

**Minutes of the Supervisory Board from the qualification proceedings for
Members of the Management Board of KGHM Polska Miedź S.A.
of the 11th (eleventh) term**

1. Due to the dismissal by the Supervisory Board of KGHM Polska Miedź S.A. the President of the Management Board of KGHM Polska Miedź S.A., the Vice-President of the Management Board (Finance) of KGHM Polska Miedź S.A., the Vice-President of the Management Board (Development) of KGHM Polska Miedź S.A., the Vice-President of the Management Board (Production) of KGHM Polska Miedź S.A. and the Vice-President of the Management Board (Corporate Affairs) of KGHM Polska Miedź S.A., the Supervisory Board of KGHM Polska Miedź S.A. by the resolution **No. 22/XI/24 dated 13 February 2024** commenced qualification proceedings whose aim is to review and assess the qualifications of candidates and to select the best candidates for:
 - 1) President of the Management Board,
 - 2) Vice President of the Management Board (Finance),
 - 3) Vice President of the Management Board (Development),
 - 4) Vice President of the Management Board (Production),
 - 5) Vice President of the Management Board (Corporate Affairs).

2. The announcement was placed on the following websites:

<https://www.gov.pl/web/aktywa-panstwowe/ogloszenie-kghm-polska-miedz-sa-w-sprawie-wszczecia-postepowania-kwalifikacyjnego-na-czlonkow-zarzadu-kghm-polska-miedz-sa-xi-kadencji-prezesa-zarzadu-wiceprezesa-zarzadu-ds-finansowych-wiceprezesa-zarzadu-ds-rozwoju-wiceprezesa-zarzadu-ds-produkcji-wiceprezesa-zarzadu-ds-korporacyjnych>

<https://media.kghm.com/pl/informacje-prasowe/ogloszenie-w-sprawie-wszczecia-postepowania-kwalifikacyjnego-na-czlonkow-zarzadu-kghm-polska-miedz-s-a-xi-kadencji-2024-02-13>

3. In response to the announcement, a total of 66 offers were received from 63 candidates.

4. On 28 February 2024 the Supervisory Board of KGHM Polska Miedź S.A. adopted the following resolutions:

Resolution **No. 25/XI/24** regarding approval of the minutes of the Remuneration Committee of the Supervisory Board of KGHM Polska Miedź S.A. in respect of verification of the offers of candidates for Members of the 11th-term Management Board.

Resolution **No. 26/XI/24** regarding setting a list by ranking and the means of conducting discussions with the candidates for Members of the 11th-term Management Board of KGHM Polska Miedź S.A.

5. On 6 March 2024 the Supervisory Board of KGHM Polska Miedź S.A. conducted qualification discussions with the candidates for Members of the 11th-term Management Board pursuant to the ranking list and the dates set forth in annexes to Resolution No. 26/XI/24, i.e.:

For the position of Vice President of the Management Board (Corporate Affairs) of KGHM Polska Miedź S.A., 11th-term:

1. Anna Falewicz
2. Witold Grześkowiak
3. Piotr Stryczek

For the position of Vice President of the Management Board (Production) of KGHM Polska Miedź S.A., 11th-term:

1. Artur Dyczko
2. Mirosław Laskowski
3. Kajetan d'Obyrn

For the position of Vice President of the Management Board (Development) of KGHM Polska Miedź S.A., 11th-term:

1. Zbigniew Bryja
2. Sebastian Skąła
3. Magdalena Worsa-Kozak

For the position of Vice President of the Management Board (Finance) of KGHM Polska Miedź S.A., 11th-term:

1. Piotr Krzyżewski
2. Krzysztof Maruniak
3. Anna Striżyk

For the position of President of the Management Board of KGHM Polska Miedź S.A.,
11th-term:

1. Krzysztof Kaczmarczyk
 2. Dariusz Krawczyk
 3. Andrzej Szydło
6. The Supervisory Board of KGHM Polska Miedź S.A., after conducting qualification proceedings on 6 March 2024, adopted the following resolutions:

Resolution **No. 29/XI/24** regarding the appointment of Piotr Stryczek to the position of Vice President of the Management Board (Corporate Affairs) of the 11th-term Management Board of KGHM Polska Miedź S.A.,

Resolution **No. 30/XI/24** regarding the appointment of Mirosław Laskowski to the position of Vice President of the Management Board (Production) of the 11th-term Management Board of KGHM Polska Miedź S.A.,

Resolution **No. 31/XI/24** regarding the appointment of Zbigniew Bryja to the position of Vice President of the Management Board (Development) of the 11th-term Management Board of KGHM Polska Miedź S.A.,

Resolution **No. 32/XI/24** regarding the appointment of Piotr Krzyżewski to the position of Vice President of the Management Board (Finance) of the 11th-term Management Board of KGHM Polska Miedź S.A.,

Resolution **No. 33/XI/24** regarding the appointment of Andrzej Szydło to the position of President of the Management Board of the 11th-term Management Board of KGHM Polska Miedź S.A.,