



Ministerstwo Aktywów Państwowych

Secretary of State
Eliza Zeidler

IK: 1210312
Warsaw, 16 January 2026

**Management Board of the Company
KGHM Polska Miedź S.A.
with its registered head
office in Warsaw**

To Whom it May Concern,

Acting on the basis of the proxy authority dated 25 November 2025 (designation: DNII.VI.014.16.2025), granted by Wojciech Balcun, Minister of State Assets, in connection with the Extraordinary General Meeting of KGHM S.A., which was convened for 20 January 2026, on behalf of the the State Treasury – a shareholder of the company KGHM Polska Miedź S.A. („KGHM S.A.”, „the Company”), I hereby announce:

- 1) **Remigiusz Paszkiewicz;**
- 2) **Łukasz Żelewski;**
- 3) **Artur Ulrich;**
- 4) **Zbigniew Ćwiąkowski;**

as candidates to serve as members of the Supervisory Board of the Company. In accordance with the declarations submitted, the aforementioned candidates expressed their consent to serve on the Supervisory Board of the Company.

Please be informed that the aforementioned candidates received the positive opinion of the Board for matters pertaining to State Treasury companies and State legal entities, as referred to in art. 19 sec. 1 of the Act dated 16 December 2016 *on the principles of state property management* and meet the requirements arising from generally prevailing laws.

Respectfully
Eliza Zeidler
Secretary of State
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Appendices:
Biographical notes of the candidates

Remigiusz Paszkiewicz

Experienced manager and expert in the field of transformation of large industrial organisations. Specialises in conducting effective restructuring processes in the sectors of infrastructure, railways and logistics, under highly-complex operational conditions and under time pressure. In his career he has successfully carried out deep structural and organisational reforms, among others in the Ukrainian Railways (Ukrzaliznytsia), where he was responsible for splitting up the infrastructure and transport activities in accordance with European Union requirements, as well as in the Polish State Railways (PKP Polskie Linie Kolejowe), where he oversaw the largest modernisation program in the history of the Polish railways to that time.

Since August 2025 he has served as the President of the Management Board of the Grupa Przemysłowa Baltic Group, undertaking steel structure projects for the onshore and offshore wind energy sector, shipbuilding industry and nuclear energy. He is responsible for development of the Group, its industrial transformation and for building the position of GPB as a Tier 1 partner in strategic energy projects in Poland.

In the years 2023–2025 he served as a Member of the Management Board of Slovenske Železnice – Tovorni Promet. Previously he was, among others, President of ANWIL S.A. (ORLEN Group), PKP Polskie Linie Kolejowe S.A. and as an advisor in several projects involving the logistics and strategy of development of infrastructure companies.

He has extensive experience in managing large investment projects and obtaining financing from international institutions (EIB, EBRD, World Bank) and in the implementation of modern management tools. In 2014 as President of PKP PLK, he was honoured with an award by the European Commission for best railway infrastructure manager in Europe.

A member of supervisory bodies for commercial law companies over many years.

A graduate of the Warsaw University of Technology, the National School of Public Administration and the College of Europe in Natolin. He also completed an educational program at the John F. Kennedy School of Government at Harvard University.

Łukasz Żelewski

A graduate of the Faculty of Mathematics and Physics of the University of Gdańsk. A manager with 35 years of experience, specializing in managing multi-employer and network businesses. He co-created strategies for large and complex businesses. He has organized corporate governance systems. He has experience in restructuring processes. He is an enthusiast of non-linear thinking, escaping patterns and procedures.

He has worked among others in the Management Boards of Poczta Polska S.A., Agencja Rozwoju Pomorza S.A. and Energa Oświetlenie Sp. z o.o. He served as Director of the Department of Economy and Infrastructure at the Marshal's Office of the Pomeranian Voivodeship. He also ran his own business. He was a member of numerous supervisory boards, including Międzynarodowe Targi Gdańskie S.A. and DENIS System sp. z o.o., and participated in the work of the Senate of private universities. He was a member of the Council of the Pomeranian Chamber of Commerce and the Pomeranian Entrepreneurship Council.

Artur Ulrich

Education

Born in 1960.

In 1984 he graduated from the Higher Maritime School in Gdynia, Section of Mechanics.

In 2019 he was granted the title of doctor of economics at the Faculty of Engineering and Economics of the Wrocław University of Economics in the field of social sciences, in the discipline of economics and finance. He has participated in numerous trainings and courses in the area of management, finances and controlling, among others in Switzerland and Germany. Specialist in the area of energetics.

Professional experience

He was involved in establishing companies from scratch, building a European export and distribution network for energy products, and constructing production plants, as well as restructuring and consolidating business entities.

From 1991 to 2005, and then from 2010 to 2025, he was associated with the company Viessmann GmbH (currently a part of the American group Carrier) and served as Executive Director, President of the Management Board, and then President of Export for Eastern Europe and the Middle East. This international corporation was mainly engaged in the production of equipment for the energy sector (heating, air conditioning, renewable energy sources).

It was comprised of over 17 production plants in Germany and abroad. The company employed around 12 000 employees in 70 countries. The job of Artur Ulrich was to create an export structure for the company in Poland (5 representative offices), and then in other countries. He managed companies belonging to Viessmann in 25 countries of Central-Eastern Europe and the Middle East. Artur Ulrich supervised the building of a plant in Poland. It commenced production in 2000 in the Legnica Special Economic Zone. This was Viessmann's first production plant in Central-Eastern Europe and the first factory of the company operating in the sector in Poland. Next, in 2017 he supervised the construction of a factory for industrial heating equipment in Russia. In 2021, he prepared the co-production of heating equipment in Uzbekistan with Artel.

From 2005 to 2007 Artur Ulrich served as President of the management board of Kulczyk Holding S.A., one of the largest private groups in Poland (Polenergia, Kompania Piwowarska, Autostrada Wielkopolska, TUiR Warta, Telekomunikacja Polska, Skoda Auto Polska).

He was engaged in the consolidation and restructuring of Kulczyk Holding. As part of this process, the two largest subsidiaries were merged with Kulczyk Holding, resulting in increased management efficiency and significant reductions in operating costs. Furthermore, the companies were reorganized and restructured (including sale, liquidation, and employment reductions).

During this time he also carried out several large investment projects, especially in the energy sector and the real estate sector.

Other

Artur Ulrich for years was a member of the management board of the Polish – German Chamber of Industry and Commerce and was a member of the management board of "Europa Forum" in Wrocław.

He received the Silver Cross of Merit – for services rendered in the field of construction.

Privately he is interested in archaeology and modern art and the culture of South America. His favourite form of spending his free time is travel. Moreover, he enjoys sports – swimming, cycling, and diving. He has a pilot's license. He is married and has a 32-year-old son.

Skills

- building new business entities in the energy sector
- developing company organizational structures
- creating new businesses
- capital investments
- enterprise restructuring
- supervising the implementation of investment projects
- managing and developing groups

Prof. Zbigniew Ćwiąkalski

Advocate

Partner at SPCG Law Firm (Studnicki Płeszka Ćwiąkalski Górska sp.k.)

Head of the Department of Criminal Law and Criminal Procedure at the WSPiA University of Rzeszów. From 1972 to 2023 an employee of the Department of Criminal Law at the Jagiellonian University.

He received the title of professor in social sciences in the discipline of legal sciences on 21 July 2020 by the decision of the President of the Republic of Poland.

Member of the Committee of Legal Sciences of the Polish Academy of Sciences for the term of 2020-2023, also elected for the next term of 2024-2027.

President of the Court of Arbitration for Sport at the Polish Olympic Committee for the term of 2020-2023, also elected for the next term of 2024-2027. Arbitrator recommended in the Court of Arbitration at the National Chamber of Commerce.

Public Adviser to the Minister of Justice - Attorney General for Public Prosecutions.

Author of several dozen scientific publications in the field of substantive and economic criminal law. Co-author of a commentary to the Penal Code and a commentary to the Act on Copyright and Related Rights. Former Minister of Justice and Prosecutor General in 2007-2009.

Attorney or defence counsel in many criminal trials, mainly in the field of economic criminal law.