiU in Wołów,
- biology-chemistry profile at LO Ossolińczyk in Brzeg Dolny,
- vocational schools with practical training in the professions of: locksmith, electrician, and chemical process equipment operator.





The first internships of young chemists

Over 3 years ago, the PCC Group took patronage over a chemical technology technician class at ZSZ in Brzeg Dolny. In November 2025, the third year of the partner class took part in their first professional internships at our company.

Thanks to the involvement of many units and employees of the Group, students were able to see what work looks like in individual companies, learn the details of work in production, laboratories, R&D departments, as well as in the energy department.

We would like to sincerely thank all employees for their willingness to share knowledge, present their work, and expand students' knowledge about the PCC Group. We hope that the students were able to see how theoretical knowledge is applied in practice and to realize that working in such a large organization is interesting.

HR Department
CWB Partner


PCC Academy

- a new space for growth for every employee

The year 2026 has brought another unique initiative to our company, aimed at supporting the development of our employees' competencies - the PCC Academy. This project has been designed for everyone who wants to invest in themselves, their skills, and their everyday effectiveness.

SZLIFUJ Z NAMI KOMPETENCJE MIĘKKIE

AKADEMIA PCC

 PCC
Local. Global. Integrated.

ROZWIJAMY KLUCZOWE UMIEJĘTNOŚCI:
KOMUNIKACJA INTERPERSONALNA,
ZARZĄDZANIE SOBĄ W CZASIE,
ZARZĄDZANIE ZMIANĄ,
ASERTYWNOŚĆ.

SPRAWDŹ SIĘ W GRACH SZKOLENIOWYCH!

**AKTYWNIĘ!
PRAKTYCZNIĘ!**

ZAPRASZAMY!
HARMONOGRAM I ZAPISY NA
PLATFORMIE PCC ROZWÓJ.



The PCC Academy primarily offers practical workshops based on training games – a modern and engaging method that allows participants to learn through action, interaction, and experience. This form of learning not only inspires but also makes it easier to apply newly acquired skills in both professional and everyday life.

What can you learn?

As part of the Academy, we have prepared a series of sessions focused on developing key soft skills. Every employee can choose the topic that best suits their needs:

• **Interpersonal communication**

- how to give effective feedback, build understanding, listen actively, and express thoughts in a clear and constructive way.

• **Self-management and time management**

- how to plan wisely, set priorities, and work efficiently.

• **Change management**

- how to respond to new challenges and adapt to a dynamic environment.

• **Assertiveness**

- how to say no, address differing opinions, respond to boundary violations and criticism, and communicate expectations and needs – all with respect for others and yourself.

Why is it worth it?

The PCC Academy is a space where you can not only develop your skills but also exchange experiences, meet other employees, and build stronger relationships within the company. It is an opportunity to pause in the midst of everyday responsibilities and reflect on what we can improve in ourselves.

If you want to expand your skills, improve collaboration with others, or better cope with challenges – we warmly invite you to join the PCC Academy. It is an investment that always pays off.

HR Department
CWB Partner

Woman

at the controls of a loader - a work story that breaks stereotypes



International Women's Day

is a perfect opportunity to explore the stories of women who, through their daily work, break stereotypes and demonstrate that there are no "typically male" or "typically female" professions. The PCC Group is full of such inspiring examples.

We invite you to read the interviews we conducted with Barbara, a train driver at PCC Intermodal, and Anastazja, who, among other roles, is a loader operator in the salt warehouse at PCC Rokita. These stories are full of commitment, courage, and passion for the work she does.

How did your career journey begin, and what led you to the PCC Group?

Honestly, I had just finished school and needed a job. I came to Rokita on the recommendation of my sister, who worked there as a control room operator. There happened to be a vacancy in the salt warehouse, so they assigned me there. There, I saw my colleagues spreading salt with a loader. I liked it—I like big machines. Besides, my father had taught me to drive a tractor since I was a child, so I had nothing to be afraid of. Well, getting the license wasn't difficult. There wasn't anything I couldn't learn. Getting the training was more difficult. I was interested in the fadroma license during my trial period. However, the manager suggested I pursue further training. The second

time, the supervisor forgot I was interested. And the third time, I succeeded.

What does your daily work involve and what does a typical day look like?

It depends – I usually analyze samples, and in between, I sometimes work on the loader. There are also days when I spend my entire shift on it. Generally, it's quite monotonous work, unless something breaks. The most important thing at the beginning is checking all the fluids, for leaks and for low lubrication. The rest is checked while driving. It's also worth checking the condition of the tires to avoid a dangerous situation. The safety and operational efficiency of the equipment are crucial here. There are many things to watch out for, but in a salt warehouse, there are two main issues: making sure the salt pile doesn't fall off and onto the loader, and making sure you don't hit anything in dusty conditions.

What is it like to operate the equipment, and what skills are essential for this job?

I work with a loader with an operating

weight of 18 tons. Operating it is relatively simple – the gearbox is automatic, and I control the bucket with a joystick. In a way, it's like playing a computer game. However, the most important thing is to feel the machine. You have to be attentive and aware of what you're doing. Spatial awareness also helps.

How do you perceive your job and how others react to what you do?

Even though the work is monotonous, I enjoy it. I know what to expect, I know how to operate the equipment, and I can handle difficult situations. Sometimes people react with surprise when I drive the loader. I still get questions like, "Is there a guy to fill the ground?" Then I reply, "There must be a guy? I'm on my way."

Stories like this show that courage in taking on new challenges and openness to growth can lead to breaking patterns and building your own fulfilling career path. It's also a reminder that competence, commitment, and passion have no gender—and every day is a good day to prove this in practice.

Beata Krok
PCC Rokita



Women PCC Intermodal

- meet Barbara Szmidt,
the only female driver at PCC Intermodal

Our company employs many exceptional women

- one of them is Barbara Szmidt, a train driver who has been driving PCC Intermodal locomotives for almost eight years. Although the profession of train driver is still associated primarily with men, her story shows that a passion for the railways knows no stereotypes.

How did you become a train driver?

Partly out of curiosity. Among my friends was a train driver who often talked about his job. I was intrigued – I thought it was a really interesting profession. Over time, my curiosity turned into a decision to try my hand at railways. And so it has remained – I've been working in this profession for 10 years, and at PCC Intermodal for almost 8 years.

How do people react when you tell them what you do?

They're usually surprised. Many people still think it's a typically male profession. When they hear that I drive a locomotive, surprise sets in, followed by a lot of questions. I think it's a good thing – such reactions show that we're slowly breaking down stereotypes.

Have you ever considered working on the tracks, far from home?

I've tried. There was a time when I was a train driver, but over time, I came to the

conclusion that I valued the comfort of working closer to home more.

Do you remember your first day as a train driver?

Very well. I had to drive the route from Grochów to Brzeg Dolny. I was extremely stressed – everything was new, the responsibility was great, and I wanted to do everything as well as possible. Looking back, I remember it with a smile, but at the time, the emotions were truly intense.

Locomotives - work or passion?

I used to be definitely a passion. Today, I would say it was more work – although, of course, I still enjoy it. Over the years, new priorities emerge. My greatest passion has become spending time with my grandson.

What do you enjoy most after work?

I really enjoy traveling – especially around Poland. Our country is truly beautiful, and there's always something new to discover.

But to be honest, the greatest joy I get from spending time with my four-year-old grandson, Robert. He's now my favorite adventure companion.

If you could drive a train anywhere in the world, where would it be?

Definitely Switzerland. The railways there are incredible – mountains, valleys, tunnels, bridges, and viaducts. It's a true feast for the eyes and for anyone who loves railways.

Stories like this show that railways aren't just about infrastructure and locomotives – they're primarily about people and their passions. Barbara proves that what counts in the driver's cab is skill, responsibility, and character – not stereotypes. And we are proud to have such exceptional people on board at PCC Intermodal.

Sylwia Łapińska
PCC Intermodal



ESG Report

- what it is, where it comes from and where to find it

Every year we publish the Management Board Report - a document describing the company's activities. Since 2024, it has included a new, extensive chapter devoted to sustainable development, commonly referred to as the ESG report. What is it, where does it come from, and - perhaps more importantly - how do we know what to include in it?

ESG, or a brief explanation of the acronym

The acronym ESG comes from the English words: **Environment, Social and Governance**. The company describes its impact on the environment - on air, water and waste, but also on employees and the local community. The report also shows how the environment affects the company itself – extreme weather events can disrupt production, changes in emission regulations affect costs, and the availability of water from the Odra River during drought periods has a direct impact on the continuity of technological processes. The ESG report constitutes Chapter 13 of the Management Board Report and is a public document - everyone has access to it. We prepare it in accordance with ESRS

standards, which define how and what to report. The data contained in the report has been verified by an independent auditor, who confirmed the reliability of the presented information. The report is available at pccinvestor.pl under Investor Relations - Periodic reports.

Selection of topics, i.e. double materiality analysis

This is the question we ask ourselves at the beginning of each reporting cycle. We conduct a double materiality analysis - we check which topics are truly significant from the perspective of our operations and our environment. One of the sources of this knowledge is the opinions of employees, business partners, residents, customers and investors.

Survey results. Over 90% of respondents indicated the most important environmental topics as: pollution, water management and waste management.

When opinions shape the report

Some topics were included in the report solely thanks to respondents' indications - including the impact on living organisms and the management of products at the end of their life cycle.

The meaning of all this

The ESG report shows how we really operate - what our impacts are, what risks we face and what we do to act responsibly.

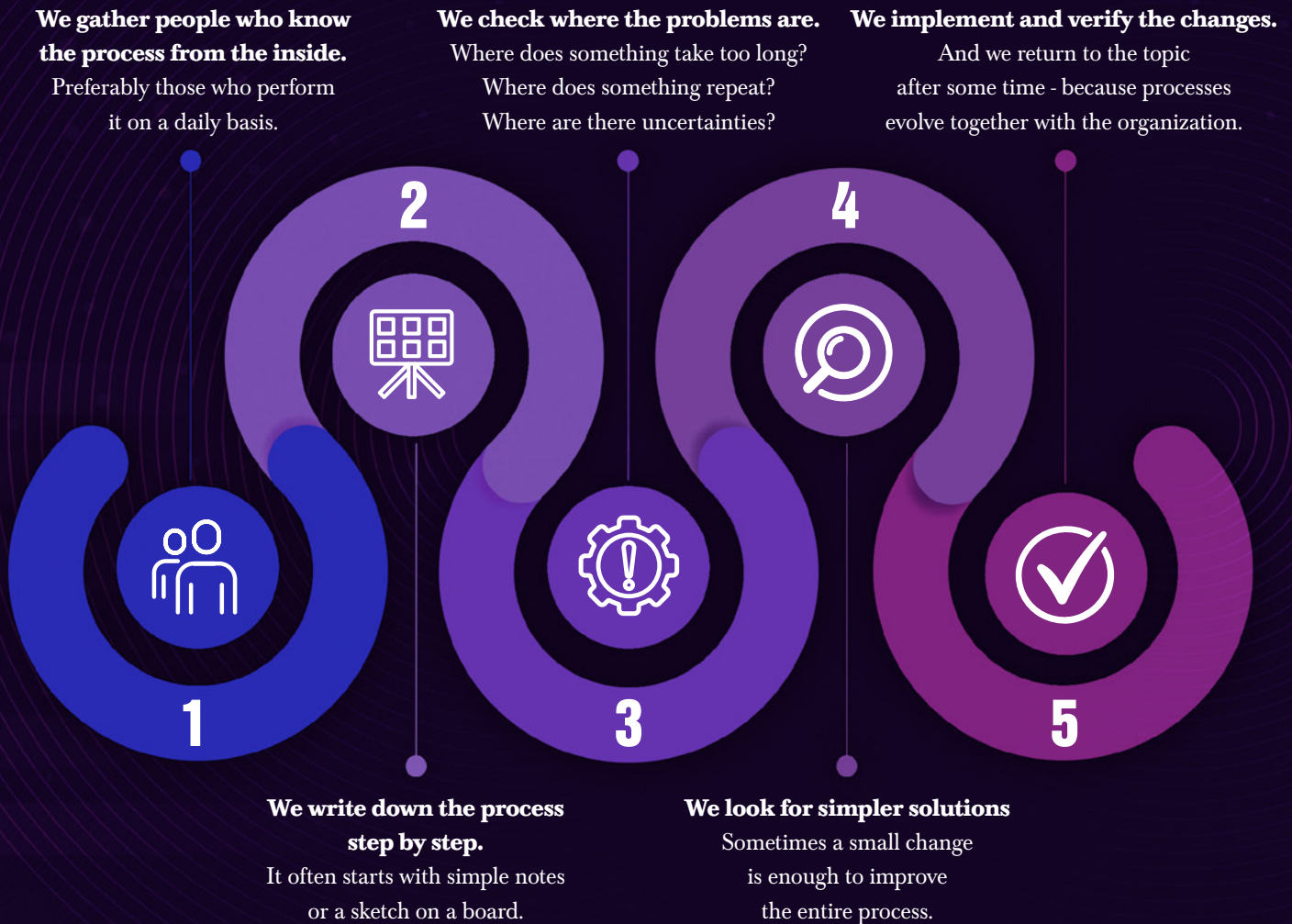


Organizing and mapping processes

**Why do we do it and what does it give us?
Why do we talk about processes at all?**

In everyday work, we rarely stop to think that practically everything we do is part of some process. Production, laboratory research, purchasing, logistics, and even simple administrative activities - all of these are sequences of repeatable steps.

Typical process organizing and mapping flow:



The problem arises when everyone performs these steps “in their own way.” Misunderstandings, errors, corrections, and unnecessary loss of time begin to appear. And this is exactly where the topic of organizing and mapping processes comes in.

What is process mapping?

Simply put – process mapping means drawing how our work actually looks. Not how it should look according to procedures, but

- how it looks in reality;
- who does what,
- in what order,
- where delays or problems occur.

Such a process map allows us to look at work from a distance and notice things that usually go unnoticed in everyday work. What does organizing processes give us?

Contrary to appearances, it is not just about “drawing diagrams.” Very specific results follow:

- Less chaos.
- Everyone knows what their responsibilities are and what the next step is.
- Fewer errors.
- If a process is clearly described, it is harder to skip something or do it incorrectly.
- Faster work.
- We eliminate unnecessary steps, repetitions, and waiting.
- Easier onboarding of new employees.

A new employee does not have to “pick everything up on the go” – they have a clear view of how the process works.

What does process mapping look like in practice?

It is not a complicated tool for specialists - quite the opposite. The best results come from teamwork.

What is the most important thing?

One thing is the most important: processes are created by people. Even the best diagram will not help if it does not reflect reality or if no one uses it. **That is why it is so important to:**

- communicate between departments,
- share experience,
- report improvements,
- not be afraid to say “this can be done better.”

Summary

Organizing and mapping processes is not additional “paperwork.” It is a way to make work easier, faster, and free from unnecessary complications. The better we understand our processes, the easier it is to improve them – and this translates into quality, safety, and comfort of work for each of us.

Emilia Mazur
PCC Rokita



Spring *in Lower Silesia*

- when nature comes back to life

Spring in Lower Silesia does not arrive suddenly

- it spreads across the landscape gradually, as if revealing new layers of life with each passing day. First timidly, in the form of the first warmer rays of sunlight and the damp scent of the earth, and then more boldly
- with an explosion of greenery, colours and sounds.

One of the first signs of the coming spring are snowdrops, which appear in the forests along the Odra River. Their small, white flowers breaking through the still cold ground create delicate, almost fairy-tale-like carpets. A walk along the Odra at this time of year is an experience full of silence and freshness – the air is crisp, and nature is only just beginning to awaken from its winter sleep.

In the cities of Lower Silesia, spring has its own rhythm. Parks and squares gradually fill with colours – first crocuses and daffodils, then tulips. Magnolias attract particular attention, blooming in parks and along city avenues. Their large pink and white flowers appear before the leaves, creating striking, almost sculptural forms. This is one of the most characteristic symbols of urban spring in the region. At the same time, home gardens begin to come to life. More and more space is filled with colours – from the intense green of fresh leaves to the subtle pastels of spring flowers. This is the time when residents return to gardening, tidy up spaces after winter and prepare them for the new season. The air carries the scent of damp soil and the first blooming plants.

A little higher up, in the mountainous areas, spring arrives with a slight delay, but with exceptional intensity. Meadows begin to turn green, and among them you can find wild garlic, forming vast, fragrant carpets. Its characteristic smell and fresh leaves attract both nature lovers and fans of seasonal cuisine. It is there that you can best see how nature regains its fullness after the winter months. Spring in Lower Silesia is also about sounds – returning birds, increasingly loud songs at dawn, the murmur of rivers and branches moved by the wind. It is a moment when nature begins to function again, and its rhythm becomes clearly noticeable also to the inhabitants of the region.

This time encourages walks, short trips and rediscovering the surroundings. Familiar places change beyond recognition when fresh greenery appears and the light becomes softer. Spring not only refreshes the landscape, but also influences everyday life – it encourages movement, going outside and slowing down. Lower Silesia in spring is a space full of contrasts and harmony at the same time – from city parks to wild riverside areas and mountain meadows. It is a time that reminds us how strong and beautiful the natural cycle of life’s renewal is – and how much we can draw from it every day.

Beata Krok
PCC Rokita





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Quality:

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SQAS Tank cleaning & Transport

WC   

Tank cleaning station offers:

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- IBC and packing cleaning
- ADR cleaning
- drying
- steam heating
- vacuum test
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