

Report on the remuneration of the Management Board and Supervisory Board of KGHM Polska Miedź S.A. for 2025

*Adopted by Resolution No. 44/XI/26 of the Supervisory Board of KGHM Polska Miedź S.A.
dated 27 April 2026*

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I. Introduction

1. Definitions

The terms used in this Report have the following meanings:

- 1) **Report** – The report on the remuneration of the Management Board and Supervisory Board of KGHM Polska Miedź S.A. prepared in compliance with art. 90g of the Act on public offerings;
- 2) **Remuneration Policy/Policy** – remuneration policy for members of the Management Board and Supervisory Board adopted in 2020. The current unified text of the remuneration policy adopted by the Company on 18 June 2025;
- 3) **KGHM** or **Company** – KGHM Polska Miedź S.A. with its registered head office in Lubin;
- 4) **KGHM Group** – KGHM Polska Miedź S.A. Group;
- 5) **Act on public offerings** – the Act of 29 July 2005 on public offerings and conditions governing the introduction of financial instruments to organised trading, and on public companies;
- 6) **Act on the principles of setting remuneration** – act dated 9 June 2016 on the principles of setting the remuneration of individuals managing certain companies;
- 7) **Member of the Management Board** – member of the management board of KGHM Polska Miedź S.A. with its registered head office in Lubin;
- 8) **Management Board** – management board of KGHM Polska Miedź S.A. with its registered head office in Lubin;
- 9) **Member of the Supervisory Board** – member of the supervisory board of KGHM Polska Miedź S.A. with its registered head office in Lubin;
- 10) **Supervisory Board** – supervisory board of KGHM Polska Miedź S.A. with its registered head office in Lubin;
- 11) **Statutes** – statutes of KGHM Polska Miedź S.A. with its registered head office in Lubin;
- 12) **General Meeting** – ordinary or extraordinary General Meeting of KGHM Polska Miedź S.A. with its registered head office in Lubin.

2. General information

The obligation to prepare the following report arises from art. 90g of the Act on public offerings, introduced on 30 November 2019 based on the act dated 16 October 2019 on amending the act on public offerings and conditions governing the introduction of financial instruments to organised trading, and on public companies as well as certain other acts.

The following document represents a report on the remuneration of Members of the Management Board and Supervisory Board of KGHM Polska Miedź S.A., presenting a comprehensive review of remuneration, including all of the benefits, regardless of their form, received by individual Members of the Management Board and Members of the Supervisory Board, or to which individual Members of the Management Board and Supervisory Board are entitled for the financial year ended 31 December 2025, pursuant to the Remuneration Policy.

All monetary amounts in the Report are presented in full Polish zlotys (PLN) in gross terms.

2.1 Events having an impact on the shaping of the remuneration of Members of the Management Board and Supervisory Board in 2025

The basic legal act regulating the remuneration of members of the Management Board and of the Supervisory Board is the Remuneration Policy of members of the Management Board and of the Supervisory Board of KGHM Polska Miedź S.A., developed in accordance with art. 90d of the Act on public offerings. The Remuneration Policy was adopted in KGHM Polska Miedź S.A. in 2020. The last change took place on 18 June 2025 based on Resolution no. 44/2025 of the Ordinary General Meeting of KGHM Polska Miedź S.A. and comprised mainly changes involving the principles of remuneration of members of the Management

Board and Supervisory Board (details are provided in the further part of this Report), reflection of the question of remuneration equality and equality in the employment of women and men in the management goals of members of the Management Board.

The means of remunerating the Members of the Supervisory Board and of the Management Board set forth in the Remuneration Policy reflect the principles set forth in the Act on the principles of setting remuneration.

In accordance with § 20 sec. 2 point 9) of the Statutes of KGHM, setting the remuneration of members of the Management Board as well as other terms of contracts for the providing of management services remains within the mandate of the Supervisory Board, which enters into management services contracts with the Members of the Management Board based on the principles set forth in the Remuneration Policy. The template for the management services contracts is set by a resolution of the Supervisory Board separately for the President of the Management Board and for the Vice Presidents of the Management Board.

3. Information on KGHM Polska Miedź S.A.

KGHM Polska Miedź S.A. is one of the largest global producers of copper and silver, as well as a key entity of the Polish raw materials sector. The company operates based on the largest copper ore deposit in Europe, which is the basis of its long-term stability and competitive position on international markets.

KGHM operates in Poland, Canada, the United States, and Chile, providing it with a geographically diversified portfolio of mining assets. Its operational structure encompasses both underground and open-pit mines, as well as advanced metallurgical and refining facilities. KGHM's products – including copper, silver, gold, molybdenum, nickel, and sulphuric acid – are distributed internationally and have long been synonymous with high quality in the non-ferrous metals sector.

The KGHM Group currently operates on four continents and maintains a strategic position in the global supply chain of critical raw materials. The metals produced by KGHM play a key role in the development of low-emission technologies, such as renewable energy, electromobility, and digital infrastructure. In the context of energy transformation and the increased importance of strategic raw materials, KGHM's operations have significant economic and geopolitical dimensions.

The competencies of almost 35 thousand employees across the Group are a key resource for the organization. For years, the Company has been committed to extensive sustainable development initiatives, including environmental protection, emission reduction, collaboration with local communities, and transparency in ESG reporting. The company creates a work environment based on collaboration, cultural diversity, and high safety standards. Expert knowledge and technological advancements enable the implementation of increasingly advanced extraction and processing methods consistent with the principles of sustainable management of natural resources.

KGHM's strategy is focused on ensuring stable production, increasing operational efficiency, and developing new mining projects of strategic importance. Investments in mining infrastructure, including the construction of new shafts, strengthen the company's mining potential and enhance Poland's resource security. At the same time, long-term activities are focused on developing low-emission technologies, optimising processes, and diversifying the project portfolio.

Thanks to its stable market position, strong competence resources and global operational reach, KGHM remains an entity of key importance for the domestic and international economy, as well as one of the pillars of the technological and energy transformation.

II. Information on the composition of the Management Board and of the Supervisory Board

1. Composition of the Management Board of KGHM Polska Miedź S.A.

The composition of the 11th-term and 12th-term Management Board of KGHM Polska Miedź S.A. **from 1 January 2025 to 31 December 2025** was as follows:

Table no. 1: Composition of the Management Board of KGHM Polska Miedź S.A.

| <i>First name, surname</i> | <i>Function</i> | <i><u>11th-term*</u></i> <i><u>Period when function</u></i> <i><u>served</u></i> | <i><u>12th-term *</u></i> <i><u>Period when function</u></i> <i><u>served</u></i> |
|-----------------------------|--|--|---|
| Andrzej Szydło | President of the Management Board | 01.01.2025 – 02.06.2025 | 02.06.2025 – 31.12.2025 |
| | acting Vice President of the Management Board (International Assets) | 09.04.2025 – 02.06.2025 | |
| Zbigniew Bryja | Vice President of the Management Board (Development) | 01.01.2025 – 02.06.2025 | 02.06.2025 – 31.12.2025 |
| Piotr Krzyżewski | Vice President of the Management Board (Finance) | 01.01.2025 – 02.06.2025 | 02.06.2025 – 31.12.2025 |
| Mirosław Laskowski | Vice President of the Management Board (Production) | 01.01.2025 – 02.06.2025 | 02.06.2025 – 31.12.2025 |
| Piotr Stryczek | Vice President of the Management Board (Corporate Affairs) | 01.01.2025 – 02.06.2025 | 02.06.2025 – 31.12.2025 |
| Anna Sobieraj - Kozakiewicz | Vice President of the Management Board (International Assets) | | 02.06.2025 – 31.12.2025 |
| Iga Dorota Lis | Vice President of the Management Board (International Assets) | 01.01.2025 – 09.04.2025 | |

* Due to the expiry of the 11th-term Management Board of KGHM Polska Miedź S.A. and the need to terminate the mandates of members of the Management Board in order to appoint the 12th-term Management Board of KGHM Polska Miedź S.A., the Supervisory Board on 2 June 2025 adopted a resolution on dismissing the existing members of the 11th-term Management Board of KGHM Polska Miedź S.A.

Following qualification proceedings for members of the 12th-term Management Board of KGHM Polska Miedź S.A., the Supervisory Board on 2 June 2025 adopted a resolution on appointing the 12th-term Management Board of KGHM Polska Miedź S.A.

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

The composition of the 11th-term Supervisory Board KGHM Polska Miedź S.A. **from 1 January 2025 to 31 December 2025** was as follows:

Table no. 2: Composition of the Supervisory Board of KGHM Polska Miedź S.A.

| First name, surname | Function | Period when function served |
|---|--------------------|-----------------------------|
| Aleksander Cieśliński | Deputy Chairperson | 01.01.2025 – 24.06.2025 |
| | Chairperson | 24.06.2025 – 31.12.2025 |
| Tadeusz Kocowski | Chairperson | 01.01.2025 – 24.06.2025 |
| | Deputy Chairperson | 24.06.2025 – 31.12.2025 |
| Zbysław Dobrowolski | | 01.01.2025 – 31.12.2025 |
| Dominik Januszewski | | 01.01.2025 – 31.12.2025 |
| Marian Noga | | 01.01.2025 – 31.12.2025 |
| Piotr Prugar | | 01.01.2025 – 31.12.2025 |
| Joanna Zakrzewska | | 08.01.2025 – 31.12.2025 |
| Józef Czyczerski – elected by employees of the KGHM Group | | 01.01.2025 – 31.12.2025 |
| Przemysław Darowski – elected by employees of the KGHM Group | | 01.01.2025 – 31.12.2025 |
| Bogusław Szarek – elected by employees of the KGHM Group | Secretary | 01.01.2025 – 31.12.2025 |

III. Description of individual components of the remuneration, severance pay, compensation and other benefits accruing to members of the Management Board

The total remuneration of Members of the Management Board is comprised of fixed remuneration, variable remuneration, severance pay, compensation due to the non-competition clause and other benefits resulting from the Remuneration Policy.

1. Fixed remuneration of members of the Management Board

The Supervisory Board sets the level of fixed remuneration based on and in reference to the Act on the principles for setting remuneration, the Remuneration Policy and General Meeting resolutions regarding the principles of setting remuneration members of the Management Board.

The level of fixed remuneration is set as a multiple of the base measure:

- Multiples of the base measure:**

Multiples of the base measure of monthly fixed remuneration for individual members of the Management Board in 2025 was as follows:

| <i>Function</i> | <i>Multiple of the base measure</i> |
|---|-------------------------------------|
| President of the Management Board | 15 - times |
| Vice President of the Management Board (Corporate Affairs) | 15 - times |
| Vice President of the Management Board (Production) | 14.5 - times |
| Vice President of the Management Board (Finance) | 14.5 - times |
| Vice President of the Management Board (Development) | 14 - times |
| Vice President of the Management Board (International Assets) | 14 - times |

- Amount of the base measure:**

The base measure was set by the General Meeting. During 2025 changes were made to the base measure, as follows:

| <i>Period the base measure was in force</i> | <i>Methodology of calculating the base measure</i> | <i>Amount of the base measure in PLN</i> |
|---|--|--|
| 01.01.2025 – 17.09.2025 | Average monthly remuneration in the corporate sector, excluding bonus payments from profit in the fourth quarter of 2024, announced by the President of the Central Statistical Office in an Announcement dated 22 January 2025. | 8 548.85 |
| 18.09.2025 – 31.12.2025 | The arithmetic mean of the average monthly remuneration in the corporate sector, excluding bonus payments from profit, announced by the President of the Central Statistical Office, for the 12 quarters of the last 3 full, consecutive years preceding the year for which it is set (in 2025, this is the 12 quarters from 2022-2024). | 7 453.20 |

2. Variable remuneration of members of the Management Board

Variable remuneration depends on the level of achievement of the management goals set for each reporting year of the Company and may not exceed 100% of the annual fixed remuneration. In the case of a member of the Management Board functioning in the position for a period of less than one reporting year, with the proviso that the contract was performed for a period of at least three months, variable remuneration is calculated proportionally.

The management goals, as well as assessment of their execution, are set by the Supervisory Board no later than by the end of the first quarter of the given reporting year.

Moreover, variable remuneration for the ended reporting year is payable to each member of the Management Board following the confirmation by the General Meeting of the Management Board's Report on the Activities of the Company and of the financial statements for the ended reporting year, as well as approval by the General Meeting of the activities of a given member in the concluded financial year.

3. Severance pay and compensation due to the non-competition clause

The contracts with members of the Management Board regulate the question of severance pay in the case of the termination or cancellation of a management services contract for reasons other than the breach of basic obligations arising from said contract. The contracts state that:

- until 17 September 2025 the Company shall pay severance in the amount of three times the fixed monthly remuneration,

- from 18 September 2025, based on annexes to the management services contracts signed with members of the Management Board, the basis for calculating the aforementioned severance pay was changed to the fixed remuneration applicable on the date of taking up the position of a member of the 12th term Management Board, i.e. 2 June 2025, or the fixed remuneration applicable on the date of termination of the position, depending on which of these indicators is more favourable.

Payment of the aforementioned severance is contingent on the member of the Management Board having served in the function for at least 12 months.

The contracts with members of the Management Board regulate the question – both during the contract as well as subsequent to the function – of the non-competition clause. In particular, they provide that for a period of six months from the date when employment in the function ceases, they are not allowed to engage in any competing activities. For adherence to the clause on forbidding competitive activities, KGHM pays the former Management Board member monthly compensation throughout the period during which competitive activities are banned. The contracts stipulate that:

- until 17 September 2025 the Company shall pay compensation in a total amount of 50% (and in the case of the President of the Management Board 100%) calculated as 6-times the monthly fixed remuneration.

- from 18 September 2025, based on annexes to the management services contracts signed with members of the Management Board, the Company shall pay compensation in a total amount of calculated as 6-times the monthly fixed remuneration in force on the date of assumption to office of the given member of the 12th-term Management Board, i.e. on 2 June 2025, or 6-times the monthly fixed remuneration in force on the date of ceasing in the function, depending on which of these indicators is more favourable.

Payment of the aforementioned compensation is contingent on the member of the Management Board having served in the function for at least 6 months and on submitting to the Company an appropriate written statement.

4. Other benefits accruing to members of the Management Board

Pursuant to the Remuneration Policy and the management services contracts, members of the Management Board were entitled to additional benefits.

The Company incurred or refinanced costs related to a Management Board Member's serving in the function and execution of the management services contract to the extent required to properly fulfil this function and execute the contract.

The Remuneration Policy and the management services contracts foresee the following types of benefits:

- a member of the Management Board may join the Employee Pension Program under the principles of the group agreement in this regard, under the proviso that the amount of the basic monthly premium under this Program is contained in the amount of the fixed remuneration for this period;
- coverage of a life insurance agreement under the group life insurance policies already in place in the Company, including in the event of death, accident or illness. The coverage corresponds to that provided to the management staff, with the only difference being that if the member of the Management Board chooses a unit-linked life insurance policy, the portion of the premium relating to this option will not be funded by the Company;
- office space together with technical and other equipment, including a personal laptop with wireless Internet access and other required equipment, and means of communication, including a cell phone;
- local housing appropriate to the function served (in respect of which the Company covers the cost of such housing to the amount of PLN 5,000 / month);
- a company car;
- incurring or refinancing costs of individual training for the members of the Management Board related to the Contract in question and contractual obligations, in each case with the prior consent of the Chairperson of the Supervisory Board of the Company;
- participation in conferences, seminars or meetings of a business nature related to the business activities of the Company and, in so far as is necessary to carry out these obligations, both domestic and international travel;
- incurring costs of civil liability insurance for the Members of the Management Board due to the function served;
- other benefits, in particular such as ensuring that the Company provide the Company's senior management with the appropriate internal regulations or resolutions of the Company's bodies – under condition that the Supervisory Board issues resolutions regarding the principles of granting or utilising such benefits by a member of the Management Board.

IV. Remuneration of members of the Management Board in 2025

Table no. 3: Detailed data on the total amount of remuneration of members of the Management Board in 2025 broken down into the components referred to in art. 90d sec. 3 point 1 of the Act on public offerings

| First name, surname / function / period of serving the function | Remuneration | | | Severance pay and compensation – non-competition clause disbursed to former members of the Management Board | Other benefits ** | Total remuneration |
|---|------------------|------------------|-------------------|---|----------------------|-----------------------|
| | Fixed | Variable* | Total | | | |
| Andrzej Szydło President of the Management Board 01.01.2025 - 31.12.2025 acting Vice President of the Management Board (International Assets) 09.04.2025 – 02.06.2025 | 1 482 367 | 1 149 606 | 2 631 973 | | 534 | 2 632 507 |
| Zbigniew Bryja Vice President of the Management Board (Development) 01.01.2025 - 31.12.2025 | 1 383 543 | 1 163 818 | 2 547 361 | | 534 | 2 547 895 |
| Piotr Krzyżewski Vice President of the Management Board (Finance) 01.01.2025 - 31.12.2025 | 1 432 955 | 1 111 286 | 2 544 241 | | 42 947 | 2 587 188 |
| Mirosław Laskowski Vice President of the Management Board (Production) 01.01.2025 - 31.12.2025 | 1 432 955 | 1 111 286 | 2 544 241 | | 58 283 | 2 602 524 |
| Piotr Stryczek Vice President of the Management Board (Corporate Affairs) 01.01.2025 - 31.12.2025 | 1 482 367 | 1 149 606 | 2 631 973 | | 60 534 | 2 692 507 |
| Anna Sobieraj - Kozakiewicz Vice President of the Management Board (International Assets) 02.06.2025 – 31.12.2025 | 781 134 | | 781 134 | | 27 276 | 808 410 |
| Iga Dorota Lis Vice President of the Management Board (International Assets) 01.01.2025 – 09.04.2025 | 394 957 | 434 986 | 829 943 | 359 052 | 11 081 | 1 200 076 |
| TOTAL | 8 390 278 | 6 120 588 | 14 510 866 | 359 052 | 201 189 | 15 071 107 |

* Variable remuneration paid in 2025 for achievement of goals for 2024.

** Data include subsidized training, coverage of room and board cost, coverage of cost of miner's uniform, life insurance.

Table no. 4: Proportions of the remuneration of members of the Management Board in 2025

| <i>First name, surname / function / period of serving the function</i> | <i>Share of fixed remuneration in total remuneration</i> | <i>Share of variable remuneration in total remuneration</i> | <i>Share of severance pay and compensation and other benefits in total remuneration</i> |
|---|--|---|---|
| Andrzej Szydło <i>President of the Management Board</i> 01.01.2025 - 31.12.2025 acting Vice President of the Management Board (International Assets) 09.04.2025 – 02.06.2025 | 56.3% | 43.7% | 0.0% |
| Zbigniew Bryja <i>Vice President of the Management Board (Development)</i> 01.01.2025 - 31.12.2025 | 54.3% | 45.7% | 0.0% |
| Piotr Krzyżewski <i>Vice President of the Management Board (Finance)</i> 01.01.2025 - 31.12.2025 | 55.4% | 43.0% | 1.6% |
| Mirosław Laskowski <i>Vice President of the Management Board (Production)</i> 01.01.2025 - 31.12.2025 | 55.1% | 42.7% | 2.2% |
| Piotr Stryczek <i>Vice President of the Management Board (Corporate Affairs)</i> 01.01.2025 - 31.12.2025 | 55.1% | 42.7% | 2.2% |
| Anna Sobieraj - Kozakiewicz <i>Vice President of the Management Board (International Assets)</i> 02.06.2025 – 31.12.2025 | 96.6% | 0.0% | 3.4% |
| Iga Dorota Lis <i>Vice President of the Management Board (International Assets)</i> 01.01.2025 – 09.04.2025 | 32.9% | 36.3% | 30.8% |

V. Variable remuneration of members of the Management Board

1. Remuneration of members of the Management Board and achievement of the long-term results of the Company

The management goals and the criteria to meet these goals as regards financial and non-financial results, being the basis to set variable remuneration, are defined by the Supervisory Board in such a way as to support the achievement of the strategy of the KGHM Group. The financial and production goals are set in a way that reflects the long-term outlook of the Company. In particular, they refer to the strategic goals, assigned to individual pillars/areas of the strategy, and reflect the key performance indicators assigned to them.

Moreover, the adopted criteria:

- have a positive effect on the commitment of the Members of the Management Board in fulfilling their functions in the Company,
- motivate the Members of the Management Board to advance the Company's business strategy and interests, and
- lead to an appropriate assessment of risk by the Members of the Management Board, including an assessment of the risks, opportunities and impact of the Company related with ESG.

2. Information on how the criteria for assessing the achievement of results in terms of variable remuneration of the Members of the Management Board were applied

2.1. Assessment of management goals for 2024

Variable remuneration for members of the Management Board paid in 2025 resulted from the achievement of management goals for 2024.

The Supervisory Board, by Resolution No. 61/XI/24 dated 10 April 2024, set management goals for the members of the Management Board for reporting year 2024, and subsequently by Resolution No. 149/XI/24 dated 18 October 2024 the Supervisory Board updated the management goals.

The aforementioned goals, their weight and their manner of settlement, were set forth in scorecards for individual of Members of the Management Board.

Resolutions of the Supervisory Board on the settlement of the management goals and the setting of variable remuneration for 2024 for members of the Management Board were adopted on 24 June 2025.

The management goals for members of the Management Board were comprised of:

- contingent goals (mutual for all members of the Management Board),
- mutual management goals (solidarity goals),
- individual management goals.

Their achievement is presented below:

- **Contingent goals** (mutual for all members of the Management Board):

| Contingent goals | Achievement % |
|--|------------------|
| The shaping and application of remuneration principles of members of management and supervisory bodies in line with the Act of 9 June 2016 on the remuneration of individuals managing certain companies (Journal of Laws from 2020 item 1907 with subsequent amendments) in all Group companies | 100% |
| Achievement of the obligations referred to in art. 17-20, art. 22 and art. 23 of the Act of 16 December 2016 on the principles of state assets management | 100% |

- **Mutual management goals for all members of the Management Board** (solidarity goals):

| Mutual management goals | Achievement % |
|---|---------------|
| Adjusted EBITDA of the KGHM Group | 143.0% |
| Volume of payable copper production by the KGHM Group | 102.1% |
| C1 cost of the KGHM Group | 92.4%* |
| Review and update of the Strategy of the KGHM Group | 100.0% |

* Achievement of 92.4% means that C1 of the KGHM Group was lower than planned, which should be seen as a positive result.

The definitions of the management goals setting forth the economic-production parameters are presented in Section IX point 4. Rate of change of the results of the Company in the years 2021-2025.

- **Individual management goals:**

| Function | Individual management goals | Achievement % |
|--|--|---------------|
| President of the Management Board Andrzej Szydło | Identification and implementation of efficiency initiatives in the Company | 100% |
| | Energy strategy as regards development of renewable energy sources in the KGHM Group | 100% |
| | Digital transformation of the Enterprise | 100% |
| | IT Strategy and Cybersecurity | 100% |
| Vice President of the Management Board (Development) Zbigniew Bryja | Identification and implementation of efficiency initiatives in the Company | 100% |
| | CAPEX – advancement of the capital investments budget | 100% |
| | CAPEX and OPEX – mine development work | 100% |
| | Concept for the management of tailings waste to the depletion of resources based on the current plan | 100% |
| | Metallurgical Development Directions | 100% |
| Vice President of the Management Board (Finance) Piotr Krzyżewski | Renewable energy – review of technology | 100% |
| | Identification and implementation of efficiency initiatives in the Company | 100% |
| | Energy strategy as regards development of renewable energy sources in the KGHM Group | 100% |
| | Financing model for the Group | 100% |
| | Automation and digitisation of accounting and wage payment processes, including implementation of IT solutions | 100% |
| | Development of a concept for financing the energy strategy | 100% |
| | Development of a strategy to sell small gold and silver ingots for the years 2024-2025 | 100% |

Translation from the original Polish version. In the event of differences resulting from the translation, reference should be made to the official Polish version.

| | | |
|---|---|------|
| Vice President of the Management Board (Production) Miroslaw Laskowski | Identification and implementation of efficiency initiatives in the Company | 100% |
| | Short-term actions to increase the retention capacity of the TSF Żelazny Most | 100% |
| | Mined production not lower than 441.52 kt of copper in ore on an annual basis | 100% |
| | Maintain metallurgical production of KGHM S.A. at a level not lower than 569.18 kt on an annual basis | 100% |
| | Metallurgical Development Directions | 100% |
| | Maintain work safety in KGHM | 100% |
| Vice President of the Management Board (Corporate Affairs) Piotr Stryczek | Identification and implementation of efficiency initiatives in the Company | 100% |
| | Optimisation of procurement processes in the KGHM Group | 100% |
| | Recommendations as to breaking monopolies in identified procurement areas | 100% |
| | Draft strategy for core Group companies | 100% |
| Vice President of the Management Board (International Assets) Iga Dorota Lis | Concept for a structure for the legal area | 100% |
| | Identification and implementation of efficiency initiatives in the Company | 100% |
| | Completion of the process of disposal of a portion of the assets of the Sudbury Basin | 100% |
| | Development strategy for the Victoria project | 100% |
| | Maintain work safety in the international assets | 100% |

Taking into consideration the level of achievement of the management goals and their settlement pursuant to the scorecards, the Supervisory Board set the level of variable remuneration for 2024 for the aforementioned members of the Management Board at 100% of the fixed remuneration for the period the functions were served in 2024.

Payment of variable remuneration for 2024 was made on 27 June 2025.

2.2. Management goals required to receive variable remuneration for financial year 2025

The Supervisory Board, by Resolution No. 40/XI/25 dated 23 April 2025, assigned management goals for the members of the Management Board for financial year 2025, and subsequently by Resolution No. 140/XI/25 dated 22 September 2025 the decision was made to amend the indicated management goals for financial year 2025 for members of the 12th-term Management Board of KGHM Polska Miedź S.A.

The aforementioned goals, their weight and their manner of settlement, were set forth in scorecards for individual of Members of the Management Board.

The management goals for members of the Management Board are comprised of:

- contingent goals (mutual for all members of the Management Board),
- mutual management goals (solidarity goals),
- individual management goals.

Management goals for members of the Management Board in 2025:

| | |
|--|---|
| Contingent goals (mutual for all members of the Management Board) | 1) The shaping and application of principles of remuneration of the management and supervisory bodies of the Company, as described in art. 4 point 3 of the Competition and Consumer Protection Act dated 16 February 2007, being a response to the principles set forth in the Act, and reflecting other laws amending the base measure, including the Act on specific solutions aiding in the realisation of the budgetary act for a given year 2) Achievement of the obligations referred to in art. 17-20, art. 22 and art. 23 of the Act of 16 December 2016 on the principles of state assets management |
|--|---|

| | | | |
|---------------------|--|--------|-----|
| Mutual goals | 1) Adjusted EBITDA of the KGHM Group | WEIGHT | 20% |
| | 2) C1 cost of the KGHM Group | | 10% |
| | 3) Volume of payable copper production by the KGHM Group | | 10% |
| | 4) Costs Optimisation Program of the KGHM Group | | 10% |

Individual goals

| President of the Management Board | | Vice President of the Management Board (Development) | | Vice President of the Management Board (Finance) | |
|--|-----|---|-----|--|-----|
| 1) HR projects | 10% | 1) CAPEX and OPEX – mine development work | 10% | 1) Principles of managing sources of electricity in the KGHM Group | 10% |
| 2) Digital transformation of the Enterprise | 15% | 2) KGHM Strategy implementation plan | 10% | 2) Projected quantitative level of sales of copper and silver during the settlement period | 10% |
| 3) Advancement of the Audit plan pursuant to new rules | 15% | 3) KGHM mined production forecast | 5% | 3) Sustainable Development Policy | 10% |
| 4) Development of a process approach | 10% | 4) Źelazny Most TSF | 5% | 4) Acquiring energy from RES | 10% |
| | | 5) Non-refundable sources of financing investments | 10% | 5) Finances of international companies | 10% |
| | | 6) Deposit access – construction of shaft regions | 10% | | |

| Vice President of the Management Board (Production) | | Vice President of the Management Board (International Assets) | | Vice President of the Management Board (Corporate Affairs) | |
|--|-----|--|-----|---|-----|
| 1) Maintain work safety in KGHM | 10% | 1) Plan to correct the production process at the Sierra Gorda mine | 15% | 1) Draft strategies of individual core companies, reflecting the strategic directions set forth in the Strategy for the core companies of the Group | 20% |
| 2) Annual mined production of no lower than 442.9 thousand tonnes of copper in ore | 10% | 2) New Agreement with DMC Mining Services to build a shaft and infrastructure under the Advanced Exploration stage of the Victoria project | 10% | 2) Implementation of the KGHM Procurement Policy established in December 2024 in Group companies | 15% |
| 3) Maintain annual metallurgical production by KGHM S.A. at a level of no lower than 567.1 thousand tonnes | 10% | 3) Update and approval of the Development Strategy for the International Assets | 10% | 3) An increase in making use of the potential of the Group's companies as part of the advancement of procurement projects | 15% |
| 4) Metallurgy Development Directions | 10% | 4) Development and implementation of the project to optimise costs and production in the international assets | 15% | | |
| 5) Źelazny Most TSF | 10% | | | | |

3. Information on potentially due remuneration in respect of Members of the Management Board for 2025

If 100% of the management goals are achieved and the performance of members of the Management Board is approved by the General Meeting, potentially due remuneration for the Members of the Management Board for 2025 is as follows:

Table no. 5: Potentially due variable remuneration of members of the Management Board for 2025

| First name, surname | Function | Potentially due variable remuneration for 2025 based on management services contracts |
|-----------------------------|---|---|
| Andrzej Szydło | President of the Management Board | 1 482 367 |
| Zbigniew Bryja | Vice President of the Management Board (Development) | 1 383 543 |
| Piotr Krzyżewski | Vice President of the Management Board (Finance) | 1 432 955 |
| Mirosław Laskowski | Vice President of the Management Board (Production) | 1 432 955 |
| Piotr Stryczek | Vice President of the Management Board (Corporate Affairs) | 1 482 367 |
| Anna Sobieraj - Kozakiewicz | Vice President of the Management Board (International Assets) | 781 134 |
| Iga Dorota Lis | Vice President of the Management Board (International Assets) | 394 957 |
| TOTAL | | 8 390 278 |

VI. Description of individual components of remuneration of Supervisory Board members

1. Remuneration for serving in the function of member of the Supervisory Board

The General Meeting sets the level of remuneration based on and in reference to the Act on the principles for setting remuneration and the Remuneration Policy.

In 2025, in accordance with the Remuneration Policy, monthly remuneration for members of the Supervisory Board was set as a multiple of the base measure:

- **Multiples of the base measure:**

| Period the multiple was in force | Multiple of remuneration |
|----------------------------------|--|
| 01.01.2025 – 17.06.2025 | <p>Monthly remuneration for members of the Supervisory Board is set as a multiple of the base measure, as described in art. 1 sec. 3 point 11 of the Act on the principles of setting remuneration and as a multiple:</p> <ul style="list-style-type: none"> • for the Chairperson of the Supervisory Board – 2.2, • for other members of the Supervisory Board – 2.0. |

| | |
|-------------------------|--|
| 18.06.2025 – 31.12.2025 | <p>Monthly remuneration for members of the Supervisory Board, which also reflects their work in the committees of the Supervisory Board, is set at the amount of 2.75-times the base measure, as described in art. 1 sec. 3 point 11 of the Act on the principles of setting remuneration, as well as taking into account other laws amending or modifying the base measure, including the Act on specific solutions aiding in the realisation of the budgetary act for a given year.</p> <p>The level of the aforementioned remuneration may increase, depending on the function served by a given member:</p> <ul style="list-style-type: none"> • for the Chairperson of the Supervisory Board, monthly remuneration is increased by 10%, • for the Deputy Chairperson of the Supervisory Board, monthly remuneration is increased by 9%, • for the Secretary of the Supervisory Board, monthly remuneration is increased by 8%. |
|-------------------------|--|

• **Amount of the base measure:**

| <i>Period the base measure was in force</i> | <i>Methodology of calculating the base measure</i> | <i>Amount of the base measure in PLN</i> |
|---|---|--|
| 01.01.2025 – 17.06.2025 | Average monthly remuneration in the corporate sector, excluding bonus payments from profit in the fourth quarter of 2024, announced by the President of the Central Statistical Office in an Announcement dated 22 January 2025. | 8 548.85 |
| 18.06.2025 – 31.12.2025 | The arithmetic mean of the average monthly remuneration in the corporate sector, excluding bonus payments from profit in the fourth quarter of 2016, announced by the President of the Central Statistical Office in an Announcement dated 18 January 2017. | 4 403.78 |

Members of the Supervisory Board receive remuneration regardless of the number of meetings convened in a given month. Members of the Supervisory Board are not remunerated for any month in which they did not attend any of the formally convened meetings for unjustified reasons. Remuneration may be paid following the adoption by the Supervisory Board of resolutions regarding justification of the absence of a member of the Supervisory Board.

Apart from the above-mentioned remuneration, members of the Supervisory Board are not entitled to receive any additional remuneration components, including bonuses or other cash benefits.

2. Benefits for serving in the function of member of the Supervisory Board

According to the Commercial Partnerships and Companies Code, the Company also covers or reimburses costs related to participation in the work of the Supervisory Board.

VII. Remuneration of members of the Supervisory Board in 2025

Table no. 6: Detailed data on the total amount of remuneration of Members of the Supervisory Board in 2025 broken down into the components referred to art. 90d sec. 3 point 1 of the Act on public offerings

| First name, surname / period of serving the function | Remuneration and benefits for serving the function in the Supervisory Board | | | Remuneration, employment and pension benefits in KGHM | | | Total remuneration |
|--|--|---|------------------|---|---------------------------------------|----------------|-----------------------|
| | Remuneration for serving the function in the SB | Benefits related to serving the function in the SB* | Total | Remuneration resulting from the employment contract | Employment and pension benefits | Total | |
| Aleksander Cieśliński 01.01.2025 – 31.12.2025 | 180 854 | 547 | 181 401 | - | - | - | 181 401 |
| Tadeusz Kocowski 01.01.2025 – 31.12.2025 | 189 641 | 111 | 189 752 | | | | 189 752 |
| Zbysław Dobrowolski 01.01.2025 – 31.12.2025 | 173 087 | 914 | 174 001 | - | - | - | 174 001 |
| Dominik Januszewski 01.01.2025 – 31.12.2025 | 173 087 | 233 | 173 320 | - | - | - | 173 320 |
| Marian Noga 01.01.2025 – 31.12.2025 | 173 087 | 147 | 173 234 | - | - | - | 173 234 |
| Piotr Prugar 01.01.2025 – 31.12.2025 | 173 087 | 110 | 173 197 | - | - | - | 173 197 |
| Joanna Zakrzewska 08.01.2025 – 31.12.2025 | 169 227 | 364 | 169 591 | - | - | - | 169 591 |
| Józef Czczerski 01.01.2025 - 31.12.2025 | 173 087 | 282 | 173 369 | - | 4 359 | 4 359 | 177 728 |
| Przemysław Darowski 01.01.2025 - 31.12.2025 | 173 087 | 111 | 173 198 | - | - | - | 173 198 |
| Bogusław Szarek 01.01.2025 - 31.12.2025 | 179 320 | 129 | 179 449 | 337 640 | 9 016 | 346 656 | 526 105 |
| TOTAL | 1 757 564 | 2 948 | 1 760 512 | 337 640 | 13 375 | 351 015 | 2 111 527 |

* Data includes subsidizing of telecommunications services and expenses of an individual nature.

VIII. Compliance of the total remuneration of Members of the Management Board and Supervisory Board with the adopted Remuneration Policy

KGHM Polska Miedź S.A. pays remuneration to the members of the Management Board and the Supervisory Board in accordance with the principles set forth in the Remuneration Policy, available on the website of the Company <https://kgm.com> in the section Investors – ESG – Policies and codes.

The remuneration paid for the period covered by this Report only included the components foreseen by the Remuneration Policy. All of the remuneration and benefits were paid in compliance with prevailing laws and the principles set forth in the Remuneration Policy, based on previously-set criteria and in the correct amounts.

1. Remuneration of members of the Management Board - in reference to the Remuneration Policy

In accordance with **Section V** of the Remuneration Policy, i.e. *Remuneration principles and basic information on the principles of entering into contracts with Members of the Management Board*, members of the Management Board are entitled to the following:

- **Fixed remuneration** – described in Section V of the Policy – sec. 2.
- **Variable remuneration** – described in Section V of the Policy – sec. 1 (point 4) and sec 3.
- **Severance pay and compensation due to the non-competition clause:**
 - severance pay (Section V of the Policy, sec. 8, point 8),
 - compensation – a ban on competitive activities following cessation of serving in the function (Section V of the Policy, sec. 8, point 10).
- **Other benefits:**
 - housing / hotel services / a personal laptop / telephone / a company car / refund of travel costs (Section V of the Policy, sec. 7, points 3 and 6),
 - subsidised training (Section V of the Policy, sec. 7, point 4),
 - costs of civil insurance (Section V of the Policy, sec. 7, point 5),
 - life insurance / miner's uniform subsidizing (Section V of the Policy, sec. 7, point 6),
 - Employee Pension Program (Section V of the Policy, sec. 7, point 7),

2. Remuneration of members of the Supervisory Board - in reference to the Remuneration Policy

In accordance with **Section IV** of the Remuneration Policy, i.e. *Remuneration principles and basic information on the principles of appointing the members the Supervisory Board*, members of the Supervisory Board are entitled to the following:

- **Remuneration for serving in the function:** described in Section IV of the Policy, sections 1, 2 and 3),
- **Benefits for serving in the function:** described in Section IV of the Policy, sec. 8).

IX. Information on changes in the total remuneration of Members of the Management Board and Supervisory Board, changes in the average remuneration of Company employees who were not Members of the Management Board or Supervisory Board, and changes in the Company's results, in the period 2021-2025

1. Rate of change in remuneration paid to the members of the Management Board in the years 2021-2025

Changes in total remuneration year-to-year are presented in Table no. 7.

Changes in the number of Members of the Management Board in the years 2021 – 2025 are presented in Table no. 8.

Table no. 7: Information on changes in the total remuneration of Members of the Management Board in the period 2021-2025

| First name, surname / change year-to-year | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|------------|------------|------------|-----------|------------|
| Total remuneration of Members of the Management Board | 10 363 471 | 11 442 854 | 11 461 527 | 9 368 905 | 15 071 107 |
| change [%] y/y | 19.0% | 10.4% | 0.2% | -18.3% | 60.9% |
| Andrzej Szydło | - | - | - | 1 155 225 | 2 632 507 |
| change [%] y/y | - | - | - | - | 127.9% |
| Zbigniew Bryja | - | - | - | 1 078 465 | 2 547 895 |
| change [%] y/y | - | - | - | - | 136.3% |
| Piotr Krzyżewski | - | - | - | 1 136 489 | 2 587 188 |
| change [%] y/y | - | - | - | - | 127.6% |
| Mirosław Laskowski | - | - | - | 1 140 919 | 2 602 524 |
| change [%] y/y | - | - | - | - | 128.1% |
| Piotr Stryczek | - | - | - | 1 170 655 | 2 692 507 |
| change [%] y/y | - | - | - | - | 130.0% |
| Anna Sobieraj - Kozakiewicz | - | - | - | - | 808 410 |
| change [%] y/y | - | - | - | - | - |
| Iga Dorota Lis | - | - | - | 447 517 | 1 200 076 |
| change [%] y/y | - | - | - | - | 168.2% |
| Tomasz Zdzikot | - | 372 635 | 1 647 925 | 1 235 058 | - |
| change [%] y/y | - | - | 342.2% | -25.1% | - |
| Mirosław Kidoń | - | 63 912 | 1 181 422 | 332 089 | - |
| change [%] y/y | - | - | 1748.5% | -71.9% | - |
| Marek Pietrzak | 176 687 | 1 078 650 | 2 244 067 | 812 375 | - |
| change [%] y/y | - | 510.5% | 108.0% | -63.8% | - |
| Mateusz Wodejko | - | 32 333 | 1 206 658 | 827 489 | - |
| change [%] y/y | - | - | 3632.0% | -31.4% | - |
| Marek Świder | - | 836 220 | 2 003 967 | 32 624 | - |
| change [%] y/y | - | - | 139.6% | -98.4% | - |
| Adam Bugajczuk | 1 885 678 | 1 666 727 | 696 730 | - | - |
| change [%] y/y | 12.2% | -11.6% | -58.2% | - | - |
| Marcin Chludziński | 2 220 036 | 2 374 503 | 874 022 | - | - |

Translation from the original Polish version. In the event of differences resulting from the translation, reference should be made to the official Polish version.

| | | | | | |
|------------------------------------|-----------|-----------|---------|---|---|
| change [%] y/y | 22.8% | 7.0% | -63.2% | - | - |
| Paweł Gruza | 1 881 226 | 1 604 278 | 631 315 | - | - |
| change [%] y/y | 1.9% | -14.7% | -60.7% | - | - |
| Andrzej Kensbok | 698 063 | 1 976 540 | 975 421 | - | - |
| change [%] y/y | - | 183.1% | -50.7% | - | - |
| Jerzy Paluchniak | - | 120 305 | - | - | - |
| change [%] y/y | - | - | - | - | - |
| Dariusz Świderski | 602 877 | 762 519 | - | - | - |
| change [%] y/y | - | 26.5% | - | - | - |
| Katarzyna Kreczmańska-Gigol | 1 668 515 | 277 116 | - | - | - |
| change [%] y/y | -1.4% | -83.4% | - | - | - |
| Radosław Stach | 1 230 389 | 277 116 | - | - | - |
| change [%] y/y | -26.8% | -77.5% | - | - | - |

Table no. 8: Information on the number of Members of the Management Board in the years 2021-2025

| Year | Number of members of the Management Board |
|----------------------------------|---|
| 2021 (1 January – 31 October) | 5 |
| 2021 (1 November – 31 December) | 6 |
| 2022 (1 January – 9 August) | 6 |
| 2022 (10 August – 31 August) | 5 |
| 2022 (1 September – 11 October) | 6 |
| 2022 (12 October – 6 December) | 4 |
| 2022 (7 December – 9 December) | 3 |
| 2022 (10 December – 20 December) | 4 |
| 2022 (21 December – 31 December) | 5 |
| 2023 (1 January – 31 December) | 5 |
| 2024 (1 January – 9 January) | 5 |
| 2024 (10 January – 13 February) | 4 |
| 2024 (13 February – 6 March) | 2 |
| 2024 (6 March – 31 March) | 6 |
| 2024 (1 April – 31 August) | 5 |
| 2024 (1 September – 31 December) | 6 |
| 2025 (1 January – 9 April) | 6 |
| 2025 (9 April – 2 June) | 5 |
| 2025 (2 June – 31 December) | 6 |

2. Rate of change of remuneration paid to the members of the Supervisory Board in the years 2021-2025

Changes in total remuneration y/y are presented in Table no. 9.

Changes in the number of members of the Supervisory Board in the years 2021 – 2025 are presented in Table no. 10.

Table no. 9: Information on changes in the total remuneration of Members of the Supervisory Board in the period 2021-2025

| First name, surname / change year-to-year | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|-----------|-----------|-----------|-----------|-----------|
| Total remuneration of members of the Supervisory Board | 1 701 790 | 1 950 369 | 2 345 098 | 2 182 280 | 2 111 527 |
| change [%] y/y | 12.8% | 14.6% | 20.2% | -6.9% | -3.2% |
| Aleksander Cieśliński | - | - | - | 166 053 | 181 401 |
| change [%] y/y | - | - | - | - | 9.2% |
| Tadeusz Kocowski | - | - | - | 181 804 | 189 752 |
| change [%] y/y | - | - | - | - | 4.4% |
| Zbysław Dobrowolski | - | - | - | 165 831 | 174 001 |
| change [%] y/y | - | - | - | - | 4.9% |
| Dominik Januszewski | - | - | - | 165 360 | 173 320 |
| change [%] y/y | - | - | - | - | 4.8% |
| Marian Noga | - | - | - | 164 605 | 173 234 |
| change [%] y/y | - | - | - | - | 5.2% |
| Piotr Prugar | - | - | - | 165 471 | 173 197 |
| change [%] y/y | - | - | - | - | 4.7% |
| Joanna Zakrzewska | - | - | - | - | 169 591 |
| change [%] y/y | - | - | - | - | - |
| Józef Czyczerski | 322 438 | 352 908 | 496 091 | 212 731 | 177 728 |
| change [%] y/y | 18.3% | 9.5% | 40.6% | -57.1% | -16.5% |
| Przemysław Darowski | 135 848 | 149 417 | 167 298 | 187 332 | 173 198 |
| change [%] y/y | 983.6% | 10.0% | 12.0% | 12.0% | -7.5% |
| Bogusław Szarek | 401 092 | 520 936 | 492 793 | 522 329 | 526 105 |
| change [%] y/y | 11.4% | 29.9% | -5.4% | 6.0% | 0.7% |
| Zbigniew Bryja | - | - | - | 90 872 | - |
| change [%] y/y | - | - | - | - | - |
| Agnieszka Winnik - Kalembe | 141 693 | 163 891 | 185 134 | 24 788 | - |
| change [%] y/y | 9.6% | 15.7% | 13.0% | -86.6% | - |
| Andrzej Kisielewicz | 144 416 | 149 484 | 167 366 | 22 519 | - |
| change [%] y/y | 1.8% | 3.5% | 12.0% | -86.5% | - |
| Katarzyna Krupa | 66 041 | 149 299 | 167 180 | 22 499 | - |
| change [%] y/y | - | 126.1% | 12.0% | -86.5% | - |
| Marek Wojtków | - | 34 951 | 167 328 | 22 524 | - |
| change [%] y/y | - | - | 378.7% | -86.5% | - |
| Wojciech Zarzycki | - | 78 443 | 167 298 | 22 519 | - |

Translation from the original Polish version. In the event of differences resulting from the translation, reference should be made to the official Polish version.

| | | | | | |
|------------------------------|---------|---------|---------|--------|---|
| change [%] y/y | - | - | 113.3% | -86.5% | - |
| Radosław Zimroz | - | 34 951 | 167 328 | 22 524 | - |
| change [%] y/y | - | - | 378.8% | -86.5% | - |
| Piotr Ziubroniewicz | - | 15 345 | 167 282 | 22 519 | - |
| change [%] y/y | - | - | 990.1% | -86.5% | - |
| Piotr Dytko | - | 43 919 | - | - | - |
| change [%] y/y | - | - | - | - | - |
| Jarosław Janas | 135 730 | 70 917 | - | - | - |
| change [%] y/y | 5.3% | -47.8% | - | - | - |
| Robert Kaleta | 66 041 | 114 914 | - | - | - |
| change [%] y/y | - | 74.0% | - | - | - |
| Bartosz Piechota | 135 959 | 70 994 | - | - | - |
| change [%] y/y | 5.3% | -47.8% | - | - | - |
| Marek Pietrzak | 111 028 | - | - | - | - |
| change [%] y/y | -13.9% | - | - | - | - |
| Katarzyna Lewandowska | 41 504 | - | - | - | - |
| change [%] y/y | -39.6% | - | - | - | - |

Table no. 10: Information on the number of members the Supervisory Board in the years 2021-2025

| Year | Number of members of the Supervisory Board |
|--------------------------------|--|
| 2021 (January - April) | 9 |
| 2021 (May - June) | 8 |
| 2021 (July - October) | 10 |
| 2021 (November - December) | 9 |
| 2022 (January - October) | 9 |
| 2022 (November - December) | 10 |
| 2023 | 10 |
| 2024 (1 January - 6 March) | 10 |
| 2024 (6 March - 31 December) | 9 |
| 2025 (1 January – 7 January) | 9 |
| 2025 (8 January – 31 December) | 10 |

3. Rate of change of the average remuneration of Company employees who were not Members of the Management Board or Supervisory Board in the years 2021-2025

In the years 2021 – 2025 changes in the remuneration of Company employees who were not Members of the Management Board or Supervisory Board were characterised by a positive rate of change.

The changes in the average remuneration year-to-year are presented in Table no. 11.

Increases in remuneration are due to the remuneration policies carried out, the principles of the Collective Labour Agreement for the Employees of KGHM Polska Miedź S.A. and collective agreements with the trade unions regarding employee remuneration and benefits.

Table no. 11: Information on changes in the average remuneration of employees of the Company who were not Members of the Management Board or Supervisory Board in the period 2021-2025

| Average remuneration | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|--------|--------|--------|--------|--------|
| Total average remuneration excluding Members of the Management Board and of the Supervisory Board | 13 437 | 15 181 | 17 039 | 17 706 | 19 119 |
| change [%] y/y | 15.5% | 13.0% | 12.2% | 3.9% | 8.0% |

4. Rate of change of the results of the Company in the years 2021-2025

Definitions of parameters:

Adjusted EBITDA of the KGHM Group

Variable remuneration of Members of the Management Board, based on achievement of the management goals described in Section V, is closely tied to adjusted EBITDA of the Company and adjusted EBITDA of the Group, due to the fact that the Management Board evaluates the results of the Company and Group through the use of these indicators, among others.

Pursuant to European Securities and Markets Authority (ESMA) Guidelines as regards ESMA Guidelines on Alternative Performance Measures, adjusted EBITDA is an Alternative Performance Measure. Adjusted EBITDA is not defined by International Financial Reporting Standards (IFRS), and as such it cannot be treated as an alternative performance measure as defined by IFRS, such as net profit/(loss), operating profit, net cash generated by operating activities, liquidity or other IFRS measure.

Moreover, adjusted EBITDA does not have a single, set definition. The means of calculating this measure in other companies may vary significantly from the methods applied by the Company. Consequently, adjusted EBITDA for KGHM and the KGHM Group may not be comparable to similar measures presented by other companies. These measures should be treated as supplementary information, expanding the presentation of the results and other data of the Company and the KGHM Group.

In KGHM Polska Miedź S.A. we define adjusted EBITDA of the KGHM Group as the sum of EBITDA of individual operating segments and is calculated as: profit/loss on sales + depreciation/amortisation + recognition (-reversal) of impairment losses on property, plant and equipment recognised in cost of sales, selling costs and administrative expenses. It comprises all segments including the segment Sierra Gorda.

Volume of payable copper production by the KGHM Group - reflects total production by KGHM Polska Miedź S.A. and KGHM INTERNATIONAL LTD. as well as the 55% share of production by Sierra Gorda.

C1 cost of the KGHM Group (KGHM, KGHM INTERNATIONAL LTD., 55% Sierra Gorda) - unit cash cost of producing payable copper in concentrate, reflecting costs of ore extraction and processing, transport costs, the minerals extraction tax, administrative costs during the mining stage, and smelter treatment and refining charges (TC/RC), less the value of by-products.

Table no. 12: Information on changes in the results of the Company in the period 2021-2025

| Parameter | 2021 | 2022 | 2023 | 2024 | 2025 |
|--|--------|--------|--------|--------|--------|
| Revenues from sales (PLN mn) | 24 618 | 28 429 | 29 084 | 29 894 | 30 964 |
| <i>change [%] y/y</i> | 27.4% | 15.5% | 2.3% | 2,8% | 3.6% |
| Net Profit/Loss (PLN mn) | 5 169 | 3 533 | -1 153 | 2 788 | 1 946 |
| <i>change [%] y/y</i> | 190.6% | -31.7% | n/a | n/a | -30.2% |
| Adjusted EBITDA of the Company (PLN mn) | 5 474 | 5 400 | 3 563 | 4 463 | 4 909 |
| <i>change [%] y/y</i> | 22.8% | -1.4% | -34.0% | 25.3% | 10.0% |
| Adjusted EBITDA of the Group (PLN mn) | 10 327 | 8 865 | 5 362 | 8 457 | 10 276 |
| <i>change [%] y/y</i> | 55.9% | -14.2% | -39.5% | 57.7% | 21.5% |
| C1 for KGHM Polska Miedź S.A. (USD/lb) | 2,26 | 2.38 | 2,98 | 3,07 | 3.16 |
| <i>change [%] y/y</i> | 39.5% | 5.3% | 25.2% | 3.0% | 2.9% |
| C1 for the Group (USD/lb) | 1.96 | 2.20 | 2,87 | 2.67 | 2.58 |
| <i>change [%] y/y</i> | 23.3% | 12.2% | 30.5% | -7.0% | -3.4% |
| Volume of electrolytic copper production from own concentrate (kt) | 381.4 | 381.5 | 385.5 | 383.7 | 375.4 |
| <i>change [%] y/y</i> | -7.7% | 0.0% | 1.0% | -0.5% | -2.2% |
| Volume of payable copper production by the Group (kt) | 753.7 | 733.1 | 710.9 | 729.7 | 710.0 |
| <i>change [%] y/y</i> | 6.3% | -2.7% | -3.0% | 2.6% | -2.7% |

Translation from the original Polish version. In the event of differences resulting from the translation, reference should be made to the official Polish version.

X. Remuneration from entities within the same Group

The contracts entered into with the Members of the Management Board to provide management services to KGHM Polska Miedź S.A. state that if a Member of the Management Board serves in a body of one of the Company's subsidiaries within the Group, the said Member of the Management Board may not receive additional remuneration from serving in this function.

The Members of the Management Board in 2025 did not receive any remuneration from subsidiaries within the Group.

Amongst the Members of the Supervisory Board, additional remuneration from companies of the KGHM Polska Miedź S.A. Group in 2025 was only received by employee-elected Members of the Supervisory Board. This was remuneration due to their employment as well as retirement benefits.

The remuneration received by Bogusław Szarek for his employment in the Company and retirement benefits received by Józef Czyczerski was combined with remuneration due to their serving on the Supervisory Board and is presented in Section VII of this Report.

Przemysław Darowski did not receive additional remuneration from the Company, but did receive remuneration from other entity of the Group (from the company POL-MIEDŹ TRANS Sp. z o.o.). Total remuneration and employee benefits paid by the company POL-MIEDŹ TRANS Sp. z o.o. in 2025 amounted to PLN 155 733.58.

XI. Number of financial instruments granted or offered to the members of the Management Board and the Supervisory Board

The Remuneration Policy does not foresee the possibility of granting Members of the Management Board or Supervisory Board financial instruments, and therefore in 2025 the Company did not grant any financial instruments to Members of the Management Board or Supervisory Board.

XII. Information on utilisation of the possibility to demand a return of variable components of remuneration

Pursuant to Section V, sec. 3, point 6 of the Remuneration Policy, the Company has the right to claims for a return of the variable remuneration if, subsequent to its payment, it is determined that it was paid to the Member of the Management Board based on data which turned out to be false.

The Company in 2025 did not utilise the possibility to demand the return of variable components of remuneration due to the lack of any indications of a breach in these rules.

XIII. Information on refrainment from the procedure of implementation of the Remuneration Policy and on refrainments applied pursuant to art. 90f of the Act on public offerings

Section XI of the Remuneration Policy states that the Company does not foresee the possibility of temporarily refraining from the application of the Remuneration Policy.

Since the date of adoption of the Remuneration Policy by the General Meeting, the Company has not refrained from application of the Remuneration Policy, nor from the procedure of implementing the Remuneration Policy, nor taken any actions aimed at such refrainment.

XIV. Monetary or non-monetary benefits granted to persons closely related to Members of the Management Board and the Supervisory Board

The remuneration of Members of the Management Board and Supervisory Board does not include monetary or non-monetary benefits for persons closely related to Members of the Management Board and Supervisory Board as defined in art. 90g sec. 5 of the Act on public offerings.

XV. Information on considering Resolutions of the General Meeting for the prior reporting year

The Ordinary General Meeting of KGHM Polska Miedź S.A., acting pursuant to art. 90g sec. 6 of the Act on public offerings, by Resolution No. 8/2025 dated 18 June 2025, expressed a positive opinion on the Report on the remuneration of Members of the Management Board and the Supervisory Board of KGHM Polska Miedź S.A. for 2024.

XVI. Summation

The Supervisory Board has prepared this Report in accordance with art. 90g of the Act. It is subject to auditing by a certified auditor as regards its inclusion of information required by art. 90g sec. 1-5 and 8 of the Act on public offerings.

The next General Meeting is required, pursuant to art. 90g sec. 6 in connection with art. 90g sec. 7 of the Act on public offerings, to adopt an opinion-presenting resolution regarding this Report. This General Meeting resolution is of an advisory nature.

The Report is required to be published on the Company's corporate website and shall be available free of charge for a period of 10 years from the completion of the General Meeting at which the opinion-presenting resolution regarding this Report was adopted.

Supervisory Board of KGHM Polska Miedź S.A.

relevant signatures on the original

Lubin, 27 April 2026

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