

Anti-corruption clause

For the purposes of this clause:

- 1) **Business Partner** - means an external party with which KGHM plans or has entered into a business relationship,
- 2) **KGHM** – means KGHM Polska Miedź S.A.

1. The Business Partner undertakes to comply with all applicable laws relating to counteracting, combating and responding to suspected or actual corruption, as well as to the KGHM Group's Anti-Corruption Policy and KGHM Group's Code of Ethics.
2. The Business Partner ensures that the establishment of business cooperation with KGHM, as well as the conclusion and performance of the contract, did not take place as a result of any corrupt behavior, in particular:
 - promising, offering, or giving, directly or indirectly, any unfair advantage in connection with an existing or to be established business relationship with KGHM to any person;
 - consisting in demanding or accepting by any person any undue benefits for himself or for any other person, or accepting an offer or promise of such benefit in exchange for an act or failure to act in connection with an existing or to be established business relationship with KGHM;
 - in course of business activity, consisting in promising, offering or giving, directly or indirectly, to a person employed or cooperating with KGHM in any capacity, any unfair advantage for himself or for the benefit of any other person in return for an act or failure to act, which violates his duties and constitutes a socially harmful reciprocity;
 - in course of business activity, consisting in requesting or accepting, directly or indirectly by a person employed or cooperating with KGHM in any capacity, any unfair advantage or accepting an offer or promise of such benefit for himself or for any other person in return for an act or omission actions that violate his duties and constitute a socially harmful reciprocity.
3. The Business Partner undertakes to disclose all information regarding the possibility of a conflict of interest in connection with the conclusion and implementation of the contract with KGHM, affecting the transparency of the business relationship and the risk of corruption activities.
4. The Business Partner ensures that he will inform his employees, associates, subcontractors, suppliers, representatives, as well as other persons involved in business cooperation or the implementation of the contract concluded with KGHM about the principles set out in this clause, as well as in connection with plans to establish such cooperation or conclude such an agreement as well as that these persons will comply with the principles

set out in the anti-corruption clause. Upon every request of KGHM, the Business Partner shall immediately inform about the measures taken to ensure compliance with the anti-corruption clause, also by the persons specified in the preceding sentence, as well as about the measures taken to ensure the effective implementation of the anti-corruption clause.

5. In any situation, when the Business Partner has knowledge or reasonable suspicion that any party to the contract and/or persons referred to in point 4 have breached the anticorruption clause, he will immediately inform the person with KGHM specified in the contract to contact the Business Partner or report this fact through the KGHM Ethics Line Platform: <https://liniaetyki.kghm.com/pl>.
6. Regardless of any contractual limitation of liability in connection with business cooperation or an agreement concluded with KGHM, the Business Partner is liable on general terms to the fullest extent permitted by law for non-performance or improper performance of the anti-corruption clause also by persons and entities specified in point 4 of this clause.
7. Violation of the anti-corruption clause is treated by the Parties as a gross violation of the principles of business cooperation, in particular contracts concluded with KGHM, and may constitute the basis for:
 - termination of each contract concluded by the Business Partner with KGHM without notice due to the fault of the Business Partner, with immediate effect and imposing contractual penalties specified in the contract, if applicable.
 - immediate termination of the business relationship.
8. Termination of the contract or contracts with the Business Partner, as well as the termination of the business relationship in accordance with point 4 of this clause, shall not constitute grounds for any claims against KGHM for the Business Partner.
9. The Business Partner ensures that they have documented training in anti-corruption measures, in accordance with the requirements of ISO 37001. This training should cover key aspects related to identifying, preventing, and reporting corruption activities.
10. In the absence of documented training, the Business Partner guarantees that before commencing cooperation with KGHM, they will undergo anti-corruption training. A form of anti-corruption training accepted by KGHM is, in particular, the training publicly available at <https://szkolenia-antykorupcyjne.edu.pl/>, the completion of which is confirmed by an appropriate certificate.
11. In exceptional cases, when completion of the above-mentioned training is not possible or special circumstances arise, the training may be conducted by an Anti-Corruption Officer or a Member of the Anti-Corruption Committee within a KGHM organizational unit. The Business Partner undertakes to document the completion of such training and provide relevant certificates upon every request of KGHM.