

Resolution No. 150/XII/2025
of the Management Board of KGHM Polska Miedź S.A.
dated 3 October 2025

regarding: call for elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group

Acting on the basis of § 4 sec. 2 of the Bylaws the Management Board of KGHM Polska Miedź S.A. in connection with point 34 of Appendix no. 1 to the Bylaws the Management Board of KGHM Polska Miedź S.A. as well as § 6 sec. 1 of the *„Bylaws for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group”*, the following is resolved:

§ 1

1. The Management Board of KGHM Polska Miedź S.A. call for elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group on **14 and 15 January 2026**.
2. The elections referred to in w sec. 1 will be conducted in accordance with the *„Bylaws for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group”*, adopted by resolution No. 142/XI/25 of the Supervisory Board of KGHM Polska Miedź S.A. dated 22 September 2025.

§ 2

Supervision over execution of this resolution is hereby assigned to the Executive Director of the Head Office, the Executive Director for Human Resources Management, the Executive Director for Corporate Oversight and the Head of the International Companies Corporate Oversight Unit, each in their own area of action.

§ 3

This resolution comes into force upon its adoption.

Management Board of KGHM Polska Miedź S.A.

relevant signatures on the original

**Resolution No. 4/2026
dated 17 January 2026**

**of the Electoral Commission for the conduct of elections of members
of the 12th-term Supervisory Board of KGHM Polska Miedź S.A.
elected by the employees of the KGHM Polska Miedź S.A. Group
on 14-15 January 2026**

Acting on the basis of Section X § 23 of the Bylaws for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group representing an Appendix to do Resolution No. 142/XI/25 of the Supervisory Board of KGHM Polska Miedź S.A. dated 22 September 2025 regarding adoption of the „Bylaws for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group” (hereafter: „the Bylaws”), the Electoral Commission, appointed by Resolution No. 213/XII/2025 of the Management Board of KGHM Polska Miedź S.A. dated 12 November 2025 regarding appointment of the Electoral Commission to conduct elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group (hereafter: „the Electoral Commission”) resolves as follows:

§ 1

The Electoral Commission, based on electoral protocols, received from 39 domestic and foreign Electoral Commission Districts, approves the election protocol from the result of the elections conducted on 14-15 January 2026 of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group.

§ 2

The Electoral Commission confirms that the members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. were elected by the employees of the KGHM Polska Miedź S.A. Group:

- 1) in electoral district 1:
 - a) **Marcin Kaczanowski,**
 - b) **Bogusław Szarek;**
- 2) in electoral district 2: **Przemysław Darowski.**

§ 3

The Electoral Commission confirms that the elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group on 14-15 January 2026 were conducted in accordance with the existing Bylaws.

§ 4

The protocol from the elections represents an Appendix to this Resolution.

§ 5

This resolution comes into force upon its adoption.

Signatures of members of the Electoral Commission for the conduct of elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the

employees of the KGHM Polska Miedź S.A. Group taking part in the meeting on 17 January 2026.

relevant signatures on the original

ANNOUNCEMENT OF THE ELECTORAL COMMISSION

On the results of elections of members of the
12th-term Supervisory Board of KGHM Polska Miedź S.A.
elected by the employees of the KGHM Polska Miedź S.A. Group
on 14-15 January 2026

The Electoral Commission announces that as a result of voting, individual Candidates received the following numbers of votes:

<i>Item</i>	<i>Surname and first name</i>	<i>Number of votes</i>	<i>Percent</i>
in Electoral District 1:			
1.	Buczek Kamil Karol	899	5.73%
2.	Kaczanowski Marcin	3211	20.47%
3.	Karmelita Mariusz	1301	8.29%
4.	Miszczyk Wojciech	2921	18.62%
5.	Młynarczyk Jan	1904	12.14%
6.	Romanowicz Wojciech	922	5.88%
7.	Rudkowski Adam	797	5.08%
8.	Szarek Bogusław	3731	23.79%
in Electoral District 2:			
1.	Darowski Przemysław	2740	42.91%
2.	Nimczyk Tomasz	1419	22.23%
3.	Zbrzyzny Ryszard	2226	34.86%

The Electoral Commission confirms that the following persons were elected as Representatives from the election of Employees of the KGHM Polska Miedź S.A. Group to the 12th-term Supervisory Board of KGHM Polska Miedź S.A.:

in Electoral District 1:

Marcin Kaczanowski

Bogusław Szarek

in Electoral District 2:

Przemysław Darowski

Electoral Commission

Resolution No. 38/XII/2026
of the Management Board of KGHM Polska Miedź S.A.
dated 27 January 2026

regarding: Request to the Supervisory Board of KGHM Polska Miedź S.A. on confirmation of the validity of the elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group, conducted on 14 and 15 January 2026

Acting on the basis of § 4 sec. 2 of the Bylaws the Management Board of KGHM Polska Miedź S.A. in connection with point 34 of Appendix no. 1 to the Bylaws the Management Board of KGHM Polska Miedź S.A. as well as § 26 of the Bylaws for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group, the following is resolved:

§ 1

The Management Board of KGHM Polska Miedź S.A., after reviewing resolution No. 4/2026 dated 17 January 2026 of the Electoral Commission for the conduct of elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group, requests that the Supervisory Board of KGHM Polska Miedź S.A. confirm the validity of the elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group conducted on 14 and 15 January 2026.

§ 2

This resolution comes into force upon its adoption.

Management Board of KGHM Polska Miedź S.A.

relevant signatures on the original

Resolution No. 16/XI/26
of the Supervisory Board of KGHM Polska Miedź S.A.
dated 30 January 2026

regarding: confirmation of the validity of the elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group, conducted on 14 and 15 January 2026

Acting on the basis of § 26 of the Bylaws for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group as a result of the request of the Management Board of KGHM Polska Miedź S.A. contained in resolution No. 38/XII/2026 of the Management Board of KGHM Polska Miedź S.A. dated 27 January 2026, and after reviewing resolution No. 4/2026 dated 17 January 2026 of the Electoral Commission for the conduct of elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group, the following is resolved:

§ 1

The Supervisory Board of KGHM Polska Miedź S.A. confirms the validity of the elections of members of the 12th-term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group conducted on 14 and 15 January 2026.

§ 2

This resolution comes into force upon its adoption.

Signatures of members of the Supervisory Board of KGHM Polska Miedź S.A. who were present KGHM Polska Miedź S.A.:

Supervisory Board of KGHM Polska Miedź S.A.

relevant signatures on the original