



**BLACKHAWK**  
MINING, LLC

# Blackhawk Mining:

**Doing Business the Right Way**

OUR FIVE PILLARS OF

CORPORATE RESPONSIBILITY



**Commitment  
to Safety**



**Environmental  
Stewardship**



**Supporting  
Our People**



**Engaging  
Our Communities**



**Strong  
Corporate Governance**



# Blackhawk Mining at a Glance

**BLACKHAWK MINING, LLC** was formed in 2010 and has grown to become a national leader in the production and sale of metallurgical coal, a critical ingredient in the production of steel. Blackhawk sells metallurgical coal to steel producers and industrial end users in the United States and three other continents. Every building, car, appliance and other steel-produced product is reliant on coal. The strong demand for this scarce resource allows Blackhawk to provide employees with dynamic careers, competitive compensation and benefits. Our company also produces thermal coal to serve the energy needs of the power generation industry. For more information, visit [blackhawkmining.com](http://blackhawkmining.com).



*Locally invested, regional workforce, global customers*

## Employees

Approximately 2,000

## Annual Coal Production

10 million tons

## Customer Base

U.S., Europe, South America, India, Japan and Korea

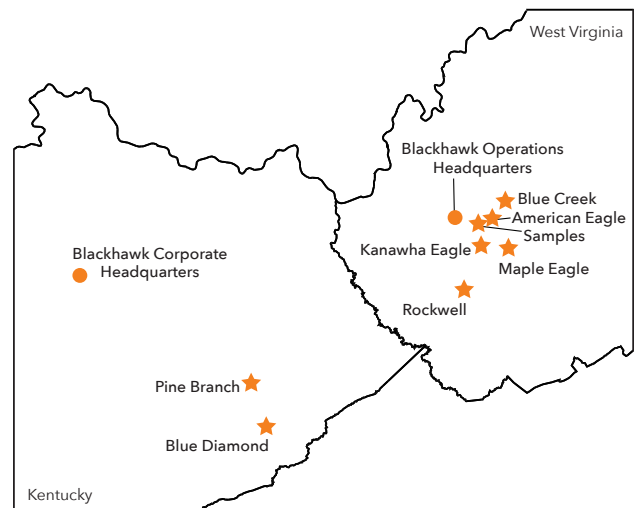
## Operational Footprint

Eight mining facilities across Southern West Virginia and Eastern Kentucky

## Other Locations

Corporate Headquarters in Lexington, Kentucky, and Operations Headquarters in South Charleston, West Virginia

## Our Locations: Kentucky and West Virginia



# Our Approach to Responsibility

---

**BLACKHAWK IS COMMITTED TO DOING BUSINESS IN A RESPONSIBLE MANNER** and aligning our efforts with our stakeholders' needs and expectations. Every day, we work to continuously improve our reputation as an employer of choice, supplier of choice and operator of choice in our industry and in the regions in which we work. We believe safety, environmental stewardship, engaged employees and a community spirit are essential for the sustainability and success of our business. We share our success with our stakeholders and believe that we can accomplish more when we work together.



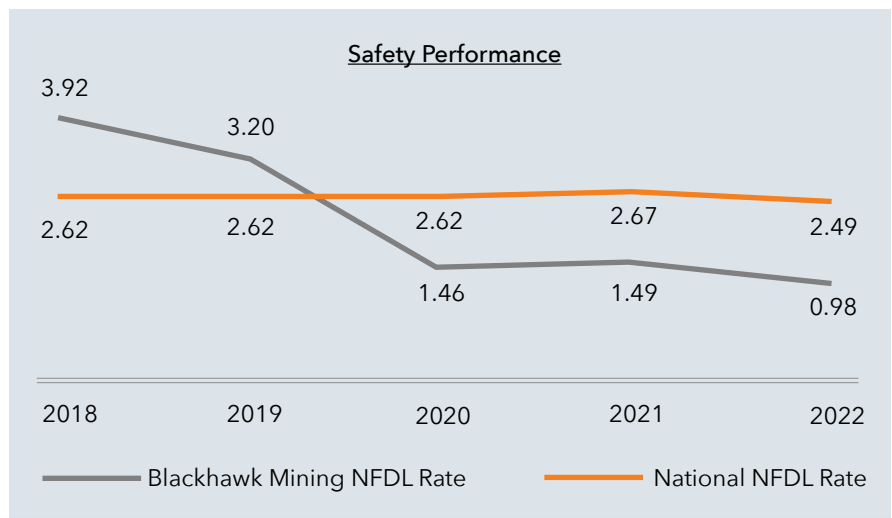


# Commitment to Safety

**BLACKHAWK'S DETERMINATION TO OPERATE SAFELY** serves as the foundation of our business. Over the last several years, we have invested in creating a safety culture where all employees feel valued and safe on the job. TEAM Blackhawk is our industry-leading behavior-based safety program that outlines our health and safety policies, guidelines, training and expectations for every Blackhawk employee. TEAM Blackhawk focuses on leading indicators and bottom-up safety engagement to ensure our employees have a safe and healthy place to work.

We have a safety culture that values the consistent actions of our employees and the attention to safety they bring to work each day. TEAM Blackhawk hosts daily safety meetings before every shift to discuss safe work practices. Furthermore, all employees are empowered to stop work if they identify any conditions or behaviors of concern.

Since early 2019, our Nonfatal Days Lost (NFDL) rate has been well below the national average for the coal industry.



## OUR RECENT

## SAFETY AWARDS

**OUR MINING FACILITIES** across Southern West Virginia and Eastern Kentucky have received numerous safety awards in recent years.

### Mountaineer Guardian Award

Samples Surface Mine  
Glancy Surface Mine  
Tom's Fork Preparation Plant/Loadout  
Flying Eagle Mine

### 2021 Mountaineer Guardian Award – Eustace E. Frederick Milestones of Safety Award for Underground Coal Mines

Flying Eagle Mine  
Coal Branch #1 Mine

### 2020 Mountaineer Guardian Award – Barton B. Lay Jr. Milestones of Safety Award for Surface Coal Mines

Glancy Surface Mine

### Joseph A. Holmes Safety Association – West Virginia State Council Awards

#### Deputy Director's Special Recognition

American Eagle Mine  
Well's Preparation Plant/Loadout  
Gateway Eagle Mine

#### Category for Underground Mine with 26-49 Employees

Coal Branch #1

#### Category for Underground Mine with 50-75 Employees

Flying Eagle Mine

#### Category for Underground Mine with 101-200 Employees

Peerless Rachel Mine

#### Category for Surface Mine with 50-75 Employees

Samples Surface Mine

#### Category for Preparation Plant/Coal Handling Facilities with 1-10 Employees

Tom's Fork Preparation Plant/Loadout

#### Category for Preparation Plant/Coal Handling Facilities with 36-49 Employees

Wet Branch Preparation Plant  
Blue Creek Preparation Plant

#### Category for Preparation Plant/Coal Handling Facilities Over 50 Employees

South Hollow Preparation Plant  
Wet Branch Preparation Plant

### Mine Safety and Health Administration Certificates of Achievement in Safety Award

Blue Diamond Mine 77  
Blue Diamond Mine 89  
Blue Diamond Leatherwood Preparation Plant

### Mine Rescue – Fallen Heroes Mine Rescue Contest

Blackhawk Mining: Kentucky team won 3rd place overall in the Mine Rescue Contest  
Blackhawk Mining: West Virginia team won the Novice division



Mountaineer Guardian Award: Samples



Prep Plant Winners: Kanawha Eagle's South Hollow

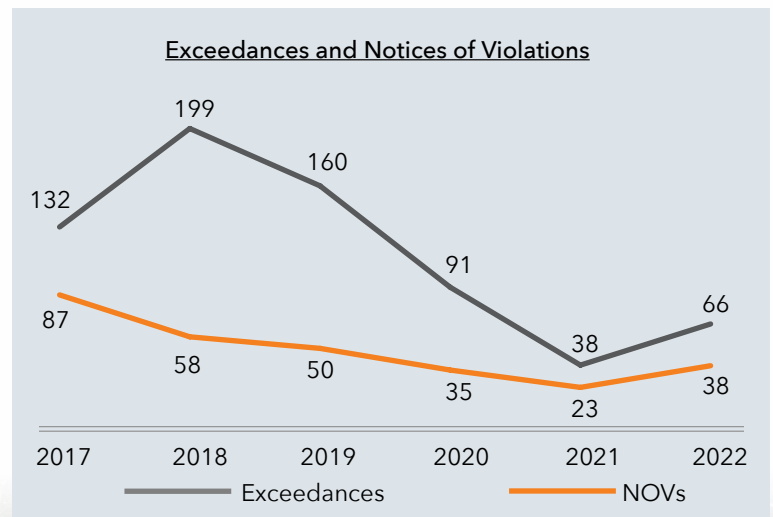


# Environmental Stewardship

**BLACKHAWK'S MINING OPERATIONS** are focused on minimizing any lasting impact to the environment. We employ a team of environmental professionals to oversee and prevent environmental issues before they arise, and each mining facility employs an environmental engineer responsible for reviewing and coordinating water monitoring, sediment control and permit compliance with regulatory authorities. Quarterly environmental meetings are conducted with management and field engineers for all Blackhawk locations to ensure transparency.

## MANAGING OUR COMPLIANCE OBLIGATIONS

Due to our proactive approach to environmental compliance, Blackhawk has seen substantial declines in the number of exceedances and Notices of Violation over the last five years.



## INVESTING

## IN MET COAL

We are committed to continuing to improve our environmental profile, including our carbon footprint. One of the ways we are doing this is by further investing in our metallurgical coal production capabilities while continuing to meet our customers' demand for thermal coal. In 2022, metallurgical coal accounted for more than 70% of Blackhawk's total coal production, and we expect to at least maintain, and perhaps increase, that percentage over the next several years.



**OUR GOAL IS TO CREATE A NEW MULTIFUNCTIONAL LANDSCAPE** that benefits the future needs of the region, once our operations are complete. Our reclamation work is predicated on rigorous environmental testing, planting vegetation, clean water sources, and sloping and grading land to make it a safe, vibrant and usable space for the community. We are proud to be recognized as a reliable steward of the land and have received multiple awards for our diligence in reclamation.

Since 2017, our land reclamation work has resulted in the release of approximately \$80 million in bonds (including \$18 million in 2021), which we believe to be the most of any mining operation in the eastern U.S.

## RECLAMATION PROJECTS SUMMARY

Area	Award	Agency	Year
Glancy Surface Haul Road	Exemplary Construction of Glancy Haul Road	WV DEP	2021
Maple Eagle Surface Mine	Exemplary Construction of Laurel Branch Valley Fill	WV DEP	2021
Eagle Surface Mine	Exemplary Construction Techniques Protecting the Environment on Valley Fill Construction	WVCA	2019
Blue Creek Plant	Exemplary Reclamation of Refuse Facility	WV DEP	2018
Blue Creek (Rattlesnake Refuse Area)	Exemplary Construction Techniques Protecting the Environment on Valley Fills	WV DEP	2017
Blue Creek Complex	Best Overall Performance by a Coal Operator	Greenlands Award	2016
Pine Branch Surface Mine 1	Excellence in Reclamation Award	KY DNR	2013



Before Reclamation - Pine Branch



After Reclamation - Pine Branch



# Supporting Our People

**OUR PEOPLE MAKE THE DIFFERENCE** in our business and in the communities where they live and work. We support our employees with leading compensation, benefits and job opportunities to help them build rewarding and satisfying lives for themselves and their families. Our employees in Kentucky earn more than 2.5 times the average annual state income, and in West Virginia, employees earn more than 3 times the state average.

Beyond our generous compensation and benefits packages, Blackhawk promotes a culture of improvement through our training and development opportunities, which enables our employees to advance their careers by pursuing certifications and learning additional technical skills.

## GOOD-PAYING JOBS FOR

## KENTUCKY AND WEST VIRGINIA

**BLACKHAWK IS A LEADING EMPLOYER** in the communities where we are located. On average, our team members earn more than twice as much as the average annual income in both Kentucky and West Virginia, and receive industry-leading benefits.

**2.5x greater**  
than Kentucky state average

**3x greater**  
than West Virginia state average





# Engaging Our Communities

**BLACKHAWK IS DEDICATED TO BUILDING STRONG COMMUNITIES** where we live and work. We are a leading employer in communities in West Virginia and Kentucky, and we are proud of our role in creating economic opportunity and community enrichment for our employees, their families and those around us.

We believe in giving back to our communities at the local level by dedicating our resources and time to charitable organizations, worthy causes and volunteer opportunities. We encourage our employees to identify causes and organizations that are meaningful to them, including schools, places of worship, small businesses, youth programs and other community needs across our footprint.

**WE ARE STRONGER TOGETHER AND WE BELIEVE IN MAKING A DIFFERENCE.**

Blackhawk operations are encouraged to actively invest in the local community through the company's charitable donation grants and other activities. Pictures on this page are from Blackhawk's annual Christmas toy drive for nearby elementary schools.





# Strong Corporate Governance Creates Stability and Reliability

**BLACKHAWK IS LED BY A STRONG TEAM** of experienced professionals. Our CEO is a former attorney who has served as chairman of the West Virginia Coal Association and Kentucky Coal Association. Our five-member Board has an independent director and a chairman who is separate from the CEO – which are considered best practices for providing strategic oversight and an outside perspective to our business.

## Our other corporate governance best practices include:

- The Board meets regularly to establish transparency between the company's leaders and our investor.
- The company reports operating and financial results to our investor at each quarter-end and delivers a third-party audit after each year.
- Blackhawk values the sanctity of human rights across the globe. At its core, Blackhawk seeks to improve the lives of our employees, our investor teams and those within the communities in which we serve.
- The Board reviews our corporate responsibility programs and commitments at least annually.
- Our operating agreement establishes protections against conflicts of interests, including restrictions on transactions with affiliates.
- We operate in an ethical manner with a high standard for morality, honesty and integrity with all our partners.

## OUR AFFILIATIONS

## AND INDUSTRY PARTNERSHIPS

Blackhawk is actively engaged in our sector and partners with leading institutions and associations to advance the interests of the coal industry and our employees.

## OUR DISTINCTIONS AND ASSOCIATIONS



For more information on Blackhawk Mining and our corporate responsibility efforts, visit [blackhawkmining.com](http://blackhawkmining.com).

**Thank you for your interest in Blackhawk Mining.**