



**Report**  
**on the application of Best Practice**  
**in the sponsoring of sport**  
**by State Treasury companies**  
**for 2025**

*/Resolution No 195/XII/2026 of the Management Board of KGHM Polska Miedź S.A. dated 25 May 2026/*

**Lubin, May 2026**

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## **1. Introduction**

KGHM Polska Miedź S.A. (hereafter „KGHM” or „the Company”) applies most of the recommendations set forth in „Best practice as regards the sponsoring of sport by State Treasury companies” (hereafter: „Best Practice”), which were published in April 2025, with particular adherence to the general recommendations.

The goals and principles as regards the advancement of CSR activities were set forth in the „Corporate Social Responsibility (CSR) Policy of KGHM Polska Miedź S.A.” and in the „Sponsoring Policy of KGHM Polska Miedź S.A.” (hereafter: „Sponsoring Policy”), in accordance with point XIII of the specific recommendations of Best Practice.

In accordance with the Sponsoring Policy, KGHM and the companies of the KGHM Group engage in sponsoring activities in a transparent manner, based on prevailing laws in force and in compliance with internal procedures, while maintaining business principles, in particular with the Code of Ethics of the KGHM Polska Miedź S.A. Group.

KGHM and the companies of the KGHM Group do not engage in sponsoring activities:

- 1) promoting aggressive actions;
- 2) promoting unacceptable social behaviours;
- 3) related with political or religious activities, or the activities of trade unions.

## **2. Planning**

In accordance with the general recommendation of Best Practice, the Company's activities in the area of sponsoring sport is based on long-term policy, updated during the course of planning the annual budget, which is sent for approval by the Supervisory Board of KGHM Polska Miedź S.A. as an element of the Company's budget, as regards expenditures on representation and advertising. The plans also contain a draft budget for selected projects, in accordance with point I of the specific recommendations of Best Practice.

The Company, in planning activities in the area of sponsoring sport, strives to ensure that the general recommendation on indicating the goals of sponsoring sport is adhered to. In accordance with this recommendation, KGHM:

- 1) supports professional sport;
- 2) searches for talent and supports young athletes;
- 3) strives to popularise general sport and physical fitness culture in Poland.

## **3. Transparency of selection**

The activities of the KGHM Group as regards sponsoring activities is based on the rules embedded in the Sponsoring Policy and in the procedure for having the Sponsoring Committee appointed for this purpose prepare an opinion.

The Sponsoring Committee analyses and evaluates offers sent to the Company, and then develops recommendations as regards sponsoring a given project. Its decisions in each case are documented in the form of minutes (a protocol), which is approved by the President of the Management Board of KGHM. The protocol includes a formula to verify the offer and a justification. Sponsoring offers which are consistent with the Brand Strengthening Direction with a minimum

net value of PLN 100 000, which meet the requirements set forth in the Offer Verification Formula, are then analysed in terms of forecasts of the effectiveness of the sponsoring prepared internally by the relevant unit responsible for carrying out sponsoring activities. In the case of the potential continuation of sponsoring cooperation, a report on the visibility of the brand as an element for the settlement of the previous agreement is sufficient.

The Sponsoring Committee also expresses its consent to expenditures on sponsoring companies of the KGHM Group, which ensures the efficient coordination and transparency of expenditures on sponsoring in the Group.

#### **4. Adherence to principles**

In accordance with the recommendations of general Best Practice, KGHM does not enter into sponsoring agreements with entities which do not comply with the principles of fair play, nor with entities and professionals who do not react to violent behaviour motivated by prejudice or discrimination, nor with athletes who have been subject to disciplinary penalties (for doping in sports) for a period exceeding 24 months or more than once, regardless of the individual dimension of the penalty.

The Company does not promote a sports association, professional league, sports club, or individual athlete if its sponsor or partner is another State Treasury company or an entity conducting competitive activities, unless such a situation does not negatively affect the actual and measurable benefits resulting from the sponsorship.

In accordance with point VII of the specific recommendations of Best Practice, negotiations preceding the signing of an agreement on sponsoring sport shall take place directly between KGHM and the potential entity to be sponsored, with the participation of third parties. The Company does not enter into agreements with intermediaries or advisors of the sponsored entity.

In accordance with point I of the specific recommendations of Best Practice, sponsorship agreements are valid for a period no longer than three years and include clauses obliging sponsored entities to submit periodic reports. In multi-year sponsorship projects, funding is paid in stages after each verification of the sponsored entity's compliance with the agreement.

The conclusion of a sponsorship agreement worth more than PLN 500 000 requires the consent in each case of the Management Board of the Company and the Supervisory Board of KGHM Polska Miedź S.A.

KGHM continuously updates the list of agreements as regards sponsoring sport on the website. The list of agreements as regards sponsoring sport entered into in 2025 is available at:

<https://kg hm.com/sites/default/files/KGHM-Polska-Miedz-umowy-sponsoring-sportu-2025.pdf>

#### **5. Balance between professional sport and the activation of children and youth and local sport**

The Sponsoring Policy guarantees a balance between supporting professional sport, children's and youth sport and local sport, in line with the general Best Practice recommendations.

In 2025 the Company was for example a title sponsor of the Ekstraklasa team KGHM Zagłębie Lubin and a team from the highest women's handball league – KGHM MKS Zagłębie Lubin. It also continued its many years of cooperation with the Piasts Run Association, being a sponsor of three of the largest events at the Polana Jakuszycka – the Winter, Summer and Cycling Piasts Runs. At the same time, we promoted a healthy lifestyle among children and youth by sponsoring the Football Academy. Support for small local clubs and running and cycling events enabled us to maintain good relationships and the position of KGHM as a „Good Neighbour”.

## **6. The Program „Masters of Sport of KGHM”**

KGHM, as a socially-responsible company, is especially keen on promoting sport talents. In 2025 the Company initiated a pilot edition of the program „Masters of Sport of KGHM”. The program aims to strengthen the position of women in Polish sport, promote equal access to resources and development opportunities, build a positive image of female athletes, and invest in the future of Polish sport and young female leaders. Through sponsorships and promotional activities with female athletes from various sports, KGHM is perceived as a company strengthening inclusiveness. 7 athletes from various sport disciplines were invited to the first edition of the program.

The Masters of Sport of KGHM became reliable and natural ambassadors of numerous CSR projects. Thanks to their positive energy and authenticity, they effectively promoted preventive health care, physical activity and engaged in important social activities such as volunteering or visiting the SOS Children's Village.

## **7. Analysis, monitoring and effectiveness of sponsoring sport**

In accordance with point III of the specific recommendations of Best Practice, the sponsoring activities carried out by KGHM are subject to ongoing analysis and monitoring by the Supervisory Board of the Company.

As regards point V of the specific recommendations of Best Practice, sponsoring activities have a tangible and measurable business effect (marketing or image).

Monitoring the realisation of every agreement is guaranteed by the wording of the agreements.

Moreover, payment of the full amount of remuneration resulting from every sponsoring agreement of more than PLN 100 000 is contingent upon the submission by the Sponsee of a report indicating the achievement, as a result of execution of the Agreement, of the image value of the KGHM brand, at a level at least as much as is indicated in the agreement, prepared by an external entity involved in the professional examination of the effectiveness of sponsoring, at the cost of and organised by the Sponsee. In 2025, the provisions regarding the content of the report were clarified (it must include a measurement of the advertising equivalent of the exposure, a valuation of the direct value of advertising benefits, media monitoring and a valuation of the advertising equivalent of publications on the project together with an assessment of its components).

## **8. Summation**

All of the decisions of KGHM regarding sport sponsoring are taken in accordance with the principles of corporate governance, with particular attention to the rights and interests of shareholders. Sponsoring activities had a tangible and measurable business effect (marketing or image) for the

Company and were consistent with the Sponsoring Policy and the long-term goals advanced by KGHM.

The procedures implemented by KGHM guarantee professional analysis and the taking of decisions which advance the goals related with building the KGHM brand.

This report prepared for 2025 comprises 6 pages.

## **9. Signatures**

Remigiusz Paszkiewicz  
President of the Management Board

Zbigniew Bryja  
Vice President of the Management Board (Development)

Piotr Krzyżewski  
Vice President of the Management Board (Finance)

Mirosław Laskowski  
Vice President of the Management Board (Production)

Anna Sobieraj-Kozakiewicz  
Vice President of the Management Board (International Assets)

Relevant signatures on the original

Lubin, 25 May 2026