

**Minutes of the Supervisory Board of KGHM Polska Miedź S.A.
from the qualification proceedings for Members of the
12th-term Management Board of KGHM Polska Miedź S.A.**

1. The Supervisory Board of KGHM Polska Miedź S.A., by resolution **No. 42/XI/25 dated 23 April 2025**, commenced qualification proceedings for Members of the 12th-term Management Board of KGHM Polska Miedź S.A., 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),
 - 6) Vice President of the Management Board (International Assets).
2. The announcement was placed on the following websites:

<https://www.gov.pl/web/aktywa-panstwowe/ogloszenie-o-wszczeciu-postepowania-kwalifikacyjnego-na-stanowiska-czlonkow-zarzadu-kghm-polska-miedz-sa>

[Ogłoszenie w sprawie wszczęcia postępowania kwalifikacyjnego na stanowiska Członków Zarządu KGHM Polska Miedź S.A. XII kadencji | Informacje prasowe | Biuro prasowe KGHM Polska Miedź](#)
3. In response to the announcement, a total of 28 offers were received from 27 candidates.
4. On 12 May 2025 the Supervisory Board of KGHM Polska Miedź S.A. adopted the following resolutions:

Resolution **No. 43/XI/25** regarding approval of the minutes of the Remuneration Committee of the Supervisory Board of KGHM Polska Miedź S.A., containing the list of all submitted applications, as well as the list of candidates for Members of the 12th-term Management Board whose applications met the formal requirements.

Resolution **No. 44/XI/25** regarding setting a list by ranking and the means of conducting discussions with the candidates for Members of the 12th-term Management Board of KGHM Polska Miedź S.A.

5. On 15 May 2025 the Supervisory Board of KGHM Polska Miedź S.A. conducted qualification discussions with the candidates for Members of the 12th-term Management Board of KGHM Polska Miedź S.A., pursuant to the ranking list and the dates set forth in annexes to Resolution No. 44/XI/25 i.e.:

For the position of President of the 12th-term Management Board of KGHM Polska Miedź S.A.:

- 1) Krzysztof Maruniak
- 2) Andrzej Szydło

For the position of Vice President (Finance) of the 12th-term Management Board of KGHM Polska Miedź S.A.:

- 1) Jacek Kokosza
- 2) Piotr Krzyżewski
- 3) Roman Lubomski

For the position of Vice President (Development) 12th-term Management Board of KGHM Polska Miedź S.A.:

- 1) Zbigniew Bryja
- 2) Jarosław Kuźniar

For the position of Vice President (Production) 12th-term Management Board of KGHM Polska Miedź S.A.:

- 1) Mirosław Laskowski

For the position of Vice President (Corporate Affairs) 12th-term Management Board of KGHM Polska Miedź S.A.:

- 1) Michał Huzarski
- 2) Piotr Stryczek
- 3) Piotr Żamojda

Following the conduct on 15 May 2025 of qualification proceedings with candidates for the positions of President of the Management Board, Vice President of the Management Board (Finance), Vice President of the Management Board (Development), Vice President of the Management Board (Production) and Vice

President of the Management Board (Corporate Affairs), given the prolongation of the procedure and the lack of an available, appropriate time to continue the qualification discussions pursuant to the schedule set forth in Supervisory Board resolution no. 44/XI/25 dated 12 May 2025, the Supervisory Board set a new schedule to conduct the qualification discussions with candidates for the position of Vice President of the Management Board (International Assets).

The Supervisory Board of KGHM Polska Miedź S.A. ordered a break in the meeting of 14 May 2025 until 2 June 2025 in order to continue qualification discussions with selected candidates and to choose the Members of the 12th-term Management Board of KGHM Polska Miedź S.A.

6. On 2 June 2025 the Supervisory Board conducted qualification discussions with the candidates for Members of the 12th-term Management Board of KGHM Polska Miedź S.A. for the position of Vice President (International Assets) of the 12th-term Management Board of KGHM Polska Miedź S.A.:

- 1) Edyta Płaneta -Siewierska
- 2) Andrzej Przeczek
- 3) Anna Sobieraj – Kozakiewicz

7. The Supervisory Board of KGHM Polska Miedź S.A., after conducting qualification proceedings on 15 May 2025 and 6 June 2025, adopted the following resolutions:

Resolution **No. 73/XI/25** regarding the appointment of Andrzej Szydło to the position of President of the 12th-term Management Board KGHM Polska Miedź S.A.

Resolution **No. 74/XI/25** regarding the appointment of Piotr Krzyżewski to the position of Vice President (Finance) of the 12th-term Management Board of KGHM Polska Miedź S.A.

Resolution **No. 75/XI/25** regarding the appointment of Piotr Stryczek to the position of Vice President (Corporate Affairs) of the 12th-term Management Board of KGHM Polska Miedź S.A.

Resolution **No. 76/XI/25** regarding the appointment of Zbigniew Bryja to the position of Vice President (Development) of the 12th-term Management Board of KGHM Polska Miedź S.A.

Resolution **No. 77/XI/25** regarding the appointment of Mirosław Laskowski to the position of Vice President (Production) of the 12th-term Management Board of KGHM Polska Miedź S.A.

Appendix to
Resolution No. 122/XI/25

of the Supervisory Board of KGHM Polska Miedź S.A.

Resolution **No. 78/XI/25** regarding the appointment of Anna Sobieraj - Kozakiewicz to the position of Vice President (International Assets) of the 12th-term Management Board of KGHM Polska Miedź S.A.